

~~XXXXXXXXXX~~
13-15
4-1068

THIS BOOK DOES
NOT CIRCULATE

Monmouth County

AGREEMENT BETWEEN
THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
PRINCIPALS' ASSOCIATION
AND THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

1973-1974

LIBRARY
Institute of Management and
Labor Relations

JUN 19 1975

RUTGERS UNIVERSITY

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Recognition	1
II	Negotiation Procedures	1
III	Grievance Procedure	1, 2, 3
IV	School Calendar	3
V	Leaves of Absence	3
VI	Vacation	4
VII	Administrative Workload	4
VIII	Benefits	4
IX	Evaluation	4
X	Salaries	5
XI	Duration of the Agreement	5
Schedule A	Principals' and Assistant Principals' Salary Guide	6

PREAMBLE

This agreement is entered into this third day of December, 1973 by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the "Board" and the Freehold Regional High School Principals' Association, hereinafter called the "Association".

ARTICLE I - RECOGNITION

The Freehold Regional High School Principals' Association is recognized by the Board of Education as the exclusive representative for collective negotiations concerning terms and conditions of employment, and collective agreements and any question arising thereunder.

The Freehold Regional High School Principals' Association is deemed to be the exclusive representative of all Principals and Assistant Principals employed by the Freehold Regional Board of Education hereinafter designated collectively as "Principals" and specifically excluding all other administrators and employees.

ARTICLE II - NEGOTIATION PROCEDURES

In accordance with provisions of Chapter 303, Public Laws of 1968, the parties agree to commence collective negotiations on a successor agreement on or about November 1, of the calendar year preceding the calendar year in which this agreement, or any part thereof, expires.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definition

"Grievance" shall mean a complaint by a principal or group of principals of the Freehold Regional High School District that there has been a personal loss, injury, or inconvenience because of an interpretation, application, or violation of policy, agreements, and central administrative decisions affecting him or them. A grievance to be considered under this

procedure must be initiated by the principal or group of principals within [15] fifteen days when the principals knew or should have known of its occurrence.

B. Procedures

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved principal to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
(b) It is understood that principal shall continue to observe all assignments and applicable rules and regulations of the Board until such grievance has been fully determined.
(c) At all stages of this procedure, copies of responses will be forwarded simultaneously to the Association.
2. Any principal and his representative who have a grievance shall discuss it first with the superintendent or his designated representative, in an attempt to resolve the matter informally at that level.
3. If the grievance is not settled satisfactorily in one (1) day, it shall be reduced to writing specifying (a) nature of the grievance (b) nature and extent of injury, loss or inconvenience (c) result of previous discussions (d) dissatisfaction with decisions previously rendered.

The written grievance shall be discussed by the Association representative and the Superintendent. The Superintendent shall communicate his decision to the principal, in writing, within five (5) school days of receipt of the written grievance.

4. If the grievance is not resolved to the grievant's or Association's satisfaction, the grievant or the Association, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The grievance shall be considered jointly by the Association and the Board, or such sub-committees as either shall designate. The Board shall hold a hearing with the principal and the Association and shall answer such grievance in writing within twenty (20) days of receipt.

ARTICLE IV - SCHOOL CALENDAR

The Superintendent shall consult with the Association prior to determining the school calendar.

ARTICLE V - LEAVES OF ABSENCE

A. Sick Leave

Principals shall be entitled to twelve (12) days sick leave per year. Unused days of sick leave shall be accumulated from year to year.

B. Personal Leave

Principals shall be entitled to an unlimited number of personal leave days. Such personal leave shall require the prior approval by the Superintendent.

ARTICLE VI - VACATION

Members of the Association shall be entitled to twenty (20) days vacation per year. Simultaneous vacation time of a Principal and Assistant Principal in the same building shall be granted during the summer months for a period of up to two weeks. Requests for overlapping vacations shall be submitted to the Superintendent in advance of the summer months.

ARTICLE VII - ADMINISTRATIVE WORKLOAD

The Board shall provide a second Assistant Principal at the Howell High School.

ARTICLE VIII - BENEFITS

All financial benefits granted to the Teachers' Association in its contract with the Board of Education shall be equally granted to the Principals' Association, except for those items specifically negotiated under this contract.

ARTICLE IX - EVALUATION

The Superintendent shall provide each non-tenured Principal and Assistant Principal with a written evaluation of job performance once each year. A tenured Principal and Assistant Principal shall receive a written evaluation of job performance at least once every two years.

ARTICLE X - SALARIES

The salaries of all personnel covered by this agreement are set forth in schedule A which is attached hereto and made part hereof.

ARTICLE XI - DURATION OF THE AGREEMENT

This agreement shall be effective as of July 1, 1973 and shall continue in effect until June 30, 1974.

In witness whereof, the parties hereto have caused to be signed by their respective representatives, all on the day and year first above written.

Freehold Regional High School
Principals' Association

Freehold Regional High School
District Board of Education

By: *Robert Frostick, Jr.*
President

By: *Ambrose J. Jennings*
President

By: *Wesley J. Gorman*
Witness

By: *Frank J. Wetman*
Secretary/School Business
Administrator

ARTICLE X - SCHEDULE A

PRINCIPALS' AND ASSISTANT PRINCIPALS' SALARY GUIDE

1973-1974

PRINCIPAL

<u>STEP</u>	<u>PERCENT OF BASE</u>	<u>SALARY</u>
1	90%	\$21,510
2	92%	21,988
3	94%	22,466
4	96%	22,944
5	98%	23,422
6	100%	23,900

ASSISTANT PRINCIPAL

<u>STEP</u>	<u>PERCENT OF BASE</u>	<u>SALARY</u>
1	80%	\$19,120
2	82%	19,598
3	84%	20,076
4	86%	20,554
5	88%	21,032

Experience steps of \$200 each will be awarded after the completion of five (5), ten (10), and fifteen (15) years of teaching and administrative service in the district.