

**AGREEMENT BETWEEN
MONMOUTH REGIONAL HIGH SCHOOL
BOARD OF EDUCATION**

AND

**MONMOUTH REGIONAL HIGH SCHOOL
PRINCIPAL**

JULY 1, 2020 THROUGH JUNE 30, 2021

PREAMBLE

This Agreement is entered into this 1ST day of JULY 2020 between the Monmouth Regional High School Board of Education, hereafter referred to as the “Board”, and the Principal.

The parties hereto agree as follows:

SALARY/TERMS/CERTIFICATION AND RESPONSIBILITIES

The Board of Education agrees to employ Brian D. Evans, and Mr. Evans agrees to accept employment, as the Principal to fill said position from July 1, 2020 to June 30, 2021, at the salary of \$141,711 for said term. Mr. Evans shall perform duties of the Principal as provided in applicable New Jersey Statutes, applicable regulations of the State Board of Education and the Commissioner of Education of the State of New Jersey, Board Policy and the Board's administrative manual as the foregoing is now in effect and may be amended from time to time, and Mr. Evans shall devote his full time, ability and efforts to said position.

It is also understood and agreed that Mr. Evans does hereby agree and represent that he presently possesses and holds a valid and appropriate certificate for the position of the Principal as prescribed by the State Board of Education and Laws of the State of New Jersey and that he shall, before entering into such duties of said position, exhibit said certificate to the Board and to such other persons or bodies as the law may require.

Mr. Evans will participate in direct deposit of his net pay.

PERSONAL LEAVE

- A. Present policy for Administrative employees as stipulated in the Monmouth Regional High School Board of Education Policy # 4151.7 shall continue for the term of this Agreement, except that the allowance for personal leave shall be three (3) days in each academic year. All requests for consecutive personal days shall include a statement of reasons for the need of these dates. Personal leave is not to be taken the day immediately before or after school is closed for a holiday or vacation, except in the case of emergency and with the consent of the Superintendent.
- B. Personal leave is not to be construed as vacation time.
- C. If an Administrator who is entitled to personal leave under Paragraph A above does not utilize the three (3) contractual personal leave days in the course of a year, then the unused portion of said three (3) contractual personal leave days shall accumulate as sick leave in the next year.
- D. Bereavement Leave:
- * **Death in the Immediate Family:** An allowance of up to five (5) days' leave at any one time shall be granted. Immediate family shall be considered: father, mother, spouse, child, or any member of the immediate household.
 - * **Death of In-Laws:** An allowance of up to three (3) days' leave at any one time shall be granted for the death of a parent-in-law, son-in-law, or daughter-in-law.
 - * **Other:** An allowance of up to one (1) days' leave at any one time shall be granted for the death of a friend or relative not defined above.
 - * **Travel Considerations:** The Superintendent will consider up to two (2) days travel in the case of death of immediate family member or in-law's where arrangements are a significant distance from New Jersey.

SICK LEAVE

- A. The Principal shall be entitled to twelve (12) sick days per year. The Board of Education reserves the right to require reasonable documentation and verification of sick leave. The unused portion of such sick leave, at the end of any year, shall be cumulative.
- B. Sick leave pay upon retirement as follows:
A maximum of \$15,000.00 with a one hundred (100) day cap at \$150.00 per day. The Superintendent shall be notified six months in advance of retirement, except in case of sudden illness, or serious unforeseen matters. Failure to comply can result in delay of up to one year for sick leave benefits, until funds can be budgeted. This payment is subject to compliance with all federal and state laws.

VACATIONS/PAID DAYS OFF

- A. The Principal shall be entitled to twenty-six (24) days of paid vacation leave per year. A maximum of twenty-two (22) unused vacation days may be carried over. The scheduling of vacation shall be subject to the approval of the Superintendent. The approval of the Superintendent shall be at the Superintendent's discretion and grievable only to the Board of Education and is not subject to arbitration.
- B. In the event that the Principal has unused accumulated vacation leave at the time his employment with the district terminates, he shall be paid at a rate of 1/240th of his then current annual salary for each day of unused accumulated vacation leave to a maximum of fifty (50) days. This payment is subject to compliance with all federal and state laws.
- C. The Principal shall be entitled to time off with pay for Winter Break and Spring Recess as set forth in the board approved annual school calendar subject to the performance of duties by the Principal or appropriate designee in the event of emergency.

PROFESSIONAL MEMBERSHIPS

It is hereby agreed that the Board shall reimburse Mr. Evans for his membership dues in one National, one State, and One County, business and professional organizations involving the work of the Principal, which Mr. Evans may join.

PROFESSIONAL LEAVE

The granting of professional leave is subject to the approval and sole discretion of the Superintendent. A refusal to grant professional leave is grievable to the Board level only and is not subject to arbitration.

INSURANCE PROTECTION

1. The Principal shall contribute towards health benefits. The Principal participating in health benefits will have payroll deductions for contribution of benefits per the following tables:

SINGLE COVERAGE	
salary range	20-21
less than 20000	4.500%
20000-24,999.99	5.500%
25000-29,999.99	7.500%
30000-34,999.99	10.000%
35000-39999.99	11.000%
40000-44999.99	12.000%
45000-49999.99	14.000%
50000-54999.99	20.000%
55000-59999.99	23.000%
60000-64999.99	27.000%
65000-69999.99	29.000%
70000-74999.99	32.000%
75000-79999.99	33.000%
80000-94999.99	34.000%
95000+	35.000%

PC/HW	
salary range	20-21
less than 25000	3.500%
25000-29999.99	4.500%
30000-34999.99	6.000%
35000-39999.99	7.000%
40000-44999.99	8.000%
45000-49999.99	10.000%
50000-54999.99	15.000%
55000-59999.99	17.000%
60000-64999.99	21.000%
65000-69999.99	23.000%
70000-74999.99	26.000%
75000-79999.99	27.000%
80000-84999.99	28.000%
85000-99999.99	30.000%
100000+	35.000%

FAMILY	
salary range	20/21
less than 25000	3.000%
25000-29999.99	4.000%
30000-34999.99	5.000%
35000-39999.99	6.000%
40000-44999.99	7.000%
45000-49999.99	9.000%
50000-54999.99	12.000%
55000-59999.99	14.000%
60000-64999.99	17.000%
65000-69999.99	19.000%
70000-74999.99	22.000%
75000-79999.99	23.000%
80000-84999.99	24.000%
85000-89999.99	26.000%
90000-94999.99	28.000%
95000-99999.99	29.000%
100000-109999.99	32.000%
110000+	35.000%

B. The Board shall provide the following health care insurance protection for the Principal. The Board shall make payment of full individual or full family insurance premiums for members as appropriate to provide insurance coverage for the full twelve (12) month period for the following insurance at regular rate:

1. Hospitalization;
2. Surgical benefits;
3. Major medical benefits.

The Board reserves the right to change the carrier. However, the benefits under a new carrier must be at least equal to those of the State Health Benefit Program.

The Board shall provide a Prescription Drug Program covering employee, spouse and

family. Such program shall be with a \$10.00 deductible co-insurance feature for non-generic drugs and a \$5.00 deductible co-insurance feature for generic drugs, and a no-pay feature for mail-in refills. The Board shall provide a Dental Program with coverage equal to or better than coverage under the prior agreement. The coverage shall include 90/10 co-insurance provision with a zero deductible. This program shall cover employee and dependents. Orthodontic coverage shall continue a 50-50 split, but to a maximum of Two Thousand Dollars (\$2,000.00). Orthodontic shall include adult coverage.

The Board will also provide an EPO (Exclusive Provider Organization) health benefits option in addition to the PPO Coverage.

If the Principal wishes to opt out of health benefits coverage, the payment will be consistent with the collective bargaining agreement of the Administrators/Supervisors. The Principal must provide proof of coverage before he is removed from health insurance.

DURATION OF AGREEMENT

The provisions of this Agreement shall become effective as of the dates noted above and upon the signing of said Agreement and shall remain in full force and effect through June 30, 2021.

Attest:

MONMOUTH REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

Brian Evans Principal	Date
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Jonathan Cohen Board President, MRHS	Date
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