

**SAYREVILLE BOARD OF EDUCATION AND
SAYREVILLE ADMINISTRATORS ASSOCIATION
AGREEMENT**

This agreement, made on this 18th day of April, 2023 between the Board of Education, for the School District of Sayreville in Middlesex County, New Jersey (hereafter referred to as the "Board", and the Sayreville Administrators Association (hereafter referred to as the "Association") witness that:

The Board and the Association agree to the following terms and conditions of employment for the fiscal year July 1, 2023 – June 30, 2028. Negotiations for a successor agreement shall commence no earlier than October 2028.

**ARTICLE I
RECOGNITION**

The Board hereby recognizes the Sayreville Administrators Association (SAA) as the exclusive negotiation agent for all its members. The Sayreville Administrators Association is composed of all district Principals, Vice Principals, Supervisors, the Director of Special Services, the Director of Special Projects, the Director of Early Childhood Development, the Director of Human Resources, the Director of Curriculum and Instruction, the Director of Counseling Services and the Athletic Director.

**ARTICLE II
NEGOTIATION PROCEDURES**

1. The Board's representatives will meet with the Association's representatives for the purpose of discussions and reaching mutually satisfactory agreements.
2. Upon request of either party for a meeting to open negotiations, a mutually acceptable date shall be set within fifteen (15) calendar days following such requests. All issues proposed for discussion shall be submitted by the Association to the Board or its delegated representatives at the first meeting. The second meeting and all necessary subsequent meetings shall be called at times and in a place mutually agreed upon by the parties and within the minimum possible time between meetings.
3. Negotiating teams will continue to meet for the purpose of freely exchanging facts, opinions, proposals, and counter-proposals in an effort to reach mutual understanding and agreement.
4. It is agreed that the Association shall be afforded the opportunity to review and express opinions in terms and conditions of employment that are negotiated with other units in matters that reflect upon the function of administrators, e.g., school calendar.
5. When consensus is reached covering the areas under discussion, the proposed agreement shall be reduced to writing. All agreements shall take full force and effect upon ratification by the Association and the Board of Education.
6. Any section of this article may be altered or suspended by mutual agreement.

**ARTICLE III
GRIEVANCE PROCEDURE**

1. Definition: a grievance is a claim based upon the interpretation, meaning or application of any of the provisions of this agreement.
2. Step 1: The Association member(s) with a grievance shall first discuss the grievance with the Superintendent with the objective of resolving it informally.

3. Step 2: If the Association or the aggrieved person is not satisfied with the disposition of the grievance at step 1, or if no decision has been rendered within ten (10) working days after the grievance was delivered to the Superintendent, he/she may, within five (5) working days after the decision by the Superintendent, or fifteen (15) working days after the grievance was delivered to the Superintendent, whichever is sooner, request in writing that the Association submit the grievance to the Board of Education. The Board of Education, within twenty (20) working days after receipt of said grievance, will set forth in writing its decision.

ARTICLE IV **GRIEVANCE PROCEDURE PARTICIPATION**

The Association shall be required to comply with the conditions of Article III, grievance procedure level one, of the current **SAA** and Board of Education agreement. Further, the affected Association member(s) shall be expected to be present at Level Two and Level Three of the above-mentioned Grievance Procedure.

ARTICLE V **PROFESSIONAL IMPROVEMENT**

1. Course Reimbursement

The Board will provide reimbursement for up to nine (9) credits per year for courses taken during a year. Each credit shall be reimbursed up to the Rutgers the State University graduate rate. Applications for course reimbursement must be approved by the Superintendent before course registration is made. Reimbursement shall be provided when evidence that the approved course was taken and successfully completed is submitted to the Superintendent of Schools. At the discretion of the Superintendent reimbursement for additional credits beyond the nine (9) credit limit may be approved.

Any administrator who is reimbursed by the district for course credits will be subject to a two (2) year commitment to the district. If the administrator resigns, s/he will be obligated to pay the full amount of the reimbursement back to the district.

The following exceptions will apply:

- Should a member be passed over for two or more administrative positions in the district this two-year period, this repayment clause is null and void.
- Under extenuating circumstances, the two-year service commitment or reimbursement to the district is null and void. Extenuating circumstances include, but are not limited to, unforeseen family or medical emergencies, spousal transfers, etc.

2. Professional Meetings and Conferences

The Board and the Association mutually agree that members of the Association shall be allowed to attend conferences in accord with the reimbursement policy of the Board upon recommendation of the Superintendent.

3. Membership in Professional Organizations:

Membership fees will be provided for professional organizations at the discretion and approval of the Superintendent, in an amount not to exceed \$1,250 per contract year. Memberships shall be in such organizations that the Administrator deems necessary to maintain and/or improve his/her professional skills.

Administrative costs for the principal training assessment required by the New Jersey Department of Education shall be paid for by the Board. However, any administrator who is reimbursed by the district for the principal assessment will be subject to a two (2) year commitment to the district. If the administrator resigns, s/he will be obligated to pay the full amount of the reimbursement back to the district.

ARTICLE VI

SABBATICAL LEAVE

Request for sabbatical leave may be granted to an association member by the Board of Education for educational purposes. To be eligible, one must show proof of matriculation for a Doctorate degree program subject to the following conditions:

1. If there are sufficient qualified applicants, sabbatical leaves shall be limited to three (3) Association members at one time.
2. Requests for sabbatical leave must be received by the superintendent in writing no later than February 1st, and action must be taken on all such requests no later than May 1 of the school year preceding the school year for which the sabbatical leave is requested.
3. The applicant must have seven (7) years experience in the Sayreville School System.
4. The Association member on sabbatical leave for a full school year shall be paid by the Board at 50 percent of the salary rate, which he/she would have received if he/she had remained on active duty.
5. Upon return from sabbatical leave, an Association member shall retain salary, seniority, retirement, and tenure rights as if he/she were regularly employed.
6. The recipient of a sabbatical leave shall agree in writing to return to the Sayreville school district for a period of at least two (2) years after the leave. Failure to comply with this condition will require reimbursement of salary received during such leave.
7. Final selection of recipient shall be made by the Superintendent of Schools and require approval by the Board of Education.
8. The recipient of sabbatical leave shall prepare and submit written reports for evaluation of the educational work or research undertaken during the leave. Number of frequency of written reports submitted to the Board of Education will be determined by the Superintendent and will depend on the course of study being pursued by the candidate.
9. Should the recipient not receive his/her Doctorate within two (2) years after returning to the Sayreville School District, he/she is to reimburse the Board 50 percent of the pay he/she received while on sabbatical.

ARTICLE VII

INSURANCE PROTECTION, FRINGE BENEFITS AND SICK LEAVE

1. Insurance Protection

A. Health Benefits

Effective July 1, 2023 the Board shall provide the Healthcare Insurance designated below:

- A **Preferred Provider Organization (PPO) Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2023 to June 30, 2028 school years with the employee contributing in the amount established in section "H", below. The Board will pay the remainder of the monthly premium until June 30, 2028. The PPO Plan office visit copay will remain at \$ 15.00.
- A **Point of Service (POS) Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2023 to June 30, 2028 school years with the employee

contributing in the amount established in section “H” below. The Board will pay the remainder of the monthly premium until June 30, 2028.

- A **HMO Plan** will be offered to all eligible employees, as defined below, and their dependents for the July 1, 2023 to June 30, 2028 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2028.
- The Educators’ Health Plan (EHP) and Garden State Health Plan (GSHP) as per P.L. 2020, c.44.
- The Pre-Admission Certification Review maximum penalty is \$400.00 per incident

B. Eligibility and Qualifications

Eligibility and Qualifications for the above named Health Benefits Programs for the period of July 1, 2023 through June 30, 2028:

1. Employees hired prior to June 30, 2011 are eligible for the PPO Plan. These members may choose between the PPO, POS or HMO on the annual renewal date.
2. Anyone hired after June 30, 2011 will be offered up to Family Coverage for POS or HMO only. These employees may buy up to the PPO at any time. In order to do this, members must pay the difference between the annual premium for POS or HMO for that employee and that of the PPO. In addition, these members would be required to pay any other contributions required by Section “H”, below.
3. Members hired on or after July 1, 2020 shall be eligible for the EHP and GSHP as per the terms of P.L. 2020, c.44

C. Dental Plan

Each employee shall receive dental coverage, which includes a Dental Maintenance Organization Plan. The Plan will be offered to all eligible employees and their dependents for the July 1, 2023 to June 30, 2028 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2028.

The coverage is an annual maximum of \$2,500.

D. Prescription Plan

The Prescription Plan for those enrolled in the NJEHP and GSHP shall be The Educators’ Health Plan (EHP) and Garden State Health Plan (GSHP) as per P.L. 2020, c.44.

Prescription Drug Benefits will only be provided if the employee elects to enroll in the Prescription Drug Plan.

The Plan will be offered to all eligible employees and their dependents for the July 1, 2023 to June 30, 2028 school years with the employee contributing in the amount established in section “H”, below. The Board will pay the remainder of the monthly premium until June 30, 2028.

The Plan will have a four tier schedule with single, member/spouse – member/partner, parent and child, and family coverage with contribution costs apportioned by the amount of coverage requested, as established in Section “H”, below.

The Prescription Drug co-payments will be: Brand \$ 25, Generic \$ 15, Mail Order \$10. The

Business Administrator will provide the Association President with an annual cost analysis of the Prescription Plan on or about each of the following dates: December 15; April 15; and, August 15.

- E. The Board shall reserve the right to consider other plans, subject to Article 2 of this Agreement. The Board reserves the right to change insurance carriers at any time, provided that the coverage provided by the new insurance carrier is equal to or better than the current PPO, POS, HMO, Dental Plans, and/or Prescription Plan, whichever is applicable.
- F. Any changes to insurance plans require supporting documentation.
- G. Employees who waive their right to receive health insurance (whether PPO, POS or HMO coverage) and prescription benefits will receive an annual payment in lieu thereof as follows:

- \$3,000.00 for waiver of family coverage
- \$2,500.00 for waiver of parent/child or husband/wife coverage
- \$2,000.00 for waiver of single coverage

Employees electing to waive such coverage and benefits must first provide the Board's Business Administrator/Board Secretary with proof of other health insurance coverage for the employee and the employee's dependents. If an employee loses his/her out-of-district health insurance and prescription coverage, he/she shall have the option of enrolling in the district's health insurance plan.

- H. Employee Contribution Calculations (Health Care, Dental, Prescription etc.):

While contributions for plans covered by P.L. 2020, c.44 shall be as per statute, all other member health benefits contributions will be the greater of the following:

- a) 1.5% of their annual salary (Chapter 2) OR
- b) Chapter 78 - Statutory Requirement OR
- c) Employee Contributions per Negotiated Agreement:

<u>Medical PPO</u>	<u>Annual Employee Contribution</u>
Single	\$383.30
Parent and Child	\$559.30
Husband/Wife / Partner	\$836.11
Family	\$977.38
<u>Medical POS</u>	<u>Annual Employee Contribution</u>
Single	\$270.02
Parent and Child	\$93.62
Husband/Wife / Partner	\$731.74
Family	\$324.43
<u>Medical HMO</u>	<u>Annual Employee Contribution</u>
Single	\$0
Parent and Child	\$0
Husband/Wife / Partner	\$0
Family	\$0
<u>Prescription Drug</u>	<u>Annual Employee Contribution</u>

Single	\$630.38
Parent and Child	\$1,274.02
Husband/Wife / Partner	\$1,719.65
Family	\$2,016.77

1. Medical contribution calculations are based on 5% of the annual premium cost.
2. Prescription calculations are based on 40% of the annual premium cost that exceeds \$900 per covered employee.
3. Should these contribution calculations decrease by greater than 5% during the duration of this agreement, the Association and the Board will negotiate over new contribution rates.
4. Should these contribution calculations increase at any point in time, the Association will not be required to pay any amount greater than the table listed above for the duration of this contract.
5. Total insurance contribution shall not exceed 10% of annual salary.

2. Fringe Benefits

A. Personal Absence

All Association members are entitled to four (4) days with pay for personal business, which requires absence during working hours. The applicant need not be required to state the reason for taking such leave, other than it is being taken under this section.

The applicant must submit and receive approval from the Superintendent three (3) days before taking such leave.

Regulations in this paragraph may be waived in case of an emergency. Unused personal days will be transferred to the individual's sick leave at the end of each school year. Upon request, 2 unused personal days from the previous year may be used as "family illness" days and up to and no more than 6 "family illness" days may be banked at any given time.

B. Other Personal Absence

1. An allowance of five (5) bereavement days for a spouse, child, mother, father, step-parents, step-children, siblings or "significant other" will be granted without deduction in pay in case of death provided the leave can be taken within ten (10) days. Three (3) days for father-in-law, mother-in-law, grandfather, grandmother, and grandchildren, provided these can be taken within seven (7) days (For the purpose of this agreement, "significant other" shall be defined as a relationship that is established and acknowledged by the parties with co-mingled financial obligations). An allowance of one (1) day will be granted without deduction in pay in case of death of brother-in-law, sister-in-law, son/daughter-in-law, aunt, and uncle.
2. Personnel absenting themselves and failing to comply with the procedures delineated above will be deducted 1/240 of the annual salary for such day's (days') absence(s).
3. Other leaves of absence with pay may be granted by the Board for good reason. Personal leave shall be in addition to any sick leave to which the association member is entitled.
4. An allowance of one (1) working day for attendance at delayed funeral services in the above-mentioned categories, under extenuating circumstances, may be granted at the discretion of the Superintendent.

5. Twelve (12) month employees hired after July 1 of any year, shall be entitled to one (1) personal day with pay for every three (3) months of employment prior to July 1 of that succeeding year, with the exception that this accrued personal time shall not exceed four (4) days. A twelve (12) month employee who is employed more than fifteen (15) workdays in any month shall have met the requirement for a full month's employment for the purposes of vacation day accrual only.

C. Maternity Leave

Personnel requiring time off for reasons of maternity are required to request such leave of the Board of Education in writing through the Superintendent as soon as the need is deemed necessary, but not less than sixty (60) days prior to the leave's taking effect.

A normal maternity leave shall be one year from the effective date of the leave ending on the next first day of September following the full year. By the prior April 1, the leave recipient shall submit, in writing, to the superintendent her intention of returning to the system. Maternity leaves, as described above, are granted only to employees under tenure.

In the case of an unusual pregnancy or birth, the Superintendent may, with the approval of the Board, terminate the leave earlier than specified providing an administrative position is available within the recipient's certification.

Maternity leave policy shall be in accordance with applicable law.

- D. Other leaves of absence may be granted by the Board for good reason.
- E. All benefits to which an association member was entitled at the time a leave of absence commenced, including unused accumulated sick leave and credits towards sabbatical eligibility, shall be restored to the association member upon return.

All applications for extensions or renewals of leaves shall be in writing.

Personnel leaving for maternity purposes shall have extended insurance coverage until termination of pregnancy.

- F. Longevity increments will be paid each year as per the following guide based on continuous service in the Sayreville School District. Longevity increments are above and beyond negotiated salary step guide and should not be reflected in said guide.

<u>Start of Service</u>	<u>Increment</u>
7	\$1,250
12	\$1,450
16	\$1,950
20	\$2,450
25 plus	\$2,850

For all individuals, the term "years" refers to years of completed employment prior to December 31st. If the years of employment are completed after December 31st, the base salary longevity increments shall be payable in twenty four (24) equal payments starting on July 1st of the following year.

As of 6/30/2020, any member whose current Longevity Increment exceeds the amount on the above guide shall receive that current amount until the above guide amount is greater than it.

G. Mileage

Personnel required to utilize personal vehicles in the conduct of school business shall be reimbursed in accordance with the provisions of NJSA 18A:11-12, et seq. and the regulations promulgated thereunder.

H. Meal Allowance

Any Association member required to attend meetings or school functions directly related to school business but after working hours will be entitled to a meal allowance, subject to proper receipts submitted to the school business administrator, not to exceed ten (\$10) per day/night unless otherwise provided for in statute or regulation.

I. Reimbursement for School Business

Any Association member required to attend meetings or school functions directly related to school business will be entitled to reimbursement in accordance with the provisions of N.J.S.A. 18A:11-12, et seq. and the regulations promulgated thereunder.

J. Communication System for School Business

Association members will be provided with a mobile communication device (i.e.: cell phone) or application that can be installed on their personal communication device for the purpose of conducting school business communication. The device or application and service shall be selected and paid for by the Board. The Association member shall be responsible for monitoring it regularly and for the cost of repairing or replacing it if it is damaged due to negligent or malicious behavior. The Board shall pay for minor costs due to incidental personal use of said device.

3. OTHER BENEFITS

A. Sick Leave

Association members shall be entitled to twelve (12) sick days each year, which can be used for personal illness.

1. Twelve (12) month employees hired after July 1 of any year, shall be entitled to one (1) sick day with pay for every month of employment with the exception that this accrued sick time shall not exceed twelve (12) days. A twelve (12) month employee who is employed more than fifteen (15) workdays in any month shall have met the requirement for a full month's employment for the purposes of vacation day accrual only.

Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Retirement Benefits

An Administrator, with 15 years of continuous service in the Sayreville School System with a good attendance record, shall receive a retirement award of .7% of his/her final annual salary for each year of service in the District. For example, if the Administrator's final salary is \$120,000, and the Administrator has 15 years of service in the District at the time of his retirement, s/he would be entitled to a retirement award of .7% of \$120,000, which is \$840.00, times 15, which is \$12,600.00, if s/he achieves a good attendance record. A good attendance record shall be defined to mean maintaining an average of 60% of his accumulated **sick** leave days per year during the term of his employment contract with the Board in effect during the last year of his/her employment by the Board. If the Administrator's attendance falls below 60% of accumulated leave days for the last fifteen (15) years of service, s/he shall receive \$80 per day for each remaining leave day. In order

to receive an attendance retirement reward in the year following retirement, timely notice of intent to apply for the reward must be given to the Board of Education no later than November 1st of the preceding school year of the requested retirement date. If timely notice is not given, the Board may delay the attendance retirement reward until the following school year. The November 1st deadline will be modified in the event that the Board adopts an Early Retirement Incentive Program with state-mandated compliance dates.

Retirement shall be defined as being eligible and collecting TPAF benefits.

C. Vacation

Vacation times for Association members during the summer shall be set at the discretion of the Superintendent. The Superintendent can allow portions of vacations during the school year upon application.

<u>Years of Continuous Association Service</u>	<u>Vacation Days</u>
0-11 months	*See language below
1-5 years	18 working days
6-9 years	20 working days
10+ years	24 working days

As of 6/30/2020 Association Members with less than 10 years of service who possess 20 vacation days will retain that number of days until they increase to 24 days upon reaching 10 years of Association service. As of 6/30/2020 Association Members with more than 10 years of service who possess 24 vacation days will retain that number of days.

No Twelve (12) month district employee who shall become a member of the Association on or after September 1, 2020 shall have his/her previously earned annual vacation entitlement reduced if said employee's existing vacation entitlement as specified in another bargaining agreement with the Sayreville Board of Education is greater than the entitlements offered under this provisions of this contract.

**Twelve (12) month employees hired after July 1 of any year shall be entitled to two (2) vacation days with pay for every month of employment with the exception that this accrued vacation time shall not exceed sixteen (16) days. A twelve (12) month employee who is employed more than fifteen (15) workdays in any month shall have met the requirement for a full month's employment for the purposes of vacation day accrual only. Said Association members may begin using their vacation days immediately upon earning them at the end of each month worked, but shall not exceed 16 days.

On an annual basis, the administrators shall be allowed to carry over up to five (5) unused vacation days for use at a later time. Notwithstanding the foregoing, an accumulated maximum of twenty (20) vacation days may be banked.

4. Miscellaneous

- A. The Sayreville Administrators Association will have the right to review any negotiation proposals between the Board and any other employee units, before final acceptance by the Board that may affect the terms and conditions of our employment. The Association has the right to make recommendation to the Board.

ARTICLE VIII

SALARY GUIDE

[illegible]

[illegible]

Directors											
Athletics, Early Childhood & Special Projects						Special Services & Human Resources					
	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028		2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Step 1	\$ 118,301	\$ 123,458	\$ 125,569	\$ 127,880	\$ 130,400	Step 1	\$ 129,431	\$ 134,588	\$ 136,699	\$ 139,010	\$ 141,530
Step 2	121,541	126,698	128,809	131,120	133,640	Step 2	132,671	137,828	139,939	142,250	144,770
Step 3	124,781	129,938	132,049	134,360	136,880	Step 3	135,911	141,068	143,179	145,490	148,010
Step 4	128,021	133,178	135,289	137,600	140,120	Step 4	139,151	144,308	146,419	148,730	151,250
Step 5	131,261	136,418	138,529	140,840	143,360	Step 5	142,391	147,548	149,659	151,970	154,490
Step 6	134,501	139,658	141,769	144,080	146,600	Step 6	145,631	150,788	152,899	155,210	157,730
Step 7	137,741	142,898	145,009	147,320	149,840	Step 7	148,871	154,028	156,139	158,450	160,970
Step 8	140,981	146,138	148,249	150,560	153,080	Step 8	152,111	157,268	159,379	161,690	164,210
Step 9	144,221	149,378	151,489	153,800	156,320	Step 9	155,351	160,508	162,619	164,930	167,450
Step 10	147,461	152,618	154,729	157,040	159,560	Step 10	158,591	163,748	165,859	168,170	170,690
Step 11	150,701	155,858	157,969	160,280	162,800	Step 11	161,831	166,988	169,099	171,410	173,930
Step 12	153,941	159,098	161,209	163,520	166,040	Step 12	165,071	170,228	172,339	174,650	177,170
Step 13	157,181	162,338	164,449	166,760	169,280	Step 13	168,311	173,468	175,579	177,890	180,410
Off Guide B	160,421	165,578	170,929	176,480	182,240	Off Guide B				181,130	186,890
Off Guide A	166,874	172,031	177,382	182,933	188,693	Off Guide A	171,551	176,708	182,059	187,610	193,370

Supervisors					
	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Step 1	\$ 107,201	\$ 112,358	\$ 114,469	\$ 116,780	\$ 119,300
Step 2	110,441	115,598	117,709	120,020	122,540
Step 3	113,481	118,638	120,949	123,260	125,780
Step 4	117,331	122,488	123,989	126,500	129,020
Step 5	121,281	126,438	127,839	129,540	132,260
Step 6	123,401	128,558	131,789	133,390	135,300
Step 7	127,581	132,738	133,909	137,340	139,150
Step 8	129,881	135,038	138,089	139,460	143,100
Step 9	133,121	138,278	140,389	143,640	145,220
Step 10	136,361	141,518	143,629	145,940	149,400
Step 11	139,601	144,758	146,869	149,180	151,700
Step 12	142,841	147,998	150,109	152,420	154,940
Step 13	146,081	151,238	153,349	155,660	158,180

Guide Movement

2023-2024

Members on the 2022-23 guides will move up one step onto the 2023-24 guides to a maximum of Step 13. Any member Step 13 or higher on the 2022-23 guides will be moved off guide.

2024-2025

Members on the 2023-24 guides will remain on their 2023-24 Step on the 2024-25 guide.

2025-2026

Members on the 2024-25 guides will move up one step onto the 2025-26 guides. Any member on Step 13 on the 2024-25 guides will be moved off guide.

2026-2027

Members on the 2025-26 guides will move up one step onto the 2026-27 guides. Any member on Step 13 on the 2025-26 guides will be moved off guide.

2027-2028

Members on the 2026-27 guides will move up one step onto the 2027-28 guides. Any member on Step 13 on the 2026-27 guides will be moved off guide.

Off Guide

Off Guide members will receive the same dollar amount increase as the on guide members as follows:

2023-24 - \$4,971

2024-25 - \$5,157

2025-26 - \$5,351

2026-27 - \$5,551

2027-28 - \$5,760

The total cost for Association salaries will be increased by 3.75% annually.

Effective July 1, 2023, any member who holds or earns a doctorate degree will earn an additional \$5,500.

If an Association Member presents through Sayreville University during school hours, they will be compensated \$250/full day, \$150/half day. If an Association Member presents during a full day in-service day they will be paid \$150/2 hour class, \$100/1 hour class, and \$75 for each additional offering of the same class.

If an Association Member presents through Sayreville University after school hours, they will be compensated \$58 per hour and \$116 in preparation compensation for each hour of presentation instruction. If an Association Members presents for Sayreville Parent University they will be compensated \$174.

All other items, conditions and benefits of employment relating to the parties to this Agreement and duly approved by the Board, which are not specifically altered, amended or deleted by the written provisions of this agreement, shall remain in full force and effect as is unless specifically set forth here at length.

Sayreville Administrators Association:



Scott Nurnberger
President

10/30/23
Date



Robert Preston
Negotiations Committee

10/31/2023
Date

Sayreville Board of Education:



Lucille Bloom
Board President

10/17/2023
Date

Attest:



Erin Hill
Business Administrator/Board Secretary

10/17/2023
Date