

**CONTRACT BETWEEN THE
MANALAPAN-ENGLISHTOWN ASSOCIATION OF
SCHOOL ADMINISTRATORS
AND THE
MANALAPAN-ENGLISHTOWN BOARD OF EDUCATION
JULY 1, 2024 TO JUNE 30, 2027**

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ARTICLE I

RECOGNITION

- 1.1 The Board recognizes the ManalapanEnglishtown Association of School Administrators as the majority representative for collective negotiations concerning terms and conditions of employment for all certified administrative personnel whether under contract or on approved leave employed by the Board including:

Principals	Assistant Principals
Supervisors	Directors

Other certified personnel engaged in administration and supervision of schools, but excluding: the Superintendent of Schools, the Business Administrator, Board Secretary, Assistant Business Administrator, Assistant Superintendents, Assistant to the Superintendent, and all other employees not specifically included above.

- 1.2. Unless otherwise indicated, the term Administrator/Supervisor, when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

The term "Association" as referred to hereinafter in this Agreement shall refer to the ManalapanEnglishtown Association of School Administrators.

- 1.3. References to male administrator/supervisors shall include female administrator/supervisors and vice versa.

ARTICLE 2

NEGOTIATION PROCEDURE

- 2.1. The majority representative and the Board shall exchange written proposals for collective negotiation in accordance with the time guidelines established by PERC. Ground rules will be determined by the parties in negotiation at the first meeting.
- 2.2. Any agreement so negotiated shall be reduced to writing within fifteen (15) days of the signing of the Memorandum of Agreement and submitted for ratification not more than fortyfive (45) days after the signing of the Memorandum of Agreement.
- 2.3. This Agreement shall not be modified in whole or in part except by an instrument in writing executed by both parties.

ARTICLE 3

GRIEVANCE PROCEDURE

3.1. Definition

A grievance is to be defined as a complaint, dispute or controversy arising on or after the execution date of this Agreement and arising solely between the Board and the Association or an employee covered by the Agreement involving questions regarding the interpretation or application of any of the expressed written provisions of this Agreement, or questions relating to terms and conditions of employment.

3.2. Purpose

The purpose of this procedure is to secure equitable solutions to the problems which may from time to time arise and affect the welfare or terms and conditions of employment of A/S. Both parties agree that these procedures will be kept as informal and confidential as may be appropriate at any level of the procedure.

3.3. Procedure

A grievance to be considered under this Article must be initiated by the grievant within ten (10) working days from the time of its occurrence. A grievance will be considered initiated when a grievant discusses the grievance with his/her immediate superior. If the grievance is not resolved within five (5) working days after the discussion, the grievance shall be submitted in writing to the Superintendent of Schools, or his designee by the grievant. The Superintendent or his designee shall schedule a hearing with the grievant within five (5) working days after receipt of the written grievance. If the grievance is not resolved within ten (10) working days after the hearing, the Superintendent or his designee shall schedule a hearing with the Board within thirty (30) working days after his decision has been communicated to the grievant. The Board shall communicate its decision to the grievant within ten (10) working days after the hearing.

3.4. If the grievant is not satisfied with the decision, the grievance shall be submitted to the Public Employment Relations Commission. The decision of the arbitrator shall be binding on both parties and the cost of arbitration shall be borne equally by both parties.

ARTICLE 4

ADMINISTRATOR/SUPERVISOR RIGHTS

4.1. The Board and the Association recognize the right of the Administrator/Supervisor to form, join and assist this employee organization or to refrain from any such activity.

- 4.2. The Board and Association agree that there shall be no reprisals of any kind taken against any Administrator/Supervisor by reason of his membership in or refusal to join the Association.
- 4.3. When the Board of Education or any of its committees, requires an Administrator/Supervisor to appear before such body for a disciplinary hearing, then said Administrator/Supervisor shall be advised of the reasons, in writing at least five (5) working days* prior to such meeting, and shall be entitled to have a person of his own choosing present to advise and represent him.
- This procedure is not meant to restrict, limit, or bypass the provisions of New Jersey Statutes Title 18A:610, nor is it meant to require the Board to state reasons for the nonrenewal of contracts for nontenured Administrators/Supervisors.
- *Working days are defined as days on which the Administrator/Supervisor is under contract and is not on vacation or holiday.
- 4.4. The Board recognizes that contract provisions and/or language of other employee units impact the working conditions of Administrators/Supervisors and the efficient operation of the schools. The Board therefore agrees to seek input from MEASA whenever possible regarding negotiations and contract changes with all Manalapan/Englishtown Regional School bargaining units.
- 4.5. The Superintendent shall notify the M.E.A.S.A. President regarding placement on the salary guide of administrative employees who are starting work in a new and/or different category.

ARTICLE 5

ADMINISTRATOR/SUPERVISOR ASSIGNMENTS

- 5.1. The twelve (12) month Administrator/Supervisor work year shall consist of the school calendar plus the summer months, less vacation days, 4th of July and Labor Day.

The eleven [11] month Assistant Principal position shall have a work year of two hundred twenty days [220]: two hundred days [200] during the September through June school year and twenty days [20] during July and August to be arranged with the building principal and approved by the Superintendent of Schools. This position shall not be subject to vacation days pursuant to Article 7.10 and shall not be eligible for the July 4th holiday.

The ten (10) month Assistant Principal/Supervisor work year shall consist of two hundred six (206) days. The work year shall begin no earlier than three (3) Mondays prior to Labor Day [without the Superintendent's approval] and shall

end not later than June 30th. Attendance records will be maintained in the individual buildings.

Ten-month Assistant Principals/Supervisors shall be notified of the beginning and ending dates for the next school year not later than May 1st. When the schools are open, the ten-month Assistant Principals/Supervisors shall work in accordance with the school calendar. When a ten-month Assistant Principal/Supervisor is required to work more than two hundred six (206) days,

the Assistant Principal/Supervisor shall be compensated at the rate of one two hundred and sixteenth (1/206th) of his/her annual salary. Days on which the schools are closed due to emergencies or inclement weather do not count as days worked.

ARTICLE 6

ADMINISTRATOR/SUPERVISOR EVALUATION

- 6.1. Administrators/Supervisors shall be evaluated in accordance with the provisions of N.J.S.A. 18A and N.J.A.C. 6:31.19 and 1.21.
- 6.2. No Administrator/Supervisor shall have an evaluation report used in a disciplinary hearing before the Board or any designated committee thereof, unless said Administrator/Supervisor shall have been provided with a copy of at least five (5) working days* prior to such hearing. Formal observation reports and/or evaluations shall not be included in a personnel file unless such Administrator/Supervisor has been provided an opportunity to acknowledge receipt by his/her signature affixed to such reports.
- 6.3. Any written communication received by the Board or any of its designees concerning an Administrator/Supervisor, both favorable and unfavorable, shall within five (5) working days* of initial receipt of same be transmitted to the Superintendent. The Superintendent will then contact the Administrator/Supervisor involved, provide him/her with a copy, and determine if further action is required.
- 6.4. Administrators/Supervisors shall receive their Annual Performance Review no later than the first working day of June. The postevaluation conference shall be held no later than five (5) working days thereafter.
- 6.5. Nothing in this Article is to be construed as altering or bypassing the tenure provisions of New Jersey Statutes 18A Annotated (or P.L. 132 as it affects nontenured personnel).

*As defined in footnote in Article 4.

ARTICLE 7

ECONOMIC BENEFITS

7.1. Convention Expenses

7.1:1. The Board and the Association agree that 12 month Administrators may be permitted to attend at least one state or regional and one national convention of professional educational organizations at the sole discretion of the Board of Education. Content related per diem workshops may also be attended with the approval of the

Superintendent. The total number of conferences and workshops or content related meetings shall be limited to a maximum of ten (10) days per Administrator, including travel. No more than seven (7) of those days may be school days, except as approved by the Superintendent or his/her designee.

New administrators may utilize this money for reimbursement for their mentorship program.

Administrators may each be reimbursed for national, state, regional or content related workshops up to a maximum of two thousand four hundred dollars (\$2,400) per year except as approved by the Board of Education.

Administrators will not schedule vacation days to immediately precede or follow the convention when the vacation days would occur on school days. Requests for all professional activities shall be sent to the Superintendent in writing for approval prior to attending such activities. Response to such requests shall be sent to the Administrator in writing no later than ten (10) working days after the initial request.

The number of administrators who may be absent to attend conventions shall not exceed four (4).

Absence caused by the attendance of a ten month administrator at a state or regional and one national convention is limited to two (2) conventions per year at the sole discretion of the Board of Education. Content related per diem workshops may also be attended with the approval of the Superintendent. The total number of conferences and workshops or content related meetings shall be limited to a maximum of eight (8) days per administrator, including travel. No more than five (5) of those days may be school days, except as approved by the Superintendent or his/her designee.

Ten-month administrators shall not be permitted to attend workshops/ conventions on the same school day that his/her immediate superior has scheduled an out-of-district day, professional development opportunity, vacation or personal day.

7.1:2. Reimbursable conference expenses shall be governed by the State Travel Regulations.

7.2:1. Tuition reimbursement for Administrators/Supervisors shall be the actual cost per credit at any accredited public or private institution up to a maximum of twelve (12) credits per year. The reimbursement procedures shall be in accordance with established District policies.

7.2:2. For all Administrators/Supervisors initially employed in an administrative/supervisory position after September 1, 1993, tuition reimbursement shall be limited to the per credit rate charged by Rutgers, The State University. The maximum number of credits subject to reimbursement each year is specified in 7.2: 1.

Effective July 1, 2010, the maximum expense to the Board of Education for tuition reimbursement for all unit members under this provision shall be capped at a total of thirty thousand dollars (\$30,000) for the unit.

If a unit member leaves the employ of the Manalapan-Englishtown Board of Education with two [2] years of being reimbursed for tuition expenses, he/she shall repay the entire amount of tuition reimbursement received in the prior two [2] years to the Board.

This repayment requirement shall be waived if the unit member leaves the District for one of the following reasons:

- a. his/her position is abolished
- b. he/she suffers a catastrophic life changing event that renders continues service untenable
- c. the unit member is terminated

7.3. The Administrators/Supervisors shall be reimbursed in accordance with IRS guidelines for schoolrelated travel with their personal vehicles. Requests for reimbursement shall be submitted as follows:

Supervisors: on a monthly basis
Administrators: on a quarterly basis

7.4. Sick Leave

7.4:1. The Administrator/Supervisor shall be entitled to sick leave at the rate of twelve (12) days per year. Unused sick leave will accumulate without limitation.

The ten-month Assistant Principal/Supervisor shall be entitled to sick leave at the rate of eleven (11) days per year.

7.4:2. In the event an Administrator/Supervisor is incapacitated and has exhausted accumulated sick leave, the Board with casebycase consideration may continue payment of salary until the Administrator/Supervisor returns to work.

7.5. Sabbatical Leaves

7.5:1. Sabbatical leaves are granted at the sole discretion of the Board of Education to be considered for a sabbatical leave, a member must meet one of the following criteria:

- a. Matriculation or acceptance in an accredited doctoral or specialist degree program at the time the sabbatical commences.
- b. Enrollment and acceptance in a special program which the Board determined, in its sole discretion, will be in the best interest of the School District.
- c. Travel with specific educational goals directly related to the improvement of the District.
- d. Completion of significant educational research.

7.5:2. Eligibility and Accountability

- a. An employee must be tenured in a position covered by the bargaining unit for an initial sabbatical or for a period of three (3) years between sabbaticals. The Board of Education may, in its sole discretion, reduce this requirement.
- b. Application for sabbatical leave may be submitted prior to the completion of the last year of service prior to the acquisition of tenure in the employee's position.
- c. To be considered for a sabbatical leave, the applicant must submit to the Superintendent a detailed proposal as to the purpose for the sabbatical leave.
- d. Upon the completion of the sabbatical, the applicant must submit to the Superintendent a summary report. This report is to be submitted within one (1) month after return to District service.

7.5:3. Remuneration

A sabbatical leave shall be for:

- a. One contractual year at the rate of 50% salary.
- b. Salary is understood to be that which one would have received if one had remained in the District.

7.5:4. Calendar of Application

- a. Application for sabbatical leave shall be forwarded to the Superintendent's Office on or before November 5th for the academic year beginning the following July 1st.
- b. The Superintendent will submit recommendation(s) to the Board of Education.
- c. Applicant shall be notified, in writing, as to the disposition of the request by one (1) week after the regular December Board of Education meeting.
- d. Acceptance of the sabbatical by the member shall occur, in writing, prior to January 31st.

7.5:5. Other Conditions

- a. Upon return from sabbatical leave, a member shall be placed in the same position on the salary schedule at the level he/she would have achieved had he/she remained actively employed in the District.
- b. All contractual benefits shall continue without interruption during sabbatical leave.
- c. Sabbatical leaves may be combined with grants, fellowships, assistantships, and so forth.
- d. Previous outside activities for remuneration may be engaged in, but not expanded upon, provided it does not interfere with the purpose of the sabbatical.
- e. On a full year sabbatical, the member may engage in activities for remuneration, professionally related to the purpose of the sabbatical, not to exceed half of the annual salary. If such remuneration exceeds half the annual salary, the excess is to be returned to the Board of Education.
- f. The Board will grant, at most, one sabbatical leave per year.
- g. If an application for a sabbatical is turned down, it may be resubmitted.
- h. Any person receiving a sabbatical leave agrees to remain with the ManalapanEnglishtown Regional Schools for a period of one (1) year per sabbatical.

7.6. Insurance

- 7.6:1. The Board will provide medical, surgical, major medical and out-patient insurance through the School Employees Health Benefits Program.

Effective September 1, 2021, or as soon as possible thereafter pursuant to the regulations of the S.E.H.B.P., the base plan provided by the Board of Education shall be the Direct 15 plan.

An employee may choose to remain in the Direct 10 Plan under the S.E.H.B.P. shall pay his/her contribution towards health benefits as outlined under the terms of Chapter 78 that he/she is eligible for in the Direct 15 plan. The employee shall also pay the full, then current, difference between the Direct 15 plan premium and the Direct 10 premium for the same level of coverage. The “buy-up” deductions for Direct 10 shall be scheduled in the same manner as the regular health benefit contributions. Deductions shall be modified when premiums for the S.E.H.B.P. are changed by the State.

Current employees may also choose to enroll in the E.H.P. pursuant to the rules of the S.E.H.B.P. and their health benefit contributions shall be based on the S.E.H.B.P. contribution regulations.

- 7.6:2. The Board shall provide dental insurance through Delta Dental. Program 2B/Ortho 3 shall be provided with a 60%-40% co-insurance split on basic benefits. The maximum annual insurance payment shall be \$2,100 per person.
- 7.6:2.1 The Tier 4 contribution matrix as previously contained in Chapter 78, P.L. 2011, shall be used to determine the employee’s contribution towards the cost of his/her chosen level of health benefits. So long as the Board provides medical insurance through the School Employees Health Benefits Program, the cost of the dental insurance program shall not be considered within the contribution formula.
- 7.6:3. The Teachers’ Pension and Annuity Fund will provide hospitalization, surgical, and major medical coverage with full family benefits for all retirees with twenty-five (25) or more years of service effective upon receipt of a retirement or disability pension. Such benefits will be governed by School Employees Health Benefits Program.
- 7.6:4. All employees shall be eligible for COBRA rights upon leaving the employ of the Board.

7.7. Personal Days

- 7.7:1 Administrators are entitled to three (3) personal days per year. Unused personal days will be converted to accumulated sick leave days.

7.8 Critical Illness

In the case of critical illness the employee may be granted up to a maximum of five (5) work days (may be nonconsecutive depending upon the circumstances) absence per occurrence for different critically ill individuals and/or different

illnesses. The immediate family shall be defined as spouse, parent (including foster and step), child, brother, sister of the employee, and persons residing in the household.

7.9. **Bereavement Leave**

In case of death in the immediate family, an employee may be granted up to a maximum of seven (7) consecutive calendar days' absence per occurrence without loss of pay. The immediate family shall be defined as spouse, child, parent (including foster and step), sibling, inlaw of the same relationship, grandparent and grandchild, and persons residing in the household.

One (1) bereavement day shall be available to administrators for death of a close relation outside of the immediate family as delineated above. Close relative shall be defined as niece, nephew, aunt, uncle or male/female cousin.

7.10 **Vacation**

7.10:1. Each Administrator/Supervisor who has a full year contract and who was initially employed in an Administrative/Supervisory capacity prior to September 30, 1993 is entitled to twentytwo (22) vacation days per year, which shall be earned from July 1st to June 30th. Two (2) vacation days may be carried over from year to year without regard to the Administrator's/Supervisor's date of hire.

The scheduling of vacation days is subject to approval of the Superintendent. Denial must be reasonable and in written form. [Note: Section 7.10 does not apply to ten-month Assistant Principal/Supervisors.]

7.10:2 Each administrator/supervisor who is initially employed in this capacity on or after September 1, 1993, shall be eligible for vacation days in accordance with the following schedule. Accrual of the full allotment shall occur if a contract for the balance of the school year is issued prior to December 1st. If initially employed after December 1st, the number of vacation days shall be prorated by dividing the

total days available by twelve and multiplying by the number of months employed.

- | | | |
|----|--|---------|
| a. | Up to one year by June 30th | 10 days |
| b. | After the conclusion of the second and third June 30th | 15 days |
| c. | After the fourth June 30th | 20 days |

7.10:3. For purposes of retirement or resignation during the school year, unused vacation days shall be reimbursed in salary or days off, with the proration based on the Administrator's/Supervisor's vacation eligibility during the year of retirement or resignation.

- 7.10:4. All Administrators/Supervisors shall take fifteen (15) consecutive vacation days during the July/August period, not including July 4th, designated by the Board, unless the Administrator/Supervisor is directed by the Superintendent to take his/her vacation at another time. The vacation period shall be included in the school calendar and/or the dates announced prior to February 1st of each school year. If an Administrator's/Supervisor's vacation period is designated after February 1st it shall be with the consent of the Administrator/Supervisor. In the event that the Board does not designate a fifteen (15) consecutive day vacation period during the months of July and/or August, the Administrator/Supervisor may schedule his/her vacation in blocks of less than fifteen (15) consecutive days during the months of July and August.
- 7.10:5. Each eligible Administrator/supervisor shall take a maximum of four (4) vacation days, in addition to the fifteen (15) specified above, during the summer. Administrators/Supervisors shall be permitted to take up to three (3) vacation days when school is open. The scheduling of the summer vacation days and/or the school year days shall be subject to the Superintendent's approval.
- 7.10:6. Administrators/Supervisors who request and are denied the opportunity to take up to twenty (20) vacation days in any year shall be permitted to either carry the unused days over to the succeeding school year or be paid for the unused days at the rate of 1/240 of the individual's annual salary per unused day. The option to carry the days over or convert the days to cash shall be the Administrator's/Supervisor's.
- 7.11:1 Administrators/Supervisors hired into an administrative/supervisory position shall receive terminal leave pay based on accumulated sick leave when all of the following criteria are met:
- a. The administrator/supervisor must have twentyfive (25) or more years in the TPAF.
 - b. The administrator/supervisor is at least fiftyfive (55) years old.
 - c. The administrator/supervisor retires, qualifies for pension payments, and files formal retirement papers with TPAF.
- 7.11.2 Accumulated sick leave days shall be converted to terminal leave pay at the rate of one (1) day's pay for each two (2) days of accumulated sick leave. The daily rate shall be 1/240th of the then current annual salary. The maximum payment shall be as follows: \$15,000*
- * This amount shall be paid in two (2) equal payments. The first payment shall be made in accordance with 7.11:4. The second payment shall be made one (1) calendar year after the first payment is made.

- 7.11:3 The terminal leave pay shall be paid by separate check within thirty (30) calendar days of July 1st provided written notice of retirement is given by the first workday in January prior to retirement for budgetary purposes. Notification after the first workday in January will result in the terminal leave pay being paid in the fiscal year following retirement.
- 7.12. Maternity Leave
- 7.12:1. An Administrator/Supervisor shall notify the Superintendent of her pregnancy in writing as soon as possible but not later than seventy-five (75) days prior to the start of any medical or child-rearing leave associated with pregnancy. The period of medical disability shall be as certified by medical authorities. The notice shall include the anticipated starting and terminating dates of the leave. If requested, paternal or maternal child-rearing leave shall start at the end of the period of maternal disability associated with the pregnancy, shall not exceed twenty-four (24) months in length and the employee shall return to work on either February 1st or August 1st as permitted under the F.L.A. or F.M.L.A.
- 7.12:2. An Administrator/Supervisor, prior to her return must provide written professional substantiation by her medical doctor of ability to perform her duties.
- 7.12:3. Any Administrator/Supervisor adopting an infant child may receive similar leave which shall commence upon his/her receiving actual custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.
- 7.12:4. No Administrator/Supervisor on maternity or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the Manalapan-Englishtown Regional School District in the area of his/her certification or competence in accordance with the Board's policies with regards to substitute service.
- 7.12:5. All other benefits to which an Administrator/Supervisor was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored upon return from leave and he/she shall be assigned to the same position which he/she held at the time said leave commenced, if available, or, if not, to a substantially equivalent position, if available.
- 7.12:6. All extensions or renewals of leaves shall be applied for in writing in accordance with the timelines stated in this Agreement and shall be judged by the same standards as specified in this Agreement.
- 7.13 Each Administrator/Supervisor shall be entitled to reimbursement for membership in one (1) professional organization of up to one hundred dollars (\$100) per year. PSA dues and dues to its parent organization are not reimbursable.

ARTICLE 8

SALARIES

MEASA SALARY GUIDES are attached hereto and made a part hereof as Schedule A.

ARTICLE 9

MISCELLANEOUS PROVISIONS

- 9.1. The Board and the Association shall carry out all the commitments contained herein.
- 9.2. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees 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.
- 9.3. Any individual contract between the Board and an Administrator/Supervisor, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. Any changes or modifications in terms and conditions of employment will be made only through negotiations by the Board and the Association.
- 9.4. Promotions/Vacancies

A note of a vacancy in administrative and supervisory positions to be filled shall be sent to each administrative and/or supervisory office at least fifteen (15) days before the final date when applications must be submitted. A copy shall be sent to the Association if such administrative/supervisory vacancy becomes available during the summer recess when schools are closed. Administrators/Supervisors who desire to apply for any such vacancies above shall submit their applications in writing to the Superintendent. The Board agrees to give consideration to the professional background and attainments of all applicants.

Appropriately certified Administrators/Supervisors who desire to apply for an administrative position which may be filled during the summer vacation period, shall submit their name to the Superintendent, together with the position(s) for which they apply, and an address where they can be reached during the vacation.

The Superintendent shall notify such Administrators/Supervisors of any vacancy in a position for which they applied.

All qualified Administrators shall be given the opportunity to make application and no position shall be filled until all properly submitted applications have been considered.

9.5 The salary for any newly created administrative/supervisory position shall be negotiated.

9.6 The Administrators'/Supervisors' Association shall be given the opportunity to make suggestions regarding the school calendar, prior to final adoption of the calendar by the Board.

ARTICLE 10

DURATION

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

**MANALAPAN-ENGLISHTOWN
ASSOCIATION OF SCHOOL
ADMINISTRATORS**

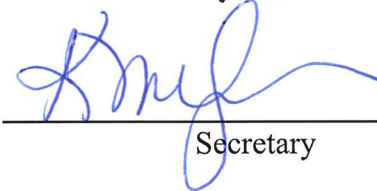
**MANALAPAN-ENGLISHTOWN
REG. BOARD OF EDUCATION**



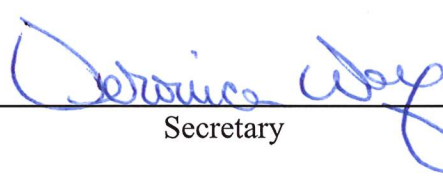
President



President



Secretary



Secretary

Schedule A – Salary Guides 2024-2027

Step	2024-2025	2025-2026	2026-2027
	Principal – Director 12 month	Principal – Director 12 month	Principal – Director 12 month
1	\$141,847	\$145,680	\$149,796
2	\$142,347	\$146,180	\$150,296
3	\$142,847	\$146,680	\$150,796
4	\$143,347	\$147,180	\$151,296
5	\$144,347	\$148,180	\$152,296
6	\$145,347	\$149,180	\$153,296
7	\$147,347	\$151,180	\$155,296
8	\$149,347	\$153,180	\$157,296
9	\$152,597	\$156,430	\$160,546
10	\$154,760	\$158,593	\$162,709
11	\$157,010	\$160,843	\$164,959
12	\$159,597	\$163,430	\$167,546
13	\$161,097	\$164,930	\$169,046

Step	2024-2025	2025-2026	2026-2027
	Supervisor – Asst. Director 12 month	Supervisor – Asst. Director 12 month	Supervisor – Asst. Director 12 month
1	\$132,797	\$136,630	\$140,746
2	\$133,297	\$137,130	\$141,246
3	\$133,797	\$137,630	\$141,746
4	\$134,297	\$138,130	\$142,246
5	\$135,297	\$139,130	\$143,246
6	\$137,297	\$141,130	\$145,246
7	\$138,297	\$142,130	\$146,246
8	\$140,297	\$144,130	\$148,246
9	\$142,428	\$146,261	\$150,377
10	\$145,128	\$148,961	\$153,077
11	\$147,628	\$151,461	\$155,577
12	\$150,128	\$153,961	\$158,077
13	\$151,628	\$155,461	\$159,577

Step	2024-2025	2025-2026	2026-2027
	Assistant Principal 11 month	Assistant Principal 11 month	Assistant Principal 11 month
1	\$130,291	\$133,805	\$137,578
2	\$130,791	\$134,305	\$138,078
3	\$131,291	\$134,805	\$138,578
4	\$131,791	\$135,305	\$139,078
5	\$132,291	\$135,805	\$139,578
6	\$132,791	\$136,305	\$140,078
7	\$133,291	\$136,805	\$140,578
8	\$134,541	\$138,055	\$141,828
9	\$135,791	\$139,305	\$143,078
10	\$136,791	\$140,305	\$144,078
11	\$138,341	\$141,855	\$145,628
12	\$140,016	\$143,530	\$147,303
13	\$141,741	\$145,255	\$149,028

Schedule A – Salary Guides 2024-2027

	2024-2025	2025-2026	2026-2027
Step	Assistant Principal 206 days	Assistant Principal 206 days	Assistant Principal 206 days
1	\$122,147	\$125,501	\$129,102
2	\$122,647	\$126,001	\$129,602
3	\$123,147	\$126,501	\$130,102
4	\$123,647	\$127,001	\$130,602
5	\$124,147	\$127,501	\$131,102
6	\$124,647	\$128,000	\$131,602
7	\$125,147	\$128,501	\$132,102
8	\$126,397	\$129,751	\$133,352
9	\$127,647	\$131,001	\$134,602
10	\$128,647	\$132,000	\$135,602
11	\$130,197	\$133,550	\$137,152
12	\$131,872	\$135,225	\$138,827
13	\$133,597	\$136,950	\$140,552

NOTE: In each year of the agreement, individuals move up one [1] step from their previous guide placement.

Appendix I – Health Benefit Contribution Matrix

The following chart shows the percentage of the cost for Med/Rx premiums that are the responsibility of each employee.

School Employee Health Benefit Premium Contributions

<u>Single</u>	<u>Salary Range</u>	<u>Percentage</u>
	= \$20,000 but < \$25,000	5.50%
	= \$25,000 but < \$30,000	7.50%
	= \$30,000 but < \$35,000	10.00%
	= \$35,000 but < \$40,000	11.00%
	= \$40,000 but < \$45,000	12.00%
	= \$45,000 but < \$50,000	14.00%
	= \$50,000 but < \$55,000	20.00%
	= \$55,000 but < \$60,000	23.00%
	= \$60,000 but < \$65,000	27.00%
	= \$65,000 but < \$70,000	29.00%
	= \$70,000 but < \$75,000	32.00%
	= \$75,000 but < \$80,000	33.00%
	= \$80,000 but < \$95,000	34.00%
	= \$95,000 or more	35.00%

<u>P/C or 2A</u>	<u>Salary Range</u>	<u>Percentage</u>
	= < \$25,000	3.50%
	= \$25,000 but < \$30,000	4.50%
	= \$30,000 but < \$35,000	6.00%
	= \$35,000 but < \$40,000	7.00%
	= \$40,000 but < \$45,000	8.00%
	= \$45,000 but < \$50,000	10.00%
	= \$50,000 but < \$55,000	15.00%
	= \$55,000 but < \$60,000	17.00%
	= \$60,000 but < \$65,000	21.00%
	= \$65,000 but < \$70,000	23.00%
	= \$70,000 but < \$75,000	26.00%
	= \$75,000 but < \$80,000	27.00%
	= \$80,000 but < \$85,000	28.00%
	= \$85,000 but < \$100,000	30.00%
	= \$100,000 or more	35.00%

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<u>Family</u>	<u>Salary Range</u>	<u>Percentage</u>
	= < \$25,000	3.00%
	= \$25,000 but < \$30,000	4.00%
	= \$30,000 but < \$35,000	5.00%
	= \$35,000 but < \$40,000	6.00%
	= \$40,000 but < \$45,000	7.00%
	= \$45,000 but < \$50,000	9.00%
	= \$50,000 but < \$55,000	12.00%
	= \$55,000 but < \$60,000	14.00%
	= \$60,000 but < \$65,000	17.00%
	= \$65,000 but < \$70,000	19.00%
	= \$70,000 but < \$75,000	22.00%
	= \$75,000 but < \$80,000	23.00%
	= \$80,000 but < \$85,000	24.00%
	= \$85,000 but < \$90,000	26.00%
	= \$90,000 but < \$95,000	28.00%
	= \$95,000 but < \$100,000	29.00%
	= \$100,000 but < \$110,000	32.00%
	= \$110,000 or more	35.00%

E.H.P. Health Benefit Contributions shall be pursuant to the rules of the S.E.H.B.P.