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AGREEMENT BETWEEN  
THE MOUNT LAUREL BOARD OF EDUCATION  
AND  
THE MOUNT LAUREL ADMINISTRATORS' ASSOCIATION  
FOR THE PERIOD FROM  
JULY 1, 1976  
THROUGH  
JUNE 30, 1978

ARTICLE I  
RECOGNITION AGREEMENT

The Mt. Laurel Board of Education hereby recognizes the Mt. Laurel Township Administrators' Association as the representative for professional negotiations concerning terms and conditions of employment for all Administrative Assistants, Principals, and Assistant Principals in the Mt. Laurel Township Public Schools within the scope of Chapter 123, P.L. 1974 (5746) known as the New Jersey Employer-Employee Relations Act, and as modified and interpreted by the Public Employees Relations Commission through its Rules and Regulations.

ARTICLE II  
RECOGNITION PROCEDURE

- A. The Mt. Laurel Board of Education agrees to negotiate terms and conditions of employment each year with the Mt. Laurel Township Administrators' Association.
- B. The Mt. Laurel Administrators' Association and the Board recognize that a majority of the Board and Administrators must ratify all agreements reached.

ARTICLE III

A. Definitions

- 1. Grievance - A grievance shall mean a complaint (1) alleging a specific section of the agreement as to a violation, misinterpretation, or inequitable application of the provisions of the agreement or (2) that he has been treated unfairly or inequitably by reason of any act or practice governing or affecting employees.
- 2. Aggrieved Person - An "aggrieved person" is the person or a group of persons making the claim.

B. Purpose

The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the

## Grievance Procedure Continued

problems which may arise affecting administrators.

### C. Procedures

#### 1. Filing a Grievance

An administrator with a complaint shall meet with the superintendent with the objective of resolving the matter informally. This meeting must take place within ten (10) work days of the alleged complaint.

If a solution cannot be agreed upon, the administrator may then re-submit his grievance, in writing, specifying details at Level one.

#### 2. Level One - Superintendent

After having received the grievance in writing, the superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) work days. The superintendent shall communicate his decision in writing to the grievant.

#### 3. Level Two - Board of Education

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he/she may submit the grievance to the Board of Education within ten (10) work days after receiving the decision from Level One.

The Board shall meet with the grievant and the superintendent.

The Board shall send a written decision on the disposition of the grievance to the grievant and to the superintendent.

#### 4. Level Three - Arbitration

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he may request that the association submit the grievance to arbitration. If the association agrees, it may submit the grievance to arbitration.

ARTICLE IV  
EDUCATIONAL MEETINGS  
NATIONAL AND STATE AND LOCAL

Application to attend professional meetings will be made to the superintendent. The superintendent will review the request with the Board of Education. The request must be approved by the Board. An amount of \$400.00 per administrator will be allotted for these meetings.

In addition to the above with Board approval, at least one administrator may attend one national meeting with expenses fully paid.

ARTICLE V  
SICK LEAVE

All twelve month administrators will have twelve sick days each year.

ARTICLE VI

Nothing in this agreement shall be interpreted and/or applied as to eliminate, reduce, nor otherwise detract from any existing professional staff benefit.

ARTICLE VII

SALARIES  
1976-1977

<u>Step</u>	<u>Assistant Principal</u>	<u>Elementary Principal Administrative Assistant</u>	<u>Middle School Principal</u>
1	18830	19335	19840
2	19830	20335	20840
3	20830	21335	21840
4	21830	22335	22840
5	22830	23335	23840

SALARIES  
1977-1978

Each administrator covered in this agreement will receive an additional \$1,650.00 for the 1977-1978 school year.

ARTICLE VIII

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 1976, and shall continue in effect until June 30, 1977. This Agreement shall expire on the date indicated.
- B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective representatives.

Mt. Laurel Board of Education

Robert E. Keane  
President

Mt. Laurel Administrators' Association

Charles Schels  
Representative