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AGREEMENT

In accordance with the provisions of Title 34, Chapter 13A:1, Senate Bill No. 746 effective July 1, 1968, the BOARD OF EDUCATION OF THE CITY OF ASBURY PARK and the ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION, for themselves, their successors and assigns, hereby mutually agree as follows:

A. The Board of Education of the City of Asbury Park, as a consequence of negotiations under laws stated heretofore, and the Asbury Park Administrative and Supervisory Association, have negotiated a salary guide for the school year 1971-72, a copy of which is annexed hereto and made a part hereof;

B. The failure of either party to refer to any right it may have under any law or statute shall not be construed as a waiver thereof.

ATTEST:

ASBURY PARK BOARD OF EDUCATION

/s/ Allen B. Weissberger,  
Allen B. Weissberger, Secretary

By: /s/ Paul S. Peluso  
Paul S. Peluso, President

ATTEST:

ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION

/s/ Michael F. Del Pozzo  
Michael F. Del Pozzo, Secretary

By: /s/ David E. Egbert,  
David E. Egbert, President

ADMINISTRATORS'  
SALARY GUIDE

The administrative salary guide shall be calculated by placing each administrator on the existing salary guide for teachers as agreed upon by the Asbury Park Education Association, Inc. and the Board of Education of the City of Asbury Park on March 18, 1971, and adding thereto an incidence of responsibility ratio calculated as follows:

ON AN ELEVEN MONTH CONTRACT:

High School Principal	1.54
Administrative Assistant to the Superintendent and Elementary Supervisor of Instruction	1.49
Federal Aid Coordinator	1.47
Middle School Principal	1.47
Director of Student Personnel Services	1.43
Elementary School Principal	1.43
Director of Inst. Materials Services	1.38
Director of Special Education	1.38
High School Vice Principal	1.38
Middle and Elementary School Vice Principals	1.32

ON A TEN MONTH CONTRACT:

High School Vice Principal	1.25
Middle and Elementary School Vice Principals	1.20

Any administrator thus placed on Step 10 of the guide, because of his prior experience being less than ten years, shall thereafter progress in the following manner: (1) after one year of service in the administrative position to Step 11 on the guide, (2) after two years of service in the position to Step 12 of the guide, and (3) after three years of service in the position to the maximum salary for the position.

STATE OF NEW JERSEY    )  
                                  ) SS:  
COUNTY OF MONMOUTH    )

BE IT REMEMBERED, that on this 22nd day of April, in the year  
One Thousand Nine Hundred and Seventy-One, before me, the subscriber,  
a Master of the Superior Court of New Jersey, personally appeared  
PAUL S. PELUSO and ALLEN B. WEISSBERGER, President and  
Secretary respectively of the ASBURY PARK BOARD OF EDUCATION,  
and DAVID E. EGBERT and MICHAEL F. DEL POZZO, President and  
Secretary respectively of the ASBURY PARK ADMINISTRATIVE AND  
SUPERVISORY ASSOCIATION, who, I am satisfied, are the persons  
mentioned in the within Instrument, and thereupon they acknowledged  
that they signed, sealed and delivered the same as their acts and deeds,  
for the uses and purposes therein expressed.

          /s/ Joseph N. Dempsey            
JOSEPH N. DEMPSEY  
A Master of the Superior Court of  
New Jersey