AGREEMENT

2024-2028

BETWEEN THE

PRINCETON ADMINISTRATORS' ASSOCIATION

AND THE

BOARD OF EDUCATION

PRINCETON PUBLIC SCHOOLS

QUESTIONS REGARDING THIS CONTRACT SHOULD BE DIRECTED TO:

CRYSTAL RIDDICK **PATRICK LENIHAN** **CECILIA BIRGE** **PRISCILLA RUSSEL**	**KATHIE FOSTER** **MATTHEW BOULDIN**
PRINCETON ADMINISTRATORS' ASSOCIATION	**BOARD OF EDUCATION PRINCETON PUBLIC SCHOOLS**

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PREAMBLE

This Agreement is entered into this 1st day of July, 2024, by and between the Board of Education of the Princeton Public Schools, Princeton, New Jersey, hereinafter called the "Board," and the Princeton Administrators' Association, Inc., hereinafter called the "Association."

ARTICLE 1:
RECOGNITION

The Board hereby recognizes the Association as the exclusive representative for the purpose of collective negotiations concerning terms and conditions of employment for the following designated personnel who meet the criteria as defined in Appendix A:

Assistant Principals
Athletic Director
Principals
Supervisors

All other individuals employed by the Board not specifically enumerated above are excluded from this negotiation unit.

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

ARTICLE 2:
NEGOTIATION OF SUCCESSOR AGREEMENT

A. Negotiations

1. The parties agree to enter into collective negotiations in accordance with the New Jersey Employer-Employee Relations Act, in a good-faith effort to reach agreement concerning terms and conditions of employment for all employees for whom the Association is authorized to negotiate.

2. Any agreement so negotiated shall be applicable to all personnel for whom the Association is authorized to negotiate, shall be reduced to writing, shall be signed by the Board and the Association, and shall be adopted by appropriate resolution of the Board.

3. Before adopting a ratifying resolution or signing an Agreement, the Board reserves the right to request a written certification, signed by the president of the Association, that the Association had duly ratified the Agreement.

B. Contract Modifications

1. This Agreement shall not be modified, in whole or in part, by the parties except by an instrument in writing duly executed by both parties.

2. When new and/or additional responsibilities are requested of an administrator or any Association job description is considered for a change, the executive officers of the Association shall be consulted within a reasonable amount of time regarding the change as the salaries and working conditions are being modified. (Refer to ARTICLE 6.D. for timelines.)

3. When the Board determines that a change in administrative position (function and/or title) or structure shall take place, the Association shall be notified at least thirty (30) days prior to the date of Board action. Should an urgent situation arise requiring an administrative change in order to maintain educational processes that are in the best interests of the students, the Association shall be given ten (10) days to react and present its position to the Superintendent and Board.

ARTICLE 3:
WORKDAY AND WORK YEAR

A. The in-school workday shall be that time which is necessary for administrators to meet their professional responsibilities to the students, the school, and the community.

B. The Board recognizes that an administrator's duties require hours beyond the daily workday at certain times of the year and, therefore, recognizes that an administrator, with the approval of his/her supervisor, shall adjust his/her work schedule. Attendance at athletic events, plays, school performances, and other routine activities are considered part of an administrator's normal responsibilities and are not subject to special compensation.

C. The work year for all administrators covered by this Agreement shall be 220 days. The parties agree that the 220-day work year provides sufficient time for administrators to meet their job responsibilities. The Superintendent shall approve each administrator's work schedule at the beginning of each contract year. Any changes in the schedule during the course of the year shall be approved by the Superintendent.

D. Twelve-month administrators joining the negotiations unit before July 1, 2021 shall be entitled to twenty-two (22) paid vacation days per year. Those joining the negotiations unit on or after July 1, 2021 shall be entitled to seventeen (17) paid vacation days in their first year of service, increased by one (1) day in each subsequent year until achieving tenure, at which time they shall be entitled to twenty-two (22) days.

Except as otherwise provided by law, administrators may carry over a maximum number of accumulated vacation days after August 15th each year based on their date of joining the negotiations unit, as follows:

Join Date	Maximum Carry-over Days
Before July 1, 2021	40 days
On or after July 1, 2021	25 days

The following conditions and exceptions shall apply:

1. For administrators who joined the negotiations unit on or after July 1, 2021, if more than twenty-five (25) days are accumulated as of July 1 in a given year, no further accumulation shall be allowed until their total is below twenty-five (25). No such cap shall apply to administrators who were part of the unit before July 1, 2021.

2. For administrators who joined the negotiations unit on or after July 1, 2021, carried-over days must be used in the next succeeding school year or shall be forfeited. No such forfeiture shall occur for administrators who were part of the unit before July 1, 2021.

3. More than the administrators' maximum number of carry-over days may be carried over only with specific written approval of the Superintendent.

4. Any other unused vacation days in excess of the administrator's maximum number of carry-over days on December 31st of each year may be carried over as accumulated sick days without limit, except that not more than fifteen (15) unused sick days may be carried over in any year.

5. Administrators who leave district employment prior to June 30 shall have their vacation time prorated for their time of service for the school year.

6. Unless limited or prohibited by law, the Board shall provide per diem payment for all unused accumulated vacation days, up to a maximum of forty (40) days, at the time of separation, except that non-tenured administrators who joined the negotiations unit on or after July 1, 2021 shall be subject to a maximum of ten (10) days. For purposes of this provision, each administrator's per diem rate shall be defined as follows according to his or her date of joining the negotiations unit:

Join Date	Per Diem
Before July 1, 2021	1/240
On or after July 1, 2021	1/260

   Any payment shall be made in one lump sum in the calendar year of separation from employment. In the event of death of the employee, the district shall make payment to the estate.

7. Employees who were part of the negotiations unit before July 1, 2021 shall be entitled to sell back up to two (2) unused vacation days annually at the per diem rate. No such entitlement shall be available for employees who joined the unit on or after July 1, 2021. Employees who joined the unit between July 1, 2021, and June 30, 2024, will have an additional $1,000 added to their pensionable base salary on July 1, 2024.

8. Employees wishing to sell back any of the eligible unused vacation days as provided above, shall notify the district in accordance with the established timelines. (The two sell back notification periods available shall be on or before November 15 for payment on the last pay date in December, and on or before May 15 for payment the last pay date in June of each year.) Requests for payment shall be on the district form/voucher.

E. Twelve-month administrators shall be entitled to eighteen (18) paid holidays per year. The holiday calendar shall be decided in collaboration with the PAA Executive Board by June 30th of each year and shared with the Board. If a member's job responsibilities require him or her to work on a holiday, the member shall be granted a floating holiday with the prior permission of the Superintendent.

ARTICLE 4:
GRIEVANCE APPEAL PROCEDURE

For purposes of this ARTICLE, the supervisor for each unit member is defined in D.1., Level 1. Only the Superintendent will hear Association grievances.

A. Definition

1. A grievance is an appeal by an administrator and/or the Association on behalf of an individual or group of individuals based upon the interpretation, application, or violation of this Agreement or any other administrative decision or policy affecting the terms and conditions of employment of an administrator or group of administrators and is subject to binding arbitration. In order for an administrator or the Association to pursue a grievance to Level 2 or higher, the grievance must be based solely upon the interpretation, application, or violation of the Agreement.

   a. This ARTICLE shall not be construed to interfere with the right of an employee or the Association to request a conference with the Board, Superintendent, or other supervisor at a higher level to discuss matters of concern in the day-to-day administration of the school system.

   b. The term "grievance" and the procedure relative thereto shall not be deemed applicable in a complaint of a nontenured administrator which arises by reason of his or her not being reemployed, nor shall it be applicable in a complaint by an administrator 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.

2. A grievance to be considered under this procedure must be initiated by the employee or group of employees within fifteen (15) workdays of its occurrence.

3. A "party of interest" is the person or persons making the appeal and any person who might be required to take action or against whom action might be taken to resolve the claim.

4. Workdays are those days when administrative offices are scheduled to be open.

B. Purpose

The purpose of this appeal is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting administrators. Both parties agree that these proceedings will be kept confidential as may be appropriate at any level of the procedure.

C. Procedure--General

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step.

2. The time limits specified may be extended by mutual agreement and shall be exclusive of sick leave and scheduled vacation.

3. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed acceptance of the decision rendered at that step.

4. In the event that any member of the Association initiates any grievance procedure, (s)he must file a copy of the grievance with the Association. If the members of the Association determine that the grievance is related to the interests of the Association, the Association may be represented in the grievance procedure.

5. The Association shall be notified in writing by the Board whenever any grievance is brought against a member of the Association and shall receive copies of all formal grievance documents.

D. Action and Appeal

1. Level 1

Any administrator who has a grievance shall present it in writing to the immediate supervisor, as defined below, with a copy to the Association.

Position	Immediate Supervisor
K-12 Subject-Area Supervisors	Assistant Superintendent for Curriculum and Instruction
Director of Athletics	Assistant Superintendent for Curriculum and Instruction/High School Principal
Assistant Principal	Principal
Principal	Assistant Superintendent for Curriculum and Instruction

The grievance shall specify:

a. The matter at issue or in dispute.
b. The reasons for grieving.
c. The grievant's request.

The document shall contain all points to be included in the grievance. Facts not contained in the document may be introduced at appeal levels and in the procedure only with consent of all interested parties.

The immediate supervisor shall respond, in writing, specifically to the points raised by the grievance, giving reasons for his/her decision, and shall conclude with a reasoned decision within six (6) workdays of receipt of the written grievance.

2. Level 2

The administrator whose immediate supervisor is other than the Superintendent, no later than six (6) workdays after receipt of his or her immediate supervisor's decision, may appeal the decision to the Superintendent. The appeal shall be made in writing with a copy to the Association; it shall include the documents submitted by the grievant at Level 1, a copy of the supervisor's reply, and the reasons for the appeal.

The Superintendent shall hold a meeting with the parties to discuss the written documents and shall attempt to resolve the matter as quickly as possible or within a period not to exceed ten (10) workdays. Within six (6) workdays after the meeting between the parties, the Superintendent shall communicate his or her decision with reasons, in writing, to the employee, the supervisor, and the Association.

3. Level 3

If the grievance is not resolved to the administrator's satisfaction, (s)he, no later than six (6) workdays after receipt of the Superintendent's decision, may appeal to the Board. The appeal shall be submitted in writing through the Secretary to the Board, who shall obtain all related papers from the Superintendent and forward the appeal to the Board.

The Board shall hold a meeting with the administrator within twenty (20) workdays of receipt of the grievance appeal by the Secretary to the Board. The Board's decision shall be rendered, in writing, to the administrator and the Association within six (6) workdays following the meeting.

4. Level 4

a. If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved, and the Association wishes an arbitrator's review of a grievance over the interpretation, application, or violation of this Agreement, the Association shall notify the Board through the Secretary to the Board within ten (10) workdays of receipt of the Board's decision, whereupon the following procedure shall be used to secure the services of an arbitrator:

1) The Association shall request the Public Employment Relations Commission (P.E.R.C.) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

2) The parties shall be bound by the rules and procedures of the P.E.R.C. in the selection of an arbitrator and in the conduct of the proceedings.

3) The authority of the arbitrator shall be subject to the following:

   a) (S)he shall be without power or authority to modify, add to, subtract from, or in any way whatsoever alter the terms and provisions of this Agreement.

   b) (S)he shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

   c) (S)he shall be without power or authority to make any decision which requires a monetary award which shall require an expenditure of funds not allocated in the budget.

   d) (S)he shall be bound by the laws of the state of New Jersey and the United States, decisions of the courts of New Jersey and of the United States, and rulings and decisions of the Commissioner of Education and the State Board of Education.

   e) The Association and the Board shall be limited to placing one (1) issue before any arbitrator at any one time. Arbitrators shall be prohibited from hearing more than one (1) grievance except by mutual agreement of the parties.

   f) The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning, and conclusions on the issue submitted.

b. Only the aggrieved, the Association, and the Board shall be given copies of the arbitrator's decision.

c. The Association and/or the aggrieved and the Board shall be responsible for all costs incurred by each, and only the fee and expenses of the arbitrator shall be shared by each party paying one-half.

E. <u>Rights of Administrators to Representation</u>

1. Any aggrieved person may be represented at any stage of the grievance procedure by himself/herself or, at his or her option, by a representative selected from the Association by the grievant.

2. The Association may be present and present its position at any meeting sessions held concerning the grievance. The Association shall receive a copy of all decisions rendered.

3. When and if the Board, the Association, or the aggrieved chooses to have legal counsel present at any meeting prescribed under the grievance procedure, the other parties to the grievance shall be given written notice of same at least five (5) school days prior to the meeting.

4. If the aggrieved does not choose to have the Association represent him or her in a grievance procedure, neither the Board nor the Association shall be responsible for the costs incurred.

F. Miscellaneous

1. If a grievance concerns a person or persons other than the immediate supervisor, the administrator shall discuss it first with the person or those persons in an attempt to resolve the matter informally at that level.

   If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved, (s)he shall discuss the matter with his/her immediate supervisor. If the matter is still not resolved to the satisfaction of the aggrieved, the continued processing of the grievance will commence at Level 2 with the additional specification that a written copy of the grievance decision statement be sent to the aggrieved.

2. 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.

3. All meetings and hearings under this procedure shall be conducted privately and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this ARTICLE.

ARTICLE 5:
RENEWAL OF NONTENURED ADMINISTRATORS

A. Procedure on Recommendation of Nonrenewal

1. Recommendation by Supervisor

Whenever the supervisor of a nontenured administrator determines not to recommend such administrator for renewal of his or her employment with the Board, such supervisor shall so notify the administrator in writing. The administrator shall have the right within five (5) workdays after receipt of such notice to request, in writing, from such supervisor a written statement for the reason or reasons for such recommendation. Such statement shall be furnished to the administrator within five (5) workdays after the request therefore and shall be sufficient if it merely incorporates by reference a written evaluation of the administrator's performance made during the current year.

2. Recommendation by Superintendent

The Superintendent shall only recommend the renewals of employment of employees on the Board agenda. Nonrenewals shall be left off the Board agenda. Before recommending the nonrenewal of employment of a nontenured administrator, the Superintendent shall, upon written request from such administrator, afford him or her an opportunity to meet informally with the Superintendent to discuss the recommendation. If the recommendation of the supervisor to the Superintendent has been to not reemploy the administrator, the Superintendent shall furnish prior to such informal meeting a written statement of the reason or reasons being considered by the Superintendent for a nonrenewal recommendation.

B. Board Action

1. Offer of Employment or Notice of Termination

On or before the date required by law, the Board shall give to each nontenured administrator continuously employed by it since the preceding September 30 either (a) a written offer of a contract for employment for the next succeeding school year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law or policies of the Board or (b) a written notice that such employment will not be offered.

2. Statement of Reasons

a. Any nontenured administrator who receives a notice of nonrenewal of employment may request in writing, within thirty (30) workdays after receipt of notice, a statement of reasons for such nonemployment. The request shall be addressed to the Board in care of the Secretary to the Board.

b. Within fifteen (15) workdays after receipt of a request, the Board shall furnish a written statement setting forth the reason or reasons for the Board's determination.

3. Informal Appearance Before the Board

a. A nontenured administrator who has requested a statement of reasons for nonemployment may make a request, in writing within ten (10) calendar days of receipt of the statement, for an informal appearance before the Board. The request shall be addressed to the Board in care of the Secretary to the Board.

b. Within thirty (30) workdays after receipt of a request, the Board or a Board committee shall meet with the administrator.

c. The purpose of granting an informal appearance before the Board to the nontenured administrator is to provide an opportunity to persuade the Board to offer employment for the coming school year.

d. The informal appearance before the Board is not to be an adversary proceeding.

e. The administrator may be represented by counsel or an individual of his or her own choice before the Board and may present witnesses on his or her behalf.

f. The informal appearance shall be closed to the public.

g. The conclusions of the Board following the informal appearance shall be communicated to the administrator in writing within three (3) workdays following the informal appearance.

4. Notification of Intention to Return

If the Board offers a renewal contract, the administrator shall notify the Board by June 1 whether (s)he desires to accept such offer. If the administrator does not so notify the Board in writing within that period, the offer shall be deemed withdrawn by the Board.

ARTICLE 6:
SICK LEAVE

A. All administrators continuously employed, as well as those hired to begin work on July 1, shall be entitled to fifteen (15) sick-leave days each year, whether or not they report for duty on that day. Sick leave may be utilized for any reason allowed by State law.

B. Administrators hired to begin work after July 1 shall be entitled to one point two (1.2) days of sick leave for each full month remaining in the work year. The entire amount of sick leave creditable on this basis shall be available to the administrator as of his or her first day of scheduled employment. The terms of this paragraph shall also apply to administrators who return from an unpaid leave of absence after July 1 and who did not work at any time during the work year.

C. All unused sick-leave days shall be accumulated from year to year, with no maximum accumulated limit.

D. For employees who leave district employment prior to June 30, their sick time shall be prorated for their time of service for the school year.

NOTE: See ARTICLE 10, Section E concerning pay for accumulated sick leave upon retirement.

ARTICLE 7:
TEMPORARY LEAVES OF ABSENCE

A. Administrators shall be entitled to a maximum of three (3) days' leave of absence without loss of pay for personal business. These days may not be used to lengthen a vacation or holiday without approval of the reason for the request. Application for such personal business leave must be submitted in writing at least one (1) week in advance, except in the event of an emergency.

B. Administrators shall be granted the following leaves according to the provisions noted below:

1. When a death occurs in the immediate family, a maximum of five (5) consecutive days within ten (10) calendar days of the death, including either the day of death or the day of the funeral, shall be granted without loss of pay. Immediate family is defined as husband, wife, domestic partner, father, mother, son, daughter, grandparents, husband's parents, and wife's parents.

2. When individual circumstances are such that a close relative other than those defined as members of the immediate family should be considered as a member of the immediate family, a special request may be granted not to exceed five (5) days.

3. One (1) day's leave of absence without loss of pay may be granted upon request to attend the funeral of a relative or a close friend.

4. Three (3) days' leave of absence may be granted to a husband to provide family care upon the birth of a child.

C. The following leaves may be granted without loss of pay: Leaves to accomplish administrative responsibilities off-site, visit other schools, attend meetings or conferences of an educational nature, or utilize writing days, upon approval of the Superintendent.

D. Extended Professional Development Leave

A paid leave of absence for up to ten (10) days during the summer may be granted to any administrator for professional development. Application will be made to a committee comprised of a Board member, the Superintendent, and two (2) Association members. PAA members on the committee may not be applicants. The time period for this opportunity shall run from July 1 to August 15 of each year.

- Applications via letter to the superintendent are due by April 1st.
- No more than 2 administrators will be granted leave in any given summer
- An individual may be awarded this opportunity more than once in an Association contract period given the number and quality of applications.
- This leave is intended for exceptional opportunities of professional learning directly related to the administrator's role within the district. An administrator

may not accept remuneration from an agency other than the Princeton Board of Education for services rendered via this leave.

E. Other leaves of absence without loss of pay may be granted by the Board for good reasons.

ARTICLE 8:
EXTENDED LEAVES OF ABSENCE WITHOUT PAY

A. Temporary Disability

1. Leave for temporary disability is defined as the period of time an administrator is unable to perform his/her duties due to a disability. During said period of disability, the affected administrator may elect to use accumulated sick leave for any or all of the period.

2. The duration of a leave, the level of compensation, if any, and the continuation of fringe benefits, if any, shall be considered on a case-by-case basis.

3. During the period of medically certified temporary disability leave, an administrator shall continue to receive medical, dental, and prescription drug benefits for up to one (1) full year from the commencement of said leave.

B. Pregnancy Leave

1. Leave for temporary disability related to pregnancy shall be granted, subject to the following conditions:

   a. The administrator shall notify the Superintendent of the pregnancy as soon as possible after medical confirmation, but no less than sixty (60) days prior to the anticipated commencement of the leave unless precluded by medical events.

   b. Upon request, the administrator will provide a physician's statement confirming the pregnancy and the anticipated date of birth.

   c. Said leave shall be granted by the Board upon standard medical certification for a period of twenty (20) working days before and twenty (20) working days after the anticipated date of birth. Additional temporary disability leave related to pregnancy may be granted upon special medical certification supporting the necessity for leave in excess of twenty (20) working days before and twenty (20) working days after the anticipated date of birth.

2. No administrator shall be barred from returning to duty after the birth of her child solely on the ground that there has not been a time lapse between the birth and her desired date of return. A statement from her physician stating she is physically able to return to duty may be required by the Board.

3. An administrator's return date of employment shall be extended for a reasonable period of time at her request for reasons associated with pregnancy, birth, or other related cause. If the requested extension of the return date is for other than the September opening or the beginning of second semester, the parties may adjust the date in consideration of both medical evidence and administrative feasibility.

4. A leave of absence granted a nontenured administrator hereunder may not be extended beyond the end of the contract year in which the leave is obtained.

5. No administrator shall be removed from her duties during pregnancy except upon the following:

   a. The Board has found that her performance has noticeably declined.

   b. The pregnant administrator is found to be medically unable to continue in her position by her own physician and the Board's physician, or, where these physicians disagree, by a physician, jointly selected by the Board and the administrator, whose medical opinion shall be final and binding.

   c. Any other just cause.

C. Child-Rearing/Adoption Leave

1. Child-rearing/adoption leave is leave without pay for either male or female administrators for the purpose of providing child care.

2. Said leave shall commence upon the termination of a temporary disability leave related to pregnancy or upon receiving *de facto* custody of an infant or preschool child. The administrator shall advise the Superintendent as soon as practicable prior to assuming the custody of the child.

   a. Exact dates of the leave will be arranged, if possible, to coincide with the end of the semester. However, the parties may arrange other mutually acceptable leave dates.

   b. An administrator's return date of employment shall be extended for a reasonable period of time at his/her request for reasons associated with the needs of the child. If the requested extension of return date is for other than the September opening or the beginning of the second semester, the parties may adjust the date in consideration of administrative feasibility.

   c. Said leave of absence granted to a nontenured administrator may not be extended beyond the end of the contract year in which the leave is obtained.

D. Additional Leaves

1. The following leaves may be granted without pay upon recommendation of the Superintendent and approval of the Board.

   a. A leave of absence without pay of up to two (2) years may be granted to any administrator who joins the Peace Corps, VISTA, National Teacher Corps or serves as an exchange administrator or overseas administrator and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.

b. A tenured administrator may be granted a leave of absence without pay for an academic year if the administrator has worked in the district for seven (7) years as an administrator and gives written notice by the date of submission of the budget to the County Superintendent. The application shall be made to the Superintendent with a copy to the Board of Education.

c. An administrator on tenure may be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university, private school, or other public school district.

d. A leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for a sick member of the administrator's immediate family upon the recommendation of the Superintendent, whose decision shall be grievable to the Board level, but not arbitrable. Additional leave may be granted at the discretion of the Board.

2. Other leaves of absence without pay may be granted by the Board for good reason.

E. Leave Application

All applications and responses for leaves shall be presented in writing on forms provided.

F. Return From Leave

1. Personnel returning from a personal leave will be placed on the latest salary guide with administrators of equal training and experience. No experience credit will be granted for the period of leave.

2. Upon return from leave, an administrator shall have his/her unused accumulated sick leave restored. The administrator shall be assigned to the same or substantially equivalent position as that held at the time said leave commenced.

3. Upon return from leave granted pursuant to Sections D.1.a., D.1.b., and D.2. of this ARTICLE, an administrator shall be considered as if (s)he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level (s)he should have achieved if (s)he had not been absent.

G. Time spent on any unpaid leave of absence in excess of thirty (30) days shall not count toward the fulfillment of time requirements for acquiring tenure nor for advanced placement on the salary guide.

H. Notification

In connection with all leaves taken pursuant to this ARTICLE, on or before March 1 of the school year preceding the one in which the administrator desires to return from said leave, the administrator shall indicate to the Board, in writing, that (s)he

intends to return the following July. Failure to so notify the Board will be deemed to be a waiver by the administrator of his/her right to return from leave that year. Said leave may then be extended an additional year, but in no case shall the total leave exceed two (2) years.

I. Where applicable, the parties' rights and obligations shall be governed by the state and federal Family and Medical Leave Acts, which shall be distributed to unit members.

J. If a salary guide is established, administrators must work one-half of the academic year (by January 1) to be eligible for movement on the salary guide.

ARTICLE 9:
INSURANCE PROTECTION

A. The Board agrees to provide individual and family coverage for hospital/surgical, prescription, and major-medical protection which shall be available to each employee. The Board agrees to provide employee and/or employee-plus-one coverage in a dental program. The dental coverage shall include an annual deductible of $100.00 effective July 1, 2015. The dental plan shall include one implant per lifetime and carryover of unused coverage to the next year; both provisions are subject to any conditions imposed by the carrier.

B. Health and major-medical coverage will be provided. Prescription drug coverage will be provided. Traditional coverage shall not be available to any person new to the bargaining unit after June 30, 2011. The employee office visit co-pay shall be $10 in the POS, PPO and HMO plans.

C. Contractual contribution as outlined in C1 and C2 will be suspended so long as state law requires a higher contribution.

1. Effective July 1, 2008, all employees shall pay one month's premium per annum of the actual cost of his/her respective medical insurance coverage for that year. The employee's contribution shall be calculated at the actual per annum/per month rate. The administrator's share of this premium payment shall be deducted in equal installments throughout the year.

2. The Board agrees to a cost containment provision regarding the employee contribution toward insurance coverage noted above. The Board, in each year of the contract, agrees to limit any increase in the employee contribution to a 10 percent cap increase each year with the Board paying for any premium increase beyond 10 percent.

The Board shall offer a Section 125 plan, in order that the deductions from employee salaries shall be on a pre-tax basis in accordance with IRS provisions.

D. The employee retail prescription drug co-payment shall be ($7) generic and seventeen dollars ($17) name brand. The mail order copayment shall be two times (2X) the generic retail equaling fourteen dollars ($14). Effective July 1, 2021, the copayments shall be changed to the following:

Generic retail, 30-day	
30-day	$7
31- to 90-day	$14
Preferred brand-name retail	
30-day	$14
31- to 90-day	$28

Non-preferred brand-name retail	
30-day	$21
31- to 90-day	$42
Mail order, 90-day	$10

The prescription co-payment may not be used toward satisfying the annual deductible and is not eligible for coinsurance.

E. It shall be the employee's responsibility to enroll in and revise his/her medical program coverage in accordance with the needs of his/her family.

F. Except as provided in ARTICLE 8, Section A.3., individuals on leave without pay have the privilege of being covered under the group plans through COBRA upon payment of the appropriate premiums.

G. Employees may elect to continue the group health-insurance and major-medical coverage at retirement upon the payment of the appropriate premiums. The cost and method of paying premiums will be determined by the carrier. Upon eligibility for Medicare a retired employee must opt for a Medicare supplement plan.

H. The Board shall have the right, after notification to and consultation with the Association, to change insurance carriers so long as the same or substantially similar or increased benefits are provided.

I. Employees who qualify for family coverage who switch to single coverage and enroll in hospital/surgical, prescription, and major medical protection shall be paid $3,500. This payment shall be $1,750 in January and $1,750 in June in each year of the contract for which the employee is eligible. However, coverage changes from family to single resulting from divorce, death, or aging out of dependent shall not qualify for the payment stated herein.

J. Employees who opt out of all benefits--hospital/surgical, prescription, major-medical, and dental protection--shall be paid $4,000. This payment shall be $2,000 in January and $2,000 in June in each year of the contract for which the employee is eligible. Employees can reenter during any open enrollment period or at the time of a loss of coverage due to a life event.

K. Effective July 1, 2015 the parties agree to increase the individual and family deductibles for the $10 HNO (PPO) plan to the plan levels indicated:

AETNA $10 HNO Option	Effective 07/01/2015	Effective 07/01/2015
	In-Network	Out-of-Network
Individual Deductible	$100	$ 500
Family Deductible	$200	$1,000

L. Effective July 1, 2015 the parties agree to add the AETNA MEDICAL HSA $2,000 plan to the list of medical plans choices available for employees to select for medical coverage. The HSA plan shall be as outlined to the Association in a negotiations proposal dated March 25, 2015.

ARTICLE 10:
SALARIES

A. Salary Ranges

1. Base salaries for all unit members shall be increased in the following amounts, exclusive of the cost of longevity as indicated in Appendix C of this Agreement.

2024-2025	3% over the previous year
2025-2026	3% over the previous year
2026-2027	3% over the previous year
2027-2028	3% over the previous year

B. Payment of Salaries

1. Administrators shall be paid in equal semimonthly installments.
2. When a payday falls on or during a holiday, vacation, or weekend, administrators shall receive their paychecks on the last previous workday.
3. Administrators shall be paid by direct deposit only and shall have their entire paycheck deposited directly into an account/s in any bank recognized by the National Automated Clearinghouse Association.

C. Salary Notification

Notification of salary status for the ensuing year must be made no later than April 30, or ten (10) workdays following ratification of the Agreement, whichever is later.

D. Salaries of New Administrators

1. The annual salary shall be prorated on the ratio of the days to be worked to the established work year.
2. Payment of the salary to a new administrator shall begin on the first payday following the date on which the administrator assumes the duties of the position.

3. Salary Ranges for newly hired Administrators shall be as indicated below:

2024-2025		
Position	Minimum Base Salary	Maximum Base Salary
High School Principal	$160,000	$187,200
Middle School Principal	$150,400	$176,000
Elementary School Principal	$140,800	$164,700
Asst. Principal / Supervisor	$128,000	$149,800
2025-2026		
Position	Minimum Base Salary	Maximum Base Salary
High School Principal	$164,000	$191,900
Middle School Principal	$154,200	$180,400
Elementary School Principal	$144,300	$168,800
Asst. Principal / Supervisor	$131,200	$153,500

2026-2027		
Position	Minimum Base Salary	Maximum Base Salary
High School Principal	$168,100	$196,700
Middle School Principal	$158,000	$184,900
Elementary School Principal	$147,900	$173,000
Asst. Principal / Supervisor	$134,500	$157,400
2027-2028		
Position	Minimum Base Salary	Maximum Base Salary
High School Principal	$172,300	$201,600
Middle School Principal	$162,000	$189,500
Elementary School Principal	$151,600	$177,400
Asst. Principal / Supervisor	$137,800	$161,200

E. Payment at Retirement

Upon retirement, administrators shall be paid for one-hundred percent (100%) of unused accumulated sick-leave days at the rate of $175/day up to a maximum of $20,000, upon ratification of the Agreement.

The maximum payment for any employee hired on or after May 21, 2010 is $15,000.00.

For employees who retire during the school year, the unused sick leave from the days credited during that year shall be prorated on the basis of the full calendar months worked for the purpose of calculating the payment.

F. Longevity

Employees hired prior to January 1 of a school year shall receive full credit for a defined year of service in the calculation of longevity eligibility. A longevity payment as defined herein shall be added to an administrator's salary when (s)he has completed the defined years of service as an employee in the Princeton Public Schools and when (s)he is presently working as an administrator in the Princeton Public Schools. (i.e. After completing 5 years of service on June 30th, on July 1 of an employee's sixth year of service, $3,000 will be added to base salary.)

NOTE: Annual salary and longevity are pensionable and are credited on July 1 for each contract year.

The following pensionable longevity amounts shall be added to base salary annually and shall be listed in this Agreement as Appendix B. Longevity for 2024-2028 is as follows:

Completed Years of Service	Amount
5-9	$3,000
10-14	$4,000
15-19	$5,000
20-24	$6,000
25-29	$6,600
30-34	$7,200
35 & plus	$7,800

G. When there is a short-term vacancy in a position covered by the Agreement and an administrator is assigned, in writing, by the Superintendent or designee to also assume the responsibilities of this position, the administrator shall receive additional compensation. Commencing on workday eleven (11) until the position is either filled or is decided that it is being reduced, the administrator will be paid an additional $150 per workday, retroactive to the first day of the assignment. In the event the responsibilities are assigned to more than one administrator, the Association shall be consulted as to the per workday amount to be shared among those administrators. A good faith effort shall be made to keep assignments consistent to single members for the full duration of the short-term vacancy.

ARTICLE 11:
BOARD RIGHTS AND RESPONSIBILITIES

A. The Board hereby retains and reserves unto itself all powers and authority over matters of educational policy and management responsibility as vested in it by law, and its use of judgment and discretion in connection therewith shall be limited only by this Agreement and then only to the extent that it deals with terms and conditions of employment and is otherwise in conformance with the constitution and laws of New Jersey.

B. Whenever language in other clauses of this Agreement appears to modify or restrict the jurisdiction and authority of the Board as set forth in this ARTICLE, such other language shall be construed in the light of this ARTICLE and of the statutory powers and responsibilities of the Board in operating the schools of the district.

C. The Board will continue its practice of consulting with the Association through its Superintendent on subjects being negotiated with other employee groups which may directly affect the administrators as managers.

ARTICLE 12:
COMPLAINT PROCEDURE

For purposes of this ARTICLE, the supervisor for principals and directors will be the Assistant Superintendent for Curriculum and Instruction, the supervisor for assistant principals will be the building principals, and the supervisor for all supervisors will be the Assistant Superintendent for Curriculum and Instruction.

A. The Board and the Association agree that when a community member questions a practice or decision made by an administrator, the most appropriate and constructive way to begin to deal with the question is to bring it to the attention of the administrator. Accordingly, any comments concerning the quality of performance of an administrator made to any member of the Board by any parent, student, or other person shall be processed according to the procedure outlined below. The immediate supervisor shall meet with the administrator to apprise the administrator of the full nature of the complaint, and they shall attempt to resolve the matter informally. If the matter cannot be resolved informally, the supervisor shall provide the administrator with a written statement of the complaint, and the complaint procedure listed in Steps 1-4 below shall be followed. The administrator shall have the right to be represented by the Association at any meeting or conference regarding such complaint.

B. Procedure

1. Step 1

   In the event a complaint is not resolved to the satisfaction of all parties, the administrator may request a conference with the complainant to attempt to resolve the complaint. If the complaint is unresolved as a result of such conference, or if no mutually acceptable conference can be agreed upon, the complaint shall move to Step 2.

2. Step 2

   Any complaint unresolved under Step 1 shall be reviewed by the Superintendent, who shall confer with all parties in an attempt to resolve the matter to the satisfaction of all parties concerned.

3. Step 3

   If the Superintendent is unable to resolve a complaint to the satisfaction of all parties concerned, (s)he shall forward the results of the investigation along with a recommendation, in writing, to the Board and shall give copies to all parties concerned.

4. Step 4

After receipt of the findings and recommendations of the Superintendent, and before action thereon, the Board shall afford the parties the opportunity to meet with the Board and show cause why the recommendations of the Superintendent should not be followed. Copies of the action taken by the Board shall be forwarded to all parties.

ARTICLE 13:
SUPPORT FOR PROFESSIONAL DEVELOPMENT

A. Administrative Provisions

1. To assist administrators in keeping abreast of current developments in education and in improving their administrative skills, the Board agrees to provide up to $3,000 per year for professional growth programs and professional obligations such as memberships, conferences, and professional subscriptions and books.

   The State of New Jersey mentoring fee shall qualify as an eligible expense.

   The Board shall create a separate budget line for PAA members to purchase computers and related technology equipment. Each member of the unit will be allotted $2,500 to purchase a computer of their choice once every four years. All computers and equipment shall be and remain the property of the Board. If the price of a computer is in excess of $2,500, the member may request permission from the Superintendent to use some of the professional growth funds to cover the cost of the computer one time during the contract.

2. Expenditure for all of the purposes set forth above must have the prior written approval of the Superintendent. All purchase orders must be submitted to the Business Administrator by May 1st of each year and cannot be open-ended "blanket" purchases orders; must be requisition for specific items or registrations.

3. In addition to the individual professional growth allowance referenced above, the Board shall provide the unit an annual professional growth pool amount of $22,000. The awarding of said funds to an individual member or a group of members shall be at the discretion of the Superintendent. The application process and procedure to request funds from the pool shall be developed in consultation with the Association.

4. Tuition Reimbursement

   The Board will establish an annual tuition reimbursement pool of $18,000 in each year of this Agreement (July 1-June 30). Reimbursement shall be made at the end of each year based upon the number of people/courses eligible for reimbursement. To be eligible for reimbursement, an administrator can apply for up to two courses per year, at an accredited institution, at the graduate level, subject to prior approval of the Superintendent of Schools.

   Any employee receiving tuition reimbursement monies from the Board shall be subject to a two-year return-of-service obligation, such that if he or she leaves employment in the District earlier than two years after the reimbursement was received, he or she shall be obligated to repay a prorated amount. There shall be no such obligation for an employee whose employment ends by reason of death, illness, or other extenuating circumstances as approved by the Board.

Tuition shall be reimbursed for only an employee's attendance at an institution named in the following list. However, an employee shall be entitled to reimbursement for tuition paid in a course at a non-listed institution if he or she was registered for that course before July 1, 2021.

- Any accredited university located in New Jersey
- The Arizona State University
- Columbia University
- Fordham University
- Harvard University
- New York University
- The Ohio State University
- The Pennsylvania State University
- The State University of New York ("SUNY") system
- Temple University
- The University of California system
- The University of Connecticut
- The University of Delaware
- The University of Maryland
- The University of Pennsylvania
- And other university approved by the Superintendent

5. Doctorate Degree Stipend

The Board shall pay an annual stipend of $4,000 to any employee who holds or earns a doctorate degree. The Board shall treat the stipend as pensionable, but with the parties' understanding that a final determination as to its pensionability is at the discretion of the Division of Pensions and Benefits.

A doctorate degree shall qualify an employee for this stipend only if it was earned from one of the institutions listed in Section A.4 of this ARTICLE. Employees belonging to the Association before July 1, 2021 shall be entitled to the stipend if they possess a doctorate degree from any accredited institution, regardless of whether it appears on said list, or if they are enrolled in a program toward obtaining such a degree from any accredited institution no later than June 30, 2021.

B. Professional Services Reimbursement

The Board will provide every year $450 per employee for medical services not reimbursed by health insurance, additional medical coverage not provided by the employer, or a tax shelter annuity contribution. At the option of the employee, one or more selections may include, but not be limited to the following: Long Term Care, Life Insurance, Disability Insurance, Financial Services, and a Vision Plan obtained by the employee. No eye exams or glasses, outside of any vision plan allowance, are included in this provision.

C. Nonresident Administrator's Children Attending Princeton Public Schools

1. Children of nonresident full-time administrators shall be permitted to attend Princeton Public Schools on a tuition basis. In accordance with this provision, the annual per child tuition rate to attend Princeton Public Schools shall be as follows:

Hire Date	Rate
Before July 1, 2020	$3,500
Between July 1, 2020 and June 30, 2021	$5,000
July 1, 2021 or after	$7,500

Any cost above regular tuition shall be additional. This amount shall not exceed the average per pupil expenditure for that grade.

2. A nonresident child enrolled in the school system shall be permitted to continue to attend despite the subsequent death of the administrator parent until the end of the school year. Children of administrators, who have resigned, terminated, or who are RIF'd shall be permitted to complete the school year.

3. For any child who is eligible for special education services, their parent or guardian will be required to pay the difference between the average pupil cost and special education cost of the child.

4. Any nonresident administrator whose child is currently identified as eligible for special education services must decide by June 30 prior to each school year as to whether to continue in district by paying the difference between the average pupil cost and the special education cost of the child or leaving the district.

D. Discussion of Personnel Matters

Neither the Board nor the Association shall engage in discussion of a personnel matter relating to an individual administrator at public meetings or with the press unless the individual administrator waives his/her right of confidentiality.

E. Separability and Savings

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.

F. Fully Bargained Provisions

This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any other

matter, whether or not covered by this Agreement or whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement, except as required by the New Jersey Employer-Employee Relations Act.

G. Miscellaneous Provision

Any individual contract between the Board and an individual administrator heretofore or hereafter executed shall be 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.

ARTICLE 14:
DURATION OF AGREEMENT

This Agreement shall take effect on July 1, 2024 and shall expire on June 30, 2028.

IN WITNESS WHEREOF, the parties have caused their names to be subscribed by their duly authorized officers and representatives.

PRINCETON ADMINISTRATORS' ASSOCIATION

Crystal Riddick
Crystal Riddick (Apr 30, 2024 12:04 EDT)

Crystal Riddick, President
Date: Apr 30, 2024

Patrick Lenihan (Apr 30, 2024 12:37 EDT)

Patrick Lenihan, Vice President
Date: Apr 30, 2024

Cecilia Birge (Apr 30, 2024 13:25 EDT)

Cecilia Birge, Secretary
Date: Apr 30, 2024

Priscilla Russel
Priscilla Russel (May 1, 2024 12:02 EDT)

Priscilla Russel, Treasurer
Date: May 1, 2024

BOARD OF EDUCATION OF THE PRINCETON PUBLIC SCHOOLS

Dafna Kendal, President
Date: 5-7-2024

Brian McDonald, Member
Date: 5-7-2024

Debbie Bronfeld, Member
Date: 5-7-24

Matthew Bouldin, Board Secretary
Date: 5-1-2024

APPENDIX A:
ADMINISTRATOR DEFINITION

The primary obligation of the school system is to provide educational services for the children of the community. In meeting this obligation, the school staff must engage in a variety of activities which are designed both (1) to provide direct services for the group of students enrolled in the schools at any time and (2) to improve the quality of educational services for present and future students. The administrative staff is that group of staff members who provide the link between the Superintendent of Schools and the instructional staff in meeting the school's dual responsibility to the community.

An administrator is a professionally certified staff member whose primary function is to provide leadership and supporting services to instructional staff on a full-time and continuing basis in any of the ways listed under "A" and according to any organization listed under "B."

A. Function

1. Involvement of instructional staff in examination and redefinition of educational objectives within limits set by the Board of Education and the Superintendent of Schools.

2. Involvement of instructional staff in assessment of educational needs of students.

3. Provision and development of resources related to implementation of instructional programs and activities.

The primary function of a particular staff member should be determined on the basis of intent or purpose of his/her employment, as indicated by the Superintendent of Schools and as governed under the statutes of Title 18A. Where there is a question concerning the primary function, the Superintendent's judgment should be in consultation with administrative staff.

In determining the individual to be represented by the Association, ARTICLE 1, Recognition, of this Agreement shall be binding. Any changes in said ARTICLE can be effected only by mutual agreement of the Board and the Association.

B. Organization

The organizational structure for administrator/supervisor accountability shall be in accordance with school Board policy and state regulations. The performance evaluation of all Association members shall be in accordance with school Board policy and state regulations.

APPENDIX B:
SALARIES INCLUSIVE OF LONGEVITY, DOCTORAL STIPEND

Employee	Position	2024-25	2025-26	2026-27	2027-28
Achtau, Max	Principal	$ 151,380	$ 155,921	$ 160,599	$ 165,417
Barnes-Johnson, Joy	Supervisor – Science K-12	$ 149,359	$ 153,570	$ 157,907	$ 163,374
Birge, Cecilia	Principal	$ 172,950	$ 179,049	$ 184,300	$ 189,709
Brennan, Tiffany	Supervisor - Math/Business 6-12	$ 145,200	$ 149,556	$ 154,043	$ 158,664
Burr, Jason	Principal	$ 203,758	$ 210,751	$ 216,923	$ 223,281
Csolak, Eric	Supervisor – Special Education PK-5	$ 157,531	$ 162,137	$ 166,881	$ 171,767
Dzbenski, Brian	Supervisor – Health/PE, Athletic Director	$ 149,217	$ 153,495	$ 157,902	$ 162,441
Freedman, Lauren	Assistant Principal	$ 135,780	$ 139,703	$ 143,745	$ 147,907
Gruchacz, Dineen	Principal	$ 192,769	$ 198,402	$ 205,204	$ 211,180
Johnson, Rashone	Assistant Principal	$ 140,936	$ 145,584	$ 149,754	$ 154,048
Lenihan, Patrick	Supervisor – Visual/Perf Arts	$ 160,916	$ 165,594	$ 171,412	$ 176,374
McCann, John	Assistant Principal	$ 140,780	$ 144,703	$ 149,345	$ 153,507
McMichael, John	Supervisor - Sch. Counseling/Student Wellness	$ 145,200	$ 149,556	$ 154,043	$ 158,664
Moore, Sarah	Supervisor – Elementary Education	$ 137,192	$ 141,308	$ 145,547	$ 152,913
Murrin, Elizabeth	Supervisor – Special Education 6-8	$ 137,936	$ 141,984	$ 146,154	$ 150,448
Ramirez, Luis	Principal	$ 170,445	$ 175,468	$ 180,642	$ 186,972
Riddick, Crystal	Supervisor – Special Education 9-12	$ 146,291	$ 150,589	$ 155,017	$ 159,577
Russel, Priscilla	Supervisor – World Lang/ESL/DLI	$ 184,615	$ 189,919	$ 195,383	$ 201,010
Smith-Carrington, Keisha	Supervisor – Humanities 6-12	$ 148,406	$ 152,768	$ 157,261	$ 161,889
VACANCY, JP	Principal				
VACANCY, PHS	Assistant Principal				
VACANCY, PMS	Assistant Principal				
NOTE: The Board retains its statutory right to deny an increase.					

APPENDIX C:
BASE SALARIES (WITHOUT LONGEVITY, DOCTORAL STIPEND)

Employee	Position	2024-25	2025-26	2026-27	2027-28
Achtau, Max	Principal	$ 151,380	$ 155,921	$ 160,599	$ 165,417
Barnes-Johnson, Joy	Supervisor–Science K-12	$ 140,359	$ 144,570	$ 148,907	$ 153,374
Birge, Cecilia	Principal	$ 169,950	$ 175,049	$ 180,300	$ 185,709
Brennan, Tiffany	Supervisor - Math/Business 6-12	$ 145,200	$ 149,556	$ 154,043	$ 158,664
Burr, Jason	Principal	$ 199,758	$ 205,751	$ 211,923	$ 218,281
Csolak, Eric	Supervisor – Special Education PK-5	$ 153,531	$ 158,137	$ 162,881	$ 167,767
Dzbenski, Brian	Supervisor - Health/PE, Athletic Director	$ 142,617	$ 146,895	$ 151,302	$ 155,841
Freedman, Lauren	Assistant Principal	$ 130,780	$ 134,703	$ 138,745	$ 142,907
Gruchacz, Dineen	Principal	$ 187,769	$ 193,402	$ 199,204	$ 205,180
Johnson, Rashone	Assistant Principal	$ 134,936	$ 138,984	$ 143,154	$ 147,448
Lenihan, Patrick	Supervisor – Visual/Perf Arts	$ 155,916	$ 160,594	$ 165,412	$ 170,374
McCann, John	Assistant Principal	$ 130,780	$ 134,703	$ 138,745	$ 142,907
McMichael, John	Supervisor - Sch. Counseling/Student Wellness	$ 145,200	$ 149,556	$ 154,043	$ 158,664
Moore, Sarah	Supervisor - Elementary Ed	$ 137,192	$ 141,308	$ 145,547	$ 149,913
Murrin, Elizabeth	Supervisor – Special Education 6-8	$ 134,936	$ 138,984	$ 143,154	$ 147,448
Ramirez, Luis	Principal	$ 167,445	$ 172,468	$ 177,642	$ 182,972
Riddick, Crystal	Supervisor – Special Education 9-12	$ 143,291	$ 147,589	$ 152,017	$ 156,577
Russel, Priscilla	Supervisor - World Lang/ESL/DLI	$ 176,815	$ 182,119	$ 187,583	$ 193,210
Smith-Carrington, Keisha	Supervisor – Humanities 6-12	$ 145,406	$ 149,768	$ 154,261	$ 158,889
VACANCY, JP	Principal				
VACANCY, PHS	Assistant Principal				
VACANCY, PMS	Assistant Principal				
NOTE: The Board retains its statutory right to deny an increase.					

24-28 PAA Contract Final

Final Audit Report 2024-05-01

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