

**Approval of Memorandum of Agreement, Salary Guides, and Collective Negotiations
Agreement with the Wayne Township Administrators' Association 6/2/22**

AGREEMENT

between the

BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE

PASSAIC COUNTY, NEW JERSEY

and

THE WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION

TOWNSHIP OF WAYNE, PASSAIC COUNTY, NEW JERSEY

July 1, 2022

to

June 30, 2026

Approved by the Wayne Township Board of Education

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ARTICLE I
REPRESENTATION

In accordance with Chapter 123, Public Laws of 1974, the Board recognized the WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION (now known as the WTAA) as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following administrative personnel:

Principals
Assistant Principals

ARTICLE II
ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association in response to requests from time to time all information related to its role as majority representative.

B. Released Time for Meetings

Whenever any member of the association is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay and/or benefits.

C. Use of School Buildings

Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

D. Use of School Equipment

The Association and its members shall have the right to use school facilities and equipment, including computer hardware, peripherals, software, duplicating equipment, calculating machines and all types of audiovisual equipment at reasonable times, when such equipment is not otherwise in use.

E. Exclusive Rights

The rights and privileges of the Association and its members as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the administrative employees, as defined in the unit, and to no other organization.

ARTICLE III
GRIEVANCE PROCEDURE

It is agreed that the following grievance procedure will become operational during the life of the contract:

- A. Any individual member of the WTAA shall have the right to appeal any alleged violation of this Agreement which affects terms and conditions of employment. Any member presenting a question or appeal in matters covered by this Agreement shall be free from restraint, interference, coercion, discrimination or reprisal by the Board, the Administration and WTAA as a result of said questions or appeal provided, however, that nothing herein contained shall be construed to permit or authorize any interference with the relationship between the WTAA and its individual members. Members shall have the right to present their own appeal, or to designate representatives of the local WTAA or another person of their own choosing to appear with him/her at any step in his/her appeal. The unit may have a representative other than the aggrieved person at every meeting concerning a grievance.

- B. All grievances shall include the name and position of the aggrieved party, the date and nature of the occurrence giving rise to the grievance, the specific provisions of the contract or specific Board policies allegedly violated, the remedy being sought, and including all documents supporting the grievance. Attached to this Agreement as Addendum B is a copy of the Grievance Form to be used by the aggrieved party.

- C. The initial appeal shall be in writing and discussion shall be held with the individual's superior within five (5) school days. If, as a result of the discussion, the matter is not resolved to the satisfaction of the principal and/or assistant principal, he/she shall set forth the complaint in writing to his/her immediate supervisor within five (5) school days. The supervisor shall communicate his/her decision to the principal and/or assistant principal and the Superintendent of Schools in writing within five (5) school days. If the matter remains unresolved, the principal and/or assistant principal may appeal the supervisor's decision to the Superintendent of Schools or the appropriate line designee.

- D. The appeal to the Superintendent/designee must be made in writing and must set forth the grounds upon which the grievance is based within (5) school days of the supervisor's decision. The Superintendent shall request a report on the grievance from the supervisor; shall confer with the concerned parties, and upon request, confer with the employee or supervisor separately within ten (10) days of receipt of the aggrieved party's request. The Superintendent shall attempt to resolve the matter as quickly as possible. The Superintendent shall communicate the decision in writing, along with supporting reasons, to the employee and the supervisor within ten (10) school days of receipt of the appeal.
- E. If satisfaction is not obtained by either party, an appeal by the employee or the supervisor may be presented to the Board of Education, through the Superintendent of Schools, within five (5) school days of receipt of the Superintendent's decision.
- F. If requested the Board shall review the grievance by holding a closed hearing within ten (10) school days and render a decision, in writing, within (5) school days.
- G. Any grievance, whether based upon action or inaction, not presented to an administrator's immediate superior within twenty-five (25) school days from the date the employee knew of the action or omission shall not be entitled to proceed under this grievance procedure and the aggrieved party or parties shall be unconditionally barred from relief thereafter.
- H. **ARBITRATION:**

It is the intent of the parties to this Agreement that the arbitration procedure herein shall serve as a means for the peaceable settlement of grievances which are not settled under Article III that may arise between them.

A. In the event the aggrieved employee is dissatisfied with the determination of the Board of Education she/he may submit the grievance to arbitration. A request for arbitration shall be made within ten (10) days of the Board's determination. The aggrieved employee and the Board may mutually agree to extend the period of time in which arbitration may be requested.

B. Within ten (10) days after such written notice of submission to arbitration, the Board and the WTAA shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve if the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made from P.E.R.C. by either party. The parties shall then be bound by the rules and procedures of P.E.R.C. in the selection of an arbitrator.

C. The arbitrator so selected shall limit herself/himself to the issues submitted to her/him and shall consider nothing else. She/he can add nothing to nor subtract anything from this Agreement between the parties or any applicable policy of the Board.

D. The parties in interest shall be afforded a full opportunity to present any evidence, written or oral, which may be judged pertinent to the matter in dispute.

E. The decision for the arbitrator regarding the violation, interpretation or application of this Agreement shall be final and binding on both parties in all matters except those dealing promotions, transfers and non-renewal of non-tenured contracts which shall not be subject to arbitration.

F. Each grievance will be arbitrated separately except those of a similar nature and when mutually agreed to by both parties.

G. All charges made by the arbitrator shall be shared equally between the Board and the WTAA. All other costs related to arbitration, such as the payment for legal services shall be paid for by the respective parties.

ARTICLE IV **MANAGEMENT'S RIGHTS**

The Board reserves to itself sole jurisdiction and authority:

- A. to direct employees of the school district;
- B. to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees;
- C. to relieve employees from duty because of lack of work or for other legitimate reasons;
- D. to maintain efficiency in the school district operations entrusted to them;
- E. to determine the methods, means, and personnel by which such operations are to be conducted; and
- F. to take whatever actions may be necessary to carry out the responsibilities of the school district in situations of emergency.

- G. to take any and all such actions contemplated by this Article in its sole discretion provided such actions are not arbitrary, capricious and unreasonable, unless a different standard is imposed by law or the specific language of this Agreement.

ARTICLE V
LEAVES

Whenever applicable, all leaves shall be counted and run concurrently with leave available for the same circumstances under Federal and State statutes. Time spent on paid leave shall be counted concurrently with unpaid time available under law.

All requests for leave shall be made in accordance with District regulations and by use of the online attendance management system.

Absences of all administrative personnel shall be governed by applicable law and, to the extent not inconsistent therewith, the following details provisions;

A. SICK LEAVE

Thirteen (13) sick days with full pay shall be allowed for each school year. Principals and assistant principals hired after July 1, shall be entitled to sick leave on a prorated basis. These shall be cumulative in nature without limit. In the case where absence due to illness of a principal and/or assistant principal is of greater duration than accumulated sick leave, this situation may be referred to the Board of Education for special consideration. If an employee has been hired after the school year has commenced or has notified the Board that he/she is either resigning during the school year or taking a leave of absence (excluding a sabbatical leave of absence) for a part of the school year and the employee had not otherwise utilized his/her allotment of sick days prior thereto, then sick leave shall be prorated for each month that he/she is employed during the school year in question.

An eligible employee may apply for Board of Education approval for a leave, pursuant to State and Federal statutes, for his/her own serious health condition which renders him/her unable to perform regular duties. Employees must use any accrued paid sick days at the beginning of their medical leave. After exhausting accrued sick days, the remainder of the leave will be unpaid. The concurrent use of sick days with medical leave does not extend the twelve week leave period. Whenever applicable, all extended leaves under this article shall be counted and run concurrently with leave available for the same circumstances under Federal and State statutes. Health benefits continue for period of statutory leave only.

B. BEREAVEMENT LEAVE

Bereavement leave as follows:

1. Spouse (by marriage or civil union), child, parent, grandparent, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandchild, or any other member of the immediate household- up to five (5) days.
2. Relative outside the immediate family- two (2) days. Relative shall be interpreted to mean aunts, uncles and first cousins.
3. Friend or relative outside the immediate family not specifically listed above- one (1) day.
4. It is essential when calling these in, to state the reason as death or funeral and identify the relationship.

C. FLOATING DAYS

1. All principals and assistant principals shall be granted five (5) floater days each year. subject to verification of need by the Superintendent or his/her designee.
2. Floater days are allotted for personal matters.
3. These days must be recorded in accordance with administrative procedure.
4. Floating days not used during any one year will convert to vacation days.

D. MATERNITY

1. Any pregnant employee may apply for Board of Education approval for a disability leave of absence and may be granted the leave. The leave dates shall be supported by a physician's certificate, which shall allow for up to twenty (20) work days before and up to twenty (20) work days, or thirty (30) work days in the case of cesarean birth, after the anticipated date of birth during the period of pregnancy-related disability. During the period of disability, an employee shall be entitled to accumulated sick leave and benefits as required under law. Time spent on paid disability leave shall be counted concurrently with unpaid time available under law. Accumulated sick days must be utilized during the disability period. The application for child care leave may be made to become effective immediately upon termination of the anticipated disability leave.

E. CHILD REARING

1. An administrator may apply for Board approval for a child care leave for care of his/her minor child pursuant to law. Such leave shall be without pay and without benefits.
2. In the case of non-tenured administrators, child care leave may not extend beyond the contractual year in which leave commenced. In the case of tenured administrators, the leave may be up to two (2) full contractual years in duration. The two year period shall be calculated as commencing at the end of the contractual year when the leave is taken.
3. The Board, in its sole discretion, may require any administrator on child care leave to remain until the beginning of the next contractual year or such other time as the Board and the administrator may agree upon, so that the Board may provide for continuity in the educational process.
4. An administrator must give sixty (60) days written notice to the Superintendent prior to the date of beginning a child care leave. The notice shall specify the beginning date of the leave and the requested return date. The requested return date may not be changed without the permission of the Board. If the requested return date is other than the first working day in July, the administrator will return to work the following July. Should an administrator fail to return, his/her leave will automatically terminate and shall be considered to have abandoned his/her position.
5. No administrator may elect child care leave for three (3) years after the termination of preceding child care leave unless it is to care for a newborn child.
6. During child care leave, an administrator may not hold other regular employment, or the child care leave will automatically terminate.
7. At the end of a child care leave, an administrator shall at his/her request, be offered his/her former position unless that position has been abolished by the Board. If the administrator's former position has been abolished by the Board, he/she shall be offered a position within his/her scope of certification.

ARTICLE VI
VACATION, HOLIDAYS AND WORK YEAR

A. ELIGIBILITY

1. Any person appointed to a principal and/or assistant principal position in the district shall be immediately entitled to up to ten (10) vacation days prorated at one (1) day per month for use during their first year of employment. Any person appointed to a principal and/or assistant principal position on or prior to August 1 and who holds this position until 30 June of the following year shall be eligible for twenty (20) vacation days with full pay during the following contract year. Any person appointed after August 1 will be eligible for a vacation on a prorated basis at the rate of two (2) days per month worked in a given year, not to exceed twenty (20) vacation days with full pay during the following contract year. Additionally, floating days not used during any one year will convert to vacation days. Unused vacation days from the previous school year will carry over to the following school year. Accumulated vacation days in excess of 35 will be forfeited as of September 1 of the following school year commencing with the 2025-2026 school year if they are not used. For example, if 17 days are unused at June 30, 2013, then on July 1, 2013, a total of 37 days would be available. By September 1, 2013, any days in excess of 35 that remain unused would be lost.
2. Administrators shall be required to obtain prior approval from the Superintendent or his/her designee for the use of vacation days. Such approval shall not be unreasonably withheld.

B. WORK YEAR

1. The work year for administrators shall be 245 days. This work year accounts for all holidays and recess days as described below, but does not account for the use of vacation days pursuant to Article VI (A) above.
2. Holidays shall be all school holidays as per the school calendar when schools and offices are closed. In addition, administrators shall be entitled to four (4) paid days off during Christmas Recess or Spring Recess.
3. Each WTAA member shall be permitted to work from home for two (2) days throughout the school year, with the prior approval of the Director of Secondary or Elementary Education.

C. TERMINATION

Should employment voluntarily terminate or if the employee retires during the school year, the prorated portion of earned vacation days will be paid in lieu of vacation due.

D. APPROVAL

Vacations may not be taken during the district “Blackout Days” as identified on the BOE approved school calendar without consent from the Superintendent or their designee. Exceptions may be made at the discretion of the Superintendent or his/her designee. Prior to June 15th the principal and assistant-principal shall provide written notification of summer extended vacation periods of one week or more to the Superintendent or his designee.

The Superintendent or designee shall retain the prerogative of altering the schedule according to the needs of the district. A principal or assistant principal may elect to utilize portions of his vacation time at other than the traditional summer period. Any vacation time requested while schools are in session shall require the approval of the Superintendent of Schools or his designee.

E. CUMULATIVE LIMITATION

Accumulated vacation days and/or floater days that were converted to vacation days may be carried over. Any WTAA member with unused, earned vacation days and/or floater days in excess of 35 that are not used by September 1, 2025 shall be forfeited. For the 2025-2026 and subsequent school years, days may be carried as outlined in A.1 above. If a WTAA member resigns or retires, no more than forty (40) vacation days may be paid to a unit member.

For the 2022-2023 school year only, any WTAA member may elect to be paid for (“buy back”) up to three (3) vacation days, in lieu of their use, at his or her per diem rate for the 22-23 school year only. Members must notify the business office, no later than July 15, 2022, the number of days (1, 2 or 3) requested to buy back. Payment for the days will be included in the July 30, 2022 paycheck for any member electing to buy back vacation days. Human Resources will then be responsible for removing the vacation days from each WTAA member’s calendar prior to the 2022-2023 school year.

ARTICLE VII
SALARY AND BENEFITS

A. SALARY

1. Salary increases for each of the school years 2022-2023, 2023-2024, 2024-2025 and 2025-2026, for all unit members, shall be 3.1%, 3.1%, 3.1%, 3.1%, inclusive of increment, effective July 1, 2022, 2023, 2024 and 2025.

Salary guides to be mutually developed and agreed to by the parties.

2. Each WTAA member employed with the Wayne Township Public Schools shall be eligible for annual, recurring longevity stipends at the completion of the following years of employment as a WTAA member:

8 years \$2,500

10 years \$3,500

12 years \$4,500

Any WTAA member who is receiving a longevity stipend based on the previous longevity guide, as of April 15, 2022 shall not be reduced in compensation and will maintain the higher stipend, where applicable, until they reach a higher compensation amount (based on years of service) on the current longevity guide. The longevity stipend will be prorated if the employee's start date does not coincide with the beginning of the school year (July 1). This stipend will be pensionable, as allowed by law.

3. Doctorate

A stipend of three thousand dollars (3,000) shall be added to the regular step of an administrator who has received his/her doctorate. This stipend shall be divided into equal parts and shall be included along with regular salary for each pay period. To be eligible for the Doctoral Stipend, the administrator shall present evidence of having been conferred an earned doctorate by an accredited college or university. This stipend will be pensionable, as allowed by law.

4. **Pay Periods**

The total annual salary for a given year and based as shown in Addenda A-1, A-2 and A-3 will be paid over a twenty-four (24) pay period schedule, semi-monthly, beginning July 1, and ending June 30 of the following year.

B. PAYMENT FOR ACCUMULATED SICK LEAVE

The Board agrees that it will consider individual requests for payment for accumulated sick days upon retirement subject to the following limits:

1. Employees shall be entitled to payment for one-half (1/2) of their unused accumulated sick leave days at the then current salary up to a maximum of one hundred (100) days after ten (10) years of service in the Wayne Schools and only upon actual certified retirement pursuant to the Teacher's Pension and Annuity Fund or the Public Retirement System, whichever is applicable. The maximum lump sum available to any retiree is fifteen thousand dollars (\$15,000). In the event of the death of an employee, this payment will be made to the employee's estate as long as the employee was eligible for the payment at the time of his/her death under the provisions of this paragraph.
2. In order to be eligible for the benefits in Paragraph 1, above, ninety (90) days' advance notification shall be required.
3. The individual shall have a minimum of ten (10) years of service in the Wayne Public Schools and Board consideration will occur only upon actual certified age service retirement pursuant to the Teachers' Pension and Annuity Fund.

C. INSURANCE

1. All employees will transition to the School Employee's Health Benefits Program (SEHBP) Direct 10 or Direct 15 plan. Employees hired before July 1, 2020 may also elect to enroll in the New Jersey Educators' Health Plan (NJEHP) or the forthcoming Garden State Health Plan (GSHP). Employees hired on or after July 1, 2020 shall be required to enroll in the NJEHP or the forthcoming GSHP as required by P.L. 2020, c. 44. All unit members enrolled in the NJEHP or the GSHP will contribute a percentage of their salary based on coverage tier towards their medical prescription drug benefits as mandated by P.L. 2020, c. 44. When applicable, dental plan contributions for unit

members enrolled in the NJEPH or the forthcoming GSHP will continue to be pursuant to P.L. 2011, c. 78.

2. The Board and the WTAA agree that the insurance coverage hereinafter referred to shall be provided in the manner hereinafter set forth:
3. Full-time principals and assistant principals shall be provided individual and family hospitalization and medical, dental, prescription and vision coverages.

Prescription copays shall be \$3/\$10/\$10 Retail and \$5/\$15/\$15 Mail order prescriptions for 90 days' supply for the Direct 10 and Direct 15 plans.

4. Full-time is hereby defined as thirty (30) hours or more.
5. Any employee who has dependent coverage through his or her spouse's employer may waive medical and prescription insurance coverages from the Board and shall receive 65% of the single medical coverage costs or \$5,000.00, whichever is less. Payment shall be prorated bi-monthly and will be added to the employee's payroll check. The employee shall, however, not be entitled to payment until the effective date of the enrollment change. Employees who elect this option will have the right to re-enroll for another coverage, should their family circumstances change. Re-enrollment is subject to the plan's requirements. The effective date of coverage is subject to the plan's requirements. Employees with a spouse whose employer is also enrolled in the SEHBP either in this school district or any other public employer in New Jersey shall not be eligible for the waiver and/or coverage separately for married spouses.
6. In the event of a change of insurance carrier or carriers, the coverage provided by the carrier shall be at least as comprehensive and extensive as the initial coverage heretofore provided.
7. Vision services for individual/family are incorporated as part of the SEHBP Direct 10 or Direct 15 plans. Beginning July 1, 2022, all unit members and eligible family members shall be eligible to enroll in an additional vision plan, Vision Services Plan (VSP) at no cost to the employee.
8. WTAA members' dependent child(ren) shall receive continued health insurance coverage until their twenty-sixth (26th) birthday, or pursuant to federal law, whichever is the older age, regardless of whether or not he/she/they are enrolled in college full-time for the duration of the Agreement.

- a. Documentation of full time enrollment in college and/or dependency shall be furnished annually by all covered persons.
9. Effective July 1, 2013, all Unit Members will pay a percentage of the “cost of coverage,” which is defined as the premium for health/medical, prescription drug, vision and dental plan coverage, based on Unit Member’s base salary and level of chosen coverage, pursuant to P.L. 2011 c. 78. if eligible for and enrolled in the SEHBP Direct 10 or Direct 15 plans. WTAA members shall continue to contribute at Tier 4 percentages for the length of this contract, or as required by law.

The Board has the option of offering additional health, dental and / or prescription benefit plans to the Association members at any time in addition to those currently being offered.

10. The Board shall establish plan(s) pursuant to Section 125 of IRS Code for payment of any medical insurance premium costs to an employee as permitted by law.

D. REIMBURSEMENT

Any member who attends an overnight activity; i.e. Washington D.C. trip, 5th Grade Encampment, etc. will be entitled to a stipend of \$200 for each night of the trip they attend.

Any member who must use their automobile in the course of their job shall be reimbursed the maximum permissible at the OMB rate.

Assistant Principals in charge of athletics will be entitled to a Saturday stipend of \$2500 annually for their required attendance at athletic events on Saturdays during the competitive season.

Any member required to address a Gaggle alert outside of the traditional eight (8) hour work day that received a phone call from Gaggle or from a Director that requires immediate attention due to imminent danger to a student shall be compensated at a rate of \$250 per call. No more than one WTAA member per building shall be eligible for the Gaggle stipend for each incident.

ARTICLE VIII
SICK BANK

Effective July 1, 2019, a sick bank shall be established that conforms with the requirements of N.J.S.A. 18A:30-10 and 18A:30-11. The maximum allowable days for use by a WTAA member shall be capped at forty (40) days.

ARTICLE IX
NEW APPOINTEES

A. FROM WITHIN THE SYSTEM

1. Any new employee or current Wayne employee appointed to the position of Principal or Assistant Principal as of July 1 shall receive the applicable WTAA contractual salary for the current year.
2. Any new employee or current Wayne employee appointed to the position of Principal or Assistant Principal at any time other than July 1 shall receive the applicable WTAA contractual salary for the current year, to be paid on a prorated basis.
4. Any employee presently under a Wayne contract who is appointed to an acting or interim administrative position within this unit shall be granted the full monthly salary that school year in accordance with Article VII of this Agreement.
- 4 The Human Resources Department will email to the WTAA President a copy of each internal job posting. Non-intentional failure to provide such notice will not be subject to the grievance procedure.

ARTICLE X
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A.

1. The Board agrees to pay the full cost of professional dues, tuition and/or other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions or other such sessions which a principal or assistant principal

attends with approval of the Superintendent of Schools or his designee, provided such expenses do not exceed Four Thousand Dollars (\$4,000) for each year of this agreement, for each individual. Funds unused from this amount shall not accumulate from year to year.

2. Administrators shall not be entitled to reimbursement under this Article for dues for the WTAA, P.C.E.A., N.J.E.A., and/or N.E.A.
- B. When a principal or assistant principal is directed by the Superintendent/designee to attend a course, workshop, seminar, conference, in-service training session or other such session, the costs incurred by the principal shall not be deducted from his/her Four Thousand Dollars (\$4,000) annual expense account.
- C. When a principal or assistant principal elects to attend a course, workshop, seminar, conference, in-service training session or other such session and his/her attendance has been approved by the Superintendent or his designee, the cost incurred will be deducted from his/her Four Thousand Dollars (\$4,000) annual expense account as outlined in this Agreement.
1. Tuition reimbursement shall be subject to the requirements of N.J.S.A. 18A:6-8.5.
 2. All paperwork substantiating claims for tuition reimbursement shall be submitted as one package by the unit member to the Human Resource Specialist. The package must include a completed tuition reimbursement application form for each course claimed, the statement of costs (bill) and original canceled check or itemized, receipt cash voucher covering the tuition and itemized fees claimed in the application(s) and a transcript verifying successful course(s) completion and achievement of a grade of "B" or better.
 3. Requests for tuition reimbursement must be submitted within sixty (60) days of course completion.

ARTICLE XI
MISCELLANEOUS PROVISIONS

A. FULLY BARGAINED CLAUSE

This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to such matter whether or not

covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or executed this Agreement.

B. MODIFICATION

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. PROTECTION OF PROPERTY

The Board shall reimburse principals or assistant principals for the reasonable cost of any personal items, exclusive of vehicle, damaged or destroyed on school property while the principal or assistant principal was acting in the discharge of his/her duties within the scope of his/her employment and not as a result of the principal's or assistant principal's own negligence. In no event shall reimbursement exceed \$500.00 per year.

1. Principals or assistant principals shall immediately report cases of injury suffered by them in connection with their employment to their immediate superior.
2. The immediate superior shall immediately forward the notice of the injury suffered by a principal or assistant principal to the Superintendent.

D. SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any unit member or group of unit members 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.

ARTICLE XII
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The Board of Education and the WTAA agree to enter into collective negotiations in good faith on all matters related to terms and conditions of employment.
- B. Negotiations of the terms and conditions of employment for the successor agreement shall begin in accordance with the rules and regulations of P.E.R.C., during the final academic year in which this Agreement is in effect.

ARTICLE XIII
TERM


Pursuant to negotiations under the provisions of the New Jersey Public Employer-Employee Relations Act (Chapter 303 Public laws of 1968) the BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE (hereinafter "BOARD") and the WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION (hereinafter "WTAA") have reached agreement with respect to the terms and conditions of employment.

The term of this Negotiated Agreement between the Board and the WTAA shall be July 1, 2022 through June 30, 2026, a four (4) year period encompassing school years 2022-2023, 2023-2024 and 2025-2026.

Any and all other amounts in the Agreement otherwise not addressed herein, including but not limited to stipends, tuition reimbursement and/ or additional compensation will be maintained at rates.

In consideration of the covenants set forth herein, the BOARD and the WTAA agree and authorize this Agreement as attested by the signatures below.

WAYNE TOWNSHIP
ADMINISTRATORS'
ASSOCIATION



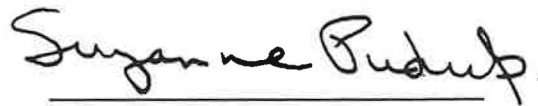
Jack Leonard
President

WITNESS:




Kenneth Palezewski

BOARD OF EDUCATION OF
THE TOWNSHIP OF WAYNE



Suzanne Pudup
Board President

WITNESS:



William Moffitt
Board Secretary/
Business Administrator

ADDENDUM A-1

2022-2023

WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION SALARY GUIDE

MA

STEP	K-8 AP	HSAP	K-8 P	HSP
1	\$114,953	\$118,534	\$123,701	\$131,167
2	\$118,095	\$121,338	\$126,510	\$134,362
3	\$121,019	\$124,673	\$130,305	\$138,297
4	\$124,702	\$128,520	\$134,319	\$142,749
5	\$128,547	\$132,484	\$138,454	\$146,623
6	\$132,510	\$136,568	\$142,715	\$151,036
7	\$136,592	\$140,576	\$147,105	\$155,382
8	\$140,797	\$144,911	\$151,427	\$159,867
9	\$145,130	\$149,178	\$156,087	\$164,694
10	\$149,192	\$153,364	\$160,476	\$168,945
11	\$152,600	\$156,871	\$164,147	\$171,688
12	\$156,973	\$161,937	\$169,097	\$178,561

MA +30

STEP	K-8 AP 30	HSAP 30	K-8 P 30	HSP 30
1	\$118,288	\$121,870	\$127,037	\$134,503
2	\$121,324	\$124,523	\$129,997	\$137,748
3	\$124,355	\$128,008	\$133,492	\$141,633
4	\$127,987	\$131,805	\$137,406	\$145,726
5	\$131,832	\$135,719	\$141,542	\$149,859
6	\$135,831	\$139,703	\$145,702	\$154,378
7	\$139,677	\$143,912	\$149,992	\$158,624
8	\$143,882	\$148,147	\$154,514	\$162,738
9	\$148,015	\$152,463	\$159,024	\$167,885
10	\$152,416	\$156,699	\$163,457	\$172,095
11	\$155,994	\$160,287	\$167,754	\$176,611
12	\$160,850	\$165,414	\$173,603	\$182,201

ADDENDUM A-2

2023-2024

WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION SALARY GUIDE

MA

STEP	K-8 AP	HSAP	K-8 P	HSP
1	\$115,953	\$119,534	\$124,701	\$132,167
2	\$118,695	\$122,338	\$127,110	\$135,162
3	\$122,019	\$125,377	\$130,908	\$138,900
4	\$125,102	\$128,924	\$134,722	\$143,352
5	\$128,947	\$132,888	\$138,857	\$147,026
6	\$132,910	\$136,972	\$143,118	\$151,689
7	\$136,992	\$141,179	\$147,508	\$155,785
8	\$141,197	\$145,315	\$152,030	\$160,470
9	\$145,530	\$149,781	\$156,690	\$165,297
10	\$149,592	\$153,967	\$161,079	\$169,548
11	\$153,000	\$157,474	\$164,750	\$172,291
12	\$160,269	\$165,338	\$172,733	\$182,311

MA+30

STEP	K-8 AP 30	HSAP 30	K-8 P 30	HSP 30
1	\$119,288	\$122,870	\$128,037	\$135,503
2	\$122,249	\$125,223	\$130,697	\$138,548
3	\$125,330	\$128,608	\$133,992	\$142,436
4	\$128,837	\$132,205	\$137,756	\$146,529
5	\$132,482	\$136,119	\$141,892	\$150,662
6	\$136,481	\$140,103	\$146,052	\$155,181
7	\$140,327	\$143,912	\$150,342	\$159,627
8	\$144,532	\$148,547	\$154,864	\$163,541
9	\$148,665	\$152,863	\$159,374	\$168,688
10	\$152,966	\$156,799	\$163,807	\$172,898
11	\$156,444	\$160,387	\$168,104	\$177,414
12	\$164,871	\$168,888	\$177,422	\$186,027

**ADDENDUM A-3
2024-2025**

WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION SALARY GUIDE

MA

STEP	K-8 AP	HSAP	K-8 P	HSP
1-2	\$119,445	\$122,838	\$127,610	\$135,662
3	\$123,319	\$126,377	\$131,658	\$139,650
4	\$127,002	\$130,324	\$135,472	\$144,102
5	\$130,247	\$133,888	\$139,607	\$148,026
6	\$134,210	\$137,972	\$143,868	\$152,439
7	\$138,292	\$142,179	\$148,008	\$156,535
8	\$142,497	\$146,315	\$152,430	\$161,220
9	\$146,830	\$150,281	\$156,940	\$166,047
10	\$150,892	\$154,967	\$161,829	\$170,648
11	\$154,300	\$158,274	\$166,050	\$174,391
12	\$158,769	\$162,338	\$170,933	\$178,711
13	\$163,845	\$169,425	\$176,583	\$186,189

MA+30

STEP	K-8 AP 30	HSAP 30	K-8 P 30	HSP 30
1-2	\$122,749	\$125,723	\$131,197	\$139,048
3	\$126,730	\$129,308	\$134,742	\$142,936
4	\$130,287	\$132,805	\$138,506	\$147,029
5	\$133,582	\$136,419	\$142,742	\$151,162
6	\$137,581	\$141,103	\$146,802	\$155,681
7	\$141,427	\$145,062	\$151,092	\$160,127
8	\$145,632	\$148,847	\$155,314	\$164,291
9	\$149,765	\$153,515	\$159,824	\$169,188
10	\$154,066	\$157,799	\$164,307	\$173,398
11	\$157,944	\$161,787	\$168,804	\$177,914
12	\$162,495	\$166,388	\$173,097	\$184,027
13	\$168,928	\$172,991	\$181,431	\$190,084

**ADDENDUM A-4
2025-2026**

WAYNE TOWNSHIP ADMINISTRATORS' ASSOCIATION SALARY GUIDE

MA

STEP	K-8 AP	HSAP	K-8 P	HSP
1	\$120,945	\$124,338	\$129,110	\$137,162
2-3	\$123,832	\$127,390	\$132,358	\$140,650
4	\$127,915	\$131,337	\$136,172	\$145,102
5	\$131,860	\$134,901	\$140,307	\$149,026
6	\$134,723	\$138,785	\$144,568	\$153,439
7	\$138,805	\$143,492	\$148,708	\$157,535
8	\$143,010	\$147,328	\$153,130	\$162,220
9	\$147,343	\$151,294	\$157,340	\$167,047
10	\$151,405	\$155,100	\$161,829	\$171,648
11	\$154,813	\$159,287	\$166,750	\$175,391
12	\$159,282	\$162,338	\$171,683	\$179,711
13	\$167,035	\$172,727	\$180,015	\$189,813

MA+30

STEP	K-8 AP 30	HSAP 30	K-8 P 30	HSP 30
1	\$124,249	\$127,223	\$132,697	\$140,548
2-3	\$127,443	\$130,021	\$135,442	\$143,936
4	\$131,000	\$133,518	\$139,206	\$148,029
5	\$135,060	\$137,132	\$143,442	\$152,162
6	\$138,294	\$141,816	\$147,502	\$156,681
7	\$142,140	\$145,875	\$151,792	\$161,127
8	\$146,145	\$149,760	\$156,014	\$165,291
9	\$150,978	\$153,515	\$160,124	\$170,188
10	\$154,779	\$158,412	\$164,607	\$174,398
11	\$158,657	\$162,500	\$169,104	\$178,914
12	\$162,708	\$166,601	\$173,697	\$185,027
13	\$172,707	\$176,364	\$185,059	\$193,785

**ADDENDUM B
WAYNE TOWNSHIP BOARD OF EDUCATION
GRIEVANCE FORM**

Name of Grievant: _____
Job Title: _____ Date of Hire: _____
Work telephone number: _____ work email address: _____

Date, time and place where the alleged events or conditions constituting the grievance occurred:

Detailed description and nature of the grievance:

Identify the party or parties responsible for causing the grievance:

Identify the specific provisions of the contract, specific Board policies, or specific statutes/regulations allegedly violated:

State the names of all persons having factual knowledge of the grievance:

State the remedy being sought:

* Attach to the Grievance all documentation supporting the grievance

Signature of Grievant

Date Grievance Filed

Signature of Association Representative

For District Use Only

Date Grievance Received _____

Dated Stamped Official Receipt _____