

ADMINISTRATIVE

AN AGREEMENT

BETWEEN

THE MORRIS HILLS REGIONAL DISTRICT  
BOARD OF EDUCATION

AND

THE MORRIS HILLS REGIONAL DISTRICT  
ADMINISTRATIVE ASSOCIATION

JULY 1, 1995 THROUGH JUNE 30, 1997

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## ARTICLE I

### A. UNIT MEMBERSHIP

IN ACCORDANCE WITH CHAPTER 123, PUBLIC LAWS OF 1974, THE BOARD OF EDUCATION OF THE MORRIS HILLS REGIONAL DISTRICT, HEREINAFTER REFERRED TO AS THE "BOARD" HEREBY RECOGNIZES THE MORRIS HILLS REGIONAL DISTRICT ADMINISTRATION ASSOCIATION, HEREINAFTER REFERRED TO AS THE "ASSOCIATION", AS THE EXCLUSIVE AND SOLE REPRESENTATIVE FOR THE COLLECTIVE NEGOTIATION.

THE FOLLOWING FULL TIME POSITIONS ARE RECOGNIZED AS MEMBERS OF THE ASSOCIATION:

PRINCIPALS  
DISTRICT DIRECTOR OF EDUCATIONAL AND ADMINISTRATIVE SERVICES  
DISTRICT DIRECTORS OF INSTRUCTIONAL SERVICES  
DISTRICT DIRECTOR OF PUPIL PERSONNEL SERVICES  
LOCAL AREA VOCATIONAL/TECHNICAL SCHOOL DIRECTOR  
ASSISTANT PRINCIPALS  
COORDINATOR OF TRANSPORTATION  
SUPERVISOR OF STUDENT SERVICES/ATHLETICS (INCLUDED ON ASSISTANT PRINCIPAL GUIDE)

EXCLUDED ARE ALL OTHER ADMINISTRATIVE POSITIONS.

### B. DEFINITION

UNLESS OTHERWISE INDICATED, THE TERM "ADMINISTRATOR" WHEN USED HEREINAFTER IN THIS AGREEMENT, SHALL REFER TO ALL EMPLOYEES REPRESENTED BY THE ASSOCIATION IN THE NEGOTIATING UNIT AS ABOVE DEFINED, AND REFERENCES TO MALE ADMINISTRATORS SHALL INCLUDE FEMALE ADMINISTRATORS.

## ARTICLE II

### NEGOTIATION OF SUCCESSOR AGREEMENT

- A. THE PARTIES AGREE TO ENTER INTO COLLECTIVE NEGOTIATIONS OVER A SUCCESSOR AGREEMENT IN ACCORDANCE WITH CHAPTER 123 PUBLIC LAWS 1974 A GOOD FAITH EFFORT TO REACH AGREEMENT ON ALL MATTERS CONCERNING THE TERMS AND CONDITIONS OF ADMINISTRATOR'S EMPLOYMENT. SUCH NEGOTIATIONS SHALL BEGIN NOT LATER THAN NOVEMBER 1 OF THE CALENDAR YEAR PRECEDING THE CALENDAR YEAR IN WHICH THIS AGREEMENT EXPIRES OR NOT LATER THAN AS REQUIRED BY STATUTE. ANY AGREEMENT SO NEGOTIATED SHALL APPLY TO ALL ADMINISTRATORS REPRESENTED BY THE ASSOCIATION, AND BE ADOPTED BY THE BOARD AND THE ASSOCIATION.
- B. DURING THE NEGOTIATIONS, THE BOARD AND ASSOCIATION SHALL EXCHANGE POINTS OF VIEW AND MAKE PROPOSALS AND COUNTERPROPOSALS.
- C. 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, 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.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. DEFINITIONS

1. A "GRIEVANCE" IS A CLAIM BY AN EMPLOYEE OR THE ASSOCIATION BASED UPON THE APPLICATION, INTERPRETATION, OR VIOLATION OF THIS AGREEMENT AND ANY ARTICLE OR SECTION THEREIN.
2. A "GRIEVANT" IS THE PERSON OR PERSONS MAKING THE CLAIM.
3. A "PARTY IN INTEREST" IS THE PERSON OR PERSONS MAKING THE CLAIM AND ANY PERSON WHO MIGHT BE REQUIRED TO TAKE ACTION OR AGAINST WHOM ACTION MIGHT BE TAKEN IN ORDER TO RESOLVE THE CLAIM.

#### B. PURPOSE

THE PURPOSE OF THIS PROCEDURE IS TO SECURE, AT THE LOWEST POSSIBLE LEVEL, EQUITABLE SOLUTIONS TO THE PROBLEMS WHICH MAY, FROM TIME TO TIME, ARISE AFFECTING THE ADMINISTRATOR. BOTH PARTIES AGREE THAT THESE PROCEDURES WILL BE KEPT INFORMAL ON ALL LEVELS OF THE PROCEDURE.

#### C. PROCEDURE

1. SINCE IT IS IMPORTANT THAT GRIEVANCES BE PROCESSED AS RAPIDLY AS POSSIBLE, THE NUMBER OF DAYS INDICATED AT EACH LEVEL SHOULD BE CONSIDERED AS A MAXIMUM AND EVERY EFFORT SHOULD BE MADE TO EXPEDITE THE PROCESS. THE TIME LIMITS SPECIFIED AT ANY LEVEL MAY BE EXTENDED BY MUTUAL AGREEMENT.
2. IN THE EVENT A GRIEVANCE IS FILED AT SUCH TIME THAT IT CANNOT BE PROCESSED THROUGH ALL THE STEPS IN THIS GRIEVANCE PROCEDURE BY THE END OF THE SCHOOL YEAR AND, IF LEFT UNRESOLVED UNTIL THE BEGINNING OF THE FOLLOWING SCHOOL YEAR, COULD RESULT IN IRREPARABLE HARM TO A PARTY IN INTEREST, THE TIME LIMITS SET FORTH HEREIN SHALL BE REDUCED SO THAT THE GRIEVANCE PROCEDURE MAY BE EXHAUSTED PRIOR TO THE END OF THE SCHOOL YEAR OR A MUTUALLY DETERMINED TIME THEREAFTER.
3. THE GRIEVANCE TO BE CONSIDERED UNDER THIS PROCEDURE MUST BE INITIATED BY THE GRIEVANT WITHIN THIRTY (30) CALENDAR DAYS OF THE ALLEGED OCCURRENCE.

#### 4. STEP ONE

AN ADMINISTRATOR WHO FEELS HE/SHE HAS A GRIEVANCE MUST FIRST DISCUSS IT ON AN INFORMAL BASIS WITH HIS/HER IMMEDIATE SUPERIOR.

#### 5. STEP TWO

IF THE GRIEVANT IS NOT SATISFIED WITH THE RESULTS AT STEP ONE, OR IF NO DECISION HAS BEEN RENDERED WITHIN TEN (10) SCHOOL DAYS AFTER PRESENTATION OF THE GRIEVANCE, HE/SHE MUST SUBMIT HIS/HER GRIEVANCE, EITHER DIRECTLY OR THROUGH THE ASSOCIATION REPRESENTATIVE TO HIS/HER IMMEDIATE SUPERIOR, IN WRITING, USING THE PRESCRIBED FORM, WITHIN FIVE (5) SCHOOL DAYS FOLLOWING THE DISPOSITION AT STEP ONE.

C. 6. STEP THREE

IF THE GRIEVANT IS NOT SATISFIED WITH THE DISPOSITION OF HIS/HER GRIEVANCE AT STEP TWO, OR IF NO DECISION HAS BEEN RENDERED WITHIN TEN (10) SCHOOL DAYS AFTER THE GRIEVANCE WAS DELIVERED TO AND RECEIVED BY THE SUPERIOR, THE GRIEVANT SHALL, WITHIN FIVE (5) SCHOOL DAYS, INFORM THE ASSOCIATION, IN WRITING, OF THE STATUS OF THE GRIEVANCE. WITHIN FIVE (5) SCHOOL DAYS AFTER THE ASSOCIATION HAS BEEN INFORMED, THE GRIEVANT MAY SUBMIT THE GRIEVANCE TO THE SUPERINTENDENT.

7. STEP FOUR

IF THE PROBLEM IS NOT RESOLVED WITHIN FIFTEEN (15) SCHOOL DAYS AFTER THE GRIEVANCE WAS RECEIVED BY THE SUPERINTENDENT, THE GRIEVANT MAY WITHIN FIFTEEN (15) SCHOOL DAYS AFTER RECEIPT OF THE SUPERINTENDENT'S DECISION, SUBMIT A WRITTEN APPEAL THROUGH THE SUPERINTENDENT TO THE BOARD OF EDUCATION WITH A HEARING OPTION AT THE BOARD LEVEL. THE BOARD MUST RENDER A DECISION, IN WRITING, WITHIN THIRTY (30) CALENDAR DAYS OF THE RECEIPT OF THE APPEAL.

ARTICLE IV

ADMINISTRATOR'S RIGHTS

- A. EVERY ADMINISTRATOR SHALL HAVE THE RIGHT AND OBLIGATION TO PURSUE HIS/HER DUTIES IN ACCORDANCE WITH A WRITTEN DESCRIPTION OF THE REGULATIONS GOVERNING HIS/HER ROLE, POWERS AND DUTIES ADOPTED BY THE BOARD.
- B. EVERY ADMINISTRATOR SHALL HAVE HIS/HER OVERALL PERFORMANCE EVALUATED EACH YEAR BY THE SUPERINTENDENT OR THE SUPERINTENDENT'S DELEGATED REPRESENTATIVE.

ARTICLE V

SICK LEAVE

A. DEFINITION

ABSENCE FROM DUTY DUE TO ILLNESS, INJURY, OR EXCLUSION BECAUSE OF A CONTAGIOUS DISEASE.

B. NUMBER

TWELVE (12) DAYS PER YEAR FOR TWELVE-MONTH EMPLOYEES SHALL BE GRANTED PER YEAR.

C. ACCUMULATIVE SICK LEAVE

UNUSED SICK DAY LEAVE AT THE END OF THE YEAR (JUNE 30) SHALL BE ADDED TO THE NEXT YEAR.

- D. THE SICK DAYS ENTITLEMENT DURING THE FIRST YEAR OF EMPLOYMENT IN THE DISTRICT AS AN ADMINISTRATOR OR SUPERVISOR, IS TO BE DETERMINED BY THE NUMBER OF MONTHS WORKED DURING THE SCHOOL YEAR.

## ARTICLE VI

### LEAVES OF ABSENCE

A. PERSONAL LEAVE

THREE (3) DAYS PER YEAR, WITHOUT REASON, AS APPROVED BY THE SUPERINTENDENT. UNUSED PERSONAL DAYS AS OF JUNE 30 SHALL BE ADDED TO THE NUMBER OF ACCUMULATED SICK LEAVE DAYS.

B. BEREAVEMENT LEAVE

A MAXIMUM OF THREE (3) DAYS PER BEREAVEMENT FOR THE DEATH OF A SPOUSE OR NEAR RELATIVE (PARENTS, CHILDREN, BROTHERS, SISTERS, UNCLE, AUNT AND GRANDPARENTS OF EMPLOYEE OR SPOUSE), OR ONE (1) DAY FOR DEATH OF OTHER RELATIVES. AN ADDITIONAL TWO (2) DAYS MAY BE GRANTED FOR POSTMORTEM ARRANGEMENTS WHEN THE RESPONSIBILITY FALLS UPON THE ADMINISTRATOR.

## ARTICLE VII

### SABBATICAL LEAVE

- A. SABBATICAL LEAVES OF ABSENCE MAY BE GRANTED FOR PROFESSIONAL IMPROVEMENT UPON RECOMMENDATION OF THE SUPERINTENDENT AND APPROVAL OF THE BOARD OF EDUCATION FOR REASONS OF VALUE WHICH, IN THE BOARD'S DISCRETION, SHALL RENDER A BENEFIT TO THE SCHOOL DISTRICT, SUBJECT TO THE FOLLOWING CONDITIONS:

1. AN APPLICATION MUST BE SUBMITTED TO THE SUPERINTENDENT BY MARCH 1 FOR THE NEXT SUCCEEDING JULY 1 OR SEPTEMBER 1, WHICHEVER IS APPLICABLE.
2. APPLICANTS MUST HAVE HELD AN ADMINISTRATIVE POSITION IN THE MORRIS HILLS REGIONAL DISTRICT FOR SEVEN (7) CONTINUOUS YEARS.
3. LEAVE SHALL BE FOR FULL YEAR AT HALF (1/2) PAY.
4. ANY ADMINISTRATOR GRANTED A SABBATICAL LEAVE MUST AGREE TO RETURN TO WORK IN THE DISTRICT FOR TWO (2) FULL YEARS FOLLOWING THE SABBATICAL LEAVE. PRIOR TO TAKING SAID LEAVE, THE ADMINISTRATOR MUST SIGN A PROMISSORY NOTE IN THE AMOUNT RECEIVED FROM THE BOARD DURING THE SABBATICAL LEAVE, SAID AMOUNT TO BE PAID IF THE TWO (2) YEAR REQUIREMENT IS NOT FULFILLED.
5. PRIOR TO COMMENCING SAID LEAVE, THE ADMINISTRATOR SHALL SIGN A CONTRACT FOR THE FULL AMOUNT OF THE STIPEND RECEIVED FROM THE BOARD DURING THE SABBATICAL LEAVE. THE FULL SUM OF THE STIPEND SHALL BE REPAID TO THE BOARD IF THE TWO-YEAR REQUIREMENT IS NOT FULFILLED.

6. IT IS EXPRESSLY UNDERSTOOD THAT THE BOARD HAS THE SOLE AUTHORITY TO GRANT A SABBATICAL LEAVE. NO MORE THAN ONE (1) ADMINISTRATOR FROM THE MORRIS HILLS REGIONAL DISTRICT MAY BE GRANTED A SABBATICAL LEAVE IN ONE (1) SCHOOL YEAR.

## ARTICLE VIII

### CONVENTIONS, CONFERENCES, WORKSHOPS

ADMINISTRATORS MAY ATTEND CONVENTIONS, CONFERENCES, WORKSHOPS AND OTHER PROFESSIONAL ACTIVITIES WITH REASONABLE EXPENSES AND AT NO LOSS OF PAY WITH THE PRIOR APPROVAL OF THE SUPERINTENDENT.

## ARTICLE IX

### PROFESSIONAL DEVELOPMENT

- A. REIMBURSEMENT FOR THE COST OF TUITION FOR COURSE WILL BE GRANTED WITH THE FOLLOWING CONDITIONS.
  1. COURSES FOR WHICH TUITION REIMBURSEMENT IS BEING SOUGHT SHALL HAVE THE PRIOR APPROVAL OF THE SUPERINTENDENT.
  2. A "B", OR BETTER, GRADE MUST BE RECEIVED IN THE COURSE IN ORDER TO RECEIVE TUITION REIMBURSEMENT. PASS/FAIL COURSES MUST RECEIVE A FINAL GRADE OF "PASS".
  3. PER CREDIT ALLOCATION FOR THE DURATION OF THIS AGREEMENT SHALL NOT EXCEED \$155 PER CREDIT PLUS APPROVED RECEIPTED FEES.
  4. COURSES FOR WHICH TUITION REIMBURSEMENT IS BEING SOUGHT SHALL BE IN THE SUBJECT AREA TO WHICH THE ADMINISTRATOR IS ASSIGNED OR BE IN AREAS OF VALUE TO THE DISTRICT. COURSE SELECTION AND COURSE APPROVAL REQUIRE THE PRIOR APPROVAL OF THE SUPERINTENDENT.
- B. REIMBURSEMENT FOR PROFESSIONAL DUES
  1. PROFESSIONAL DUES ALLOWANCE FOR CERTIFIED ADMINISTRATORS PAYABLE IN JUNE OF EACH YEAR AT A RATE OF \$41.25/MONTH, OR \$495.00 PER YEAR.

## ARTICLE X

### DEDUCTIONS FROM SALARIES

THE FOLLOWING DEDUCTIONS FROM SALARY WILL BE MADE AT THE REQUEST OF THE ADMINISTRATOR EACH YEAR. APPLICATION CAN BE MADE ON A MONTHLY BASIS.

1. NJPSA DUES
2. WASHINGTON NATIONAL INSURANCE
3. TRI-COUNTY FEDERAL CREDIT UNION
4. TAX-SHELTERED ANNUITY PLANS
5. U.S. SAVINGS BONDS
6. PENSION LOANS
7. ANY OTHER PROGRAM AGREED TO BETWEEN THE BOARD AND THE ADMINISTRATORS.
8. ADMINISTRATIVE ASSOCIATION DUES.

ARTICLE XI

BENEFITS

- A. THE BOARD OF EDUCATION SHALL PROVIDE AND PAY THE FULL PREMIUM FOR INSURANCE COVERAGE WHICH SHALL INCLUDE HOSPITALIZATION AND MAJOR MEDICAL AS LISTED UNDER THE NEW JERSEY STATE HEALTH BENEFITS PLAN.

FOR EACH NEW ADMINISTRATOR, COVERAGE SHALL COMMENCE IN ACCORDANCE WITH THE RULE OF THE NEW JERSEY STATE HEALTH BENEFITS PLAN.

IT IS THE RESPONSIBILITY OF THE ADMINISTRATOR TO NOTIFY THE BOARD SECRETARY OF ANY CHANGES IN MARITAL OR DEPENDENT STATUS IN ACCORDANCE WITH THE MASTER PLAN(S).

- B. 1. THE BOARD SHALL PROVIDE AND PAY THE FULL PREMIUM OF DENTAL CARE INSURANCE FOR THE APPROPRIATE SINGLE OR FAMILY COVERAGE FOR ALL CURRENT MEMBERS OF THE UNIT.
2. THE BOARD SHALL PROVIDE AND PAY THE FULL PREMIUM OF DENTAL CARE INSURANCE FOR SINGLE COVERAGE FOR ALL NEW MEMBERS OF THE UNIT HIRED AFTER FEBRUARY 3, 1993. FAMILY COVERAGE MAY BE PURCHASED BY NEW EMPLOYEES AT THE EMPLOYEE'S EXPENSE. AFTER THREE YEARS OF EMPLOYMENT, THE BOARD WILL PAY THE FULL PREMIUM FOR SINGLE OR FAMILY COVERAGE AS STATED IN B1.
- C. THE BOARD OF EDUCATION SHALL PROVIDE OPTICAL REIMBURSEMENT NOT TO EXCEED \$200 PER ADMINISTRATOR PER YEAR. ADMINISTRATOR SHALL SUBMIT APPROPRIATE BILLS FOR REIMBURSEMENT ANNUALLY IN JUNE.
- D. THE BOARD OF EDUCATION SHALL PROVIDE REIMBURSEMENT FOR PHYSICAL EXAMINATION COSTS NOT REIMBURSED BY INSURANCE COVERAGE; NOT TO EXCEED \$300 PER ADMINISTRATOR PER YEAR. ADMINISTRATOR SHALL SUBMIT APPROPRIATE PHYSICIAN BILLS AND STATEMENT OF INSURANCE REIMBURSEMENT ONCE PER YEAR.

ARTICLE XII

RETIREMENT ALLOWANCE

ANY ADMINISTRATOR HAVING BEEN IN THE EMPLOY OF THE SCHOOL DISTRICT FOR TEN (10) OR MORE YEARS, MAY SUBMIT TO THE SUPERINTENDENT A WRITTEN STATEMENT OF INTENTION TO RETIRE UNDER THE TEACHERS' PENSION AND ANNUITY FUND OR PUBLIC EMPLOYEES' RETIREMENT SYSTEM AND SHALL BE ELIGIBLE FOR A SPECIAL RETIREMENT ALLOWANCE PROVIDED SIX (6) MONTHS NOTICE, PRIOR TO THE ACTUAL DATE, IS GIVEN TO THE SUPERINTENDENT.

THE RETIREMENT ALLOWANCE SHALL NOT BECOME A PART OF THE FINAL YEAR'S SALARY, BUT SHALL BE PAID IN A LUMP SUM WITHIN 30 DAYS AFTER RETIREMENT.

ALLOWANCE SHALL BE ONE (1) DAY'S SALARY FOR EVERY THREE (3) DAYS SICK LEAVE ACCUMULATED UPON RETIREMENT. ALLOWANCE NOT TO EXCEED FIFTEEN THOUSAND DOLLARS (\$15,000).



## ARTICLE XIII

### VACATION

ADMINISTRATORS ARE ENTITLED TO PAID VACATIONS EACH SCHOOL YEAR AS FOLLOWS: THE NUMBER OF DAYS OF ENTITLEMENT DURING THE FIRST YEAR OF EMPLOYMENT IN THE DISTRICT AS AN ADMINISTRATOR IS TO BE DETERMINED BY THE NUMBER OF MONTHS WORKED DURING THE SCHOOL YEAR.

NORMALLY, SUMMER VACATIONS MAY BE TAKEN BETWEEN JULY 1 AND BEFORE THE LAST TWO WEEKS OF AUGUST. HOWEVER, VACATIONS MAY BE TAKEN AT ANY TIME DURING THE YEAR OF ENTITLEMENT, SUBJECT TO THE APPROVAL OF THE SUPERINTENDENT.

TWENTY-TWO (22) DAYS FOR ALL TWELVE MONTH ADMINISTRATORS.

NO MORE THAN TEN ACCUMULATED VACATION DAYS WILL BE CARRIED INTO THE NEXT SCHOOL YEAR. THE USE OF THESE DAYS WILL BE SUBJECT TO THE APPROVAL OF THE PRINCIPAL AND/OR SUPERINTENDENT.

## ARTICLE XIV

### BOARD RIGHTS

EXCEPT AS LIMITED BY APPLICABLE LAW AND THE SPECIFIC TERMS OF THIS AGREEMENT, THE BOARD RESERVES THE FOLLOWING RIGHTS:

- A. TO DIRECT THE EMPLOYEES OF THE SCHOOL DISTRICT.
- B. TO HIRE, PROMOTE, TRANSFER, ASSIGN AND RETAIN EMPLOYEES IN POSITIONS IN THE SCHOOL DISTRICT AND TO SUSPEND, DEMOTE, DISCHARGE OR TAKE OTHER DISCIPLINARY ACTION AGAINST EMPLOYEES.
- C. TO RELIEVE EMPLOYEES OF DUTY BECAUSE OF LACK OF WORK AND FOR OTHER LEGITIMATE REASONS.
- D. TO MAINTAIN EFFICIENCY OF THE SCHOOL DISTRICT OPERATIONS ENTRUSTED TO THEM.
- E. TO DETERMINE THE METHODS, MEANS AND PERSONNEL BY WHICH OPERATIONS ARE TO BE CONDUCTED.
- F. TO TAKE WHATEVER ACTIONS MAY BE NECESSARY TO CARRY OUT THE MISSION OF THE SCHOOL DISTRICT IN SITUATIONS OF EMERGENCY.

**Administrative Salary Guide  
1995-96**

<b>Step</b>	<b>Transportation</b>	<b>Assistant Principal</b>	<b>District Director</b>	<b>Principal</b>
1	48,805	71,558	77,549	83,473
2	50,690	75,463 (JD)	81,454	87,714
3	52,575	79,165	86,839	91,888
4	54,527	83,204 (SK)	89,195	96,062
5	56,412 (MD)	87,108 (JC,GH,RS,JS,JF)	93,032 (KF,TH,RK,DR,WW)	100,168 (BS,KW)

**1996-97**

<b>Step</b>	<b>Transportation</b>	<b>Assistant Principal</b>	<b>District Director</b>	<b>Principal</b>
1	50,762	74,428	80,660	86,821
2	52,723	78,489	84,721	91,232
3	54,683	82,340 (JD)	90,322	95,573
4	56,714	86,541	92,773	99,915
5	58,674 (MD)	90,602 (JC,GH,SK,RS,JS,JF)	96,764 (KF,TH,RK,DR,WW)	104,186 (BS,KW)

ARTICLE XVI

DURATION OF AGREEMENT

- A. THIS AGREEMENT SHALL BECOME EFFECTIVE JULY 1, 1995 AND SHALL CONTINUE IN EFFECT UNTIL JUNE 30, 1997, SUBJECT TO THE BOARD'S AND ASSOCIATION'S RIGHT TO NEGOTIATE OVER A SUCCESSOR AGREEMENT AS PROVIDED IN ARTICLE II.
- B. IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE SIGNED BY THEIR RESPECTIVE PRESIDENTS/OR SECRETARIES.

SIGNED: 12/11/95

DATE: 12/8/95

Manuel E. Deus  
PRESIDENT OR SECRETARY  
BOARD OF EDUCATION

Thomas Judd  
PRESIDENT OR SECRETARY,  
ASSOCIATION

Business Administrator/Board Secretary  
TITLE

PRESIDENT  
TITLE

