AGREEMENT

BETWEEN THE

PALISADES PARK BOARD OF EDUCATION

(PPBOE)

AND

THE PALISADES PARK SUPERVISORS' ASSOCIATION

(PPSA)

JULY 1, 2019 TO JUNE 30, 2024

TABLE OF CONTENTS

PREAMBLE 1

ARTICLE I – RECOGNITION 1

ARTICLE II – NEGOTIATION OF SUCCESSOR AGREEMENT 1

ARTICLE III – UNDERSTANDING OF THE PARTIES 1

ARTICLE IV –ASSOCIATION RIGHTS AND PRIVILEGES.....2

ARTICLE V – BOARD RIGHTS 2

ARTICLE VI – GRIEVANCE PROCEDURE 2

ARTICLE VII – SALARY.....5

ARTICLE VIII - LONGEVITY 5

ARTICLE IX – SCHEDULING/TEACHING RESPONSIBILITY.....5

ARTICLE X – EXTRA COMPENSATION 5

ARTICLE XI – SICK LEAVE 6

ARTICLE XII – TEMPORARY LEAVE 8

ARTICLE XIII – HEALTH BENEFITS 13

ARTICLE XIV – WORK YEAR 13

ARTICLE XV – DUES 14

ARTICLE XVI – TUITION REIMBURSEMENT.....14

Preamble

A. This Agreement between the Palisades Park Supervisors Association (the "PPSA" or "Association") and Palisades Park Board of Education (the "PPBOE" or "Board") codifies the terms and conditions of employment for members of the Association and is entered into on this ___ of October, 2022.
B. The term of this contract is 5 years and its duration shall be from July 1, 2019 until June 30, 2024.
C. All benefits and emoluments set forth in this Agreement shall be retroactive to July 1, 2019.

Article I

A. **Recognition**
    a. The Board hereby recognizes the Association as the sole and exclusive representative for collective negotiations regarding and concerning the terms and conditions of employment for Association members.
    b. The titles covered and recognized within Association and governed by this Agreement include:
        i. Supervisor of Curriculum and Instruction
        ii. Supervisor of ESL and World Languages
        iii. Supervisor of Elementary Education and Title I (Grades K-8)
        iv. Supervisor of Math and Science (Grades 5-12)
        v. Supervisor of Humanities
        vi. All administrative titles, not covered by the Principal's Contract, requiring an administrative certification enabling the certificate holder to evaluate personnel under N.J.A.C. 6A:9B-12.3, and excluding central office titles.

Article II

A. Negotiation of Successor Agreement
    a. The parties agree to enter into collective negotiations over a successor Agreement in good faith.
    b. The Agreement will not be modified in whole or in part unless a subsequent Agreement is agreed upon and executed by the parties in writing.
    c. The terms and conditions of this Agreement shall continue in full force and effect until subsequent Agreement is agreed upon and executed by the parties in writing.
    d. The parties have the authority to designate their own negotiations representatives.

Article III

A. Understanding of the Parties
    a. The parties agree and understand that this Agreement sets forth the full and complete understanding of the parties.

b. Terms and conditions not set forth in this Agreement are not part of, or covered by, this Agreement unless they are approved in a sidebar agreement validly executed by the parties.

Article IV

A. **Association Rights and Privileges**

a. On request any member of the Association is entitled to make a copy of, and inspect, his/her personnel file as that file constitutes his/her property.
b. The Association shall have the right to use the District's buildings, supplies, facilities and technology to conduct Association business provided that reasonable notice is given to the District and such Association business is not in conflict with regular school activities.
c. While the Association understands that it is the prerogative of the Board to set and create the job descriptions covered by this Agreement, to the extent that the Board seeks to make any changes to the job descriptions covered by this Agreement, the Board will seek the input of the Association regarding any proposed changes.
d. The Board will notify in writing the Association, through its president, of the vacancy of any title recognized by this Agreement.
e. The Board will notify in writing the Association, through its president, if any title recognized by this Agreement will be posted or advertised by the District. To the extent practicable, the notice will precede the posting or advertisement by at least 15 days.

Article V

A. **Board Rights**

a. The Board retains all legally recognized managerial prerogatives as commonly understood and as articulated by the case-law, in both the New Jersey Superior and Administrative courts, as well as the NJ Statutes and Regulations.

ARTICLE VI

A. Grievance Procedure

a. A grievance is a claim by a PPSA member or the PPSA that there has been a violation, misrepresentation or misapplication of this Agreement, Board policies, or administrative decisions affecting a PPSA member, group of PPSA members and/or the Association.
b. The term "grievance", however shall not apply to any matter:
    i. For which a method of review is presently prescribed by law or State Board rule having the force and effect of a law; a matter affecting a PPSA member that has arisen by the reason of the application of any rule or regulation of the State Commissioner of Education; or

ii. Which is a complaint of a non-tenure PPSA member arising by reason of him/her not being reemployed, provided that the member had been informed previously at a conference with the Superintendent that he/she will not be recommended for reemployment and the reason for this action.

c. "Aggrieved Employee" is a person (or persons) making the claim.

d. "Hearing" - a meeting between the "Party in Interest" and "Aggrieved Employee" at any level.

B. Purpose:

a. The purpose of this procedure is to secure resolutions between the Board and the PPSA of disputes arising over this Agreement, Board policies and decisions which set terms and conditions of employment,

b. All parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

c. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate supervisor, having the grievance adjusted without intervention of the PPSA, providing adjustment is consistent with the terms of this Agreement, Board policies, and State law.

C. Procedure:

a. Since it is important 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 may, however, be extended by mutual agreement.

b. In the event a grievance is filed at such a 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, the time limits set forth herein may be reduced so that the grievance procedure may be exhausted prior to the end of the school year as soon thereafter as practicable, such revisions to be the result of a mutual agreement between the parties.

c. Level One: Any employee who has a grievance shall discuss it first with his/her immediate superior in an attempt to resolve the matter at that level.

d. Level Two: If the grievance has not been settled after reaching the Superintendent of Schools, the matter may be referred in writing to the PPSA. The PPSA will make a determination within seven (7) school days of receipt of the written complaint, and promptly notify the Aggrieved Employee in writing of that determination.

e. Level Three: If the PPSA determines that the grievance has or may have merit, it shall recommend that the grievance be presented in writing to the Board within a period of seven (7) school days of receipt of the written complaint. The Board shall consider the grievance and render a decision in writing within a period of five (5) school days after the next regularly scheduled Board meeting.

f. Level Four: If the Board determines that the grievance is without merit, it will advise the Aggrieved Employee and duplicate copies shall be sent to the Superintendent of the Schools and the PPSA within ten (10) school days of the decision.

g. Level Five: If the matter is not resolved to the satisfaction of the "Aggrieved Employee", he/she may request binding arbitration which shall be conducted by one of the panel of arbitrators which shall be selected by the Board, after consultation with the PPSA (cost to be paid equally). This appeal must be made within thirty (30) school days of Board's decision. The decision rendered by this arbitrator(s) is final and binding.

h. Level Six: Any party involved may appeal to the Commissioner of Education, State Board of Education, or courts of law after this procedure is exhausted.

i. Notes:

   i. All correspondence described herein to be sent Certified Mail with Return Receipt Requested or if transmitted otherwise, a receipt of transmittal is required.

   ii. Because of special/personal circumstances of the parties in interest, it may on rare occasions, be proper to present a grievance to the next higher level on the line of the procedure so long as the parties involved in the level deleted is informed of the action in writing and the rationale.

D. Miscellaneous:

a. Any party may be advised or represented at all stages of the grievance procedure by himself/herself or at his/her option by a representative of his/her choosing.

b. No reprisals of any kind shall be taken by the PPSA, or the Board, either individually or collectively against any party in interest, or any involved individual in the grievance procedure by reason of such participation.

c. In the event that the PPSA decides that it is professionally unable or unwilling to consider an appeal, it will be the privilege of the appellant to appeal to the Board, assuming that he/she proceeded from all the preceding levels.

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

e. Format for filing grievances will be uniform and will be planned cooperatively by the Superintendent and the PPSA.

   To be considered, a grievance must be initiated by the Aggrieved Employee with in thirty (30) school days of its alleged occurrence, or thirty (30) school days within which the Aggrieved Employee knows or should have known of the event or action upon which the alleged grievance is based.

Article VII

A. **Salary**

a. The parties agree and understand that the Association will receive the following salary percentage increases:

i. 2019-20 □ 3.0%
ii. 2020-21 □ 3.0%
iii. 2021-22 □ 3.0%
iv. 2022-23 □ 3.1%
v. 2023-24 □ 3.2%

b. The parties shall mutually agree upon a salary percentage distribution for 2021 through 2024.

Article VIII

A. **Longevity**

a. It is agreed and understood that the Association shall continue to receive longevity pay for years of service in the District.
b. In addition, effective the 2019-20 school term, longevity payments shall be as follows:
    i. Upon the completion of 5 years of supervisory service in the District, longevity payment of $975.00 shall be made.
    ii. Upon the completion of 10 years of supervisory service in the District, longevity payment of $1,300.00 shall be made.
c. All longevity payments made pursuant to this section are pensionable.

Article IX

A. Scheduling/Teaching Responsibility

a. Supervisors shall be involved in scheduling, and shall not be required to teach any blocks per day if scheduling so permits. Effective September 1, 2021, supervisors shall not be required to perform daily teaching duties. Notwithstanding the above, Supervisors shall be available and will cover teaching responsibilities in cases of emergencies, as may be determined by the building principal, in consultation with the Superintendent, but in no event will the Supervisors be required to cover long-term teaching assignments.

Article X

A. **Extra Compensation**

a. Any days worked in excess of a supervisor's regular work year shall be compensated on the basis of the daily rate of his/her yearly salary. This shall not apply, however, to services performed in programs wherein special rates are budgeted for positions open to voluntary applications. In such instances, the supervisor shall be compensated at the rate of forty ($40.00) per hour. However, in certain instances, the hourly rate will be limited to grant or program-specific authorized rates.

b. The Superintendent shall have the right to require supervisors to work days beyond the regular work year when necessary and the supervisor shall be compensated at the daily rate of his/her yearly salary; one-week prior notice shall be required.
c. For purposes of this Agreement, the daily rate, or the per diem rate, for the Association shall be calculated at 1/200 the salary of 10 month employees, and 1/240 the salary for 12 month employees.

Article XI

A. Sick Leave

a. All Association members are entitled to eleven (11) sick leave days each school year. Unused sick leave shall be accumulated from year to year with no maximum limit.
b. An Association member who has used the current personal illness leave days, upon request and the recommendation of the Superintendent and the approval of the Medical Director, may receive one (1) additional day for each year of service as regularly appointed administrator in the Palisades Park Schools. These additional days shall be called "permissive personal illness leave" and shall not be cumulative, and shall not be granted more than once. Individual days of absence not requiring a leave of absence may not be applied against permissive leave. If an Association member has not used his/her entire permissive leave in a school year, he/she may request the Superintendent, in writing, to apply the unused days within that school year (to June 30), to new illness leave (five [5] days or more) if such is necessary, prior to expiration of that current school year. Requests for permissive leave should be submitted to the Superintendent prior to the expiration of the Association member's sick bank.
c. Non-accumulative additional sick leave benefits may be allowed at the sole discretion of the Board.

B. **Sick Leave Buyout**

a. **For all such members employed with the District prior to May 21, 2010**, any member, after ten (10) years of service in the District, upon retirement, shall receive their final year's per diem rate for each unused sick day to a max of $60,000.00 (sixty thousand). Notification should be provided as soon as possible to the District.

b. Formula for unused sick leave:

The first 150 unused days at the per diem rate of the final year are credited to the Member. The next 100 unused days are credited to the Board. There is no monetary reimbursement for the next 100 unused days. Any remaining sick days above the next 100 are credited to the Member. The maximum amount to be paid to the Member shall not exceed $60,000.00 (sixty thousand). The payments for unused sick days shall be paid in 6 equal increments. The total payment equally divided and distributed over a (6) six-

year period of time with the first annual payment commencing January of the subsequent calendar year of retirement. The Member may elect to have the money placed in a 403B or 457 Plan(s). ****This provision expires on June 30, 2022.

c. Any Member, with less than ten years of completed service in the District as of March 18, 2015, upon retirement, shall receive their final year's per diem rate for each unused sick day to max of $15,000 (fifteen thousand). Notification should be given by Dec. 31 of the preceding year for retirement effective June 30 of the subsequent year. Any Member who decides to retire during a specific school year must give no less than 90 days notice of their intention. The Superintendent has the discretion to shorten than 90-day period when he/she deems appropriate.

d. Formula for unused sick leave:

  i. The first 150 unused days at the per diem rate of the final year are credited to the Member. The next 100 unused days are credited to the Board of Education. There is no monetary reimbursement for the next 100 unused days. Any remaining sick days above the next one hundred are credited to the Member. The maximum amount to be paid to the Member shall not exceed $15,000 (fifteen thousand). The payment for unused sick days shall be paid in 3 equal increments. The total payment equally divided and distributed over a (3) three-year period of time with the first annual payment commencing January of the subsequent calendar year of retirement. The Member may elect to have the money placed in a 403B or 457 Plan(s).

e. Effective July 1, 2022, all Members previously eligible for the maximum benefit of $60,000 will now receive the benefits listed herein: Any Member who had completed ten (10) years or MORE of service in the District prior to March 18, 2015, upon retirement, shall receive their final year's per diem rate for each unused sick day up to a max of $30,000 (thirty thousand). Notification should be given by Dec. 31 of the preceding year for retirement effective June 30 of the subsequent year. Any Member who decides to retire during a specific school year must give no less than 90 days' notice of their intention. The Superintendent has the discretion to shorten that 90-day period when he/she deems appropriate.

f. Formula for unused sick leave:

  i. The first 150 unused days at the per diem rate of the final year are credited to the Member. The next 100 unused days are credited to the Board of Education. There is no monetary reimbursement for the next 100 hundred unused days. Any remaining sick days above the next one hundred are credited to the Member. The maximum amount to be paid to the Member shall not exceed $30,000 (thirty thousand). The payments for unused sick days shall be paid in 3 equal increments. The total payment equally divided and distributed over a (3) three-year period of time with the first annual payment commencing January of the

subsequent calendar year of retirement. The Member may elect to have the money placed in a 403B or 457 Plan(s).

g. **As applied to all of the above**, in the event a Member dies during his/her employment, the unused sick leave benefit will be paid to his/her beneficiary/estate.

h. The parties understand that above language is being reviewed by the Division of Pension and Benefits. In the event the same is rejected, the parties agree to negotiated in good faith, amend, or modify the language in the least restrictive manner so as to provide as much as legally possible, the benefit to the Member, intended under this paragraph.

C. **Personal Days**

a. Association members shall receive 3 personal days and 1 additional personal day under Article XIII each year, which they can use for their own personal reasons. To the extent practicable, Association members shall give the Superintendent at least one week advance notice prior to the taking of any personal day.

b. Unused personal days will roll over to the next school year without limitation.

Article XII

A. Temporary Leave:

a. Leave of Absence: Leave of absence for personal business may be granted by the School District for such periods as the School District may decide, said period may not exceed one (1) year. Members on such leave may request extension of such leave for good and valid cause. Those to whom such leave is granted shall suffer loss of pay and must state, in writing, that they will not accept another position as administrator, supervisor or teacher during that period.

b. Visitations: Visitations to other school districts, educational conferences/workshops, meetings, and local conventions will be granted to Members at the discretion of the Superintendent of Schools when such visitation promises to contribute to the improvement of job performance.

c. Death in Immediate Family or Household: A leave of absence because of the death of a member of the immediate family, shall, at the discretion of the Superintendent be granted up to five (5) days with full pay. For purposes of definition regarding absence provisions, immediate family includes mothers, fathers, mothers-in-law, fathers-in-law, sisters, brothers, husbands, wives, children, stepchildren, domestic partners, grandchildren, grandparents or any relatives whose actual household at the time is also the household of the absentee. For the death of a family member not listed above, one (1) day, at the discretion of the Superintendent shall be granted with full pay.

d. Legal Proceedings: Members shall be granted time necessary for appearances in any legal proceeding connected with the administration's employment or with the school system or in any other legal proceeding if the Member is required by law to attend.

B. Extended Leaves of Absence:

a. Prolonged Illness: A leave of absence not exceeding one (1) year may be granted to PPSA members whose prolonged illness has caused them to exhaust accumulated personal illness leave and permissive personal leave. This leave may be granted by the Board, with or without pay minus the cost of a substitute, upon the recommendation of the Superintendent.

b. Military Service Leave: Any regular PPSA member who may be conscripted into the defense forces of the United States of America for service or training shall make an application, in writing, to the Superintendent for a leave of absence without pay. PPSA members shall be reinstated to his/her position in the school system, with full credit including the annual increment under the salary schedule upon written request provided that said request for reinstatement is made within a reasonable period of time after discharge or release from military service and no later than ninety (90) days from said release or discharge. While the PPSA member is on Military Service Leave, it is mandatory that the Board maintains the his/her annual contributions to the New Jersey Teachers Pension and Annuity Fund or the State Public Employees' Retirement System.

c. Other Leaves of Absence Without Pay: A leave of absence of up to two (2) years may be granted to any PPSA member who joins the Peace Corps, VISTA, the National Teacher Corps., or who is full-time participant in either of such programs, and shall be granted to a PPSA member who accepts a Fullbright Scholarship or a scholarship of similar nature, or any other self-paid educational improvement.

d. Maternity/Paternity Leave:

   i. The Board shall grant leaves of absence without pay for medical reason associated with pregnancy and birth to pregnant PPSA members on the same terms and conditions governing leaves of absence for other illness or medical disabilities.

   ii. It is recognized that an PPSA members' maternity leave application involves both a disability phase and a childcare phase. The disability phase is that period of time, both prenatal and postnatal, during which a physician certifies inability to work. The childcare phase is that period of time selected by the PPSA member; which follows the disability phase during which time the PAA member voluntarily suspends her career to care for the newborn child. The childcare leave shall also be available to an adoptive parent or the father of a newborn infant without pay.

      1. Disability Leave: Any tenured or non-tenured PPSA member seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board in writing. At the time of application, the PPSA member shall specify in writing, the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth. The Board may require any PPSA member to produce a certificate from

a physician in support of the requested leave dates. (Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. It is understood that the disability period as certified by the PPSA member's physician shall be treated as compensable sick leave time at the option of the PPSA member.

2. Child Care Leave: Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child care purposes as defined above, the tenured PPSA member shall be granted, at his/her discretion, a leave for (A) the balance of the school year in which the birth or adoption occurred, or (B) the balance of the school year in which the birth or adoption occurred and the entire following two (2) school years. Any further extension of childcare leave shall be granted at the Board's discretion. The Board need not grant or extend the leave of absence of any non-tenured PPSA member beyond the end of the contract school year in which the leave is obtained. This leave is without pay.
   (1) A PPSA member returning from pregnancy leave of absence shall be entitled to all benefits to a PPSA member returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure or to offer a new contract for a new school year to any non-tenured PPSA member who would not have been otherwise offered such a contract.
   (2) No tenured or non-tenured PPSA member shall be barred from returning to work after the birth of her child solely on the grounds that there has not been a stated or prescribed lapse of time between that birth and her desired date of return except as is provided herein. Nothing contained in this article shall be construed to preclude the Board from requiring any PPSA member, after the birth of her child, to produce a certificate from her physician showing that she is physically capable of resuming her duties.

e. Family Leave Act: Under the New Jersey Family Leave Act, N.J.S.A. § 34:11B-1, et seq., PPSA members shall have a statutory entitlement to twelve (12) weeks of family leave in any twenty-four (24) month period. PPSA members seeking leave under the Family Leave Act for the purpose of caring for a newborn or adopted child can request the leave to begin at any time within a year after the date of birth or placement for adoption without pay.

C. **Sabbatical Leave**: Sabbatical Leave will not be granted for the purpose of engaging in a gainful occupation or for the purposes of studying for a trade or other profession. When formal college credit has been granted during the leave, an official college transcript shall be required by the Superintendent. When leave has been granted for any other purpose, written reports planned in consultation with the Superintendent shall be required.

   a. Limited Applications: A maximum of two (2) PPSA members may be on a Sabbatical Leave at any one time. Consideration of Sabbatical leave will be given only after a formal application is made by the qualified PPSA member and after a review of staff requirements has been completed for the year in question. Each applicant must appear before the Board and explain his/her plans and the reason for the request. Applications for leave during the fall semester or during the full year must be in the Superintendent's office no later the first school day of the preceding March. Applications for leave during the second semester of the year must be in the Superintendent's office no later than the first school day of the preceding September. The Final decision as to Sabbatical Leave applications shall be made by the Board upon the recommendation of the Superintendent.

   b. Pay during Sabbatical Leave: Sabbatical Leave shall be granted for up to one (1) year at half salary for the time involved.

   c. Eligibility: PPSA members shall become eligible for Sabbatical Leave when they have completed not less than ten (10) years of consecutive service in the Palisades Park school system. First consideration shall be given to those Sabbatical Leave plans which involve the greatest self-improvement and the greatest benefit to the school system. A secondary consideration shall be the seniority of the staff members applying for Sabbatical Leave. All PPSA members applying for Sabbatical Leave in any given year may not be granted leave for that particular year but may be granted leave in the following year or years.

   d. Return from Sabbatical Leave: A condition to being granted Sabbatical Leave shall be the agreement on the part of the applicant to return to the Palisades Park school district for at least two (2) years of service after the conclusion of the Sabbatical Leave. Said agreement must be in writing.

   e. Sabbatical Leave shall not be cumulative.

   f. If either the Board, the Superintendent or the PPSA is convinced that a PPSA member is not fulfilling the purpose for which the Sabbatical Leave was granted, the Board may terminate such Sabbatical Leave as of the date of the abuse after giving the PPSA member an opportunity to be heard by the Board. In the event that the PPSA is convinced that a member is not fulfilling the purpose for which the Sabbatical Leave was granted, the PPSA shall report it in writing to the Board through the Superintendent. In the event that the allegations are true, the Board and PPSA member concerned shall arrive at a mutual agreement, which may include the PPSA member's resignation and refunding of accepted salary during the period of Sabbatical Leave.

D. Status upon return from leaves: Upon returning from leave granted under this Article V not including leave granted due to prolonged illness, Maternity/Paternity Leave or Child Care Leave, a PPSA member shall be considered as if he/she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he/she would have achieved if he/she would have been present. Leaves that shall be included are: Military Leave, Other Leaves of Absence Without Pay granted pursuant to Article V Section (F)(c)(iii) herein, and Sabbatical Leave.

E. Vacation:

a. PPSA members will be granted the following paid holidays (****):
   i. Independence Day*
   ii. Labor Day
   iii. Columbus Day
   iv. Rosh Hashanah or Yom Kippur
   v. Presidential Election Day
   vi. Thanksgiving Recess (Thur. & Friday)
   vii. Veteran's Day
   viii. Christmas Eve/Day**
   ix. New Year's Eve/Day***
   x. Martin Luther King Day
   xi. Good Friday
   xii. Presidents Day
   xiii. Memorial Day

*July 3rd if the 4th is on Saturday; July 5th if the 4th is on Sunday.

** One day vacation if both days fall on Saturday and Sunday.

*** January 2nd if New Year's Day falls on Sunday

****Holidays are subject to the teacher's calendar and schools being closed within the school district

Article XIII

A. Health Benefits

a. No health insurance contribution will be deducted from the employees pay during the two (2) pay periods in June each year beginning in June 2021, except for those employees enrolled in the New Jersey Educators Health Plan.

b. For contributions already collected in June 2021 that is subject to the above, a retroactive payment or reimbursement of those amounts will be provided in or before September 2021.

c. The board shall provide the health care insurance protection designated below: The Board shall pay the full premium for each eligible employee and where appropriate, the cost for family plan coverage. Any employee hired subsequent to Dec. 31, 2010 shall be entitled to receive single coverage only for the first three years of their employment in the District. Upon completion of the 3 years plus one day, said employee shall be entitled to receive family, husband/wife or parent/child coverage. If the employee chooses to buy additional coverage beyond single coverage, they may elect to do so with additional costs to be paid by the employee.

d. Provision of the health care insurance program shall be detailed in master policies and shall include coverage equal to health benefits for New Jersey public and school employees described by the New Jersey Division of Pensions including Basic Plan and Major Medical Insurance.

e. The board will pay the total of the premium for each Member's health benefits plan. Each faculty member will pay contributions at Tier 4 rates under Chapter 78, toward the cost of the Member's health benefits plan; excepting those enrolled in the New Jersey Educators Health Plan, in which case, contributions will be at the proscribe rates under the New Jersey Educations Health Plan.

f. The Board of Education will provide a financial incentive to employees wishing to waive health insurance coverage. This cash incentive will be available to Members who can prove they have other health insurance coverage available. The waiver incentive will be paid in two installments per year. Members waiving coverage may re-enroll during the annual open enrollment period only. However, should a life status change occur resulting in the loss of other health insurance coverage, the employee will be permitted to re-enroll immediately with a prorated amount of the cash incentive paid to be refunded to the Board of Education. The Board of Education would be required to set up a Section 125 Premium Waiver Document to be in compliance with IRS regulations. The financial incentive amount will be mandated by current state law.

Article XIV

A. Work Year

a. Supervisors are required to work one (1) week during the summer. In return, each supervisor will receive one (1) additional personal day for a total of four (4) personal days, commencing in the 2019-2020 school year.

Article XV

A. Dues

a. Dues for association membership shall be paid up to the sum of $1000.00 per supervisor per school year, upon receipts being proffered to the Business Administrator.

Article XVI

A. Tuition Reimbursement

a. A maximum of nine (9) credits shall be reimbursed up to a total of $2750.00, per year, per supervisor, for graduate credits. Approval from the Superintendent of Schools must be received prior to payment. Further, the credits must be current with the statutory and regulatory mandates of the New Jersey Department of Education.

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