

RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

FY 2023-2024 No.03
OFFICIAL MINUTES

September 12, 2023 Regular Meeting

“Our mission is to empower all of our students with the tools to find their passions and thrive as knowledgeable, confident, resilient, creative, and compassionate citizens of a global community.”

1. Call to Order

The Rumson-Fair Haven Regional High School Board of Education regular meeting was held in the Learning Commons. The meeting was called to order at 6:31 p.m. by Mrs. McGinty, Board President.

2. Salute the Flag

3. Statement of Compliance - Mrs. McGinty read the statement of compliance

Adequate notice of this meeting has been disseminated in accordance with NJSA 10:4-8 of the Open Public Meetings Act, specifying the date, time and place and filed with the Asbury Park Press, the Two River Times, the Borough Clerks, posted on the District website and in the Main Office.

4. Roll Call

Mrs. Halcrow	Present Arrived 6:33	Mrs. Kiley	Present	Mr. Page	Present
Mrs. Hickey	Present	Mrs. McCabe	Present	Mrs. Thompson	Present
Mr. Kenney (Vice President)	Present	Mrs. McGinty (President)	Present	Mrs. Whitehouse	Present

Also in attendance:

Darren Groh, Superintendent

Sean Cranston, School Business Administrator

Athina Cornell, Board Counsel

5. Welcome of Visitors

Mrs. McGinty welcomed all visitors to the board meeting.

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6. Communications

- a. Mrs. McCabe received communications in regards to the new schedule. More specifically about lunch and study hall back to back with 2 hours off.
- b. Mrs. Thompson received communication in regards to common lunch which she previously shared with Administration.

7. Board Reports

- a. Student Representative - Hailey Blum
 - i. Ms. Blum spoke about the opening of school, block scheduling, and senior privileges.
- b. Negotiations - Mrs. McGinty
- c. Strategic Plan - Mrs. McGinty
- d. Education - Mrs. Thompson - August 31, 2023
- e. Finance & Facilities - Mr. Kenney - September 6, 2023
- f. Personnel - Mr. Page - September 5, 2023
- g. Referendum Ad-Hoc - Mrs. Whitehouse - August 17, 2023
- h. Student Wellness - Mrs. Hickey - September 8, 2023
- i. Superintendent's Report
 - i. Mr. Groh spoke about the opening of school with a new schedule and unit lunch. Even though there are and will be a few challenges, he stated that we are off to a great start.

8. Special Presentation - None

9. Public Comment on Agenda Items - None

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10. ACTION ITEMS

On a **MOTION** made by Mr. Kenney and seconded by Mr. Page, the Board of Education approved the minutes with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	Yes	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

Approve Board Meeting Minutes

Recommend Board approval of the following meeting minutes:

- August 16, 2023 Regular Meeting Minutes

PERSONNEL

On a **MOTION** made by Mr. Page seconded by Mr. Kenney, the Board approved Personnel Items 1-15 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	Yes	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

The Superintendent Recommends Personnel Items 1-15:

1. Approval of Mentors for New Faculty Members

Recommend Board approval of the following mentors for new faculty:

New Teacher	Mentor	Mentor Stipend*
Zane Preston (CEAS)	Erika Waltz	\$550.00* *prorate for 15 weeks

*Mentoring for new traditional route teachers is 30 weeks

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2. Approval to Rescind Appointment

Recommend Board approval to rescind the following appointment

NO.	EMPLOYEE	POSITION
1.	Patricia Beattie	Spanish Teacher
2.	Jonathan Troise	Paraprofessional

New Staff Appointments

3. Approval of New Staff for the 2023 - 2024 School Year

Recommend Board approval of the following new faculty for the 2023 - 2024 school year, pending completion of all required paperwork:

NO.	NAME	POSITION	SALARY STEP / GUIDE	EFFECTIVE
1.	Patricia Beattie	Spanish Teacher	\$43,107 (FTE .60) <i>prorated</i> Step 12-13/BA Guide	January 29, 2024
2.	Laura Cummings	Paraprofessional	\$29,125 <i>prorated</i> Step 2	September 18, 2023
3.	Ginger Curtis	Special Education Teacher	\$70,195 <i>prorated</i> Step 10-11/ BA Guide	September 13, 2023

Additional Assignments

4. Approval to Rescind Curriculum Writing Assignment

Recommend Board approval to rescind the following curriculum writing assignment at a rate of \$30.00 per hour:

COURSE	NAME	TOTAL HOURS PER WRITER
Algebra II	Kristen McCarthy	15
Algebra II Honors	Kristen McCarthy	15

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5. Approval of Curriculum Writing and Writers for the 2023-2024 School Year

Recommend Board approval of the following curriculum writing and faculty writing curriculum for the 2023-2024 school year at a rate of \$30.00 per hour:

COURSE	NAME	TOTAL HOURS PER WRITER
Algebra II	Kristen DeMeter	15
Algebra II Honors	Kristen DeMeter	15

6. Approval of Title I “Zero Period” Study Skills Program for the 2023 - 2024 School Year

Recommend Board approval for the following faculty member as a study skills coach beginning September 18 through November 3, 2023 for 2 hours per week at \$40.00 per hour, funded through Title I, ESEA grant funds:

Molly McBain

7. Approval of Additional Assignments for the 2023 - 2024 School Year

Recommend Board approval for the following staff members to provide additional coverage for the 2023 - 2024 school year at a rate of \$30.00 per hour, on an as needed basis:

NO.	NAME	ASSIGNMENT
1.	Nicholas DelBuono	Saturday Detention
2.	Daniel Petrucelli	Saturday Detention
3.	Zane Preston	Saturday Detention
4.	Elisa Verran	Saturday Detention
5.	Brandon Wall	Saturday Detention

8. Approval of Chaperones and Stipends for the World Language Trip for the 2023 - 2024 School Year

Recommend Board approval of the chaperones for the world language trip at a total stipend of \$125 per day with \$75 per day funded by the respective students traveling on said trips and \$50 per day funded by the Board of Education:

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<u>NO.</u>	<u>NAME</u>	<u>DESTINATION</u>	<u>DATES</u>	<u># OF DAYS</u>	<u>TOTAL STIPEND</u>
1.	Christina Gauss	Spain	November 3 - 13, 2023	11	\$1,375
2.	Michael Haughwout	Spain	November 3 - 13, 2023	11	\$1,375
3.	Seth Herman	Spain	November 3 - 13, 2023	11	\$1,375

9. Approval of Sixth Assignments for the 2023 - 2024 School Year

Recommend Board approval of the following sixth assignments for the 2023 - 2024 school year for the following teachers at a stipend of 20% of the Level 1 salary of the teachers' guide at the appropriate degree level:

<u>NO</u>	<u>NAME</u>	<u>SUBJECT</u>	<u>DATES</u>	<u>GUIDE</u>	<u>STIPEND</u>
1.	Anthony Dinallo	Computer Science	9/5/2023 - 6/30/2024	BA + 60	\$12,901
2.	Maryellen DeLalla	French	9/5/2023 - 6/30/2024	BA + 30	\$12,630
3.	Michael Haughwout	Science	9/5/2023 - 1/26/2024	BA + 30	\$12,630 <i>prorated</i>
4.	Krishna Kanuga	Science	9/5/2023 - 6/30/2024	BA + 60	\$12,901
5.	Cheryl Laviola	Science	9/5/2023 - 1/26/2024	BA + 30	\$12,630 <i>prorated</i>
6.	Erika Waltz	Science	9/5/2023 - 6/30/2024	BA + 60	\$12,901
7.	Andrew Hudson	Science/ Special Education	9/5/2023 - 6/30/2024	3 add'l labs	\$4,575
8.	Molly McBain	Science/ Special Education	9/5/2023 - 6/30/2024	3 add'l labs	\$4,575
9.	Victoria Imperato	Science/ Special Education	9/5/2023 - 6/30/2024	3 add'l labs	\$4,575
10.	Christopher Quinn	Special Education	9/5/2023 - 6/30/2024	1 add'l lab	\$1,525
11.	Thomas Colella	Social Studies	9/5/2023 - 10/20/2023	BA + 60	\$12,901 <i>prorated</i>
12.	Mackenzie Hargrove	Social Studies	9/5/2023 - 10/20/2023	BA	\$12,359 <i>prorated</i>
13.	Anna Higgins	Social Studies	9/5/2023 - 10/20/2023	BA	\$12,359 <i>prorated</i>

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14.	Stephanie Pennetti	Social Studies	9/5/2023 - 10/20/2023	BA + 30	\$12,630 <i>prorated</i>
15.	Jennifer Sterk	Social Studies	9/5/2023 - 10/20/2023	BA	\$12,359 <i>prorated</i>
16.	Seth Herman	Spanish	9/5/2023 - 1/26/2024		\$8,500 <i>prorated</i>
17.	Michael Kane	Spanish	9/5/2023 - 1/26/2024	BA	\$12,359 <i>prorated</i>
18.	Alison McGovern	Spanish	9/5/2023 - 1/26/2024	BA + 30	\$12,630 <i>prorated</i>

Leaves of Absence

10. Approval of Leave of Absence for the 2023 - 2024 School Year

Recommend Board approval of a leave of absence for the 2023-2024 3 SY as listed:

NO.	EMPLOYEE	LEAVE OF ABSENCE DATES
1.	5411	FMLA/NJFLA - 8/1 - 10/20/2023 Unpaid Leave of Absence- 10/23 -11/17/2023 Returning 11/20/2023
2.	5007	Paid Leave - 11/6/2023 - 1/12/2024 Unpaid FMLA/NJFLA - 1/16/2024 - 5/10/2024 Returning 5/13/2024

Resignations

11. Approval of Resignations

Recommend Board approval of the following resignations:

NO.	EMPLOYEE	POSITION	EFFECTIVE DATE
1.	Jacqueline Steel	Paraprofessional	August 29, 2023

Substitutes / Coaching/Advisor Appointments

12. Approval of Substitutes for the 2023 - 2024 School Year

Recommend Board approval of the following substitutes for the 2023 - 2024 school year

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No.	Name	Certification
1.	Eleazar DeLuca	Monmouth County Substitute Certificate
2.	Tara Fitzpatrick	Elementary
3.	Iris Frommer	Teacher of Music

13. Approval to Amend Step and Salary for Coach

Recommend Board approval to amend the step and salary for the following coach for the 2023-2024 school year:

<u>No.</u>	<u>Name</u>	<u>Position</u>	<u>From Salary/Step</u>	<u>To Salary/Step</u>
1.	George Massabni	Assistant Boys Soccer Coach	\$3,906 / Step 1	\$4,866/ Step 4

14. Approval of New Position

Recommend Board approval of the following new position:

- Assistant Strength and Conditioning Coach

15. Approval of New Job Description

Recommend Board approval of the new job description as per **Attachment A**:

- Assistant Strength and Conditioning Coach

FINANCE

On a **MOTION** made by Mrs. Whitehouse seconded by Mrs. McCabe, the Board approved Finance Items 16-30 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	Yes	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

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Board Secretary's Monthly Certification - July 2023

Pursuant to 6A:23A-16.10(c)3, I, Sean Cranston, School Business Administrator/Board Secretary, certifies that no line item has been over expended in violation of 6A:23A-16.10(c)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Sean S. Cranston

The Superintendent Recommends Finance Items 16-30:

16. Approval of Bill List

Recommend Board approval of the following bill lists dated **September 7, 2023:**

General Fund	\$ 376,309.37
Special Revenue Fund	\$ 14,465.09
Capital Projects Fund	\$ 203,885.70
Food Services Fund	\$ 25,886.75
Total	\$ 620,546.91
Payroll (08/31/23)	\$ 182,718.36
Total Expenditures	\$ 803,265.27

17. Approve Board Secretary's Report – July 2023

Recommend Board approval of the Board Secretary's report for **July 31, 2023.**

18. Approve Panda LLC, Cash Reconciliation Report– July 2023

Recommend Board approval of the **Panda LLC Cash Reconciliation** report for – **July 31, 2023.**

19. Budget Transfers - July 2023

Recommend Board approval of the budget transfer report for **July 2023.**

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20. Board of Education's Certification of Budgetary Major Account Fund Status

To approve that pursuant to 6A:23A-16.10(c)4, the Board of Education after review of the School Business Administrator/Board Secretary's monthly financial reports as of **July 31, 2023**, and upon consultation with the appropriate district officials, certifies to the best of their knowledge no major account or fund has been over-expended in violation of 6A:23A-16.10(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

21. Approve of Use of Facilities - Non Chargeable

Recommend Board approval of the following applications For Use of School Facilities:

Date(s)	Times	Organization	Event	Facility
11-8-23 12-2-23 12-9-23 12-16-23 1-6-24	1-5 p.m. 3-5 p.m. 3-5 p.m. 3-5 p.m. 3-5 p.m.	Rumson Travel Basketball	Rumson Travel Basketball Games Mid-Monmouth	Basketball Court
10-28-23 10-29-23	2-4 p.m. 2-4 p.m.	RFH Select Girls Lacrosse	Try-Outs	Lower Turf Field
9-17-23 9-24-23 10-1-23 10-8-23	12-4 p.m. 12-4 p.m. 12-4 p.m. 12-4 p.m.	Rumson Futbol Club	Sunday Soccer Games	Lower Turf Field
10-15-23 10-22-23 11-29-23 11-5-23 11-12-23 11-19-23 12-3-23 12-17-23 1-7-24 1-21-24 2-4-24 2-11-24 2-25-24	6:00 - 7:30 p.m. 6:00 - 7:30 p.m. 6:00 - 7:30 p.m. 6:00 - 7:30 p.m. 6:00 - 7:30 p.m. 6:00 - 7:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m. 12:00-1:30 p.m.	Marc Moreau/ Youth Lacrosse	Boys Lacrosse Training	Stadium Turf
10-7-23	4 pm start	Rutgers University Men's Lacrosse	Intersquad Fall Game & Youth	Stadium Turf

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			Clinic	
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22. Approve of Use of Facilities - Chargeable

Recommend Board approval of the following applications For Use of School Facilities:

Date(s)	Times	Organization	Event	Facility
10-9-23	10 a.m. - 1 p.m.	Track & Field Performance Clinics LLC	Performance Speed and Agility Camp	Track

23. Approval of Attendance at Professional Conferences and or Workshops:

Recommend Board approval of the following staff to attend professional conferences and or workshops as recommended by the Superintendent of Schools:

Date	Name	Conference/Workshop (Budget Account #)	Registration	Estimated Travel	Location
10-20-23	Carrie Baker	Fall 2023 AMTNJ Conference	\$215	\$0	Brookdale Community College
10-3-2023 11-30-2023 2-1-2024 4-11-2024 3 additional Dates TBD	Meredith Brow	Principal Academy Series	\$350	\$0	Monmouth University
10-18-23 2-8-24 4-25-24	Stephanie Pennetti	Civically Engaged Districts Project Cohort	\$0	\$20	New Brunswick, NJ
9-14-23	Danielle McCoy	Fundamentals of Coaching	\$75	\$0	Virtual
10-12-23 to 10-13-23	Jon Pennetti	NJPSA Fall Conference	\$375	\$200	Atlantic City, NJ
10-26-23	Nicholas DelBuono	High School Mock Trial Workshop	\$0	\$20	New Brunswick, NJ
9-14-23	Elisa Verran	SEC 2023 Fall College Tour	\$0	\$20	Morristown, NJ

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10-20-23	Kristen DeMeter	Fall 2023 AMTNJ Conference	\$215	\$0	Brookdale Community College
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24. Ratify Approval Administration Contract

To ratify the approval of the Memorandum of Agreement, Red Lined Version, and Contract between the Rumson-Fair Haven Regional Board of Education and the Rumson-Fair Haven Administrative and Supervisory Association for a Collective Bargaining Agreement for the period July 1, 2023 to June 30, 2026

MOA (Attachment B)

Red Lined Version (Attachment C)

Clean Copy (Attachment D)

25. Therapy Dog Services

Recommend Board to approve vendor Bright & Beautiful to provide visiting therapy dog services for students and staff at RFH for the 23-24 SY.

26. Tower Players Design Consultant

Recommend Board to approve Catherine Cleary as the Tower Players Design Consultant for the 23-24 SY in the amount of \$2,000 for the Fall Play and \$2,000 for the Spring Musical.

27. Preferred Behavioral Contract

Recommend Board to approve a contract with Preferred Behavioral Health Group to provide Fit-To-Return Assessment Services to RFH for the 23-24 SY.

28. Commodity Resales Shared Services Agreement

Recommend Board to approve a shared services agreement with Monmouth County effective through September 30, 2028.

29. Approval of a Donation

Recommend Board approval of a donation in the amount of \$500 from the Performing Arts Society to our Band in order to purchase band equipment during the 23-24 SY.

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30. RFH Homecoming Festival

Recommend Board approval for the RFH Homecoming Festival to be sponsored by the SGA and to take place October 12th from 5:30-8:30 p.m.

EDUCATION

On a MOTION made by Mrs. Whitehouse seconded by Mr. Page, the Board approved Education Items 31-36 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	Yes	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

The Superintendent Recommends Education Items 31-36:

31. Approval of District Goals for the 2023 - 2024 School Year

Recommend Board approval of the following District Goals for the 2023 - 2024 school:

Goal 1: Provide support and resources for the implementation of the 4-Day Rotating Drop Schedule. Monitor, assess and support teaching and learning through data driven decision making in order to build 21st century skills to promote and support critical thinking, collaboration, creativity, innovation and an enhanced school environment that inspires all learners.

Goal 2: Provide support, resources, increased mentoring and engagement, to attract and retain the high-level professional staff at RFH, and develop school based leaders to continue the tradition of the commitment to excellence at RFH.

Goal 3: To continue to improve the campus environment by prioritizing and implementing a fiscally responsible long-range facility plan while meeting our short-term facility needs in collaboration with all stakeholders.

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32. Approval of Field Trip Request(s) for the 2023-2024 School Year as listed

Recommend Board approval of the following field trip request(s) for the 2023-2024 school year:

DATE	DESTINATION	CLUB/CLASS	ADVISOR/ CHAPERONES
September 13	Howell High School	Leadership Conference	Chris Lanzalotto
September 23	Manchester High School	Marching Band Competition	Rebecca Olivero Sara Marino

33. Approval of Home Instruction

Recommend Board approval of home instruction for the 2023 - 2024 school year as listed:

STUDENT NO.	TIME FRAME	REASON	PROVIDER/COST
26000046	9/5 - 12/29 (<i>estimated end date</i>) Approximately 10 hours per week	Medical	RFH Faculty \$55/hour

34. Approval of Shared Time Out-of-District Placement Plus Transportation for the 2023-2024 Academic School Year

Recommend Board approval of the following shared time out-of-district placements plus transportation for the 2023-2024 academic school year:

STUDENT NO.	PROGRAM	TUITION	GRADE
25000145	MCVSD, Electricity, Middletown	\$1,087	11

35. Approval of a World Language Trip for the 2023-2024 School Year and Approval to Suspend Portion of Policy #2340 - Field Trips

Recommend Board approval of the following world language trip along with the dates of travel for the 2023-2024 school year:

DESTINATION	DATES OF TRAVEL
France	February 9 - February 17, 2024

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Recommend Board approval to suspend the portion of Policy #2340 - Field Trips pertaining to the requirement of a school nurse in attendance as stated in letter I of said policy, for the following trip: France (February 9 - February 17, 2024).

36. Approval of Delayed Openings

Recommend Board approval of the following delayed openings for for the 2023 - 2024 school year.

- All students in Grades 9 and 12 will report to school at 10:45 a.m. on October 11. Students in Grades 10 and 11 will take the PSAT.

11. Discussion Items - None

12. Public Comment - None

13. Adjournment

As there was no further business before the Board, on a **MOTION** by Mrs. Whitehouse seconded by Mr. Kenney, and carried by unanimous roll call vote the Board adjourned the meeting at 7:21 p.m.

Respectfully submitted,

Sean S. Cranston

Sean S. Cranston
Business Administrator/Board Secretary
Rumson-Fair Haven Regional High School

**RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL
74 RIDGE ROAD
RUMSON, NEW JERSEY 07760**

Assistant Strength and Conditioning Coach

QUALIFICATIONS:

1. Certified Substitute Certificate
2. Minimum of 2 years' experience in related area
3. Strong background in strength and conditioning training
4. Ability to communicate effectively with students
5. Experience working in a coordinated/comprehensive strength and conditioning program

REPORTS TO: Athletic Director / Head Strength and Conditioning Coach

PRIMARY FUNCTIONS:

To assist the head coach in administration of all seasonal offseason strength and conditioning programs

SPECIFIC RESPONSIBILITIES:

1. Ensure that the school policies and practices are complied with.
2. Provide supervision in the Fitness Center.
3. Help students increase confidence, self-esteem, leadership, discipline and competitiveness.
4. Increase strength, speed, power and mobility
5. Work with head coach to coordinate the supervision and monitoring of all areas and responsibilities specific to the needs of each group
6. Coach appropriate technique and safety on all programmed movements
7. Aid in injury reduction through education and provide a safe environment at all times.
8. Assist head coach in enforcing proper attire and conduct of the students using the facility.
9. Responsible for maintaining and developing morale, spirit and pride in all athletic programs at RFH
10. Assisting head coach in the general maintenance of the facility: daily vacuuming and setup/breakdown of the room
11. Responsible for maintaining and repairing broken equipment

Job Description
Strength and Conditioning Coach
8/16/2023

12. Assisting in the administration of performance technology including laser timing system, velocity based training system, digital displays, audio, and all Google Suite applications including the sorting and compiling of performance data via Sheets

EVALUATION: Written evaluation to be completed by the Athletic Director.

PROPOSED: 6/13/2023

APPROVED: _____

Job Description
Strength and Conditioning Coach
8/16/2023

**MEMORANDUM OF AGREEMENT
BETWEEN
RUMSON-FAIR HAVEN REGIONAL BOARD OF EDUCATION (Board)
and the
RUMSON-FAIR HAVEN ADMINISTRATIVE & SUPERVISORY ASSOCIATION
(Association)**

**for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2023 to June 30, 2026**

THIS MEMORANDUM OF AGREEMENT is made this ____ day of ____ 2023, by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract which expires on June 30, 2023; and

WHEREAS, the parties have arrived at a Memorandum of Agreement which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the contract and to the execution of a more formal contract.
2. The Contract shall cover the period of July 1, 2023 to June 30, 2026.
3. All portions of the most recently expired contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and be incorporated into the July 1, 2023 to June 30, 2026 Contract.
4. A duplicate of this Memorandum has been furnished to and been received by representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the contract shall be conformed to the duration of the July 1, 2023 to June 30, 2026 Contract.
6. All items agreed to by and between the parties during negotiations shall be incorporated into the July 1, 2023 to June 30, 2026 Contract.

The parties agree as follows:

ARTICLE 1
RECOGNITION

Pg. 2, line 4 **DELETE:** Vice Principal
 SUBSTITUTE: Assistant Principal

[Modification of Vice Principal to Assistant Principal throughout the collective bargaining agreement.]

ARTICLE 2
TERM OF THIS AGREEMENT

Pg. 2, Line 1 **DELETE:** July 1, 2020 through June 30, 2023
 SUBSTITUTE: July 1, 2023 through June 30, 2026

ARTICLE 3
GRIEVANCE PROCEDURE

Pg. 2, Para. B, Line 2 **DELETE:** (10) calendar days
 SUBSTITUTE: (10) work days

ARTICLE 7
VACATION, HOLIDAYS, AND RECESS

Pg. 4, Para. A **DELETE:** twenty-two (22)
 SUBSTITUTE: each years as follows:
 years 1-2 = 16 days
 years 3+ 22 days

Pg. 5, Para. B & C **MODIFY:**

B. The following holidays are approved for Administrators:

- New Year's Day
- Martin Luther King's Birthday
- Good Friday shall also be granted as holidays when such days are adopted as part of the school calendar.
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day

- Yom Kippur and Rosh Hashanah shall also be granted as holidays when such days are adopted as part of the school calendar.

C. The holiday break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. The spring break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. Specific vacation days and recess must receive the prior approval of the Superintendent.

ARTICLE 9

HEALTH BENEFITS

Pg. 6

ADD:

The Board shall provide health benefits coverage (including medical, prescription, dental, and vision) for administrators. With respect to medical and prescription coverage, the administrator that is enrolled in NJEHP or Garden State Plan shall be responsible for contributing an amount established by P.L. 2020, Chapter 44 through December 31, 2027. With respect to dental and vision coverage, the administrator shall be responsible for contributing an amount established by P.L. 2011, Chapter 78 (Tier IV) toward the payment of dental and vision premiums. The contribution shall be made through payroll deductions.

ARTICLE 10

SUMMER HOURS

Pg. 7

ADD:

Reduce Summer Fridays from 10 to 8 and restart 5 day weeks the second half of August the two Fridays preceding the start of school.

ARTICLE 12

SALARY AND OTHER COMPENSATION ITEMS

Pg. 8

DELETE:

Shared Services	\$20,000 Divided as Follows:
Supervisor of Special Services	\$7,400
Remaining Administrators	
\$12,500 divided by 7 =	\$1,800
Per Administrator	\$1,800

DELETE: Technology \$50/hour

SALARIES

The attached salary guides will be incorporated into the successor Agreement.

On Behalf of the Board:

On Behalf of the Association:

AGREEMENT

Between the

**RUMSON-FAIR HAVEN
BOARD OF EDUCATION**

And the

**RUMSON-FAIR HAVEN
ADMINISTRATIVE AND SUPERVISORY
ASSOCIATION**

~~July 1, 2020 -- June 30, 2023~~

July 1, 2023 – June 30, 2026

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THIS AGREEMENT, made the _____ day of _____, 20203, between the **BOARD OF EDUCATION OF THE RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL BOARD**, County of Monmouth and State of New Jersey, hereinafter referred to as the "BOARD", AND the **RUMSON-FAIR HAVEN ADMINISTRATIVE AND SUPERVISORY ASSOCIATION**, County of Monmouth, State of New Jersey, hereinafter referred to as the "ADMINISTRATORS."

WITNESSETH:

It is agreed between the parties that this Agreement, contains the complete understanding of the parties and no verbal representations prior to or after execution hereof shall be of any force and legal effect.

All past practices regarding the terms or conditions of employment or the interpretation of articles or portions of articles contained in this Agreement shall be terminated and deemed null and void and of no effect as of June 30, 20203.

This agreement shall not be modified in whole or in part by the parties except in writing signed by the Board and the Administrators.

This agreement shall inure to the benefit of the parties hereto, its heirs, successors and assigns.

IN WITNESS WHEREOF, the parties have caused these present to be signed by their proper corporate officers the date and year first mentioned above.

**RUMSON-FAIR HAVEN REGIONAL
BOARD OF EDUCATION**

ATTEST:

President

Secretary

**RUMSON-FAIR HAVEN ADMINISTRATIVE
AND SUPERVISORY ASSOCIATION**

President

ATTEST:

Secretary

ARTICLE 1

RECOGNITION

- A. The Board of Education hereby recognizes the Rumson-Fair Haven Administrative and Supervisory Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for the following administrators under contract to the Board: ~~Vice~~ Assistant Principal and Supervisor.
- B. Unless otherwise indicated, the term "Administrator" when used hereinafter in this Agreement shall refer to all employees represented by the Association.

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TERM OF THIS AGREEMENT

This Agreement shall be in effect ~~July 1, 2020 through June 30, 2023~~ July 1, 2023 through June 30, 2026.

- A. Pro-Rating
The salary of an administrator who may begin his/her annual employment subsequent to July 1, or who may end his/her employment prior to June 30, will be compensated by determining his/her annual salary and multiplying that amount by 1/260

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GRIEVANCE PROCEDURE

- A. A grievance is hereby defined as any appeal by an Administrator over the interpretation, application, or a violation of the terms of this Agreement.
- B. An aggrieved Administrator shall institute action under the provisions herein within ten (10) ~~calendar~~ work days of the occurrence.
- C. Administrators are requested first to discuss their grievances orally with their immediate supervisors. Such discussion should occur during the ten (10) day period and shall not exceed it except by written consent of the Superintendent.
- D. If the grievance is not resolved to the Administrator's satisfaction, the Administrator shall submit the grievance in writing to the Superintendent specifying:
 - (a) Nature of grievance
 - (b) Results of previous discussions, if any
 - (c) The basis of the Administrator's dissatisfaction
 - (d) The relief being sought

- E. Within ten (10) calendar days from the receipt of the written grievance, the Superintendent shall set a day for a hearing which shall be within ten (10) calendar days from the receipt of the written grievance, unless a different period is mutually agreed upon.
- F. Within ten (10) school days after said hearing, unless a different period is mutually agreed upon, the Superintendent shall, in writing, advise the Administrator and the Administrator's representative, if there be one, and shall forward a copy of the determination with the basis therefore to the School Principal and to any other person directly affected thereby.
- G. In the event of the failure of the Superintendent to act in accordance with the provisions of Paragraphs E and F, which shall be considered a denial of the grievance, or in the event a determination by the Superintendent in accordance with the provisions thereof is deemed unsatisfactory by any party, the dissatisfied party, within ten (10) calendar days of the fact or failure to act, may appeal to the Board.
- H. Where an appeal is taken to the Board, the grievant shall submit a statement in support of the appeal and the relief sought. The grievant shall attach copies of all previous writings. A copy with attachments shall be delivered to the Superintendent and all other parties. The grievant shall request a hearing, if desired.
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- K. In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.

ARTICLE 4

ADMINISTRATOR CERTIFICATES AND DUTIES

- A. Throughout the term of this Agreement, Administrators shall maintain all valid and appropriate certificates evidencing the authority to act as an Administrator in the State of New Jersey. In the event that an Administrator shall, for any reason during the term of this Agreement, sustain the removal and/or loss of such certificate, such event shall constitute good cause for immediate termination of that Administrator.

- B. Administrators shall devote their time, skills, labor and attention to their employment during the term of this Agreement; provided that an Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations which do not interfere with the Administrator's full time responsibilities and duties upon prior approval and authorization of the Superintendent.

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EVALUATIONS

The Superintendent or designee shall evaluate Administrators in accordance with New Jersey statutes, administrative code, regulations, Board Policy, and the Board approved evaluation model.

ARTICLE 6

SICK LEAVE

- A. Administrators shall be entitled to twelve (12) days sick leave annually. Earned sick leave shall be cumulative as provided by statute. The Board shall make payment for unused sick leave upon fulfillment of all of the following conditions:
1. Payment shall only be made upon the retirement from employment with the Board and evidence that an application for retirement has been filed the Teachers' Pension & Annuity Fund.
 2. An Administrator must be employed by the Board for a period of fifteen (15) consecutive years.
 3. The maximum unused sick leave days that will be compensated will be two hundred fifty (250) with a payment delivered according the following terms:
 - a) Compensation shall be at the following rates to a maximum of 250 days:
Accumulated days 0-100 paid at \$40 per day
Accumulated days 101-150 paid at \$45 per day
Accumulated days 151-200 paid at \$50 per day, and
Accumulated days 201-250 paid at \$55 per day.
 - b) Approved compensation shall be subject to prevailing withholdings.
 - c) An Administrator shall notify the Board in writing, not later than one hundred eighty (180) calendar days preceding the effective day of retirement, except the minimum notice may be waived at the discretion of the Board. Compensation shall be paid no later than forty-five (45) calendar days following effective date of retirement.

ARTICLE 7

VACATION, HOLIDAYS, AND RECESS

- A. Administrators shall receive ~~twenty-two (22)~~ paid vacation days beginning July 1 of each years as follows:

years 1-2 = 16 days

years 3+ 22 days

Vacation days shall be posted on July 1st or the first day of work each year. Administrators who do not begin work on July 1st shall receive a prorated number of workdays for the first year. Those days shall be posted on the first day of work.

- B. The following holidays are approved for Administrators:

- New Year's Day
- Martin Luther King's Birthday
- Good Friday shall also be granted as holidays when such days are adopted as part of the school calendar.
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day
- Yom Kippur and Rosh Hashanah shall also be granted as holidays when such days are adopted as part of the school calendar.

- C. ~~The Christmas recess declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. In lieu of other holidays such as Columbus Day, Election Day, Veteran's Day, Lincoln's Birthday, and Washington's Birthday, 12-month employees are authorized leave from their duties (5 days) during the winter break, spring recess or commensurate in lieu of days with prior approval. The holiday break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. The spring break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees.~~ Specific vacation days and recess must receive the prior approval of the Superintendent.

- D. All vacation days shall be taken within the terms of this Agreement and shall not be cumulative or transferable except as hereinafter provided. The Superintendent reserves the right to defer vacation time should circumstances warrant. In such event, such unused paid vacation days shall be used at such times as directed by the Superintendent. If vacation has been deferred at the direction of the Superintendent, a maximum of twenty two (22) days may be accumulated in any one contract year but must be taken prior to June 30 of the following contract year or be forfeited.

ARTICLE 8

PERSONAL LEAVE

- A. Administrators shall be entitled to three (3) personal days without explanation during each school year. Requests for such leave must be made to the Superintendent at least one week in advance of the intended day and the Superintendent shall respond within three (3) school days of the request, where possible. In the case of an emergency, personal days may be used without the required notification.
- B. Upon the exhaustion of contracted personal leave entitlement, additional time may be granted for good cause upon the prior approval of and at the discretion of the Superintendent.
- C. Administrators may establish a family sick leave bank through the accumulation of unused personal days to a maximum of seven (7) available days for the next school year. At the end of each school year, up to three (3) unused personal days may be transferred into the family illness bank. Unused personal days, when transferred to create a family illness bank, shall transfer at the rate of two (2) family illness days for each unused personal day. Any unused personal days that are not transferred to the family illness bank will accumulate as unused sick leave.
- D. Administrators shall be entitled to bereavement leave as follows:

Administrators will have up to five (5) days for immediate family bereavement and up to two (2) days for other relatives not defined by immediate family below. Notification of the need for bereavement leave must be given to the immediate supervisor or designee prior to the leave being taken.

Immediate family is interpreted to mean spouse, parents, grandparent, parents-in law, sibling, child, step-child, grandchild, significant other or another relative resident in the employee's household. Days from the Administrator's current allotment of personal leave will be charged for absence due to the death of any other relative or friend. Additional days for bereavement leave may be granted at the discretion of the Superintendent.

ARTICLE 9

HEALTH BENEFITS

The Board shall provide Administrators with health benefits subject to the payment of a portion of the premiums pursuant to Tier Four of P.L. 2011 c.78. Administrators shall be eligible to participate in the health benefit waiver option in an amount not to exceed the lesser of 25% of the annual premium saved by the Board or \$5,000, based upon the eligible coverage at the time of the waiver.

The Board shall provide health benefits coverage (including medical, prescription, dental, and vision) for administrators. With respect to medical and prescription coverage, the administrator that is enrolled in NJEHP or Garden State Plan shall be responsible for

contributing an amount established by P.L. 2020, Chapter 44 through December 31, 2027. With respect to dental and vision coverage, the administrator shall be responsible for contributing an amount established by P.L. 2011, Chapter 78 (Tier IV) toward the payment of dental and vision premiums. The contribution shall be made through payroll deductions.

ARTICLE 10

SUMMER HOURS

There shall be a four-day summer work schedule for employees. The terms of the program are as follows:

From the week after the end of school through ~~August 31~~ through the second half of August the two Fridays preceding the start of school, employees shall work a seven (7) hour and thirty (30) minute workday. The 5th weekday removed from the schedule will be Friday.

Reduce Summer Fridays from 10 to 8 and restart 5 day weeks the second half of August the two Fridays preceding the start of school.

ARTICLE 11

PROFESSIONAL IMPROVEMENT/MEETING ATTENDANCE

- A. Administrator is entitled to tuition reimbursement in the amount of \$550 per credit to a maximum of 24 credits per year as long as qualifications listed below are met.
1. The coursework must be at the graduate level and receive the prior approval of the Superintendent.
 2. All courses submitted must be eligible for a graduate degree at the institution offering the courses.
 3. The grade received in the course is a B (or its equivalent) or better.
 4. Proof of completion of the course and of the grade earned must be provided prior to receiving reimbursement.
- B. Administrators leaving the Board after receiving tuition reimbursement shall reimburse the Board for any tuition reimbursement received according to the follow schedule:
1. Administrators leaving up to one (1) year after receiving tuition reimbursement shall repay the Board 100% of the amount of tuition reimbursement received;

2. Administrators leaving after one (1) year and up to two (2) years after receiving tuition reimbursement shall repay the Board 67% of the amount of tuition reimbursement received;
 3. Administrators leaving after two (2) years and up to three (3) years after receiving tuition reimbursement shall repay the Board 33 1/3% of the amount of tuition reimbursement received; and
- C. Administrator may attend appropriate professional meetings at the local, state and national levels on an annual basis, Board policy and State laws and upon the prior approval of the Superintendent. Expenses for meetings will be reimbursed in accordance with Board policy and State law. Administrator is entitled to membership in one (1) professional association at Board expense if approved by the Superintendent not to exceed \$1,000 per year.

ARTICLE 12

SALARY AND OTHER COMPENSATION ITEMS

The Board shall pay an annual salary to Administrators according to the attached schedule (Schedule A). Such annual salary shall be paid in equal installments in accordance with such policies of the Board as shall be in effect during the term of this Agreement with respect to all professional staff employees.

The Board shall make two tax shelter annuity plans available to Administrators. (Plans similar to Vanguard or Fidelity type plans).

The Board shall make a Section 125 childcare plan up to a maximum of \$5,000 per year available to Administrators.

The Board shall pay to an Administrator a one-time stipend of \$2,500 upon the earning of a doctorate.

The Board shall pay the following stipends:

~~Shared Services~~	~~\$20,000 Divided as Follows:~~
~~Supervisor of Special Services~~	~~\$7,400~~
~~Remaining Administrators~~	
~~\$12,500 divided by 7 =~~	~~\$1,800~~
~~Per Administrator~~	~~\$1,800~~
Affirmative Action	\$2,500
Safety	\$4,000
Technology	\$50/hour

An Administrator who teaches a second course shall receive a stipend of \$8,500 annually prorated at the rate of 1/200th per day for the time the course is taught by the Administrator.

A ~~Vice Assistant~~ Principal who is assigned to supervise a department will be compensated at a rate to be negotiated between the Board and the Association.

Non-resident children shall be able to attend Rumson-Fair Haven Regional High School tuition free.

SEPARABILITY CLAUSE

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

SCHEDULE A

2020-2021

Alworth	\$145,483
Bryant	\$145,483
Fitzgerald	\$111,000
Herman	\$145,483
Lanzalatto	\$152,363
Laufer	\$145,483
Sarles	\$147,370
Swift	\$145,483

2020-2023

<i>Rumson-Fair Haven Salary Guide</i>			
Administrators			
			2175
Salary Guide for those hired on or after 7/1/2020			
Step	Supervisor	VP	
1	103,700	106,700	
2	105,875	108,875	
3	108,050	111,050	
4	110,225	113,225	
5	112,400	115,400	
6	114,575	117,575	
7	116,750	119,750	
8	118,925	121,925	
9	121,100	124,100	
10	123,275	126,275	
11	125,450	128,450	
12	127,625	130,625	
13	129,800	132,800	

All new employees hired on or after 7/1/2020 shall be placed on the appropriate column and step in the above referenced salary guide.

All existing employees hired prior to 7/1/2020 shall receive an increase as mutually agreed upon between the Board and Association.

2023-2024

Rumson-Fair Haven Salary Guide

Administrators

Salary Guide for those hired on or after 7/1/2023

Step	Supervisor	AP
1	107,025	110,025
2	109,200	112,200
3	111,375	114,375
4	113,550	116,550
5	115,725	118,725
6	117,900	120,900
7	120,075	123,075
8	122,250	125,250
9	124,425	127,425
10	126,600	129,600
11	128,775	131,775
12	130,950	133,950
13	133,125	136,125
14	135,300	139,300
15	137,475	141,475
OG	157,595	170,005

All new employees hired on or after 7/1/2023 shall be placed on the appropriate column and step in the above referenced salary guide.

All existing employees hired prior to 7/1/2023 shall receive an increase as mutually agreed upon between the Board and Association.

2024-2025

Rumson-Fair Haven Salary Guide			
Administrators			
Salary Guide for those hired on or after 7/1/2024			
Step	Supervisor	AP	
<u>1</u>	<u>109,815</u>	<u>112,815</u>	
<u>2</u>	<u>111,990</u>	<u>114,990</u>	
<u>3</u>	<u>114,165</u>	<u>117,165</u>	
<u>4</u>	<u>116,340</u>	<u>119,340</u>	
<u>5</u>	<u>118,515</u>	<u>121,515</u>	
<u>6</u>	<u>120,690</u>	<u>123,690</u>	
<u>7</u>	<u>122,865</u>	<u>125,865</u>	
<u>8</u>	<u>125,040</u>	<u>128,040</u>	
<u>9</u>	<u>127,215</u>	<u>130,215</u>	
<u>10</u>	<u>129,390</u>	<u>132,390</u>	
<u>11</u>	<u>131,565</u>	<u>134,565</u>	
<u>12</u>	<u>133,740</u>	<u>136,740</u>	
<u>13</u>	<u>135,915</u>	<u>138,915</u>	
<u>14</u>	<u>138,090</u>	<u>142,090</u>	
<u>15</u>	<u>140,265</u>	<u>144,265</u>	
<u>OG</u>	<u>161,595</u>	<u>174,005</u>	
All new employees hired on or after <u>7/1/2024</u> shall be placed on the appropriate column and step in the above referenced salary guide.			
All existing employees hired prior to <u>7/1/2024</u> shall receive an increase as mutually agreed upon between the Board and Association.			

2025-2026

Rumson-Fair Haven Salary Guide			
Administrators			
Salary Guide for those hired on or after 7/1/2025			
Step	Supervisor	AP	
1	112,690	115,690	
2	114,865	117,865	
3	117,040	120,040	
4	119,215	122,215	
5	121,390	124,390	
6	123,565	126,565	
7	125,740	128,740	
8	127,915	130,915	
9	130,090	133,090	
10	132,265	135,265	
11	134,440	137,440	
12	136,615	139,615	
13	138,790	141,790	
14	140,965	144,965	
15	143,140	147,140	
16	145,315	149,315	
OG	165,595	178,005	
All new employees hired on or after <u>7/1/2025</u> shall be placed on the appropriate column and step in the above referenced salary guide.			
All existing employees hired prior to <u>7/1/2025</u> shall receive an increase as mutually agreed upon between the Board and Association.			

AGREEMENT

Between the

**RUMSON-FAIR HAVEN
BOARD OF EDUCATION**

And the

**RUMSON-FAIR HAVEN
ADMINISTRATIVE AND SUPERVISORY
ASSOCIATION**

July 1, 2023 – June 30, 2026

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ATTEST:

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 - a) Compensation shall be at the following rates to a maximum of 250 days:
Accumulated days 0-100 paid at \$40 per day
Accumulated days 101-150 paid at \$45 per day
Accumulated days 151-200 paid at \$50 per day, and
Accumulated days 201-250 paid at \$55 per day.
 - b) Approved compensation shall be subject to prevailing withholdings.
 - c) An Administrator shall notify the Board in writing, not later than one hundred eighty (180) calendar days preceding the effective day of retirement, except the minimum notice may be waived at the discretion of the Board. Compensation shall be paid no later than forty-five (45) calendar days following effective date of retirement.

ARTICLE 7

VACATION, HOLIDAYS, AND RECESS

- A. Administrators shall receive paid vacation days beginning July 1 of each years as follows:

years 1-2 = 16 days

years 3+ 22 days

Vacation days shall be posted on July 1st or the first day of work each year. Administrators who do not begin work on July 1st shall receive a prorated number of workdays for the first year. Those days shall be posted on the first day of work.

- B. The following holidays are approved for Administrators:

- New Year's Day
- Martin Luther King's Birthday
- Good Friday shall also be granted as holidays when such days are adopted as part of the school calendar.
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Day
- Yom Kippur and Rosh Hashanah shall also be granted as holidays when such days are adopted as part of the school calendar.

- C. The holiday break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. The spring break declared by the Board as part of the annual calendar will also be non-workdays for 12-month employees. Specific vacation days and recess must receive the prior approval of the Superintendent.

- D. All vacation days shall be taken within the terms of this Agreement and shall not be cumulative or transferable except as hereinafter provided. The Superintendent reserves the right to defer vacation time should circumstances warrant. In such event, such unused paid vacation days shall be used at such times as directed by the Superintendent. If vacation has been deferred at the direction of the Superintendent, a maximum of twenty two (22) days may be accumulated in any one contract year but must be taken prior to June 30 of the following contract year or be forfeited.

ARTICLE 8

PERSONAL LEAVE

- A. Administrators shall be entitled to three (3) personal days without explanation during each school year. Requests for such leave must be made to the Superintendent at least one week in advance of the intended day and the Superintendent shall respond within three (3) school days of the request, where possible. In the case of an emergency, personal days may be used without the required notification.
- B. Upon the exhaustion of contracted personal leave entitlement, additional time may be granted for good cause upon the prior approval of and at the discretion of the Superintendent.
- C. Administrators may establish a family sick leave bank through the accumulation of unused personal days to a maximum of seven (7) available days for the next school year. At the end of each school year, up to three (3) unused personal days may be transferred into the family illness bank. Unused personal days, when transferred to create a family illness bank, shall transfer at the rate of two (2) family illness days for each unused personal day. Any unused personal days that are not transferred to the family illness bank will accumulate as unused sick leave.
- D. Administrators shall be entitled to bereavement leave as follows:

Administrators will have up to five (5) days for immediate family bereavement and up to two (2) days for other relatives not defined by immediate family below. Notification of the need for bereavement leave must be given to the immediate supervisor or designee prior to the leave being taken.

Immediate family is interpreted to mean spouse, parents, grandparent, parents-in law, sibling, child, step-child, grandchild, significant other or another relative resident in the employee's household. Days from the Administrator's current allotment of personal leave will be charged for absence due to the death of any other relative or friend. Additional days for bereavement leave may be granted at the discretion of the Superintendent.

ARTICLE 9

HEALTH BENEFITS

The Board shall provide Administrators with health benefits subject to the payment of a portion of the premiums pursuant to Tier Four of P.L. 2011 c.78. Administrators shall be eligible to participate in the health benefit waiver option in an amount not to exceed the lesser of 25% of the annual premium saved by the Board or \$5,000, based upon the eligible coverage at the time of the waiver.

The Board shall provide health benefits coverage (including medical, prescription, dental, and vision) for administrators. With respect to medical and prescription coverage, the administrator that is enrolled in NJEHP or Garden State Plan shall be responsible for contributing an amount

established by P.L. 2020, Chapter 44 through December 31, 2027. With respect to dental and vision coverage, the administrator shall be responsible for contributing an amount established by P.L. 2011, Chapter 78 (Tier IV) toward the payment of dental and vision premiums. The contribution shall be made through payroll deductions.

ARTICLE 10

SUMMER HOURS

There shall be a four-day summer work schedule for employees. The terms of the program are as follows:

From the week after the end of school through the second half of August the two Fridays preceding the start of school, employees shall work a seven (7) hour and thirty (30) minute workday. The 5th weekday removed from the schedule will be Friday.

Reduce Summer Fridays from 10 to 8 and restart 5 day weeks the second half of August the two Fridays preceding the start of school.

ARTICLE 11

PROFESSIONAL IMPROVEMENT/MEETING ATTENDANCE

- A. Administrator is entitled to tuition reimbursement in the amount of \$550 per credit to a maximum of 24 credits per year as long as qualifications listed below are met.
 - 1. The coursework must be at the graduate level and receive the prior approval of the Superintendent.
 - 2. All courses submitted must be eligible for a graduate degree at the institution offering the courses.
 - 3. The grade received in the course is a B (or its equivalent) or better.
 - 4. Proof of completion of the course and of the grade earned must be provided prior to receiving reimbursement.
- B. Administrators leaving the Board after receiving tuition reimbursement shall reimburse the Board for any tuition reimbursement received according to the follow schedule:
 - 1. Administrators leaving up to one (1) year after receiving tuition reimbursement shall repay the Board 100% of the amount of tuition reimbursement received;
 - 2. Administrators leaving after one (1) year and up to two (2) years after receiving tuition reimbursement shall repay the Board 67% of the amount of tuition reimbursement received;

3. Administrators leaving after two (2) years and up to three (3) years after receiving tuition reimbursement shall repay the Board 33 1/3% of the amount of tuition reimbursement received; and
- C. Administrator may attend appropriate professional meetings at the local, state and national levels on an annual basis, Board policy and State laws and upon the prior approval of the Superintendent. Expenses for meetings will be reimbursed in accordance with Board policy and State law. Administrator is entitled to membership in one (1) professional association at Board expense if approved by the Superintendent not to exceed \$1,000 per year.

ARTICLE 12

SALARY AND OTHER COMPENSATION ITEMS

The Board shall pay an annual salary to Administrators according to the attached schedule (Schedule A). Such annual salary shall be paid in equal installments in accordance with such policies of the Board as shall be in effect during the term of this Agreement with respect to all professional staff employees.

The Board shall make two tax shelter annuity plans available to Administrators. (Plans similar to Vanguard or Fidelity type plans).

The Board shall make a Section 125 childcare plan up to a maximum of \$5,000 per year available to Administrators.

The Board shall pay to an Administrator a one-time stipend of \$2,500 upon the earning of a doctorate.

The Board shall pay the following stipends:

Affirmative Action	\$2,500
Safety	\$4,000

An Administrator who teaches a second course shall receive a stipend of \$8,500 annually prorated at the rate of 1/200th per day for the time the course is taught by the Administrator.

An Assistant Principal who is assigned to supervise a department will be compensated at a rate to be negotiated between the Board and the Association.

Non-resident children shall be able to attend Rumson-Fair Haven Regional High School tuition free.

SEPARABILITY CLAUSE

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

SCHEDULE A

2023-2024

Rumson-Fair Haven Salary Guide			
Administrators			
Salary Guide for those hired on or after 7/1/2023			
Step	Supervisor	AP	
1	107,025	110,025	
2	109,200	112,200	
3	111,375	114,375	
4	113,550	116,550	
5	115,725	118,725	
6	117,900	120,900	
7	120,075	123,075	
8	122,250	125,250	
9	124,425	127,425	
10	126,600	129,600	
11	128,775	131,775	
12	130,950	133,950	
13	133,125	136,125	
14	135,300	139,300	
15	137,475	141,475	
OG	157,595	170,005	
All new employees hired on or after 7/1/2023 shall be placed on the appropriate column and step in the above referenced salary guide.			
All existing employees hired prior to 7/1/2023 shall receive an increase as mutually agreed upon between the Board and Association.			

2024-2025

Rumson-Fair Haven Salary Guide			
Administrators			
Salary Guide for those hired on or after 7/1/2024			
Step	Supervisor	AP	
1	109,815	112,815	
2	111,990	114,990	
3	114,165	117,165	
4	116,340	119,340	
5	118,515	121,515	
6	120,690	123,690	
7	122,865	125,865	
8	125,040	128,040	
9	127,215	130,215	
10	129,390	132,390	
11	131,565	134,565	
12	133,740	136,740	
13	135,915	138,915	
14	138,090	142,090	
15	140,265	144,265	
OG	161,595	174,005	
All new employees hired on or after 7/1/2024 shall be placed on the appropriate column and step in the above referenced salary guide.			
All existing employees hired prior to 7/1/2024 shall receive an increase as mutually agreed upon between the Board and Association.			

2025-2026

Rumson-Fair Haven Salary Guide			
Administrators			
Salary Guide for those hired on or after 7/1/2025			
Step	Supervisor	AP	
1	112,690	115,690	
2	114,865	117,865	
3	117,040	120,040	
4	119,215	122,215	
5	121,390	124,390	
6	123,565	126,565	
7	125,740	128,740	
8	127,915	130,915	
9	130,090	133,090	
10	132,265	135,265	
11	134,440	137,440	
12	136,615	139,615	
13	138,790	141,790	
14	140,965	144,965	
15	143,140	147,140	
16	145,315	149,315	
OG	165,595	178,005	
All new employees hired on or after 7/1/2025 shall be placed on the appropriate column and step in the above referenced salary guide.			
All existing employees hired prior to 7/1/2025 shall receive an increase as mutually agreed upon between the Board and Association.			