

AGREEMENT BETWEEN
LONG BRANCH BOARD OF EDUCATION
AND
LONG BRANCH SUPERVISORS AND
COORDINATORS ASSOCIATION

JULY 1, 2020 - JUNE 30, 2023

LONG BRANCH PRINCIPALS AND DIRECTORS ASSOCIATION

Kristen Ferrara, President
Nicole Esposito, Vice President
Melanie Harding, Secretary
Jason Corley, Treasurer

LONG BRANCH BOARD OF EDUCATION 2017 Members

Donald C. Covin, President
Tasha Youngblood Brown, Vice President
Avery W. Grant
Michele Critelli, Ed. D.
Armand R. Zambrano, Jr.
Caroline Bennett
Lauren McCaskill
Violeta Peters
Lucille Perez

CENTRAL OFFICE ADMINISTRATORS

Michael Salvatore, Ph. D.
Superintendent of Schools

Alvin Freeman, Ed. D.
Asst. Superintendent of Schools

JanetLynn Dudick, Ph. D.
Assistant Superintendent for Pupil Personnel Services

Roberta Freeman, Ed. D.
Chief Academic Officer

Mr. Peter E. Genovese III, RSBO, QPA
School Business Administrator/Board Secretary

Mrs. Nancy Valenti
Assistant School Business Administrator/Assistant Board Secretary

Alisa Aquino
District Personnel Manager

**ARTICLE I
RECOGNITION**

A. Pursuant to Chapter 303, Public Laws of 1968, the Board hereby recognizes the Association as the exclusive representative for the purposes of collective negotiations concerning the terms and conditions of employment for the following personnel, employed or to be employed by the Board: District Supervisors and Coordinators.

B. Unless otherwise indicated, the term "administrator" when used hereafter in this Agreement, shall refer to all employees represented by the Association in the negotiation unit as above described.

**ARTICLE II
TERMS OF EMPLOYMENT**

The contract year for all twelve-month administrators shall be from July 1 of any particular year to June 30 of the following year.

ARTICLE III
GRIEVANCE PROCEDURE

A. A "grievance" shall mean a complaint by an administrator (1) that there has been as to him/her a violation, misinterpretation or inequitable application of any of the provisions of the within Agreement; or (2) the term "grievance" shall not apply to the following matters:

1. Matters for which a method of review is prescribed either by law or by any rule or regulation of the State Commissioner of education;
2. In matters where the Board is without authority to act;
3. Any matter which, according to law, is exclusively within the discretion of the Board;
4. A complaint of a non-tenured administrator which arises by reason of his not being re-employed;
5. A complaint by any administrator arising from 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.

B. In order for a grievance to be considered under this procedure, initial processing of said grievance must be commenced by the administrator within thirty (30) calendar days of either its occurrence or notice thereof to the aggrieved administrator.

C. An administrator with a grievance shall first discuss it with his/her immediate Central Office Administrator directly with the objective of resolving the matter informally.

D. If the aggrieved administrator is not satisfied with the disposition of his grievance after discussion as provided in Paragraph C above, or if the Central Office Administrator has failed to render a decision upon said grievance within five (5) school days after presentation thereof to him by the aggrieved administrator, the aggrieved administrator may file a grievance in writing to his/her Central Office Administrator within five (5) school days thereafter, setting forth his grievance in writing and specifying;

1. The nature of the grievance;
2. The nature and extent of the injury, loss or inconvenience;
3. The remedy which the administrator seeks;
4. The administrator's dissatisfaction with the decision previously rendered; and
5. Whether or not the aggrieved administrator desires a hearing.

In the event that the aggrieved administrator shall fail to request a hearing in said written grievance, his right to a hearing at this level shall be deemed to have been waived; provided, however, that nothing herein shall serve to prohibit the Central Office Administrator from initiating a request for an informal hearing in connection with said grievance. At such hearing, whether requested by the aggrieved administrator or the Central Office Administrator, the aggrieved administrator shall have the right to be accompanied thereat by the Association's designated representatives, who shall be

permitted to participate therein on his/her behalf. Within ten (10) school days after the receipt by the Central Office Administrator of the written grievance, the Central Office Administrator shall prepare and render to the aggrieved administrator his/her decision in writing with respect to said grievance, unless a hearing has been requested in which event the decision shall be rendered within ten (10) school days after the hearing. In the event the immediate supervisor the aggrieved administrator is the Superintendent of Schools, hereinafter referred to as the "Superintendent", the grievance as set forth in this Paragraph D shall be submitted directly to the Superintendent as set forth in Paragraph E of this Article.

E. If the aggrieved administrator is not satisfied with the disposition of his/her grievance at the immediate Central Office Administrator level, or if no decision has been rendered within ten (10) school days after filing of said written grievance, the aggrieved administrator shall file within five (5) days of said grievance, together with a copy of the Central Office Administrator's decision and any documentation annexed thereto, with his/her next Central Office Administrator. If the aggrieved administrator desires a hearing a written request thereafter shall accompany the filing of the grievance and in the event the aggrieved administrator shall fail to request a hearing with the filing of said written grievance, his right to a hearing at this level shall be deemed to have been waived; provided, however, that nothing herein shall serve to prohibit the next Central Office Administrator from initiating a request for a hearing in connections with said grievance. At such hearing, whether requested by the aggrieved administrator or the next Central Office Administrator, the aggrieved administrator shall have the right to be accompanied thereat by the Association's' designated representative, who shall be permitted to participate therein on his/her behalf. At any such hearing the next Central Office Administrator shall have the right to have in attendance the next Central Office Administrator who rendered the decision below and/or any member of his/her staff with knowledge of facts pertaining to said grievance in order to assist the Central Office Administrator in making a determination thereon. Within ten (10) school days after the receipt by the next Central Office Administrator of the written grievance or ten (10) school days after the date if one is requested, the next Central Office Administrator shall prepare and render to the aggrieved administrators his/her decision in writing with respect to said grievance. The next Central Office Administrator may set forth in said decision his/her reasons therefor.

F. If the aggrieved administrator is not satisfied with the disposition of his/her grievance at the next Central Office Administrator level or if no decision has been rendered within ten (10) school days after the grievance was filed with the next Central Office Administrator ten (10) school days after the date of a hearing, the approved administrator may file a request in writing for review, in turn, by each successive level of Central Office Administration as set forth in the Board's able of Organization in effect on the original filing date of the grievance. These levels of Central Office Administration shall include the Superintendent of Schools and shall terminate with the Board of Education. Each request for review shall be filed within five (5) school days after the decision was rendered at the next level of supervision, or should have been rendered, and said request for review shall be submitted in writing to each successive level of supervisor. The Board of Education shall finally review the grievance and may, at its option, conduct a hearing in connection with said grievance. In the event the Board shall conduct such a hearing, the aggrieved administrator shall have the right to be accompanied thereat by the Association's designated representative,

who shall be permitted to participate therein on his behalf and at such hearing the Board shall have the right to have in attendance the Superintendent and the Central Office Administrator who rendered the decision below and/or any members of the staff with knowledge of facts pertaining to said grievance. Within thirty (30) calendar days after the receipt by the Board of the request for review of said grievance or thirty (30) calendar days after the date of a hearing, if one is held, the Board shall prepare and render to the aggrieved administrator its decision, in writing, with respect to said grievance and its reasons therefor.

G. If the aggrieved administrator is not satisfied with the depositions of his/her grievance at the Board level as described in Paragraph F herein, or if no decision has been rendered within thirty (30) days after filing of said written request for review of said grievance, the aggrieved administrator may request, in writing, to the Board through the Superintendent the appointment of an Advisory Fact-finder/Mediator within four (4) school days after the decision of the Board together with all prior decisions and summaries rendered in connection with said grievance. Within four (4) school days from the filing of said request for appointment of an Advisory Fact-finder/Mediator with the Superintendent, the parties hereto will submit a joint request for a list of arbitrators to the Public Employment Relations Commission. The parties agree to follow rules set by PERC for the selection of an arbitrator. After the selection has been made, said arbitrator shall endeavor to mediate the grievance in an effort to resolve the matters in difference between the parties before conducting hearing thereon. In the event that an arbitrator, after attempt at mediation, shall conclude that further mediation would serve no useful purpose, the arbitrator shall conduct a formal hearing with respect to said grievance for the purpose of making findings of fact and recommendations for settlement based thereon to the parties. In the event that the parties hereto shall fail to accept the recommendations for settlement of said grievance and shall fail to otherwise resolve the matters in difference between them with respect to said grievance, the arbitrator shall have the power to publish his findings of fact and recommendations for settlement. The costs incurred in the appointment of an arbitrator and for the services thereof, if any, shall be borne equally by the Board and the Association, and any other expenses incurred in connection with the processing of a grievance as herein above set forth shall be borne by the party incurring same. The Arbitrator's decision shall be binding on all parties.

H. If the grievance as presented by the arbitrator is not resolved by him to the satisfaction of the parties thereto, then either party shall be free to exercise any and all remedies and procedures provided by statutory law or applicable rules and regulations of the State Commissioner of Education.

I. Following the filing of a formal written grievance, any aggrieved administrator may be represented at all stages of the grievance procedure by himself/herself and, at his/her election, a representative of his/her choosing and a representative of the Association.

J. No reprisals of any kind shall be taken by the Board or by any member of its administrative staff against any administrator by reason of his/her participation in the processing of a grievance as herein above set forth.

K. In the event that a grievance shall involve more than one administrator, those administrators desirous of processing that grievance shall comply with the procedure herein above set forth in the same manner as though processed by a single administrator except that the grievance shall comply with the procedure herein above set forth in the same manner as though processed by a single administrator except that the grievance shall commence at the Superintendent level, if there is not a common supervisor for all of the grievants.

L. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

M. No administrator shall have the right to refuse to follow an administrative directive or Board policy upon the grounds that he/she has instituted a grievance, and all administrators including the aggrieved administrator, shall continue to comply with directives of Board policies as requested by the Superintendent and/or administrators regardless of the pendency of any grievance until said grievance is properly and finally determined.

N. If, at any level of the grievance procedure as herein set forth, the aggrieved administrator shall fail to proceed to the next level within the time period herein specified, said grievance shall be deemed to have been abandoned and the most recent decision thereon shall be considered to be binding upon the aggrieved administrator.

O. All hearings conducted under this grievance procedure shall be conducted in private and in confidence.

P. The aggrieved administrator shall have the right to legal counsel at all stages of the grievance procedure after a formal grievance has been filed. Legal counsel for the Board may likewise be in attendance at any stage of the grievance procedure after a formal grievance has been filed upon the request of the Superintendent of the Board of Education.

Q. The terms, "Central Office Administrator" and "next Central Office Administrator", shall mean the grievant's immediate Central Office Administrator or next immediate Central Office Administrator as set forth in the Board's Table of Organization in effect on the original filing date of the grievance.

R. A grievance can end at any level and move forward to the next level of the grievance. A grievant may file a claim with the Office of Civil Rights by mail: U.S. Department of Education, 32 Old Slip, 26th Floor, New York, NY 10005-2500; telephone: 1-646-428-3800; fax: 1-646-428-3843; or email: OCR.NewYork@ed.gov

ARTICLE IV
SICK LEAVE AND PERSONAL ABSENCES

A. Annual Sick Leave

Administrators employed by the Board of Education shall be granted annual sick leave as follows:

1. Twelve (12) Month Contract Employees:

Employees on a twelve month contract basis shall be entitled to annual sick leave of twelve (12) days per contract year at full pay. Employees commencing employment after the beginning of a contract year shall be entitled to sick leave on a pro rata basis of one day per month for the remainder of the contract year starting with the first day of a full month if working.

2. Sick Leave – Accumulative:

Sick leave for above shall be accumulative. That is, all days of annual sick leave not utilized during a contract year shall accumulate to the employee's benefit. On or before August 1st each year, every administrator shall be provided with a written statement of the amount of accumulated sick leave credited to that administrator as of June 30th of that year.

3. Proof of Illness:

a. In the event an administrator shall be absent more than five (5) consecutive days because of personal illness or quarantine, the Superintendent of the Board (through its authorized representatives) may require a physician's certificate verifying the absence and reason therefore.

b. In the event an administrator shall be absent because of illness or quarantine for five (5) days or less the Superintendent or the Board (through its authorized representatives), with prior notification, may require a physician's certificate verifying the absence and reason wherefore.

4. Sick Leave – Definition of:

Sick leave is hereby defined to mean "the absence from a post of duty because of personal disability due to illness or injury, or because an administrator has been excluded from school by the school district medical authorities on account of a contagious disease or by virtue of being quarantined for such a disease in his/her immediate household."

Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee.

Time needed for the employee to aid or care for a family member of the employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member.

Absence necessary due to circumstances resulting from the employee, or a family member of the employee, being a victim of domestic or sexual violence, if the leave is to all the employee to obtain

for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence.

Time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of the employee, by order of a public official due to an epidemic or other public health authority or a determination that the presence in the community of the employee, or a member of the employee's family in need of care of the employee, would jeopardize the health of others; or

Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability.

Exception: "Absence from post of duty due to accident on the job (covered by Workman's Compensation, N.J.S.A. 34:15-1, et. seq.) shall not be charged against sick leave." Such absence shall be paid for a full rate of pay, unless released to duty by the covering physician.

5. A Day's Salary – Definition of:

A day's pay for all twelve month administrators shall be defined as one-two hundred and sixtieth (1/260) of the annual contractual salary.

B. Other Types of Personal Absences

1. Family Illness:

An administrator, whose absence is, with the prior consent of the Superintendent of Schools, due to the serious illness of a member of the immediate family, shall receive full salary for a maximum of five (5) working days. Absence beyond five (5) days shall be charged at the rate of full deduction of pay for each day beyond five (5) allowed. The Superintendent of Schools or the Board of Education shall have the right to request a physician's certificate substantiating such absence. For the purpose of this paragraph, the immediate family shall include the administrator's mother, father, sister, brother, wife or husband, children, or stepchildren, and domestic partner or partner in a civil union.

2. Death in the Family:

An administrator whose absence is, with the prior consent of the Superintendent of Schools, caused by death in the immediate family shall receive full salary for a period not to exceed five (5) days per occurrence. In the event of death, the immediate family shall be considered to include mother, father, sister, brother, wife or husband, children of administrator, including stepchildren, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, aunt, uncle, domestic partner

or partner in a civil union or the mother or father of a domestic partner or partner in a civil union as per NJ State Domestic Partnership Act, aunt, and uncle.

3. Urgent Business:

All administrators shall be granted upon written request to the Superintendent of Schools, three (3) days with no cause and one (1) day with cause. Written requests for urgent business should be submitted through the administrator's Central Office Administrator to the Superintendent of Schools as early as possible preceding the date(s) requested. All unused urgent business days will be converted to sick time at the end of every school year.

4. Court Subpoena:

All administrators shall be charged a paid personal day when absence is necessitated because of a civil court subpoena. However, if the employee is subpoenaed to appear on behalf of a party adverse to the Board of Education in the pending litigation, there will be no charge to the employee. A copy of the subpoena shall be submitted along with a written request if the employee wished to be granted a leave without deduction of salary.

5. Unpaid Leave of Absence – Family Illness:

The Board may grant a leave of absence without pay for a period not to exceed one (1) year to an administrator for the sole purpose of caring for a sick member of the immediate family of that administrator and additional leave may be granted at the sole discretion of the Board and for good cause shown. Provided however, that no leave of absence shall be granted as herein contemplated unless the administrator requested said leave of absence shall first submit to the Board a written medical certification from the attending or treating physician which certifies both the illness of the immediate family and the medical necessity for the rendering of home care by the administrator.

6. Inclement Weather:

In the event of inclement weather including snow, all administrators shall be expected to report to their places of employment unless notified by the Superintendent of Schools that administrators need not report for work. In the case of a special hardship involving inclement weather, the administrator involved will be expected to call the Superintendent of Schools to request permission not to report for work. The final decision will be made by the Superintendent of Schools.

7. Personal Business:

Staff members who are absent from school for causes other than those covered in this Article or absent beyond time provided for, will have a per diem amount of full salary deducted. Exceptional cases may be referred to the Board of Education through the Office of the Superintendent of Schools for special consideration. Written requests for personal business must be submitted as far in advance as possible and normally not less than one week.

ARTICLE V
VACATIONS

- A. Administrators employed on a twelve (12) month basis shall receive twenty-four (24) workdays' vacation. Administrators shall be permitted to use their vacation time, subject to the needs of the district as determined by the Superintendent of Schools
- B. All vacation periods shall be approved by the Superintendent of Schools.
- C. Any administrator requested by the Superintendent of Schools to attend a summer workshop during a planned vacation or any other type of paid leave will not be charged that day and will be given the opportunity to reschedule that time off, if practical.
- D. All administrators hired on or after July 1, 2011 shall use their vacation days in the year they earned them. There will be no accumulated vacation days to be paid out upon any separation of service.
- E. All Administrators hired on or after July 1, 2011 shall use their vacation days in the year they earned them. There will be no accumulated vacation days to be paid out upon separation of service.

ARTICLE VI
FRINGE BENEFITS

A. Insurance:

- 1. The Board shall provide medical insurance coverage for each employee and their dependents, if applicable. Health insurance coverage shall include domestic partners/partners in a Civil Union as defined in the NJ State Domestic Partnership Act and the Civil Union Act providing that the partner is not covered in the New Jersey sponsored health care plan.
- 2. The Board shall provide a Prescription Drug Insurance program for each employee and their dependents providing that the partner is not covered in the New Jersey sponsored health care plan.
- 3. The Board shall provide a Vision Care Insurance program for each employee and dependents.
- 4. The Board shall provide a Dental Insurance Plan for each employee and dependents.
- 5. Any Administrator shall have the option to waive any or all health, dental, vision and prescription coverage provided by this Agreement. Any Administrator who chooses to waive all said coverage shall notify the Office of Personnel of his/her intention during open enrollment on or about October 1, preceding a new calendar year, after the plan is to take effect for a minimum of one (1) year. Administrators who opt out for all four (4) coverages, i.e. medical, prescription drug, vision and dental, shall receive \$1,250 annually paid (1/2) December 30 and (1/2) June 30.
- 6. Effective July 1, 2019 all prescription co-pays will increase by \$5(five dollars); and the Emergency Room co-pay will increase to \$50 (fifty dollars).

7. Effective July 1, 2017 and continuing for the duration of the contract, the contribution for all bargaining members in this unit shall be frozen at the June 30, 2017 Tier 4 level for medical/prescription insurance co-pay.

B. Car Allowance:

Administrators, not otherwise permitted travel allowance by Board resolution, will be reimbursed for all authorized reasonable travel expenses upon submission of proper verification to the purchasing agent monthly. The rates for travel reimbursement are regulated by the state and currently authorized at .35 per mile by NJOBM. That travel authorized in advance by the Board of Education and the Superintendent of Schools, or an administrator delegated by the Superintendent of Schools to carry out educationally valuable assignments out of town, i.e. attendance at curriculum conferences, educational meetings, workshops and similar gatherings beneficial to the school system.

C. Each Administrator at their request be provided with a district cellular phone for professional use.

ARTICLE VII
VACANCIES, PROMOTIONS AND TRANSFERS

A. Both parties recognize the legal right and responsibility of the Board to fill all open positions and to make administrative promotions and transfers when they are in the best interest of the district. The Board does agree to post written notice of all administrative openings.

B. A request may be made by any administrator for transfer to a different position or building and shall be filed in writing with the Superintendent of Schools stating the reasons for seeking transfer, the building position sought, and the applicant's qualifications. Such request shall receive careful consideration by the Superintendent of Schools and the Board of Education.

ARTICLE VIII
SALARY GUIDES

A. Salaries

1. Effective July 1, 2020:

Supervisors with stipend will receive \$5,000, no percentage raise.

Athletic Administrator will receive \$9,000, no percentage raise.

All others will receive an increase in salary of 3.5% inclusive of increment.

2. Effective July 1, 2021:

All staff in this bargaining unit will receive an increase in salary of 3.2% inclusive of increment.

3. Effective July 1, 2022:

All staff in this bargaining unit will receive an increase in salary of 3.2% inclusive of increment.

ARTICLE IX
HOLIDAYS

Each employee shall be guaranteed fifteen (15) paid holidays per year. A list of holidays is attached hereto and made a part hereof as Schedule A.

Two (2) floating holidays will be used for Rosh Hashana and Yom Kippur when school in session. Additionally, all members will receive two (2) additional days off during the NJEA conference with the Superintendent's approval. If the Superintendent requires your attendance on either of those days you will be granted an Exchange Day.

ARTICLE X
TERMINAL LEAVE PAY

Severance pay for all administrators hired **on or after** July 1, 1999 shall be compensated at the rate of \$100.00 per day for one hundred percent (100%) of accumulated sick leave payable upon retirement and shall not exceed \$12,000.

ARTICLE XI
DURATION OF AGREEMENT

This Agreement shall be effective for a period from July 1, 2020 through June 30, 2023.

ARTICLE XII
PROFESSIONAL DEVELOPMENT

A. Tuition Reimbursement

1. The Board shall reimburse administrators for eighty-five (85%) percent of the average state college cost of tuition for graduate courses up to a maximum of nine (9) credits per school year. Additional credits may be taken with approval of the Superintendent of Schools but shall not exceed twelve (12) credits in a fiscal year. Only course work submitted from a fully accredited university will be accepted.
2. Reimbursement for any courses shall be contingent upon obtaining the Superintendent of School's or his designee's written approval of the applicant's enrollment in the course prior to its commencement and on submission of official transcript as proof of satisfactory completion of the course or courses.

B. Professional Conferences, Seminars and Conventions

For each year of this Agreement, the Board of Education shall provide the sum of \$5,000 to be utilized to cover the expenses of administrators for attendance at conferences, seminars, conventions and workshops. The sum of money is to be distributed to administrators in accordance with the following procedure:

1. Reimbursement for attendance at an out-of-district activity professional development shall be contingent upon the administrator making written application for approval of such attendance and upon receipt of approval from the Board of Education on the recommendation of the Superintendent of Schools.
2. Application for approval shall be made as far in advance as possible to permit equitable apportionment of the funds available. Response on all applications shall be made as quickly as possible.
3. Apportionment of funds for the reimbursement of expenses associated with attendance at major cost conventions shall be made first, on the basis of relative professional development value of the proposed conventions; and, where the professional development value is equal, with preference being given to those administrators who least recently received Board financial assistance for attendance at such conventions. The intention of this paragraph is to ensure all administrators have equal opportunity to attend highly professional conventions.

ARTICLE XIII
MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement, or any application of this Agreement to any administrator or group of administrators is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

- B. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by email or registered letter at the following addresses:
 - 1. If by the Association to the Board, 540 Broadway, Long Branch, NJ 07740.
 - 2. If by the Board to the Association, the President's email address.
 - 3. The Superintendent should receive a receipt of such notices

- C. Wherever the term "Superintendent" or "Superintendent of Schools" is used herein, it shall include the Superintendent of Schools or his designee.


- D. Administrators will be paid semi-monthly on the 15th and 30th of each month.

SCHEDULE A
ADMINISTRATIVE HOLIDAYS

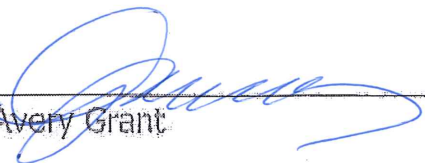
Independence Day Labor Day
Columbus Day
Veteran's Day Thanksgiving Day
Day after Thanksgiving
Day before Christmas
Christmas Day
Day before New Year's
New Year's Day
Martin Luther King's Birthday
Washington's Birthday
Holy Thursday
Good Friday
Memorial Day

IN WITNESS THEREOF, the undersigned put their signatures on this 10 day of October, 2020.

FOR THE BOARD



Donald C. Covin, President



Avery Grant

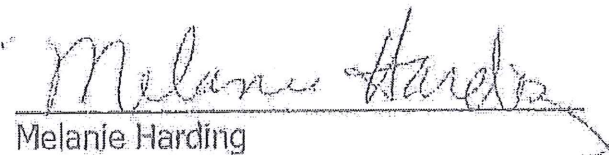
FOR THE ASSOCIATION



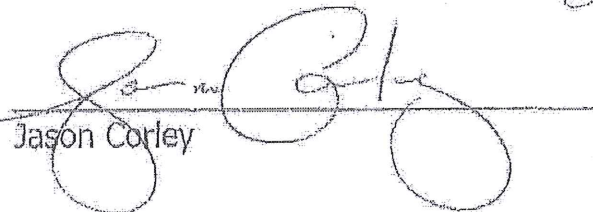
Kristen Ferrara, President



Nicole Esposito



Melanje Harding



Jason Corley