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03-08

AGREEMENT

Between The

CINNAMINSON TOWNSHIP BOARD OF EDUCATION

And The

CINNAMINSON ASSOCIATION OF SCHOOL ADMINISTRATORS

1973 - 1974

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PREAMBLE

This Agreement is entered into this \_\_\_\_\_ day  
of \_\_\_\_\_, 19\_\_\_\_, by and between the Board  
of Education of Cinnaminson Township of Cinnaminson, New Jersey,  
hereinafter called the "Board", and the Cinnaminson Association  
of School Administrators, hereinafter called the "Association."

ARTICLE I

DURATION

The provisions of this Agreement shall be effective as of July 1, 1973, and shall remain in full force and effect until June 30, 1974.

This Agreement may be changed or modified by mutual consent of both the Board and the Association. Such change or modification shall be in writing.

ARTICLE II

RECOGNITION

Pursuant to Chapter 303, Public Laws, 1968, the Cinnaminson Board of Education recognizes the Cinnaminson Association of School Administrators as the exclusive representative for collective negotiations concerning the terms and conditions of administrators' employment for the unit described herein, including:

- High School Principal (1)
- Middle School Principal (1)
- Elementary Principals (3)
- High School Vice-Principals (2)
- Middle School Vice-Principal (1)
- Curriculum Coordinator (1)
- Elementary Subject Coordinator (1)

ARTICLE III

FUTURE NEGOTIATING AGREEMENT

- A. Negotiations for succeeding Agreements shall begin not later than 2nd week in November. Meetings between the representatives of the parties shall be scheduled as convenient until an agreement is concluded.
  
- B. The parties agree to negotiate in a good faith effort to reach agreement pursuant to Chapter 303, Public Laws of 1968.

ARTICLE IV

FRINGE BENEFITS

A. Sabbatical Leave:

1. The Board of Education may, upon the recommendation of the Superintendent, grant a sabbatical leave to a full-time certified professional staff member who has completed seven consecutive years as an administrator within the Cinnaminson Public School System.
2. Conditions of such leave shall be as mutually agreed upon between the Board and the individual.
3. A person desiring sabbatical leave must place a written request with the Superintendent describing in detail the reasons, plans and dates. Requests for sabbatical leave must be in the Superintendent of Schools' office on or before the first Monday in December of the year prior to the sabbatical. The Board of Education will act on sabbatical leave requests at the next regularly scheduled Board of Education meeting.
4. The benefactor will agree to return to the Cinnaminson Township School District, after a sabbatical leave, for a minimum of one year.

ARTICLE V

SALARY GUIDE

Salaries will be based on a ratio to the negotiated teachers' salary guide. Each administrator represented by the Association, will be placed on schedule in accordance with his formal education (degrees and credit hours) and his professional experience. The increments and additional incentive benefits listed in the district teachers' salary schedule shall be granted to all administrators in this Association. Years of administrative experience shall be the number of years in an administrative position in Cinnaminson.

<u>Position</u>	<u>1st Yr. Base</u>	<u>2nd Yr. Base</u>	<u>3rd Yr. Base</u>	<u>4th Yr. Base</u>
High School Principal	1.43	1.45	1.47	1.50
Middle School Principal	1.33	1.35	1.37	1.40
Elementary Principals	1.28	1.30	1.32	1.35
High School Vice Principals	1.28	1.30	1.32	1.35
Middle School Vice Principal	1.21	1.23	1.25	1.28
Curriculum Coordinator	1.30	1.32	1.34	1.37
Elementary Subject Coordinator	1.09	1.11	1.13	1.16

In the case of movement between one administrative position and another, placement on the schedule will be as agreed upon between the Board and Association.



ARTICLE VI

LEAVE AND INSURANCE BENEFITS

1. Administrators shall be granted one (1) day per month accumulative sick leave.
2. Association members shall be granted three (3) personal leave days per year, with pay, for personal emergencies, as approved by the Superintendent.
3. a. Insurance benefits accorded the teachers, as a group, will be granted to administrators.  
b. A salary continuance plan will become effective on the 1st day of the school year as follows:  
The number of sick leave days accumulated in the district from prior years will be matched by the Board up to a maximum of sixty (60) days. After an administrator uses all accumulated and current sick leave, the Board will pay \$40.00 per day for the matching number of days not to exceed sixty (60).

ARTICLE VII

CALENDAR HOLIDAYS

All administrators are to be granted the established holidays in the school calendar which are granted to the teachers.

VACATION

Vacation for 12 month employees shall be twenty (20) working days as requested by the individual member of the Association, with approval of the immediate supervisor and the Superintendent.

Unused vacation days may be carried over to the next school year or summer months as approved by the Superintendent. An administrator leaving the district shall be compensated for any and all unused vacation days on a pro-rated basis, in accordance with his contracted annual salary for each day.

Step Four:

- a. Within 14 calendar days after receipt of the Board's decision, the aggrieved, if not satisfied, may notify the Board in writing of his intent to proceed to step 5.

Step Five:

- a. Grievances reaching step five will be of two types only:  
Type 1 - Alleged violation, misinterpretation or misapplication of the terms of this Agreement.  
Type 2 - Alleged misinterpretation or misapplication of a policy, agreement or administrative decision.
- b. Type 1 grievance will be submitted to the American Arbitration Association (AAA). The recommendation for settlement made by the AAA will be binding upon and accepted by both parties.
- c. Type 2 grievance will follow the same procedure as Type 1 except the recommendations resulting from arbitration will be non-binding although both Board and Association agree that they will give consideration to any recommendation for settlement.

Miscellaneous:

- a. A grievance, once written, must remain in its original form throughout all steps.
- b. All decisions shall be in writing with supportive reasons provided.
- c. All grievance discussions shall be conducted in private and shall include only such parties in interest and their designated or selected representatives.
- d. Time limits specified in this Article may be extended by mutual agreement of the concerned parties.
- e. The costs, fees and expenses for a required arbitrator shall be shared equally by the parties participating in the grievance.

In witness whereof the parties hereto have caused this agreement to be signed by their respective Presidents, attested by their respective Secretaries.

CINNAMINSON ASSOCIATION OF  
SCHOOL ADMINISTRATORS

By: \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

CINNAMINSON TOWNSHIP BOARD OF  
EDUCATION

By: \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary