AGREEMENT

Between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

And

MATAWAN REGIONAL ADMINISTRATORS ASSOCIATION

EFFECTIVE FOR THE PERIOD:
JULY 1, 2026 THROUGH JUNE 30, 2030

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PREAMBLE

This AGREEMENT entered into this _____ day of _____, 2025, by and between the BOARD OF EDUCATION OF THE MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT, Monmouth County, New Jersey, hereinafter called the "Board", and the MATAWAN REGIONAL ADMINISTRATORS ASSOCIATION, hereinafter called the "M.R.A.A."

ARTICLE I

Recognition

A. MRAA as Sole Representative

Pursuant to Chapter 123, Laws of 1974, the Board hereby recognizes the M.RA.A. as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all principals, assistant principals, directors, assistant directors, and supervisors.

B. Negotiations for Unit Determination

All other employees employed by the Board not specifically enumerated above are excluded from the collective negotiations unit; however, if a new position is created by the Board which the Association feels should properly be included in the bargaining unit, the Board agrees to negotiate with the Association for these purposes. Failing agreement by the parties, the Association retains the right to ask the New Jersey Public Employment Relations Commission ("NJ PERC") for a unit determination as to whether said position should be included in the unit.

C. Discussion for Positions to Be Eliminated

Prior to the proposed elimination of any position in the bargaining unit, the Board shall discuss the matter with the Association, However, the Board retains the sole right in its discretion to eliminate or reduce positions.

ARTICLE II

Negotiation Procedure

A. Timetable

The parties agree to enter into collective negotiations in accordance with Chapter 123, Laws of 1974, in a good faith effort to arrive at a successor agreement concerning the terms and

conditions of administrators' employment, Any tentative agreement reached by the negotiations shall be reduced to writing and submitted to the M.R.A.A. and the Board of Education for ratification.

B. Board Reproduction of Contract

The Board of Education shall have the responsibility of reproducing and providing the members of the M.R.A.A. with a copy of said contract as soon as reasonably practicable after ratification.

ARTICLE III

Administrators' Rights and Responsibilities

A. Right to Meet with Superintendent

The M.R.A.A. shall have the right to meet with the Superintendent in connection with the formation of policies affecting the operation of the school district. These policies may pertain, but not be limited to, such matters as school calendar, attendance districts, building programs, administrator-staff pupil ratios, re-organization plans, staffing, grievances and welfare.

B. Right to Be on Board Negotiations Committee

The Board and the Superintendent shall ensure that members of the MRAA shall be consulted regarding Proposals or decisions affecting the operation of their Buildings or Departments.

C. Right to Private Review

Whenever controversy over an administrator's decision arises, the M.R.A.A. shall have the right to private prior conference with the Superintendent and, if not resolved there, to the Board.

D. Obligation to Support Policies

All members of the bargaining unit shall have the responsibility to support policies made by the Board, to be conscientious in the discharge of their duties, to conform to high standards of ethical and professional conduct, and to effectively carry out administrative procedures and directions issued by the Superintendent provided they are consistent with this agreement and State Law.

E. Attendance at Board of Education Meetings

Upon at least two (2) weeks' notice, the Superintendent of Schools may require the presence of MRAA members at Board of Education Meetings (this includes executive session, if necessary, as well as the public portion of the meeting). Attendance for the sole purpose of participating in an executive session hearing does not constitute attendance at a meeting for purposes of this contractual provision.

The Superintendent shall not require any one member of the MRAA to attend more than seven (7) Board of Education meetings in any one (1) school year. An exception to a requirement to attend a meeting may be made at the discretion of the superintendent for reasons that include, without limitation, illness and/or prior scheduled family events.

ARTICLE IV

Grievance Procedure

A. Definition

A "grievance" shall mean a claim by an administrator that there has been misinterpretation, misapplication, or a violation of Board Policy, this Agreement, or an administrative decision affecting him/her. A grievance to be considered under this procedure must be initiated by the administrator in writing within fifteen (15) school days of the time the administrator knew or should have known of its occurrence.

B. Procedures

1. It is agreed by both parties that these proceedings will be kept informal and confidential as may be appropriate at any level of this procedure.

2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

3. It is understood that an administrator shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process.

C. Steps

LEVEL ONE

Any administrator who has a grievance shall discuss it first with the Superintendent or his/her designee in an attempt to resolve the matter informally at that level.

LEVEL TWO

If, as a result of the discussion, the matter is not resolved to the satisfaction of the administrator within seven (7) school days, he/she may set forth his/her grievance in writing to the Superintendent on the grievance forms provided. The Superintendent shall communicate his/her decision to the administrator in writing with reasons within seven (7) school days of the receipt of the written grievance.

LEVEL THREE

If the grievance is not resolved to the administrator's satisfaction, he/she, no later than seven (7) school days after receiving the Superintendent's written decision, may request a review by the Board of Education. The request shall clearly explain the basis of the grievance and shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request within seven (7) school days to the Board of Education. The Board shall review the grievance and shall, at the option of the Board or upon request of the administrator, hold a closed hearing with the administrator and render a decision in writing with reasons within twenty (20) school days of receipt of the grievance by the Board or of the date of the hearing with the administrator, whichever comes later.

LEVEL FOUR

No claim by an administrator shall constitute a grievable matter beyond Level Three or be processed beyond Level Three if it pertains to:

(a) Cases of non-renewal of contract of a non-tenured administrator
(b) Any matter for which a detailed method of review is prescribed by law
(c) Any rule or regulation of the State Commissioner of Education
(d) Any by-law of the Board of Education pertaining to its internal operations or
(e) Any matter, which according to law, is beyond the scope of Board authority

If the decision of the Board does not resolve the grievance to the satisfaction of the administrator, and the grievance concerns the meaning, interpretation, or application of the Agreement, and the administrator wishes review by a third (3rd) party, he/she shall so notify the Board through the Superintendent within fifteen (15) school days of receipt of the Board's

decision. An administrator, in order to process his/her written grievance beyond Level Three must have his/her request for such action accompanied by the written recommendation for such action by the M.R.A.A.

The M.R.A.A. shall make application and comply with the procedures to secure an Arbitrator through the NJ PERC. The M.R.A.A. and the Board are bound by the NJ PERC regulations governing the Arbitration proceedings.

D. Procedure for Securing the Services of an Arbitrator

The following procedures will be used to secure the services of an arbitrator:

1. A request shall be made to the Public Employment Relations Commission for a list of arbitrators for the dispute in question.

2. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission in the selection of an arbitrator.

3. The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be advisory. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's report of findings, reasons, and recommendations. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearing.

E. Right to Representation

Any aggrieved administrator may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option, by representatives or legal counsel selected and/or approved by the M.R.A.A., not to exceed three (3) representatives.

F. Costs

1. Each party shall bear the total cost incurred by themselves.

2. The fees and expenses of the arbitrator are the only posts which will be shared by the two parties, and they will be shared equally.

ARTICLE V

Work Year

A. 10-Month Administrator

Members of the bargaining unit who received a ten (10) month contract shall work in accordance with the adopted school calendar.

B. 12-Month Administrator

Members of the bargaining unit who received a twelve (12) month contract shall be entitled to a vacation in accordance with Article VI.

C. Summer Work Hours

Members of the bargaining unit shall agree to a five (5) day in-person work week during summer session (after the last day of school). M.R.A.A. administrators will work Monday through Thursday from 8:00 a.m. to 3:00 p.m. and take a 30-minute lunch. On Fridays, the workday will be from 8:00 a.m. to 12:00 p.m.

ARTICLE VI

Vacation

A. 12-Month Schedule

Members of the Bargaining Unit who hold twelve (12) month positions shall be entitled to vacation days in accordance with the following schedule in addition to those days during the school year when schools are closed according to the school calendar:

1. For employees who become members of the Bargaining Unit after July 1, 1996:

    a. Twenty-four (24) vacation days for employees who have been employed by the Matawan/Aberdeen Regional School District for twenty-five (25) years or more on the eligibility date;

    b. Those with less than twenty-five (25) years' service shall be entitled to twenty (20) days.

    c. The eligibility date is the June 30th immediately preceding the school year in which the vacation is to be taken.

B. Approval by Superintendent

1. At least three (3) weeks of vacation time shall be scheduled and taken by each employee during the summer, or under special circumstances, at other times. Members may take up to five

(5) vacation days during the student school year. The scheduling of vacation days shall be approved in writing by the Superintendent of Schools and/or designee.

2. In order to expedite the scheduling of vacations and to enable the Superintendent of Schools to coordinate the schools' requirements with the request of the members of the Association, members will submit through the M.R.A.A. a requested vacation schedule for all members to the Superintendent of Schools no later than May 1st. The requests will be reviewed by the Superintendent of Schools who may either accept the requests or return them with comments as to the reasons why the requests cannot be accommodated. The requesting members will then revise the requests and resubmit the same through the M.R.A.A. President.

C. Variation in Case of Emergency

1. It is the intention of the Board and the Association that vacation days be taken in accordance with the approved schedule. However, the Superintendent may, in emergency situations, request in writing that vacation time in whole or in part be rescheduled or, if necessary, eliminated. In that event the employee will either have vacation time carried forward or receive payment in lieu of vacation. The employee may state his/her preference but the final determination will be made by the Superintendent and approved by the Board of Education. Except for this emergency situation, vacation days are not accumulative.

D. Payment for Unused Days Upon Leaving or Termination

1. In the event of the termination of service of a Bargaining Unit member prior to the taking of all of the vacation entitlement the member shall be reimbursed for such time at the rate of 1/240th of the employee's current annual salary for each such day of entitlement. The number of days is limited to days earned and unused in the year of termination at the rate of two and one-half (2 1/2) days per month for employees with twenty (20) years or more of service on their last eligibility date and two (2) days per month for employees with less than twenty (20) years of service. In addition to the above, the employee shall also be reimbursed for any permitted carry-over days.

2. In the event termination of service is caused by the death of the Bargaining Unit member, the earned vacation shall be paid to the Estate of the deceased.

3. A formula for calculating the dollar value of the pro-rated benefit may be stated as follows:

$$B = \frac{YE}{240} \times DE + \frac{CO}{240} \times S \text{ where}$$

YE = Total days of Entitlement in the Year of Termination Based on Eligibility Date.

DB = Number of Days employed Prior to Termination.

S = Salary in Year of Termination.

CO = Permitted Carry Over Days from Prior Year.

ARTICLE VII

Temporary Leave of Absence

A. Sick Leave

1. Administrators on a twelve (12) month contract are entitled to twelve (12) sick leave days each administrator's contract year with pay, as of the first official day of the administrator's contract year. Unused sick leave days shall accumulate from year to year with no maximum limit.

2. Members of the bargaining unit under a ten (10) month contractual obligation shall be allowed ten (10) days sick leave as outlined in above paragraph.

3. All administrators who have exhausted their sick leave because of prolonged illness may request an extension of their sick leave. The Superintendent of Schools may recommend to the Board of Education that the limitation be exceeded in extenuating circumstances.

4, Administrators shall be given a written accounting of their accumulated . sick leave days no later than September 15 of each school year.

B. On the Job Injury

On the job injury benefits shall be governed by the provisions of N.J.S.A. 18A:30-2.1. Any money received from worker's compensation shall be deducted from the salary of the bargaining unit member.

C. Absence for Death in Family

In the case of the death of a parent, brother, sister, current husband, current wife, current civil union partner, child, stepchild, current father-in-law, current mother-in-law, grandchild, stepparent, grandparent or a relative who is a member of the immediate household of an administrator, the administrator shall be excused, without loss of pay from the day of the death for a period not to exceed seven (7) calendar days.

D. Absence for Death of a Relative

In case of the death of a relative not included in the above section, an administrator shall be excused for the day of the funeral without loss of pay. The definition of relative in this section shall include the following: uncle, aunt, nephew, niece, cousin, current brother-in-law, current sister-in-law, current son-in-law, and current daughter-in-law.

E. Absence by Reason of Quarantine or Court Order

An administrator absent from school by reason of quarantine by the Board of Health, or in compliance with the requirements of a court subpoena shall not suffer deductions in pay for such absence.

F. Personal Days

Administrators shall be entitled to five (5) days per year for personal business with notice to the Superintendent of Schools. Any unused personal days will be added to the individual's accumulated sick leave.

ARTICLE VIII

Extended Leave of Absence

A. Leave of Absence Without Pay

Requests for leaves of absence without pay may be granted at the discretion of the Board of Education upon recommendation of the Superintendent of Schools.

B. Return from Leave

All legal benefits to which an administrator was entitled at the time his leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return and he/she shall be assigned within the scope of his certification as determined by the State Board of Examiners.

C. End of Leave

If the administrator's leave of absence expires without renewal or the leave of absence is terminated prior to the time for expiration, and the administrator does not thereafter return to work, the administrator's benefits are discontinued, and the administrator becomes eligible for COBRA consistent with the relevant law.

ARTICLE IX

Health Care Insurance

A. Medical and Prescription

(1) Effective July 1, 2018, for all existing employees, the Board will continue to pay all premiums for full family coverage, including domestic partner, under the present plan. The Board shall provide the Horizon Direct Access 15 Plan for medical. Pursuant to Chapter 78 of the Laws of the State of New Jersey, the Board will collect all required health care contributions as defined therein using the Premium Sharing Charts found in Appendix A. This includes $100.00 ER visitation on both the Direct 15 and Direct 15/25 Plans.

Employees who submit proof to the Board and the MRAA of substitute coverage shall be permitted to waive medical and prescription insurance coverage. The Board shall offer an incentive payment for a complete waiver of both medical and prescription coverage in the amount of twenty-five percent (25%) of the premium savings of the Plans, but not to exceed $5,000.00 to the employee who can establish that he/she has already secured coverage. The calculation for computing the complete waiver will be as follows and will be based on the annual NJEHP premiums for medical/prescription insurance: (medical*25%).

Submission of proof and request to waive coverage must be completed on or before May 1 in the school year prior to the waiver. Payments for waiver shall be made in two (2) equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the Section 125 Cafeteria Plan each year by following the established procedure[1].

In the event the Board seeks to change carriers during the course of the Agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

(2) The Horizon Direct Access 20/30 Plan shall be the base plan for all employees hired between July 1, 2018 and June 30, 2020. Employee premium sharing will be based upon the Premium Sharing Charts found in Appendix A. Pursuant to P.L. 2020, c.44 ("Chapter 44") of the Law of the State of New Jersey, the New Jersey Educators Health Plan ("NJEHP") shall be the base plan for all employees hired on or after July 1, 2020.

(3) Effective July 1, 2018, all existing employees who elect the Horizon Direct Access 20/30 plan or any plan at or below the premium cost of the Horizon Direct Access 20/30 plan will have their premium sharing based on the Premium Sharing Chart found in Appendix A.

(4.) All employees who elect the NJEHP shall have their contributions collected in accordance with Chapter 44.

B. Effective July 1, 2022, the Board will continue to pay all premiums to provide to each employee for the duration of this Agreement the New Jersey Dental Service Plan (known as the Delta Incentive Plan) family coverage, including domestic partner. The base plan for dental coverage shall be the Delta Dental Preferred Plan. The Delta Dental Preferred Plan maximum accumulated benefit shall be at least $2000 of coverage per year and will have orthodontic coverage for up to 50% but not to exceed $2000 for each employee and those who are covered under the Delta Dental Preferred Plan.

Employees shall have the option to buy up to the Delta Dental Premier Plan. If an employee chooses to buy up to the Delta Dental Premier Plan, the employee is solely responsible for the difference in costs between the Delta Dental Preferred Plan and the Delta Dental Premier Plan. This cost will be taken from the employee in equal installments over twenty-four (24) pay periods. The Delta Dental Premier Plan maximum accumulated benefit shall be $2000 of coverage per year and no orthodontic coverage will be provided for this plan.

The dental cap for both the Delta Dental Preferred Plan and the Delta Dental Premier Plan shall be fixed at the rates in effect on June 30, 2030, which shall reflect the full actual costs to the Board of the benefit for each employee. Employees who submit proof to the Board and Matawan Aberdeen Administrator Association of substitute coverage shall be permitted to waive dental insurance coverage in return for a $100 payment. Submission of proof and request to waive coverage must be completed on or before May 1, in the school year prior to the waiver. Payments for waiver shall be made in two equal installments in January and June of the school year for which coverage was waived. In the event the Board seeks to change carriers during the course of this agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

C. (1) The Board will replace the direct optical reimbursement of $225.00 with the Optical Vision Plan. The Optical Vision Plan premiums will be paid by the Board for up to family coverage, including domestic partner. This is a hardware-only policy and eye exams remain with medical policies. The employee will have the right to opt in/out of the plan each year by following the established procedure. No substitute coverage or waiver payment will be permitted if an employee chooses to opt-out. In the event the Board seeks to change carriers during the course of this agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

D. The Board will pay all premiums for full family coverage, including domestic partner, for mandatory generic prescription card with required co-payments of $3.00 for generic drugs, $10.00 for preferred drugs and $5.00 for generic drugs and $15 for preferred drugs for mail order. The Board shall provide the coverage through BeneCard. Major medical coverage of

prescription co-pay amounts shall not be provided. In the event the Board seeks to change carriers during the course of the agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

E. Any employee on an authorized unpaid sick leave of absence shall continue to have his/her health benefits (medical, dental, prescription, and optical plans) premiums paid for by the Board while on such an authorized sick leave in accordance with Chapter 78, using the Premium Sharing Chart found in Appendix A.

F. In the event the Board seeks to change carriers during the course of the Agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

G. The Board shall establish a Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service. Employees will have the right to opt in/out of the Section 125 Cafeteria Plan each year by following the established procedure. Any employee who has opted into a section 125 Cafeteria Plan is allowed to carry over $500.00 per year to a Section 125 Cafeteria Plan (effective January 1, 2016).

ARTICLE X

Professional Dues

The Board agrees to pay for all dues annually for full membership of each member in the New Jersey Principal and Supervisor Association (NJPSA), Association for Supervision and Curriculum Development (ASCD), and National Association for the Education of Young Children (NAEYC). The Board will not pay for or cover any dues of any administrator for membership in the New Jersey Education Association (NJEA) or the Matawan Regional Administrators Association (MRAA).

ARTICLE XI

Administrator Evaluations

A. In Writing

An evaluation of an administrator which may be used as a determining factor for his/her salary or his/her job continuation must be made in writing to the administrator. Administrators shall be evaluated in accordance with the TEACHNJ and the corresponding regulations under ACHIEVENJ.

B. Review of File

An administrator has the right to examine his/her file at any reasonable time and may attach comments as a part of the permanent record to any item.

C. Procedure for Complaints in File

Any complaints regarding an administrator which are to be included in his/her file shall be made known to the administrator. A copy of any written notation of a complaint which may be placed on file or forwarded to the Board of Education must be given to the administrator and he/she will have the right to answer such complaints individually or with representation of his/her choice. A file notation with date will be made by the person furnishing the administrator the aforementioned information and the administrator will initial the notation to signify his/her receipt of the same. In the event the administrator refuses to initial the receipt of the information, a file notation to that effect will also be made. The administrator shall also have the right to append a written file notation with his/her own replies and reasons. Such answer, if any, will be made within six (6) school days from the furnishing to the administrator of the complaint.

D. Discussion for Change in Procedure

Proposed changes in the evaluation procedure will be discussed with the M.R.A.A. prior to adoption or implementation.

ARTICLE XII

Miscellaneous

A. Reimbursement Consideration for Damages

Administrators shall be permitted to submit claims to the Board of Education for damage to personal property as a result of action taken by others against the employees in the performance of their duties as administrators. The Board of Education agrees to review the administrators' claim for such losses, and subject to the administrators' verification as to the cause of the damage, the Board of Education shall make payment for such losses up to the employee's insurance coverage deductible. Under special circumstances, the employee may request that the Board consider reimbursement in excess of the insurance coverage deductible. This implementation of this paragraph shall not be subject to the grievance procedure,

B. Mileage Reimbursement

All administrators shall be reimbursed for mileage in accordance with applicable State law for travel in their own vehicles when such vehicles are used at the discretion of the Superintendent of Schools for duties related to their employment.

C. Unused Sick Leave

1. The payment for unused sick leave earned in the District shall be granted to any administrator retiring after ten (10) years of consecutive and uninterrupted service in the Matawan-Aberdeen Regional School District in the amount of fifty-five ($55.00) dollars per day with a $15,000 cap. For purposes of this section, an employee shall be considered as rendering consecutive service as long as the employee or the Board does not officially terminate the employee's service. A leave of absence does not constitute an interruption of service, nor does intermittent absence during the year. A Reduction in Force ("RIF") does constitute interruption of service if the employee is out of work for more than forty-five (45) days before being re-employed.

2. If an employee provides written notification on or before January 31 of his/her intent to retire, the employee shall receive payment for any and all unused, accumulated sick leave within six (6) months of the employee's actual retirement date. For payment to be made, an employee must have had his/her retirement application approved by his/her retirement system.

If an employee provides written notification on or after February 1 of his/her intent to retire, the employee shall receive payment for any and all unused, accumulated sick leave within twelve (12) months of the employee's actual retirement date. For payment to be made, an employee must have had his/her retirement application approved by his/her retirement system.

3. If the employee chooses, the payment for unused sick leave earned in the district may be paid in whole or in part to the employee's tax shelter or 403-B.

D. Longevity Payments

Effective July 1, 2019, only the following employees shall be entitled to longevity payments on the employees' anniversary of bargaining unit eligibility:

	2026-2027	2027-2028	2028-2029	2029-2030
High School Differential	$10,000	$10,000	$10,000	$10,000
Middle School Differential	$5,000	$5,000	$5,250	$5,250
Longevity* (completed 8-9 years)	$2,500	$2,500	$2,500	$2,500
Longevity** (completed 10-14 years)	$3,700	$3,700	$4,000	$4,000
Longevity*** (completed 15+ years)	$4,600	$4,600	$4,750	$4,750

Effective July 1, 2023, the parties agree and understand that the cost of movement of negotiation unit employees on the longevity schedule will be included with the cost of

movement on the salary guide for each year of the agreement for the purposes of calculating the total negotiated wages increase, unless longevity is specifically excluded from the calculation in writing by the parties. In other words, any agreed upon percentage increase to base salary for future contract years will be inclusive of the increase to salary guide increments as well as longevity payment increases.

ARTICLE XIII

Payment for Educational Expenses

A. Professional Visits

Administrators, upon request to their immediate supervisor and at the discretion of the Superintendent, may be granted time off for the purposes of professional improvement.

B. Notification/Reports

Application for such authorization must be made at least one (1) week in advance. A written report of said professional visit shall be submitted to the Superintendent of Schools within five (5) days of said professional visit.

C. Conventions/Workshops

Application for such authorization must be made in writing to the administrator's immediate Supervisor and forwarded to the Superintendent of Schools at least one week prior to the Board of Education meeting where actions may be taken on the request. The request shall be reviewed by the Superintendent who shall indicate in writing within one week of receipt whether he/she shall recommend approval to the Board and/or grant approval as per board policy and applicable law. If denied, the response will include comments as to why the request was denied. Such denial shall not be subject to the grievance procedure

D. Tuition Reimbursement

All administrators shall be eligible for tuition reimbursement. Reimbursement shall be made upon the completion of all the following conditions:

1. In order for a board of education to provide to an employee tuition assistance for coursework taken at an institution of higher education or additional compensation upon the acquisition of additional academic credits or completion of a degree program at an institution of higher education:

    a. The institution shall be a duly authorized institution of higher education as defined in section 3 of P.L.1986, c.87 (C.18A:3-15.3)

b. The employee shall obtain approval from the superintendent of schools prior to enrollment in any course for which tuition assistance is sought. In the event that the superintendent denies the approval, the employee may appeal the denial to the board of education.

c. The tuition assistance or additional compensation shall be provided only for a course or degree related to the employee's current or future job responsibilities.

2. The specific course(s) requested shall be submitted to the Superintendent at least two (2) weeks prior to the start of the course.

3. All courses eligible for tuition reimbursement must be successfully completed in accordance with the standards of the school or organization offering the course. The Board's obligation towards reimbursement shall be limited to those courses which require physical attendance in a class in order to obtain the education credits except for distance learning credits. The decision by the Superintendent covering distance learning credits shall not be subject to the grievance procedure.

4. Reimbursement shall be limited to the cost of three (3) credits at the Rutgers University rate per person per school year.

5. To be eligible for tuition reimbursement, the administrator involved must file official evidence of successful completion of all reimbursable courses with the Office of the Superintendent of Schools.

   Successful completion shall be:

   (a) A letter grade of "B" or better where letter grades are given
   (b) "Pass" when "Pass-Fail" is given
   (c) An official document that the course was completed in those situations where grades are not given

6. In order to avoid a duplication of benefits from public funds, those courses taken under the Veterans Benefit Act, National Science Foundation Grants, NDEA Grants, or other public scholarships and aids shall not be eligible for reimbursements.

7. Administrators, whose employment relationship with the District terminates for any reason except in the case of a reduction in force, prior to the payment of the appropriate funds, shall not receive reimbursement.

E. <u>New Jersey Leaders to Leaders Program</u>

Administrators shall be eligible for reimbursement for the NEW JERSEY LEADERS TO LEADERS program or any state approved mentoring program under this section in lieu of the

maximum per year tuition reimbursement as set forth in subparagraph D.4 above, or any portion of that same maximum per year tuition reimbursement. However, in the event that the annual costs for the NEW JERSEY LEADERS TO LEADERS program exceeds the maximum per year tuition reimbursement as set forth in subparagraph D.4 above , the administrator shall be permitted to carry over any costs in excess of the maximum per year tuition reimbursement as set forth in subparagraph D.4 above into the following years covered by this Agreement, so long as the total annual reimbursement request does not exceed the maximum per year tuition reimbursement as set forth in subparagraph D.4 above.

ARTICLE XIV

Workshops

Administrators shall attend workshops up to a maximum of six (6) days to be held at the discretion of the Superintendent. Such workshops will not be held on weekends, holidays or vacation days. The content of such workshops will be determined by the Superintendent in consultation with the administrative staff.

ARTICLE XV

Salaries

A. The Salaries for all administrators covered by this agreement shall be set forth in Schedule "A" for the 2026-2027, 2027-2028, 2028-2029, 2029-2030 school years,"

B. In the event that an employee is transferred to a lower paid position, as a result of a reduction in force, the employee shall be paid at his/her previously higher salary for a period of one year. This provision shall not apply to employees in acting or temporary positions. This provision also shall not apply to non-renewals or transfers.

ARTICLE XVI

Fully Bargained Provisions

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement.

ARTICLE XVII

Duration of Agreement

THIS AGREEMENT shall become effective on July 1, 2026 and shall continue in effect through June 30, 2030. The Agreement shall not be extended orally, and it is expressly agreed that it shall expire on its expiration date.

IN WITNESS WHEREOF, the Association has caused these presents to be signed by its President and Secretary and the Board has caused these presents to be signed by its President and Secretary, and its seal to be affixed all on the day and year first above written.

MATAWAN-ABERDEEN REGIONAL
BOARD OF EDUCATION

ATTEST:

Sheetal Vernekar, President
Date: 5-26-26

Lindsey Case, Board Secretary
Date: 5/26/26

MATAWAN REGIONAL ADMINISTRATORS
ASSOCIATION

ATTEST:

MARK VANHORN, President
Date: 6/4/26

, Secretary
Date: 6/5/2026

SCHEDULE A

Salary Guides

Guide A (Principal/Director)

Step	2026-2027	2027-2028	2028-2029	2029-2030
1	156,000	161,085	163,000	164,500
2	160,000	165,085	167,000	168,500
3	164,000	169,085	171,000	172,500
4	167,000	172,085	174,000	176,500
5	170,000	175,085	177,000	180,000
6	172,500	177,585	180,000	183,500
7	174,500	179,585	183,000	187,000
8	176,500	181,585	186,000	190,500
9	178,500	183,585	189,000	193,500
10	180,500	185,585	191,500	196,500
11	182,500	187,585	194,000	199,500
12	184,500	189,585	196,250	202,500
13	186,500	191,585	198,250	204,600
14	188,500	193,585	200,250	206,600

Guide B (Assistant Principal/Assistant Director)

Step	2026-2027	2027-2028	2028-2029	2029-2030
1	132,000	133,900	135,800	137,695
2	134,000	135,960	137,920	139,875
3	136,000	138,020	140,040	142,055
4	138,000	140,080	142,160	144,235
5	140,000	142,140	144,280	146,415
6	142,000	144,200	146,400	148,595
7	144,000	146,260	148,520	150,775
8	146,000	148,320	150,640	152,955
9	148,000	150,380	152,760	155,135
10	150,000	152,440	154,880	157,315
11	152,000	154,500	157,000	159,495
OG1	156,706	161,799	167,057	172,486
OG2	161,477	166,725	172,144	177,739
OG3	167,832	173,287	178,919	184,734
OG4	174,187	177,671	181,224	184,848

Guide C (Supervisor)

Step	2026-2027	2027-2028	2028-2029	2029-2030
1	115,000	116,905	118,821	120,747
2	116,500	118,450	120,412	122,386
3	118,000	119,995	122,004	124,024
4	119,500	121,540	123,595	125,664
5	121,000	123,085	125,186	127,303
6	122,500	124,630	126,778	128,942
7	124,000	126,175	128,369	130,581
8	125,500	127,720	129,960	132,220
9	127,000	129,265	131,552	133,859
10	128,500	130,810	133,143	135,499
11	130,000	132,355	134,734	137,137
OG1	107,771	111,274	114,890	118,624
OG2	117,461	121,279	125,220	127,725
OG3	121,278	125,220	127,724	130,279

Appendix A - Ch. 78/Ch. 44 Healthcare Charts

Premium Sharing Contribution Table Direct 20/30 and all Plans with Equal or Lesser Premiums than Direct 20/30							
Family Coverage			Parent Child/2Adults			Single	
Salary	Percent		Salary	Percent		Salary	Percent
Under $25,000	2.25%		Under $25,000	2.63%		Under $20,000	3.38%
$25,000-$29,999.99	3.00%		$25,000-$29,999.99	3.38%		$20,000-$24,999.99	4.13%
$30,000-$34,999.99	3.75%		$30,000-$34,999.99	4.50%		$25,000-$29,999.99	5.63%
$35,000-$39,999.99	4.50%		$35,000-$39,999.99	5.25%		$30,000-$34,999.99	7.50%
$40,000-$44,999.99	5.25%		$40,000-$44,999.99	6.00%		$35,000-$39,999.99	8.25%
$45,000-$49,999.99	6.75%		$45,000-$49,999.99	7.50%		$40,000-$44,999.99	9.00%
$50,000-$54,999.99	9.00%		$50,000-$54,999.99	11.25%		$45,000-$49,999.99	10.50%
$55,000-$59,999.99	10.50%		$55,000-$59,999.99	12.75%		$50,000-$54,999.99	15.00%
$60,000-$64,999.99	12.75%		$60,000-$64,999.99	15.75%		$55,000-$59,999.99	17.25%
$65,000-$69,999.99	14.25%		$65,000-$69,999.99	17.25%		$60,000-$64,999.99	20.25%
$70,000-$74,999.99	16.50%		$70,000-$74,999.99	19.50%		$65,000-$69,999.99	21.75%
$75,000-$79,999.99	17.25%		$75,000-$79,999.99	20.25%		$70,000-$74,999.99	24.00%
$80,000-$84,999.99	18.00%		$80,000-$84,999.99	21.00%		$75,000-$79,999.99	24.75%
$85,000-$89,999.99	19.50%		$85,000-$89,999.99	22.50%		$80,000-$84,999.99	25.50%
$90,000-$94,999.99	21.00%		$90,000-$94,999.99	22.50%		$85,000-$89,999.99	25.50%
$95,000-$99,999.99	21.75%		$95,000-$99,999.99	22.50%		$90,000-$94,999.99	25.50%
$100,000 - $109,999.99	24.00%		$100,000 and Over	26.25%		$95,000 and Over	26.25%
$110,000 and Over	26.25%						

NJEHP

Family Coverage		Parent Child		2 Adults		Single	
Salary	Percent	Salary	Percent	Salary	Percent	Salary	Percent
Up to $40,000	3.3%	Up to $40,000	2.2%	Up to $40,000	2.8%	Up to $40,000	1.7%
$40,001 to $50,000	3.9%	$40,001 to $50,000	2.5%	$40,001 to $50,000	3.3%	$40,001 to $50,000	1.9%
$50,001 to $60,000	4.4%	$50,001 to $60,000	2.8%	$50,001 to $60,000	3.9%	$50,001 to $60,000	2.2%
$60,001 to $70,000	5.0%	$60,001 to $70,000	3.0%	$60,001 to $70,000	4.4%	$60,001 to $70,000	2.5%
$70,001 to $80,000	5.5%	$70,001 to $80,000	3.3%	$70,001 to $80,000	5.0%	$70,001 to $80,000	2.8%
$80,001 to $90,000	6.0%	$80,001 to $90,000	3.6%	$80,001 to $90,000	5.5%	$80,001 to $90,000	3.0%
$90,001 to $100,000	6.6%	$90,001 to $100,000	3.9%	$90,001 to $100,000	6.0%	$90,001 to $100,000	3.3%
$100,001 to $125,000	7.2%	$100,001 to $125,000	4.4%	$100,001 to $125,000	6.6%	$100,001 to $125,000	3.6%