

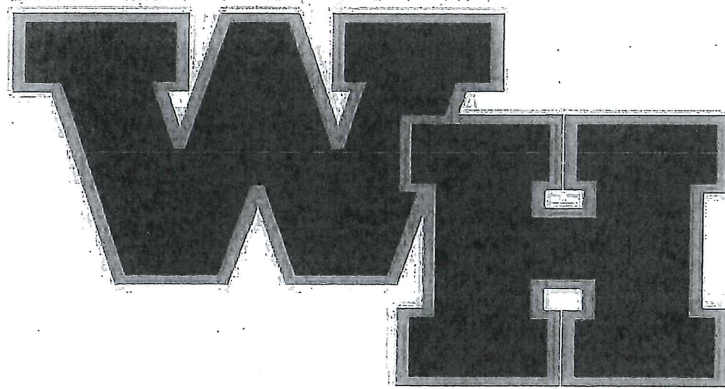
**A G R E E M E N T**

*Between the*

**BOARD OF EDUCATION OF  
WATCHUNG HILLS REGIONAL HIGH SCHOOL DISTRICT**

*And the*

**WATCHUNG HILLS REGIONAL  
PRINCIPALS AND SUPERVISORS ASSOCIATION**



**COUNTY OF SOMERSET**

**Watchung Hills Regional High School  
108 Stirling Road  
Warren, New Jersey 07059**

**CONTRACT PERIOD July 1, 2020 through June 30, 2025**



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## **PREAMBLE**

This Agreement entered into as of the First day of July, 2020, by and between the Board of Education of the Watchung Hills Regional High School District, Warren, New Jersey, hereinafter called the "Board," and the Watchung Hills Regional Principals and Supervisors Association, hereinafter called the "Association."

## **I. ARTICLE I - RECOGNITION**

The Board hereby recognizes the Principals and Supervisors Association as the exclusive and sole representative for negotiation concerning the terms and conditions of employment for certified personnel under contract by the Board including:

- Principal
- Vice-Principals
- Directors
- Supervisors

Excluding managerial executives, confidential and any other employees excluded from coverage under the Employer-Employee Relations Act, *N.J.S.A. 34:13A-1 et seq.*

As used in this Agreement, "employee" or "employees" shall refer to any person(s) employed in the positions identified above as falling within the collective negotiations unit.

## **II. ARTICLE II - NEGOTIATION PROCEDURE**

The parties agree to enter into collective negotiations over a successor agreement in accordance with the New Jersey Employer-Employee Relations Act, as amended, to reach agreement on matters concerning the terms and conditions of employment. The parties agree to commence negotiations for a successor agreement according to the timetable established by the Public Employment Relations Commission. The first negotiation sessions will be for the purpose of establishing ground rules for the negotiations. The Association and the Board will exchange written proposals at the second negotiations session.

## **III. ARTICLE III – PRINCIPLES**

### **A. PERSONNEL**

- A. It is recognized that eligible employees specified in Article I have the right to join as well as the right not to join the Association. Membership in, or financial contribution to, the Association is not required as a condition of employment.

- B. It is further agreed that neither the Association nor the Board will discriminate against any person covered by this Agreement on the basis of race, creed, color, sex, national origin, marital status or political affiliation.

#### **IV. ARTICLE IV - RIGHTS - PRIVILEGES AND OBLIGATIONS**

##### **A. BOARD RIGHTS**

In accordance with applicable federal and state laws and regulations and subject to the limitations imposed by this agreement, the Association recognizes that the Board has the responsibility and authority to arrange and direct on behalf of the public, all the operations and activities of the Watchung Hills Regional High School District.

##### **B. MEMBERS' RIGHTS**

1. Whenever an employee represented by the Association as set forth in Article I is required to appear before the Superintendent or the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee's position or employment or the salary or any increments pertaining thereto, then the employee shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association and/or a person of the employee's own choosing present to advise and represent the employee.
2. No employee shall be prevented from wearing reasonable identification of membership in the Association.
3. Nothing contained herein shall be construed to deny or restrict to any employee such rights as there may be under New Jersey School Laws or other applicable regulations.

##### **C. ASSOCIATION RIGHTS AND PRIVILEGES**

1. The Board agrees to furnish to the Association in response to all reasonable requests such public records as are in the Board's possession, at a charge not to exceed the Board's cost.
2. Association Privileges:
  - a. Upon arrival at the school and checking in at the office, representatives of the Association shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt normal operations.
  - b. The Association and its representatives may use the school buildings for meetings. The Superintendent shall be notified in advance of the time and place of all such meetings. Such meetings shall not be conducted during school hours. Arrangements for meetings at extraordinary times will have prior approval of the

Superintendent and the Association agrees to reimburse the Board for any extra custodial requirements.

- c. The Association shall be permitted the use of internal school mail facilities and the public address system after school hours for routine announcements.
- d. The Association shall have the right to use appropriate school equipment after school hours in the building when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use and agrees to pay for any loss or damage to the equipment as a result of its usage.
- e. Whenever any representative of the Association or any member is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceeding, conferences or meetings, he/she shall suffer no loss in pay.
- f. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the principal, vice-principals, directors and supervisors.

## **V. ARTICLE V - GRIEVANCE PROCEDURE**

### **A. DEFINITION**

- 1. A "grievance" is hereby defined as any dispute between the parties concerning the application, interpretation or claimed violation of any provision of this Agreement, or any administrative decision or Board action which adversely affects the terms and condition of employment set forth in this Agreement.
- 2. An "aggrieved person" is the person making the claim.
- 3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- 4. The term "grievance" and procedure relative thereto shall not be deemed applicable to the following instances:
  - a. Non-renewal of non-tenure principal, vice-principal, director or supervisor.
  - b. Matters where the Board is without authority to act.
  - c. Matters in which the Board maintains sole and unlimited discretion.
  - d. Withholding of increments, unless predominantly disciplinary in nature.



- e. Matters where a method of review is prescribed by law or by any rule, regulation, or bylaw of the Commissioner of Education or the State Board of Education.

**B. PURPOSE**

1. The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances and to that end the following procedure shall be the sole and exclusive method of resolution.
2. Nothing herein contained shall be construed as limiting the right of any principal, vice-principal, director, or supervisor having a problem to discuss the matter informally with any appropriate member of the administration and having the problem adjusted without intervention of the Association.

**C. PROCEDURE**

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual written agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next level. Failure at any level of this procedure to appeal grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

**4. Actual Grievance Procedure**

The forms to be used in the grievance procedure are included as Attachment 1.

Step One (Level 1): The Association or an employee with a grievance shall first discuss it with the Principal and the Director of Human Resources and Professional Development either directly or through the association's representative within ten working days after the employee knew or should have known of the event giving rise to the grievance. Failure to act within the said ten working days shall be deemed to constitute a waiver and an abandonment of the grievance.

Step Two (Level 2): If the aggrieved party is not satisfied with the disposition of the grievance at Step One, or if no decision has been rendered within five working days after the presentation of that grievance at Step One, the aggrieved may file within five

working days with the Superintendent of the district a written grievance (on forms provided) setting forth the nature of the grievance and designated contract provision(s) claimed to have been violated. The grievance shall be discussed by the authorized Association representative and the Superintendent at a mutually agreeable time and place not later than seven working days after the request for such discussion. Within seven working days, the Superintendent shall notify the Association and the grievant of the decision in writing.

Step Three (Level 3): If the aggrieved party is not satisfied with the disposition of the grievance at Step Two, or if no decision has been rendered within seven working days after the presentation of that grievance at step Two, the Association may within ten working days make a written request for review of the grievance by the Board of Education. The written request shall have annexed thereto all known relevant documentation. A copy of such request shall be given to the Superintendent. The Board or Committee thereof shall review the grievance and shall, at the option of either party, hold a hearing with the aggrieved person and a representative of the Association. A written decision will be rendered within 30 calendar days from the receipt of the grievance or after the date of the hearing, whichever is later.

Step Four (Level 4): If the grievance is not resolved at Step Three, or if no written decision has been rendered within the time allotted under Step Three, the Association may, within ten working days, make a written demand for arbitration to the New Jersey Public Employment Relations Commission with a copy of the demand being delivered to the Superintendent. The written demand for arbitration shall set forth the specific nature of the dispute and specific provisions of the agreement claimed to have been violated. The selection of an arbitrator as well as the conduct of the arbitration hearing shall be in accordance with the rules and regulations of the Public Employment Relations Commission then in effect.

The arbitrator so selected shall hear the dispute at a mutually agreeable date, time and place.

The decision of the arbitrator shall be final and binding upon the Board, the Association and the employees and shall be in writing setting forth findings of fact, reasons and conclusions on the issues submitted. No one arbitrator shall have more than one grievance submitted, and under consideration, at any one time unless the parties otherwise agree in writing. A grievance shall be considered under consideration by an arbitrator until he has rendered a written decision which shall be done within 30 days from the close of the hearing.

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement.

The losing party shall pay the cost of the arbitrator. Each party shall be responsible for its own costs incurred in arbitration

**D. REPRESENTATION**

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself and/or as an option, by a representative selected or approved by the Association. However, the aggrieved person has the right to only one (1) representative at Level One.
2. When an aggrieved person is not represented by the Association, the Association shall have the right to be present and to state its views at all formal stages of the grievance procedures.

**E. MISCELLANEOUS**

1. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personal file of any of the participants.
2. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of the procedures.
3. All employees including the grievant must continue to follow administrative directives or Board policy regardless of a pending grievance against a directive until such time as a grievance is properly determined.
4. No reprisals of any kind shall be taken by the Board or any member of the administration against an individual or individuals participating in the specified grievance procedure by reason of such participation.
5. After the grievance procedure has been exhausted the grievance may not be resubmitted provided the grievance procedure has been adhered to.
6. Voluntary termination of employment by a grievant terminates any unresolved grievances after the effective date of termination



## **VI. ARTICLE VI- SCHOOL CALENDAR**

- A. The Board shall establish the School Calendar for the term of this agreement.
- B. The Principal, Vice-Principals, Directors, and all Department Supervisors, as 12-month employees, will follow the 12-month calendar established by the Board. The Principal, all Supervisors, Directors and Vice-Principals will be expected to attend and assist with the graduation ceremony.
- C. The work day for Association employees typically exceeds the teaching workday, with the length of the day depending on the needs of the district.

## **VII. ARTICLE VII – EMPLOYMENT**

- A. Each newly hired employee shall be placed at a salary step, as the Board in its sole discretion shall determine; employment credit shall be given for military service in accordance with the provisions of *N.J.S.A. 18A:29-11*.
- B. Unit members shall be notified of their contract status, salary status and pay schedule for the ensuing year by May 15 for non-tenured employees and by May 30 for tenured employees.
- C. Supervisors supervising less than 30 teachers will teach one class as part of their job responsibilities. Directors will not be required to teach but may choose to do so at no additional compensation. Any Director choosing to teach may not voluntarily rescind the election for the duration of the course.

## **VIII. ARTICLE VIII - SALARIES AND FRINGE BENEFITS**

- A. The salaries of all employees covered by this agreement are set forth in Schedule A, are attached hereto and made a part hereof.
  - 1. Employees may individually elect to have ten percent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the member on the final payday or according to a savings bank plan as requested by the member.
  - 2. Employees employed on a ten- (10) month basis are to be paid in twenty (20) installments. Employees employed on a twelve (12) month basis are to be paid in twenty-four (24) installments.
  - 3. When a payday falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.

B. Employees achieving a higher salary level on the guide by reasons of degree advancement shall present official certification in the form of achievement report, transcript or notarized statement to the Superintendent no later than the first Monday in September or January 15. Salary adjustments shall be made in the second pay period in September or February respectively, retroactive to the first of said month.

C. Insurance Coverage Provided for Employees:

1. To be eligible for the benefits set forth in this Article an employee must have a minimum of sixty (60) days of continuous employment and work a minimum of twenty (20) hours per week.

2. Coverage for all eligible employees will be provided under the Open Access POS Plan (Direct Access) in effect at the inception of this Agreement or substantial equivalent. In the event the Board is mandated by law to enroll in the School Employees Health Benefits Program ("SEHBP"), or in the event all other District employee representative groups agree to the change to SEHBP, the coverage provided shall be the base plan offered by the SEHBP at the time of enrollment which is most comparable to the prior coverage. Employees shall pay through a payroll deduction the insurance premium contribution required by P.L. 2011 c. 78.

3. Waiver of Benefits

i. Upon satisfactory proof of alternate coverage, employees who waive health benefit coverage to which they are entitled through this agreement shall receive the following payments. Payments are not to be considered a salary payment and, as such, are not pensionable. Any tax liability is the responsibility of the employee. One-half of the following opt-out amount will be paid to the eligible employee twice per year, once in December and once in June.

1. Single Coverage - \$1,291
2. Husband/Wife coverage - \$2,874
3. Family Coverage - \$3,344
4. Parent/Child - \$1,907

ii. All covered employees shall also have the opportunity to opt-out of the District's dental insurance benefit plan. The amounts to be paid to PSA members who are entitled to dental coverage but elect to waive that coverage, shall be fifty (50%) percent of the portion of the premium cost paid by the Board for the dental coverage that the employee would otherwise be entitled to receive. These payments shall be made to eligible employees twice per year, once in December and once in June, or a pro-rata basis. The opt-out decision must be made on an annual basis, and may be revoked by the employee should a change occur in the individual's coverage status. The payments will be made under the District's Section 125 Plan.

4. The Board shall provide for each employee upon enrollment a description of the health-care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage.



5. The Board shall provide dental coverage for each employee and his dependents. (Delta - NJDSP or comparable plan agreed to by both parties.) Employees will pay the mandatory contribution required by P.L. 2011 c. 78 through a payroll deduction and the Board will pay the remainder of the premium cost. All employees hired to begin working on or after July 1, 2005 will be eligible to enroll into the Open Access POS Plan (Direct Access). This plan, for all eligible enrolled employees, offers 100% in-network coverage with a \$5 (five dollar) co-pay and 80%/20% out-of-network coverage for reasonable and customary charges, with a \$100 (one hundred dollar) deductible for single coverage and a \$250 (two hundred fifty dollar) deductible for other coverage; and a \$1000 (one thousand dollar) out-of-network, out-of-pocket maximum for single coverage and a \$2500 (two thousand five hundred dollar) out-of-network, out-of-pocket maximum for other coverage.

- E. Compensation for the use of a private automobile for authorized Board activities shall be at the prevailing NJ OMB rate per mile.
- F. The Board shall provide at no cost to its employees, long-term disability coverage for those unable to work for medical reasons the cause of which is **not** work-related accident or injury. An employee who is certified as being unable to work for medical reasons must serve a waiting period of ninety (90) calendar days or use all accumulated sick time, whichever is greater. The Board, through this long-term disability plan pays sixty-five (65%) percent of the employee's salary until age 65, less any other benefits such as Social Security disability payments.

## **IX. ARTICLE IX - VACATION AND FLOATING HOLIDAYS**

- A. Vacation Days. Employees shall be entitled to vacation days in accordance with the following schedule:

First Year of Employment	-	Fifteen (15) vacation days
Second Year of Employment and beyond	-	Twenty (20) vacation days
- B. Floating Holidays. Principals, Vice-Principals, Directors, and Supervisors shall have six (6) floating holidays per year. These floating holidays cannot be accumulated or carried over to a subsequent year.
- C. Accrual of Vacation Days and Carry-Over of Unused Vacation Time. Effective July 1, 2013, during the first school year (July 1 – June 30) of an employee's initial employment, prorated accrual of vacation leave shall start on the employee's hire date on a monthly basis at the end of each month of completed service. Thereafter, vacation leave shall be accrued (earned) on a monthly basis at the end of each month, commencing on July 1st of each fiscal year. All vacation time and the six floating holidays must be used in the contract year in which they are earned, except that an employee may carry-over into the following year a non-cumulating maximum of up to five (5) unused vacation days from the preceding year, and if not used in the year in which the days are carried into they shall be forfeited.

Unused vacation days in excess of the five (5) days that can be carried forward into the next year will also be forfeited. Subject to the Superintendent's approval of vacation schedule requests, employees may utilize vacation days which have not yet been accrued in the current school year in order to take a vacation leave. An employee who is permitted to use unaccrued vacation days and then leaves employment prior to accruing the days shall reimburse the Board through a payroll deduction from the final paycheck for the value of the unaccrued days utilized.

- D. District Planning for Retirement Payments. In order to accommodate the Board's budgetary planning purposes, if a member of the Association wants payments he or she is entitled to upon retirement on account of either unused vacation or unused sick leave to begin in the school year immediately following the school year of his or her retirement, he must notify the District Business Administrator in writing of his or her intention to retire no later than January 1 of the school year in which he or she is going to retire. If the written notice to the District Business Administrator is given after January 1 in a particular school year, then any payments to be made to the retiring member on account of unused sick leave or vacation time shall begin in the second school year following his or her retirement.

#### **X. ARTICLE X - PROCEDURES FOR EVALUATION**

Evaluation of unit members will be consistent with the provisions of the Teacher Effectiveness and Accountability for the Children of New Jersey Act ("TEACH NJ"), N.J.S.A. 18A:6-117 *et seq.*, and any regulations promulgated in furtherance of the Act.

#### **XI. ARTICLE XI - SICK LEAVE**

- A. Cumulative sick leave - as defined in N.J.S.A. 18A:30-1.
1. Each year, twelve-month employees will be given twelve (12) days for personal illness.
  2. Unused days of sick leave shall be accumulative without limit, beginning from the date of the member's continuous employment by the Board. (18A:30-3, 3.1.)
- B. In all absences under this section exceeding five-(5) consecutive school days, the employee must file a physician's certificate with the Superintendent (18A:30-4).
- C. A member shall notify an individual designated by the administration of unavailability for work as soon as possible, but in no case later than 7 A.M. on the day of the anticipated absence, except in the case of an emergency.
- D. By October 1st of each year all members shall be given a written accounting of accumulated sick-leave days as of June 30th of that calendar year.
- E. Payment of Unused Sick Leave Upon Retirement:



**Eligibility:** Full-time employees who have accumulated a minimum of forty (40) unused sick days at the time of retirement from the district and are eligible for pension benefits as defined by Title 18A:66-1 *et seq.*, "Teacher Pension and Annuity Fund Law," shall be entitled to be paid in retirement in an amount to be determined in accordance with the provisions below. Employees must provide the Board with at least ninety (90) days' written notice of their intent to retire, and if they fail to do so the Board may defer the payment to the school year following the school year of retirement.

**Exceptions:** No employee shall be entitled to payment of this benefit upon returning from a leave of absence, other than sick leave, until said employee has completed a minimum of ten (10) months work.

**Benefit:** Each eligible employee who retires as set forth above on or before June 30, 2013 shall receive payment for the employee's unused accumulated sick leave days to a maximum of one hundred (100) such days at the rate of \$150 per day, not to exceed a total payment of \$15,000, unless such payments would not be in compliance with the then applicable regulations and statutes of the State of New Jersey. Each eligible employee who retires as set forth after June 30, 2013 shall receive payment for the employee's unused accumulated sick leave days to a maximum of one hundred (100) such days at the rate of \$135 per day, not to exceed a total payment of \$13,500, unless such payments would not be in compliance with the then applicable regulations and statutes of the State of New Jersey.

## **XII. ARTICLE XII - TEMPORARY LEAVES OF ABSENCE - PERSONAL LEAVES**

### **A. ILLNESS IN THE FAMILY**

Where personal presence is necessary because of critical illness in the employee's immediate family, absences may be allowed with pay for five (5) school days in each school year. Additional time with pay may be granted in special emergencies at the discretion of the Superintendent.

### **B. DEATH**

Absences due to death in the employee's immediate family (defined herein as spouse, domestic partner [N.J.S.A. 26:8A-3], civil union partner [N.J.S.A. 37:1-29], child, mother, father, sister, brother, grandparent, mother-in-law and father-in-law) may be allowed with pay for a period not exceeding five (5) consecutive school days in each case. Such leave is for the purpose of arranging for and attending the funeral and a brief period of mourning in close proximity to the date of death, or to attend a memorial service within sixty (60) days of the date of death.

Employees shall be granted up to one (1) bereavement day to attend the funeral, memorial service (within 60 days of death) or cremation of another relative or close friend not included in the above definition of immediate family member. No more than a total of two (2) such one-day leaves shall be granted to an employee per school year.

In the event of extenuating circumstances, the 60-day restriction on proximity of a memorial service to date of death may be waived with the approval of the Superintendent.

In the event of the death of a teacher or student in the Watchung Hills Regional High School District, the Superintendent or immediate supervisor may grant to an appropriate number of employees sufficient time off to attend the funeral.

**C. QUARANTINE**

Absences due to quarantine on account of a contagious disease when such quarantine is not due to personal illness shall be allowed with pay, provided that a certificate from the health office of the community or a physician is filed with the principal.

**D. PERSONAL REASONS**

1. Three (3) days of absence per school year for personal business without reason having to be stated will be granted within the following limits:
  - a. Except in cases of emergency, application for personal leave must be made to the principal/supervisor or designated representative at least three (3) days before the date on which the absence is requested.
  - b. No more than three (3) of the unit members shall be permitted such leave on any given day. Priority will be established in the order of the requests received.
  - c. No more than two (2) consecutive days of personal leave will be permitted.
  - d. Unit members may carry over one (1) unused personal day to the following school year, and if not used in such following school year the carry-over day will be lost. The carry-over personal day will be applied first in such following school year in the event the unit member uses any personal days in that school year.
2. If the accumulated absences of employee, including absence for illness, exceed fifteen (15) days in any year, all absences for personal reasons are temporarily suspended until the Superintendent can review the case in terms of the instructional program.

**E. PROFESSIONAL REASONS**

Days may be granted for the purpose of visiting other schools or attending meetings or conference of an educational nature. This request must be made in writing to the Superintendent stating reasons for attendance and benefits to be gained. If the Superintendent grants permission, the attending person must present a report of the visitation upon his/her return. If the Superintendent feels that the benefits gained from a visitation will be of interest to the entire faculty, s/he may require a written report.

**F. COURT ORDER**

Absences from school by reason of subpoena by any court with jurisdiction shall be allowed with pay.

**G. MILITARY**

Absences for examination for military service shall be allowed with pay.

Leave of absence with pay for organized militia duty or reserve training shall be given according to State law.

**H. OTHER LEAVES**

The Board may grant other leaves of absence with pay.

Leave taken pursuant to this Article shall be in addition to any sick leave except as indicated in D-3 in the Article.

**XIII. ARTICLE XIII - EXTENDED LEAVES OF ABSENCE**

- A. A leave of absence without pay of up to two (2) years may be granted to any employee who joins the Peace Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in such programs, or accepts a Fulbright Scholarship.
- B. An employee on tenure may be granted a leave of absence without pay for one (1) year to teach in an accredited college or university.
- C. No more than one employee shall be granted leaves for A or B above at any one time.
- D. Military leave without pay shall be granted to any employee who is inducted or enlists in the armed forces of the United States in accordance with the New Jersey statutes.
- E. Eligible employees may request unpaid leave under the provisions of the Federal Family and Medical Leave Act ("FMLA"), the New Jersey Family Leave Act ("NJFLA") and/or the New Jersey Paid Family Temporary Disability Leave Act.
- F. Child Care Leave of Absence
  - 1. A tenured employee may request a child care leave without pay and the said leave shall be granted. The Superintendent and the member shall mutually agree upon the effective date and the duration of the leave, provided that the leave shall not exceed twelve (12)



months in duration. Early notification of the Superintendent is desirable for replacement purposes.

2. Any tenured employee adopting an infant child shall receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption. The Superintendent must be notified as soon as adoption is applied for and kept up to date on status.
  3. Requests for the above leaves for non-tenure employees will be handled on an individual basis.
- G. The Board shall grant a leave of absence to any employee to serve in public office in accordance with the law, Title 18A:6-8.1, 8.2. No increment experience or credit will be granted for this leave nor shall such time count toward fulfillment of the time requirement for tenure purposes.
- H. All requests, extensions or renewals of extended leaves shall be applied for in writing. The Superintendent shall be given written notification of the Board's decision to the employee requesting the extension of the leave.
- I. A member on tenure shall be entitled to a one year leave of absence without pay, subject to the following conditions:
1. A tenured employee shall be entitled to such leave only after having been employed by the Board for seven years.
  2. An application requesting a leave under this provision must be submitted by the employee to the Superintendent not later than March 1 of the school year immediately preceding the school year during which the employee requests to be on leave of absence.
  3. Applications for extended leave of absence may be submitted to the Superintendent commencing on the first day all employees are required to be present for work. No applications will be accepted prior to that date.

No more than one such leave will be granted in a given school year.

#### **XIV. ARTICLE XIV - SABBATICAL LEAVE**

The following regulations govern the granting of a sabbatical year for the employees.

- A. Any employee who has served in the district for a period of not less than seven (7) years may on recommendation of the Superintendent be granted by the Board a leave of absence for a period of time up to one year for the purpose of professional improvement through study or travel. The Board shall be entitled to deny any request for sabbatical leave for budgetary reasons.

- B. The employee's request for a sabbatical should outline in detail the proposed professional improvement plan for Board review. The initial request for a sabbatical shall be made prior to November 1 of the school year previous to the year for which the leave of absence is desired. Final details shall be submitted by December 1 and shall be approved or rejected by February 15. The number of employees that shall be permitted to take sabbatical leave in any one year shall not exceed one. Purpose, date of application, and service will be factors in determining the number of grants within the budgetary limits for that year.
- C. During this sabbatical period such employee agrees not to engage in any employment for remuneration without the approval of the Superintendent. In the event that a scholarship stipend is part of the sabbatical arrangements, the total cash remuneration (stipend plus sabbatical salary) may not exceed the regular annual salary of the employee.
- D. During this leave of absence sabbatical, the employee shall continue in the employ of the Board and shall receive an annual compensation equal to three fourths of his annual salary for that year (except as provided in C above). From this compensation shall be made the regular deductions for the Teacher Pension and Annuity Fund and such other deductions that are required by law or that have been requested by the employee.
- E. As a condition for the granting of this sabbatical the member shall enter into a contract with the Board to continue in service for a period of at least two (2) years after the expiration of the leave of absence. Upon failure to continue, the employee may be required to repay to the Board a sum bearing the same ratio to the amount of salary received while on sabbatical to that of the unfulfilled portion of the sabbatical contract.
- F. Upon return from sabbatical leave, an employee shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence.

#### **XV. ARTICLE XV - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

- A. Subject to limitations and requirements of law, the Board agrees to pay the full cost of tuition and other approved expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions or other such sessions which an employee is required by the administration to take.
- B. Subject to limitations and requirements of law, the Board agrees to pay the expenses (including fees, meals, lodging and for transportation) incurred by employees who request permission and receive approval for attendance at workshops, seminars, conferences, in-service training sessions or other such sessions. These expenses must be itemized for approval by the Superintendent no later than one (1) week after the return to school.
- C. The Board agrees to pay for one professional membership subject to the approval of the District Superintendent. To the extent that a Principal, Vice-Principal, Director, or Supervisor elects to designate the Watchung Hills Regional Principals and Supervisors Association as his or her "professional membership," the Board shall pay the annual dues



of that Principal, Vice-Principal, Director, or Supervisor, not to exceed Eight Hundred Fifty Dollars (\$850.00).

- D. Employees shall be reimbursed for tuition payments for graduate study for all successfully completed (final grade of B or better, or passing grade if no credit is given) and pre-approved graduate credits up to eighteen (18) credits annually for the term of this agreement at the rate of 80% of the tuition rate. The Superintendent's prior approval of the course is a prerequisite to reimbursement eligibility. Eligibility for tuition reimbursement shall be in accordance with the provisions of *N.J.S.A. 18A:6-8.5* and *8.6*. The Board's total annual maximum reimbursement obligation for Professional Development graduate course tuition reimbursement for all eligible applicants hereunder shall be capped at Twelve Thousand Five Hundred Dollars (\$12,500) per school year. Reimbursement shall be made twice a year (spring and fall) in the order in which employees received prior course approval. Once the annual maximum amount is reached, no further reimbursement will be made to any employees, irrespective of prior course approval.

#### **XVI. ARTICLE XVI - PROTECTION OF SUPERVISORS, STUDENTS AND PROPERTY**

Employees shall not be required to work under unsafe or hazardous conditions or to perform such tasks, which endanger their health or safety.

The protection of the employee in an event of injury or other action against his person is covered by legislation. The insurance coverage is maintained in accordance with the statutes.

#### **XVII. ARTICLE XVII – MISCELLANEOUS PROVISIONS**

- A. This Agreement constitutes a Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. 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 and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Any individual contract between the Board and an individual member heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- D. Whenever any agreement violation notice is required to be given by either of the parties to this Agreement to the other pursuant to the provision(s) of this Agreement either party shall do so by telegram or by registered letter, or by return receipt notification, at the following addresses:



1. If by Association, to the Board, at 108 Stirling Road, Warren, N.J. 07059
2. If by Board, to Association, at 108 Stirling Road Warren N.J. 07059.

- E. The Board agrees not to negotiate concerning said employees in the negotiation unit as defined in the article entitled **"RECOGNITION"** of this Agreement, with any organization other than the Association for the duration of this Agreement.

#### **XVIII. ARTICLE XVIII - DEDUCTION FROM SALARY**

The Board agrees to deduct from the salaries of its employees, dues for the New Jersey Principals and Supervisors Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 311, Public Laws of 1967 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education.

#### **XIX. ARTICLE XIX - DISCIPLINE AND DISCHARGE**

Subject to all applicable laws of the State of New Jersey, the Board shall not suspend, discipline or discharge any employee except for good and just cause.

#### **XX. ARTICLE XX - AMENDMENT AND DURATION OF CONTRACT**

- A. In the negotiations leading to the signing of this contract all parties interested had the right and opportunity to discuss all matters which may be the subject of collective bargaining. This Agreement constitutes the entire understanding of the parties. During the term of this agreement, neither party shall be obligated to bargain with respect to any subject or matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either party at the time of negotiation or execution of the Agreement.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- C. This Contract shall remain in full force and effect from July 1, 2020, to June 30, 2025, subject to the parties' right to initiate negotiations over a successor Agreement as provided in Article II.
- D. This Agreement shall not be extended, and it is expressly understood that it will expire on the date indicated except as provided in paragraph E. below.
- E. If at the time this Agreement would otherwise terminate the parties are negotiating for a new Agreement, the terms and conditions hereof shall continue in effect so long as such negotiations voluntarily continue, and any new Agreement may be made retroactive to the date the Agreement would otherwise have terminated.

Signed and Accepted this 29 day of October, 2020.

**BOARD:**



President, Watchung Hills Regional High School  
District Board of Education

Witness: \_\_\_\_\_

Date: 10/29/20

**ASSOCIATION:**



President, Watchung Hills Regional High School  
Principals and Supervisors Association

Witness: \_\_\_\_\_

Date: 10/29/2020

**ATTACHMENT 1: GRIEVANCE FORM**

Grievance # \_\_\_\_\_ Watchung Hills Regional High School

**Submit to Principal in Duplicate**

**Building**

**Assignment**

**Name of Grievant**

**Date Filed**

---

**Step I (Level 1)**

A. Date cause of Grievance Occurred \_\_\_\_\_

B. 1. Statement of Grievance \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SIGNATURE, GRIEVANT**

**DATE**

C. Disposition by Principal \_\_\_\_\_

D. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SIGNATURE, GRIEVANT**

**DATE**

**STEP II (Level 2) SUPERINTENDENT**

A. Date received by Superintendent \_\_\_\_\_

B. Disposition of Superintendent \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
**SIGNATURE,**

\_\_\_\_\_  
**DATE**

C. Position of Grievant and/or Association \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
**SIGNATURE,**

\_\_\_\_\_  
**DATE**

**STEP III (Level 3) BOARD OF EDUCATION REVIEW**

A. Date submitted to Board of Education \_\_\_\_\_

B. Disposition of Board of Education \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SIGNATURE, PRESIDENT**

**DATE OF**

**BOARD OF EDUCATION**

**DECISION**

\_\_\_\_\_

**Note:** All provisions of Article V of the Agreement shall be strictly observed in the settlement of grievances.

## ATTACHMENT 2: SALARY

### TABLES A. COMPENSATION

#### Salary Guides

There are four salary guides, one for each job type. The job types are Department Supervisor, Vice-Principal, Director, and Principal.

**For each year of this Agreement, the shaded columns in the guides below are not available to employees hired after January 1, 2016. Such employees are only eligible for placement on or movement to the MA, MA+30, or MA+60 guide columns. Employees hired prior to January 1, 2016 remain eligible to move to the shaded guide columns upon earning the requisite graduate credits, including credits earned after January 1, 2016.**

#### SUPERVISOR SALARY GUIDE 2020-2021

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	126,795	127,158	129,458	131,758	134,058	136,358
2-3	127,155	127,518	129,818	132,118	134,418	136,718
4-5	129,093	131,393	133,693	135,993	138,293	140,593
6-7	131,030	133,330	135,630	137,930	140,230	142,530
8	132,968	135,268	137,568	139,868	142,168	144,468
9	134,905	137,205	139,505	141,805	144,105	146,405
10	136,843	139,143	141,443	143,743	146,043	148,343
11	138,780	141,090	143,380	145,680	147,980	150,280
12	140,718	143,018	145,318	147,618	149,918	152,218
13	142,655	144,955	147,255	149,555	151,855	154,155
14	144,593	146,893	149,193	151,493	153,793	156,093
15	146,530	148,830	151,130	153,430	155,730	158,030



**SUPERVISOR SALARY GUIDE 2021-2022**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	130,645	131,008	133,308	135,608	137,908	140,208
2	131,005	131,368	133,668	135,968	138,268	140,568
3-4	132,943	135,243	137,543	139,843	142,143	144,443
5-6	134,880	137,180	139,480	141,780	144,080	146,380
7-8	136,818	139,118	141,418	143,718	146,018	148,318
9	138,755	141,055	143,355	145,655	147,955	150,255
10	140,693	142,993	145,293	147,593	149,893	152,193
11	142,630	144,940	147,230	149,530	151,830	154,130
12	144,568	146,868	149,168	151,468	153,768	156,068
13	146,505	148,805	151,105	153,405	155,705	158,005
14	148,443	150,743	153,043	155,343	157,643	159,943
15	150,380	152,680	154,980	157,280	159,580	161,880

**SUPERVISOR SALARY GUIDE 2022-2023**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	134,035	134,398	136,698	138,998	141,298	143,598
2	134,395	134,758	137,058	139,358	141,658	143,958
3	138,270	140,570	142,870	145,170	147,470	149,770
4-5	138,270	140,570	142,870	145,170	147,470	149,770
6-7	140,208	142,508	144,808	147,108	149,408	151,708
8-9	142,145	144,445	146,745	149,045	151,345	153,645
10	144,083	146,383	148,683	150,983	153,283	155,583
11	146,020	148,330	150,620	152,920	155,220	157,520
12	147,958	150,258	152,558	154,858	157,158	159,458
13	149,895	152,195	154,495	156,795	159,095	161,395
14	151,833	154,133	156,433	158,733	161,033	163,333
15	153,770	156,070	158,370	160,670	162,970	165,270

**SUPERVISOR SALARY GUIDE 2023-2024**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45	MA+60 ✓	PHD ✓
1	136,925	137,288	139,588	141,888	144,188	146,488
2	137,285	137,648	139,948	142,248	144,548	146,848
3	141,160	143,460	145,760	148,060	150,360	152,660
4	141,160	143,460	145,760	148,060	150,360	152,660
5.6	143,098	145,398	147,698	149,998	152,298	154,598
7.8	145,035	147,335	149,635	151,935	154,235	156,535
9.10	146,973	149,273	151,573	153,873	156,173	158,473
11	148,910	151,220	153,510	155,810	158,110	160,410
12	150,848	153,148	155,448	157,748	160,048	162,348
13	152,785	155,085	157,385	159,685	161,985	164,285
14	154,723	157,023	159,323	161,623	163,923	166,223
15	156,660	158,960	161,260	163,560	165,860	168,160



**SUPERVISOR SALARY GUIDE 2024-2025**

<b>Step</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHD</b>
1	139,405	139,768	142,068	144,368	146,668	148,968
2	139,765	140,128	142,428	144,728	147,028	149,328
3	143,640	145,940	148,240	150,540	152,840	155,140
4	143,640	145,940	148,240	150,540	152,840	155,140
5	145,578	147,878	150,178	152,478	154,778	157,078
6-7	147,515	149,815	152,115	154,415	156,715	159,015
8-9	149,453	151,753	154,053	156,353	158,653	160,953
10-11	151,390	153,700	155,990	158,290	160,590	162,890
12	153,328	155,628	157,928	160,228	162,528	164,828
13	155,265	157,565	159,865	162,165	164,465	166,765
14	157,203	159,503	161,803	164,103	166,403	168,703
15	159,140	161,440	163,740	166,040	168,340	170,640



**VICE PRINCIPAL SALARY GUIDE 2020-2021**

<b>Step</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHD</b>
1	129,109	129,381	131,681	133,981	136,281	138,581
2-3	129,469	129,741	132,041	134,341	136,641	138,941
4-5	131,498	133,798	136,098	138,398	140,698	142,998
6-7	133,526	135,826	138,126	140,426	142,726	145,026
8	135,555	137,855	140,155	142,455	144,755	147,055
9	137,584	139,884	142,184	144,484	146,784	149,084
10	139,612	141,912	144,213	146,513	148,812	151,112
11	141,641	143,941	146,241	148,541	150,841	153,141
12	143,669	145,969	148,272	150,569	152,869	155,169
13	145,698	147,998	150,298	152,598	154,898	157,198
14	147,726	150,026	152,326	154,626	156,926	159,226
15	149,755	152,055	154,355	156,655	158,955	161,255

**VICE PRINCIPAL SALARY GUIDE 2021-2022**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	132,959	133,231	135,531	137,831	140,131	142,431
2	135,348	137,648	139,948	142,248	144,548	146,848
3-4	135,348	137,648	139,948	142,248	144,548	146,848
5-6	137,376	139,676	141,976	144,276	146,576	148,876
7-8	139,405	141,705	144,005	146,305	148,605	150,905
9	141,434	143,734	146,034	148,334	150,634	152,934
10	143,462	145,762	148,063	150,363	152,662	154,962
11	145,491	147,791	150,091	152,391	154,691	156,991
12	147,519	149,819	152,122	154,419	156,719	159,019
13	149,548	151,848	154,148	156,448	158,748	161,048
14	151,576	153,876	156,176	158,476	160,776	163,076
15	153,605	155,905	158,205	160,505	162,805	165,105

**VICE PRINCIPAL SALARY GUIDE 2022-2023**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	136,349	136,621	138,921	141,221	143,521	145,821
2	138,738	141,038	143,338	145,638	147,938	150,238
3	140,766	143,066	145,366	147,666	149,966	152,266
4-5	140,766	143,066	145,366	147,666	149,966	152,266
6-7	142,795	145,095	147,395	149,695	151,995	154,295
8-9	144,824	147,124	149,424	151,724	154,024	156,324
10	146,852	149,152	151,453	153,753	156,052	158,352
11	148,881	151,181	153,481	155,781	158,081	160,381
12	150,909	153,209	155,512	157,809	160,109	162,409
13	152,938	155,238	157,538	159,838	162,138	164,438
14	154,966	157,266	159,566	161,866	164,166	166,466
15	156,995	159,295	161,595	163,895	166,195	168,495



**VICE PRINCIPAL SALARY GUIDE 2023-2024**

<b>Step</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHD</b>
1	139,239	139,511	141,811	144,111	146,411	148,711
2	141,628	143,928	146,228	148,528	150,828	153,128
3	143,656	145,956	148,256	150,556	152,856	155,156
4	143,656	145,956	148,256	150,556	152,856	155,156
5-6	145,685	147,985	150,285	152,585	154,885	157,185
7-8	147,714	150,014	152,314	154,614	156,914	159,214
9-10	149,742	152,042	154,343	156,643	158,942	161,242
11	151,771	154,071	156,371	158,671	160,971	163,271
12	153,799	156,099	158,402	160,699	162,999	165,299
13	155,828	158,128	160,428	162,728	165,028	167,328
14	157,856	160,156	162,456	164,756	167,056	169,356
15	159,885	162,185	164,485	166,785	169,085	171,385

**VICE PRINCIPAL SALARY GUIDE 2024-2025**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	141,719	141,991	144,291	146,591	148,891	151,191
2	144,108	146,408	148,708	151,008	153,308	155,608
3	146,136	148,436	150,736	153,036	155,336	157,636
4	146,136	148,436	150,736	153,036	155,336	157,636
5	148,165	150,465	152,765	155,065	157,365	159,665
6-7	150,194	152,494	154,794	157,094	159,394	161,694
8-9	152,222	154,522	156,823	159,123	161,422	163,722
10-11	154,251	156,551	158,851	161,151	163,451	165,751
12	156,279	158,579	160,882	163,179	165,479	167,779
13	158,308	160,608	162,908	165,208	167,508	169,808
14	160,336	162,636	164,936	167,236	169,536	171,836
15	162,365	164,665	166,965	169,265	171,565	173,865





**DIRECTOR SALARY GUIDE 2020-2021**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	135,077	135,363	137,663	139,963	142,263	144,563
2-3	135,437	135,723	138,023	140,323	142,623	144,923
4-5	137,451	139,751	142,051	144,351	146,651	148,951
6-7	139,466	141,766	144,066	146,366	148,666	150,966
8	141,480	143,780	146,080	148,380	150,680	152,980
9	143,494	145,794	148,094	150,394	152,694	154,994
10	145,509	147,809	150,109	152,409	154,709	157,012
11	147,523	149,823	152,123	154,423	156,723	159,023
12	149,537	151,837	154,137	156,437	158,737	161,037
13	151,551	153,851	156,151	158,451	160,751	163,051
14	153,566	155,866	158,166	160,466	162,766	165,066
15	155,580	157,880	160,180	162,480	164,780	167,080

**DIRECTOR SALARY GUIDE 2021-2022**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	✓PHD
1	138,927	139,213	141,513	143,813	146,113	148,413
2	141,301	143,601	145,901	148,201	150,501	152,801
3-4	141,301	143,601	145,901	148,201	150,501	152,801
5-6	143,316	145,616	147,916	150,216	152,516	154,816
7-8	145,330	147,630	149,930	152,230	154,530	156,830
9	147,344	149,644	151,944	154,244	156,544	158,844
10	149,359	151,659	153,959	156,259	158,559	160,862
11	151,373	153,673	155,973	158,273	160,573	162,873
12	153,387	155,687	157,987	160,287	162,587	164,887
13	155,401	157,701	160,001	162,301	164,601	166,901
14	157,416	159,716	162,016	164,316	166,616	168,916
15	159,430	161,730	164,030	166,330	168,630	170,930

**DIRECTOR SALARY GUIDE 2022-2023**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	142,317	142,603	144,903	147,203	149,503	151,803
2	144,691	146,991	149,291	151,591	153,891	156,191
3	146,706	149,006	151,306	153,606	155,906	158,206
4-5	146,706	149,006	151,306	153,606	155,906	158,206
6-7	148,720	151,020	153,320	155,620	157,920	160,220
8-9	150,734	153,034	155,334	157,634	159,934	162,234
10	152,749	155,049	157,349	159,649	161,949	164,252
11	154,763	157,063	159,363	161,663	163,963	166,263
12	156,777	159,077	161,377	163,677	165,977	168,277
13	158,791	161,091	163,391	165,691	167,991	170,291
14	160,806	163,106	165,406	167,706	170,006	172,306
15	162,820	165,120	167,420	169,720	172,020	174,320

**DIRECTOR SALARY GUIDE 2023-2024**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD
1	145,207	145,493	147,793	150,093	152,393	154,693
2	147,581	149,881	152,181	154,481	156,781	159,081
3	149,596	151,896	154,196	156,496	158,796	161,096
4	149,596	151,896	154,196	156,496	158,796	161,096
5-6	151,610	153,910	156,210	158,510	160,810	163,110
7-8	153,624	155,924	158,224	160,524	162,824	165,124
9-10	155,639	157,939	160,239	162,539	164,839	167,142
11	157,653	159,953	162,253	164,553	166,853	169,153
12	159,667	161,967	164,267	166,567	168,867	171,167
13	161,681	163,981	166,281	168,581	170,881	173,181
14	163,696	165,996	168,296	170,596	172,896	175,196
15	165,710	168,010	170,310	172,610	174,910	177,210



**DIRECTOR SALARY GUIDE 2024-2025**

Step	MA ✓	MA+15 ✓	MA+30 ✓	MA+45 ✓	MA+60 ✓	PHD ✓
1	147,687	147,973	150,273	152,573	154,873	157,173
2	150,061	152,361	154,661	156,961	159,261	161,561
3	152,076	154,376	156,676	158,976	161,276	163,576
4	152,076	154,376	156,676	158,976	161,276	163,576
5	154,090	156,390	158,690	160,990	163,290	165,590
6-7	156,104	158,404	160,704	163,004	165,304	167,604
8-9	158,119	160,419	162,719	165,019	167,319	169,622
10-11	160,133	162,433	164,733	167,033	169,333	171,633
12	162,147	164,447	166,747	169,047	171,347	173,647
13	164,161	166,461	168,761	171,061	173,361	175,661
14	166,176	168,476	170,776	173,076	175,376	177,676
15	168,190	170,490	172,790	175,090	177,390	179,690



**PRINCIPAL SALARY GUIDE 2020-2021**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	145,966	146,324	148,624	150,924	153,224	155,524
2-3	146,326	146,684	148,984	151,284	153,584	155,884
4-5	148,269	150,569	152,869	155,169	157,469	159,769
6-7	150,212	152,512	154,812	157,112	159,412	161,712
8	152,155	154,455	156,755	159,055	161,355	163,655
9	154,098	156,398	158,698	160,998	163,298	165,598
10	156,041	158,341	160,641	162,941	165,241	167,541
11	157,984	160,284	162,584	164,884	167,184	169,484
12	159,926	162,226	164,526	166,826	169,126	171,426
13	161,869	164,169	166,469	168,769	171,069	173,369
14	163,812	166,112	168,412	170,712	173,012	175,312
15	165,755	168,055	170,355	172,655	174,955	177,255

**PRINCIPAL SALARY GUIDE 2021-2022**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	149,816	150,174	152,474	154,774	157,074	159,374
2	152,119	154,419	156,719	159,019	161,319	163,619
3-4	152,119	154,419	156,719	159,019	161,319	163,619
5-6	154,062	156,362	158,662	160,962	163,262	165,562
7-8	156,005	158,305	160,605	162,905	165,205	167,505
9	157,948	160,248	162,548	164,848	167,148	169,448
10	159,891	162,191	164,491	166,791	169,091	171,391
11	161,834	164,134	166,434	168,734	171,034	173,334
12	163,776	166,076	168,376	170,676	172,976	175,276
13	165,719	168,019	170,319	172,619	174,919	177,219
14	167,662	169,962	172,262	174,562	176,862	179,162
15	169,605	171,905	174,205	176,505	178,805	181,105



**PRINCIPAL SALARY GUIDE 2022-2023**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	153,206	153,564	155,864	158,164	160,464	162,764
2	155,509	157,809	160,109	162,409	164,709	167,009
3	157,452	159,752	162,052	164,352	166,652	168,952
4-5	157,452	159,752	162,052	164,352	166,652	168,952
6-7	159,395	161,695	163,995	166,295	168,595	170,895
8-9	161,338	163,638	165,938	168,238	170,538	172,838
10	163,281	165,581	167,881	170,181	172,481	174,781
11	165,224	167,524	169,824	172,124	174,424	176,724
12	167,166	169,466	171,766	174,066	176,366	178,666
13	169,109	171,409	173,709	176,009	178,309	180,609
14	171,052	173,352	175,652	177,952	180,252	182,552
15	172,995	175,295	177,595	179,895	182,195	184,495

**PRINCIPAL SALARY GUIDE 2023-2024**

<b>Step</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHD</b>
1	156,096	156,454	158,754	161,054	163,354	165,654
2	158,399	160,699	162,999	165,299	167,599	169,899
3	160,342	162,642	164,942	167,242	169,542	171,842
4	160,342	162,642	164,942	167,242	169,542	171,842
5-6	162,285	164,585	166,885	169,185	171,485	173,785
7-8	164,228	166,528	168,828	171,128	173,428	175,728
9-10	166,171	168,471	170,771	173,071	175,371	177,671
11	168,114	170,414	172,714	175,014	177,314	179,614
12	170,056	172,356	174,656	176,956	179,256	181,556
13	171,999	174,299	176,599	178,899	181,199	183,499
14	173,942	176,242	178,542	180,842	183,142	185,442
15	175,885	178,185	180,485	182,785	185,085	187,385

**PRINCIPAL SALARY GUIDE 2024-2025**

<b>Step</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHD</b>
1	158,576	158,934	161,234	163,534	165,834	168,134
2	160,879	163,179	165,479	167,779	170,079	172,379
3	162,822	165,122	167,422	169,722	172,022	174,322
4	162,822	165,122	167,422	169,722	172,022	174,322
5	164,765	167,065	169,365	171,665	173,965	176,265
6-7	166,708	169,008	171,308	173,608	175,908	178,208
8-9	168,651	170,951	173,251	175,551	177,851	180,151
10-11	170,594	172,894	175,194	177,494	179,794	182,094
12	172,536	174,836	177,136	179,436	181,736	184,036
13	174,479	176,779	179,079	181,379	183,679	185,979
14	176,422	178,722	181,022	183,322	185,622	187,922
15	178,365	180,665	182,965	185,265	187,565	189,865

