

AGREEMENT

between the

**NORTH PLAINFIELD
BOARD OF EDUCATION**

and the

**NORTH PLAINFIELD ASSOCIATION
OF EDUCATIONAL ADMINISTRATORS
AND SUPERVISORS**

**Covering the Period From
July 1, 2024 through June 30, 2027**

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ARTICLE I

RECOGNITION

- I. Pursuant to the provisions of N.J.S.A. 34:13A-1 et seq., the North Plainfield Board of Education, an Equal Opportunity Employer, hereby recognizes the North Plainfield Association of Educational Administrators and Supervisors as a majority representative and as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for all administrative personnel including principals, assistant principals, administrators, directors and supervisors under contract or on leave, now employed or as hereafter may be employed by the Board, excluding the Superintendent of Schools, Assistant Superintendent, Secretary/Business Administrator, and Director of Operations. The position of Director of Special Services shall be excluded and removed from this recognition clause. The position will be considered exempt/unaffiliated and the Association will not serve as a representative for this role any matters.
- II. Unless otherwise indicated, the term administrator when used hereinafter shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

ARTICLE II

NEGOTIATIONS

The parties agree to enter into negotiations concerning a successor agreement in accordance with N.J.S.A. 34:13A-1 et seq. Such negotiations shall begin no later than February 1 and not earlier than January 2 of the final school year in which the contract is in effect, unless a mutually agreed date to begin negotiations has been determined, or as PERC regulations require, for each successor agreement.

ARTICLE III

GRIEVANCE PROCEDURE

I. Definition

A "grievance" shall mean a claim or allegation by an administrator/supervisor that there has been a personal loss, injury, or inconvenience because of a violation, a misinterpretation, or an inequitable application of:

- A. Board policy that affects terms and conditions of employment.
- B. This Agreement.

II. Rights of Administrators/Supervisors to Representation

- A. Any aggrieved administrator/supervisor may be represented at all stages of the grievance procedure by him/herself, or, at his option, with a representative selected or approved by the Association.
- B. When an administrator/supervisor is not represented by the Association in the processing of a grievance, the Association shall have the right at the time of the submission of the grievance to the Superintendent or at any later level:
 - 1. To be notified that the grievance is in process.
 - 2. To receive a copy of all decisions rendered.
 - 3. Grievances that are resolved without an Association representative shall not infringe on either Association rights or this Agreement.
- C. The individual shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal at all steps in the grievance procedure.
- D. A grievance which affects a number of administrators/supervisors may, at the option of those administrators/supervisors, be filed as a single grievance.

III. Procedure

- A. To be considered under this procedure, a grievance must be initiated by the administrator/supervisor in writing within thirty (30) calendar days of the occurrence of the particular incident.
- B.
 - 1. Failure at any step of the following procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved administrator/supervisor to proceed to the next step.
 - 2. Failure at any step of the following procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
 - 3. After a grievance has been initiated, either side may request an extension of time limits during periods when the schools are closed. Requests for extension of the time limits shall be granted.
- C. It is understood that administrators/supervisors shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance has been fully determined.

- D. Step 1 - Any administrator/supervisor who has a grievance shall discuss it first with his/her immediate superior in an attempt to resolve the matter informally at that level.
- E. Step 2 - If, as a result of the discussion, the matter is not resolved to the satisfaction of the administrator/supervisor within five (5) working days, he/she shall set forth his/her grievance **in writing** to the immediate superior specifying:
1. The nature of the grievance.
 2. The nature and extent of the loss, injury, or inconvenience.
 3. The results of the previous discussions.
 4. The dissatisfaction with decisions previously rendered.
 5. The remedy sought.

Within five (5) working days of the immediate superior's receipt of the written grievance, that superior shall communicate in writing his decision and justifications to the administrator/supervisor or an administrator/supervisor whose immediate superior is the Superintendent, will proceed directly to Step 4.

- F. Step 3 - Within (5) working days after receipt of the immediate superior's decision, the administrator/supervisor may appeal the decision to the Superintendent of Schools. The appeal to the Superintendent must be in writing and must detail:
1. The particulars of the grievance as specified in Step 2 above.
 2. The dissatisfaction with decisions previously rendered.

The Superintendent shall attempt to resolve the matter within a period not to exceed five (5) working days. The Superintendent shall also communicate in writing the decision and justifications to the administrator/supervisor involved.

- G. Step 4 - If the grievance is not resolved to the administrator/supervisor's satisfaction, he/she may request a review by the Board of Education no later than five (5) working days after receipt of the Superintendent's decision. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. Within thirty-five (35) calendar days of receipt of the grievance by the Board, the Board, or a committee thereof, shall review the grievance and shall, at its option, hold a hearing with the administrator/supervisor and render a decision in writing. Beyond this step a grievance shall not be processed if it applies to:
1. Any matter for which a method of review is prescribed by Title 18A.
 2. Any rule or regulation of the State Commission of Education.
 3. Any matter which according to law is beyond the scope of Board authority.

4. A complaint of a non-tenured administrator/supervisor which arises by reason of his/her not being reemployed.
 5. A complaint by any administrator/supervisor occasioned by appointment to, or lack of appointment to, retention in, or lack of retention in any position for which tenure is either not possible or not required.
- H. Step 5 - If the decision of the Board of Education does not resolve the grievance to the satisfaction of the administrator/ supervisor, and the administrator/supervisor wishes review by a third party, he/she shall refer the grievance to the Association. Within ten (10) working days of receipt of the Board's decision, the Association may request arbitration of the grievance by notifying the Board through the Superintendent.
1. The following procedure shall be used to secure the services of an arbitrator:
 - a. A joint Board-Association request shall be made to the American Arbitration Association to submit a roster of persons fully qualified to function as arbitrators of the grievance in question.
 - b. Should the parties be unable to determine a mutually satisfactory arbitrator from the submitted list, they shall request the American Arbitration Association to submit a second roster of names.
 - c. Should the parties be unable to determine a mutually satisfactory arbitrator from the second submitted list within ten (10) working days of the initial request for arbitration, the American Arbitration Association shall be requested by either the Board or the Association to designate an arbitrator.
 2. The arbitrator shall limit himself to the issue submitted to him and shall consider nothing else. He shall add nothing to, nor subtract anything from, the Agreement between the parties or from any policy of the Board of Education. The recommendations of the arbitrator shall be advisory on Board policy that affects terms and conditions of employment, ARTICLE XIII, and ARTICLE XIV, and binding on issues regarding this Agreement. Within thirty (30) calendar days of the completion of the Arbitrator's hearings, copies of the arbitrator's findings and recommendations shall be given to the Board and to the aggrieved and his representatives only.

IV. Costs

- A. The fees and the expenses of the arbitrator are the only costs which shall be shared by the two parties, and such costs shall be shared equally.

- B. All other costs shall be borne by the parties incurring them.

ARTICLE IV

SCHOOL CALENDAR

Input to the school calendar shall be solicited from representatives of the Association prior to its being adopted by the Board of Education.

ARTICLE V

ADMINISTRATOR EMPLOYMENT

- I. All administrators who began working not later than October 1 shall be notified no later than May 15 of their contract and salary status for the ensuing year. Non-tenured administrators shall sign their contracts or letters of intent by May 30th, unless at the request of the administrator/ supervisor an extension has been granted by the Superintendent.
- II. The hours of respective professional personnel shall be determined by the Board of Education.

ARTICLE VI

ADMINISTRATOR ASSIGNMENT AND EVALUATION

- I. All administrators shall be given written notice of their tentative assignments for the forthcoming year not later than June 1. In the event that changes in such assignments are proposed after June 1, the affected administrator shall be notified in writing of the new assignment.
- II. Evaluations will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey Act (TEACH NJ), N.J.S.A. 18A:6-117 et al, in accordance with code and applicable to all members.

ARTICLE VII

MISCELLANEOUS MANAGEMENT DUTIES

The Board and the Association acknowledge that an administrator's primary responsibility is to provide management and direction to the school program.

ARTICLE VIII

SICK LEAVE

- I. Sick leave is hereby defined in accordance with 18A:30-1.
- II. All persons holding any office, position, or employment for the North Plainfield Board of Education, who are steadily employed under contract, or who are protected by tenure in their office or position of employment shall be allowed sick leave as follows:
 - 10-month employees @ 11 days
 - 11-month employees @ 12 days
 - 12-month employees @ 13 days
- III. Sick leave allowable under the above conditions shall accumulate for use as may be needed for sickness in subsequent years.
- IV. A physician's certificate attesting to the illness or physical disability of an administrator may be required in cases where absence for reasons of sickness exceeds three (3) days. The three consecutive day requirement may be waived in cases of suspected abuse.

ARTICLE IX

TEMPORARY LEAVES OF ABSENCE

- I. An employee may be absent without loss of pay when:
 - A. Absence is the result of a court order if the employee is required by law to attend a legal proceeding related to their employment, except when the employee has filed legal action against the district. When the lawsuit against the district is settled in favor of the employee, the employee will be made whole through either the damage award or by the district.
 - B. In the case of death of an immediate family member (spouse, parent, other member of the immediate household, child, grandchild, grandparent, sibling, or parent-in-law) up to five (5) working days of bereavement leave shall be granted immediately following the death provided there are no more than three (3) consecutive scheduled holidays or vacation days for the employee during the bereavement period.

In the case of the death of any other family member one (1) day of bereavement leave shall be granted.

- C. The Superintendent of Schools excuses the employee, in advance, for other urgent reasons. The employee must notify the Superintendent's office and appropriate school personnel no later than 8:00 a.m. or as soon as possible after the onset of the emergent situation. No one except the Superintendent of Schools or their designee may excuse or refuse an employee's absence under this rule.
- D. A staff member may be granted three (3) days of leave which may be used for family illness or to attend to personal matters which cannot be handled outside of school hours. These days may not be taken on the last workday before, nor the first workday immediately following a holiday, a school vacation or recess, nor during the first or last week of school, except for the purpose of religious observance. Application to the Superintendent shall be made at least twenty-four (24) hours before taking such leave, except in emergencies. In such cases, reasons beyond the signing of the required form shall not be required of the staff member. When an emergency day is requested, the emergency reason will be included on the application form upon return to the school district. Maximum number of employees to utilize personal days shall be ten percent (10%) of a classification on any given day.
- E. Unused leave (sick or personal) shall accumulate as sick leave.
- F. Jury Duty - Jury duty leave shall be granted for a maximum of two (2) weeks to an employee who is required to serve. The employee shall be paid the difference between the jury stipend and the employee's daily rate of pay. The employee shall be required to report for duty whenever the employee is excused from jury duty sufficiently early to be present in the school district for at least two (2) hours of the employee's regular workday.
- G. Superintendent of Schools approves, in advance, the administrator's request to be absent to visit other schools or to attend educational meetings.
- H. An employee absent for reasons other than those specified above shall receive no pay for the time lost.
- I. Nothing herein shall be construed to be in conflict with the Workmen's Compensation Laws of the State of New Jersey.

ARTICLE X

EXTENDED LEAVES OF ABSENCE

- I. One (1) tenured employee may be granted a leave of absence for a period not in excess of one (1) year to work for the Association and/or its affiliates. Such leave shall be without accumulation of credit on the salary guide and without pay.

- II. A tenured employee may be granted a leave of absence for a period not in excess of two (2) years:
 - A. To join the Peace Corps, VISTA, a national Teachers' Corps, or similar program as a full-time participant.
 - B. To serve as an exchange or overseas administrator as a full-time participant. Such leave shall be with accumulation of credit on the salary guide but without pay.
- III. A tenured administrator/supervisor may be granted a childcare leave of absence subject to terms satisfactory to the administration. A tenured administrator/supervisor who adopts an infant may be granted a child care leave of absence. This leave shall commence upon the receipt of de facto custody of said infant or earlier if necessary to fulfill the requirements for the adoption. Such leaves shall be without accumulation of credit on the salary guide and without pay and will not exceed one (1) year.
- IV. A tenured employee may be granted a leave of absence for advanced study at the discretion of the Board of Education.
- V. All applications for leaves, extensions or renewals thereof must be made and granted in writing.
- VI. A tenured employee upon the resumption of his employment shall have restored to him all benefits to which he was entitled prior to his leave of absence.
- VII. Requests for extended leaves shall be in writing and specify one (1) or two (2) years duration. The Board shall be notified in writing by April 15 before the expiration of such leave that an administrator intends to return to work at the beginning of the subsequent school year.

ARTICLE XI

SABBATICAL LEAVE

The policy of granting sabbatical leave of absence is established solely to help the district maintain the highest level of instructional competence. In no case is an application for such leave recommended by the Superintendent or approved by the Board of Education unless, in their considered judgment, the professional competence of the staff member and the general efficiency of the school system will be benefited thereby.

I. Sabbatical Leave Regulations

- A. **Eligibility** - A certificated full-time employee completing seven (7) or more years of continuous satisfactory service in North Plainfield Public Schools may, upon recommendation of the Superintendent, be granted a leave of absence for one (1) or two (2) semesters for:

1. Study on a full-time basis.
2. Travel on a full-time basis directly related to the administrator's assignment.
3. Any other reason that the Board and the Superintendent shall approve.

The employee shall not be granted subsequent sabbatical leave until that person has reestablished eligibility by serving and completing seven (7) years of continuous satisfactory service.

- B. **Number of Leaves Authorized** - No more than one administrator shall be granted sabbatical leave during any school year.
- C. **Application for Leave** - Application for sabbatical leave shall be made on or before December 1 on a form prescribed by the Superintendent. Such form shall provide for an outline of the program or itinerary to be followed by the staff member during the period of the leave.

The Superintendent shall notify the applicant in writing of the decision of the Board on or before February 15. If granted, such leave shall begin in the next school year on the first day of the first semester or on February 1.

- D. **Physical Examination** - Any applicant favorably considered by the Superintendent may be required by the Board of Education to have a physical examination. The purpose of such an examination is to determine whether there is reasonable probability that the applicant will be physically able to return to employment for the minimum period required.
- E. **Subsequent Service** - As a condition to being granted leave, the employee shall enter into a contract (in terms to be mutually agreed upon) to continue in the employ of the North Plainfield Board of Education for a period of not less than two (2) years following the leave of absence.

Should an employee violate the terms specified above, he shall repay the Board of Education a sum of money bearing the same ratio to the amount of salary received while on leave of absence that the unperformed part of the two (2) subsequent years of service bears to the full two (2) years. An employee may be released from such obligation if he is:

1. Incapacitated
2. Discharged
3. Released for good and sufficient reason by the Board of Education.

- F. **Status of Pension and Tenure** - Contribution by the employee to the retirement fund shall continue as usual during the sabbatical leave period. Tenure rights shall not be impaired.

- G. **Illness or Accident** - Serious accident or illness (established by evidence satisfactory to the Board) interrupting the program of study or itinerary being pursued by an employee shall not constitute a breach of the conditions of such leave, provided that the Superintendent was notified of such accident or illness by registered letter within ten (10) days of its occurrence or as soon as possible.
- H. **Forfeiture of Leave** - If the Superintendent is convinced that an employee on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted, he shall report this fact to the Board of Education. The Board after giving the employee an opportunity to be heard may terminate the leave of absence as of the date of its abuse.

A sabbatical leave shall not be forfeited should the employee become the recipient of grant or scholarship.

- I. **Sabbatical to Maternity Leave** - Sabbatical leave shall be transferred to maternity leave subject to the rules regulating maternity leave.
- J. **Return to Active Duty** - An employee who has been on sabbatical leave for the first semester shall notify the Superintendent on or before December 1 of his/her intention to return to duty the following semester. If leave has been granted for the second semester or the entire school year, the employee shall notify the Superintendent on or before April 1 of his/her intention to return to duty the following school year. Failure of an employee on leave to give such notification shall be interpreted as an indication that such employee does not wish to return to the North Plainfield Public School System and shall be considered a violation of Section E thereby invoking the Board's right to repayment.
- K. **Reinstatement** - Unless conditions have arisen that necessitate change in subject or building assignment, the employee who has complied with Section J above shall be reinstated in the position he/she held at the time his/her leave was granted.

Reinstatement is further conditioned by submitting a written report to the Superintendent describing the significant activities engaged in while on sabbatical leave. If the leave is taken during the first semester, such report is due by March 30 of the following semester. If the leave is taken during the second semester or for the entire school year, the report is due by the following September 30.

- L. **Salary** - The salary of an employee on sabbatical leave for a full year shall be fifty-five (55%) percent of the salary to which he/she is entitled if not on leave, minus the regular deductions for Social Security, Income Tax, Teachers' Pension fund and any other deduction required.

The salary of an employee on sabbatical leave for only (1) semester shall be seventy-five (75%) percent of the half-year salary to which he/she is entitled if not on leave, minus the regular deductions listed above.

Salary shall be paid in accordance with the salary payment schedule of the North Plainfield School System.

The decision of the Board to grant or to refuse to grant a sabbatical leave will be final. It shall not be subject to the grievance procedure.

- M. **Reimbursement** - Neither tuition nor costs of any professional growth activity undertaken during sabbatical will be reimbursed.

ARTICLE XII

BOARD-NPAEAS LIAISON

The Association's representatives shall meet with the Superintendent and/or call a committee of the Board as necessary during the school year. Primary responsibility to call meetings shall rest with the Association. The Board-NPAEAS Committee shall review and discuss current school practices and problems. The Committee shall also attend to the proper administration of this Agreement.

ARTICLE XIII

PROTECTION OF STUDENTS AND PROPERTY

As per school law Title 18A.

ARTICLE XIV

EDUCATIONAL IMPROVEMENT

The Board agrees to pay:

- A. The full cost of tuition and other reasonable expenses incurred in connection with courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which an administrator is required and/or requested to take by the administration.
- B. The Board agrees to pay fifty (50%) percent of the out of pocket cost per credit hour up to the maximum of 50% of the Rutgers University graduate course rate for graduate courses approved by the Superintendent up to 18 semester hours per year. Reimbursement shall be on courses directly related to an administrator's present assignment.
- C. In alternative, non-traditional programs, the superintendent may waive the 18-semester hour requirement.

- D. At the completion of an advanced degree which affects the employee's salary (Master's +30 [6th year] or Doctoral Degree), the employee will agree to remain as an employee of the Board of Education for a period of up to three (3) years.

If the employee voluntarily leaves the employment of the Board of Education, he or she must repay to the Board of Education the tuition reimbursement received according to the following schedule:

Depart within one (1) year after reimbursement: 100% repayment;
Depart after one (1) year and within two (2) years after reimbursement: 66.66% repayment;
Depart after two (2) years and within three (3) years after reimbursement: 33.33% repayment.

ARTICLE XV

MEMBERSHIP IN PROFESSIONAL ORGANIZATION

Administrators are encouraged to maintain membership in appropriate professional organizations and associations. The Board of Education will submit membership applications via purchase orders up to one thousand two hundred dollars (\$1200) in designated professional organizations related to administrative assignment.

ARTICLE XVI

HOLIDAYS AND VACATIONS

I. 12-Month Administrative Staff

- A. The Board of Education will provide paid holidays for full-time twelve-month administrative staff in accordance with the school calendar. Twelve-month administrators will receive Independence Day and Labor Day as paid holidays.
- B. In addition, full-time, twelve-month administrative staff will receive twenty (20) paid vacation days. Proposed vacation days shall be submitted in writing through the administrator's immediate superior to the Superintendent or the Superintendent's designee for approval. These 12-month administrators may take these vacation days at any time upon approval of the Superintendent of Schools. Vacation days taken between June 30 and September 1 must be approved prior to June 1. Board shall notify Association by January 1 of the four dates for the summer Administrators retreat which will occur in July and/or August of every year. No vacation will be taken during the four days of Administrators' retreat.

- C. Vacations will not be approved during the last week of school, during the week preceding the opening of school, the first week of school and during the four days of Administrators retreat. Exceptions must be submitted in writing to the Superintendent of Schools or the Superintendent's designee for approval.
- D. Administrators may carry over a maximum of 15 vacation days. These administrators may carry over 10 of these days to be used during the following school year and receive reimbursement for up to 5 days.

II. 11-Month Administrative Staff

Full-time, eleven-month administrative staff will, during the period of September 1st to June 30th, observe the regular school calendar. These administrators/supervisors will also work 20 additional days, a minimum of fifteen (15) of which must be worked between the last day of school and the first day of the next school year, according to a schedule approved by their immediate superior and the Superintendent or the Superintendent's designee.

III. 10-Month Administrative Staff

Full-time, ten- month administrative staff will observe the regular school calendar.

ARTICLE XVII

INSURANCE PROTECTION

The Board shall provide the health-care insurance protection outlined in present policies.

- A. The Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing on July 1 and ending on June 30 for each administrator/supervisor who remains in the employ of the Board for the full school year.
- B. Effective July 1, 2024, employees shall be subject to the tier four contributions of P.L. 2011, Chapter 78, or as required by law. Should the cost of a health insurance plan exceed the threshold for the Patient Protection and Affordable Care Act ("the PPACA") Excise Tax, the Board shall notify the Association and the parties will negotiate a modification of the plans or the implementation of a new plan design so the Board may offer a health insurance plan that does not require an excise tax payment.
- C. The Board shall provide a \$20/\$10/\$10 co-pay prescription plan (brand, generic, and mail, respectively), including contraceptives, to include family coverage.
- D. The Board shall provide a full dental plan for each administrator/supervisor.

- E. The Board shall provide each administrator with a reimbursement for dental, medical, and vision expenses incurred by covered employee or family member not covered by the North Plainfield current benefit package as outlined below:

2024-2027: Up to \$500

Requests for reimbursement must be received by the business office by June 1st of the contract year in which the expenses were incurred and may not be carried over into the subsequent contract years.

ARTICLE XVIII

SALARIES

- I. Salaries for administrators for the duration of this Agreement shall be as set forth as attached. The Board, at its discretion, in individual cases with just cause, may withhold salary increases or portions thereof.
- II. The Board and the Association agree to the following:
- A. Administrators employed on an eleven (11) or twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.
 - B. Administrators employed on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments.
 - C. Pay days shall be on the fifteenth (15) day and on the last school day of the month.
 - D. When a pay day falls on or during a school holiday, vacation, or weekend, administrators shall receive their pay checks on the working day immediately preceding the holiday, vacation, or weekend.
 - E. A 10-month administrative employee shall receive his/her final paycheck on the last working day in June after he/she has completed all his/her assigned duties.
 - F. If an administrator's work year changes through a recommendation by the Superintendent of Schools, the salary shall be adjusted as follows:

12/11-month employees whose work year is reduced to 11/10-months (or 11-month increased to 12-month) will receive a reduction (or an increase) in pay of \$5000 of his/her salary.
 - G. Supervisors whose work year is increased to 12-months and are current supervisors in the district will receive a minimum of 11 days of vacation between July 1 and August 31.

III. Educational Differential

- A. The following educational levels shall be recognized:

MA+30 Doctorate

- B. Each time an administrative employee presents evidence that he or she has achieved the next higher level, the employee's salary shall be increased by \$2,700.

IV. Military Experience

Military Experience - as per State Law - a new employee shall be granted not more than three (3) years of credit for military service. A year of military service shall be defined as twelve (12) months.

V. Placement of on Guide for Director of School Counseling and Director of Athletics

1. When the Director of School Counseling and Director of Athletics/Supervisor of Health/PE is hired under a Supervisor certificate, the employee will be placed on the Director/Supervisor (Dir/Sup) column of the salary guide.
2. When the Director of School Counseling and Director of Athletics/Supervisor of Health/PE is hired under a Principal or Director of School Counseling Services certificate, they will be placed on the MS/ES Principal (MS/ES Prin) column of the salary guide.

ARTICLE XIX

LONGEVITY PAY

A sum shall be added to the salary of all 11- and 12-month employees who have completed years of service within the North Plainfield School System according to the following table:

10 years in district: \$500
15 years in district: \$1000
20 years in district: \$1500

Up to four (4) years of military service, subsequent to employment in the North Plainfield School System, shall be counted toward longevity pay.

For any administrator hired after January 1, 2013, longevity is eliminated. Any current employee who is promoted to an administrative position will have their longevity capped at \$375 for 10 years or \$750 for 20 years.

ARTICLE XX

RETIREMENT ALLOWANCE

- A. A retirement allowance shall be computed at the rate of one (1) day's pay for each four (4) days of accumulated unused sick leave to the employee's credit at the time of retirement. That daily compensation to the employee under these provisions shall be at the daily rate of pay which the employee earned in his/her last year in the district.
- B. Unused personal days shall be counted as unused sick days for purposes of calculating the retirement allowance. A \$15,000 maximum limit is placed on the amount which will be paid to any individual administrator under the provisions of this article.

No minimum number of years of service shall be required for eligibility for this allowance.
- C. Any administrator who intends to retire during a school year shall submit written notice of retirement, setting forth the date of retirement, by January 1 of the preceding school year. However, an administrator who intends to retire during the month of June may submit a written notice of retirement by January of the same year.
- D. If a member who has submitted official notice to retire and whose letter of resignation has been accepted by the Board of Education dies before the effective date of his or her retirement, the retirement allowance shall be paid to the deceased member's estate.

ARTICLE XXI

LONG TERM DISABILITY

The Board shall provide a long-term disability income benefit which shall begin ninety (90) calendar days after continuous disability. Benefits shall be paid according to the current schedule of benefits provided in the contract with the insurer. The current schedule of benefits shall be made available to the association upon request.

ARTICLE XXII

SALARY DEDUCTIONS

When requested, salary deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15, 9e) and under rules established by the State Department of Education.

When requested by an employee, the Board of Education agrees to enter into an agreement to reduce the employee's salary to purchase on behalf of the employee an annuity which qualifies under the provisions of Section 403b of the Internal Revenue Code of 1954, as amended.

ARTICLE XXIII

SUPPLEMENTAL SALARIES

- A. The Board of Education agrees to compensate administrators assigned to interscholastic, intramural, extra-curricular activities for which compensation is paid at the supplemental salary rates.
- B. Ten- (10) or eleven- (11) month administrators approved by the Board of Education for assignments requiring additional days of work shall be paid at a per diem rate of 1/200 (10-month employees) or 1/220 (11-month employees) of their annual salaries for the additional days worked.
- C. Where feasible, administrators/supervisors shall be notified no later than April 30 of their supplemental contract status for the ensuing year. Administrators shall sign their supplemental contracts or letters of intent by May 10, unless, at the request of the administrator, an extension has been granted by the Superintendent.
- D. When an Administrator has been designated by the Superintendent to temporarily assume the responsibilities of a position in addition to that currently held by the Administrator, he/she shall be compensated the differential between his/her actual per diem salary and the additional position's minimum range per diem salary or \$150.00 per diem, whichever is greater. The Administrator will receive the per diem rate after the third consecutive day in the same position. This is excluding the Principal of Special Projects/Student Resources.

ARTICLE XXIV

MISCELLANEOUS PROVISIONS

- I. This Agreement shall be honored by the Board of Education and by the Association for the duration of the Agreement.
- II. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, such provisions or application shall not be deemed valid and subsisting except to the extent permitted by law. All other provisions or applications shall continue in full force and effect.
- III. Any individual contract between the Board of Education and an individual administrator/supervisor, heretofore or hereinafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement shall be controlling.

- IV. Copies of this Agreement shall be reproduced within thirty (30) days after the Agreement is signed. Copies shall be presented to all administrators now employed or hereafter employed by the Board. The Board and Association agree to prorate expenses of printing copies of the Agreement.
- V. Whenever any notice is required to be given by either party to this Agreement to the other, pursuant to the provisions of this Agreement, such party shall do so in writing at one of the following addresses:
 - A. If by the Association, to:

The Board of Education
Watchung School
North Plainfield, New Jersey 07060
 - B. If by the Board, to:

President
North Plainfield Association of Educational Administrators and Supervisors North Plainfield, New Jersey 07060
- VI. If, after the Agreement has become effective, it is felt by either the Board of Education or the Association that an amendment to this Agreement is warranted, such amendment may be added by mutual consent.
- VII. The Association agrees to respond in writing to correspondence from the Board of Education within twenty (20) school days.

ARTICLE XXV

DURATION OF AGREEMENT

This Agreement shall become effective July 1, 2024 and continue in effect until June 30, 2027.

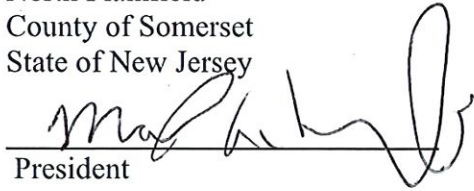
This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated unless extended by mutual agreement.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested to by their respective secretaries, all on the day and year first written above.

BOARD OF EDUCATION

North Plainfield
County of Somerset
State of New Jersey

President

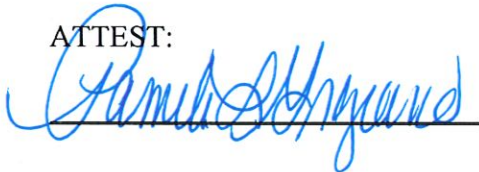


NORTH PLAINFIELD ASSOCIATION OF EDUCATIONAL ADMINISTRATORS AND SUPERVISORS

President



ATTEST:



YEAR 1

2024-25

Administrators

Salary Guide

Step	HS Prin.	MS/ES Prin.	AP	Dir/Sup
1	128,155	121,812	115,470	109,127
2	131,470	124,967	118,465	111,962
3	134,785	128,122	121,460	114,797
4	138,100	131,277	124,455	117,632
5	141,415	134,432	127,450	120,467
6	144,730	137,587	130,445	123,302
7	148,045	140,742	133,440	126,137
8	151,360	143,897	136,435	128,972
9	154,675	147,052	139,430	131,807
10	157,990	150,207	142,425	134,642
11	161,305	153,362	145,420	137,477
12	164,620	156,517	148,415	140,312
13	167,935	159,672	151,410	143,147
14	171,250	162,827	154,405	145,982
15	174,655	166,072	157,490	148,907
OG1	197,941			

Stipends for MA+30 and Doctorate earned prior to July 1, 2021 were included in an administrator's base salary for initial placement on the salary guide effective July 1, 2021.

Stipends for MA+30 and Doctorate earned after July 1, 2021 will be in addition to the above amounts.

The maximum hiring salary is at the discretion of the Superintendent of Schools.

For any administrator hired after January 1, 2013, the highest paid salary can be no greater than 85% of the superintendent's base salary.

**YEAR 2
2025-26**

Administrators

Salary Guide

Step	HS Prin.	MS/ES Prin.	AP	Dir/Sup
1	128,795	122,452	116,110	109,767
2	132,285	125,782	119,280	112,777
3	135,775	129,112	122,450	115,787
4	139,265	132,442	125,620	118,797
5	142,755	135,772	128,790	121,807
6	146,245	139,102	131,960	124,817
7	149,735	142,432	135,130	127,827
8	153,230	145,767	138,305	130,842
9	156,725	149,102	141,480	133,857
10	160,220	152,437	144,655	136,872
11	163,715	155,772	147,830	139,887
12	167,210	159,107	151,005	142,902
13	170,705	162,442	154,180	145,917
14	174,200	165,777	157,355	148,932
15	177,695	169,112	160,530	151,947
OG1	200,741			

Stipends for MA+30 and Doctorate earned prior to July 1, 2021 were included in an administrator's base salary for initial placement on the salary guide effective July 1, 2021.

Stipends for MA+30 and Doctorate earned after July 1, 2021 will be in addition to the above amounts.

The maximum hiring salary is at the discretion of the Superintendent of Schools.

For any administrator hired after January 1, 2013, the highest paid salary can be no greater than 85% of the superintendent's base salary.

**YEAR 3
2026-27 Administrators**

Salary Guide

Step	HS Prin.	MS/ES Prin.	AP	Dir/Sup
1	129,695	123,352	117,010	110,667
2	133,295	126,792	120,290	113,787
3	136,895	130,232	123,570	116,907
4	140,495	133,672	126,850	120,027
5	144,145	137,162	130,180	123,197
6	147,795	140,652	133,510	126,367
7	151,445	144,142	136,840	129,537
8	155,095	147,632	140,170	132,707
9	158,745	151,122	143,500	135,877
10	162,395	154,612	146,830	139,047
11	166,045	158,102	150,160	142,217
12	169,695	161,592	153,490	145,387
13	173,345	165,082	156,820	148,557
14	176,995	168,572	160,150	151,727
15	180,695	172,112	163,530	154,947
OG1	203,241			

Stipends for MA+30 and Doctorate earned prior to July 1, 2021 were included in an administrator's base salary for initial placement on the salary guide effective July 1, 2021.

Stipends for MA+30 and Doctorate earned after July 1, 2021 will be in addition to the above amounts.

The maximum hiring salary is at the discretion of the Superintendent of Schools.

For any administrator hired after January 1, 2013, the highest paid salary can be no greater than 85% of the superintendent's base salary.