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THIS BOOK DOES NOT CIRCULATE

AGREEMENT

BETWEEN THE

PENNS GROVE-UPPER PENNS NECK REGIONAL SCHOOL DISTRICT

ADMINISTRATORS ASSOCIATION

AND THE

PENNS GROVE-UPPER PENNS NECK REGIONAL BOARD OF EDUCATION

FOR THE

1973-1974 School Year

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ARTICLE I

RECOGNITION

The Penns Grove-Upper Penns Neck Regional Board of Education recognizes the Penns Grove-Upper Penns Neck Regional School District Administrators Association as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment for administrators of the District. Included in this group are all school principals, the assistant principals, director of guidance, and supervisors and coordinators.

ARTICLE II

NEGOTIATION OF A SUCCESSOR AGREEMENT

All negotiations shall be as provided in accordance with the provisions of Chapter 303 of the Public Laws of 1968 in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment.

The agreement shall remain in force for a period of one year beginning on July 1, 1973 and shall terminate on June 30, 1974. This contract shall stay in effect beyond the June 30, 1974 date if it is mutually agreed to do so by the Administrators and the Board.

ARTICLE III

ADMINISTRATORS' CALENDAR

The following administrators shall be employed from September 1 to that date which is one week after the last working day of the regular school year.

Broad Street School Principal
Paul W. Carleton School Principal
Field Street School Principal
Lafayette-Pershing Complex Principal
West Harmony Street School Principal
Penns Grove Middle School Assistant Principal

ARTICLE IV

PROFESSIONAL MEETINGS

Administrators' requests to attend professional meetings shall be considered on an individual basis.

Every administrator covered by this contract shall be allowed to attend meetings or conferences only on the approval of the superintendent.

ARTICLE V

PROFESSIONAL GROWTH

All administrators of the Penns Grove-Upper Penns Neck Regional School District are eligible to apply for reimbursement of \$20.00 per credit of the cost of course credits not to exceed 12 semester hour credits during any fiscal year. Administrators shall receive reimbursement for courses related to their administrative assignment which are taken between July 1st and June 30th. Each request for reimbursement shall be substantiated by an appropriate college transcript.

ARTICLE VI

FRINGE BENEFITS

1. The Board will provide the same insurance benefits as existed in the school year of 1971-72. Any increased cost to said benefits will also be paid by the Board. Commencing with the school year 1973-1974, the Board will provide one-third (1/3) dependency coverage as well, where applicable. Commencing with the school year 1974-1975, the Board will provide 100% dependency coverage, where applicable.

2. Sick policy for each administrator shall be the same as agreed upon with the Penns Grove-Upper Penns Neck Regional Education Association as outlined in Article XXII of the Teachers' contract.

3. Sabbatical leave shall be granted to one administrator each school year. To be eligible an administrator shall have served 12 years in this school district of which 5 years shall be in an administrative position.

ARTICLE VII

ADMINISTRATIVE PROCEDURES

The District administration shall develop a listing of substitute secretaries, special teachers and regular classroom teachers (within reason) by September 1st of each school year.

ARTICLE VIII

SALARIES

1. The Board of Education reserves the right to set salaries on an individual position basis.

2. Listed below is the Board of Education determination of salaries for the listed positions for the 1973-74 school year only:

Penns Grove High School Principal	\$20,420
Penns Grove High School Assistant Principal	\$18,152
Penns Grove High School Director of Guidance	\$15,884
Penns Grove Middle School Principal	\$17,828
*Penns Grove Middle School Assistant Principal	\$12,860
*West Harmony Street Principal	\$14,480
*Broad Street School Principal	\$14,048
*Field Street School Principal	\$16,208
*Paul W. Carleton School Principal	\$15,668
*Lafayette-Pershing Complex Principal	\$15,236
Supervisor of Curriculum & Instruction	\$14,804
Coordinator of Special Services	\$14,804
Coordinator of Federal & State Programs (Titles)	\$14,804

*In addition, with the approval of the Superintendent, the above administrators may be employed one week prior to September 1st on a per diem basis.

The following administrators will be employed from July 1 to June 30 of each year covered by this contract:

Penns Grove Middle School Principal
Penns Grove High School Principal
Penns Grove High School Assistant Principal
Penns Grove High School Director of Guidance
Supervisor of Curriculum and Instruction
Coordinator of Special Services
Coordinator of Federal & State Programs (Titles)

Administrators employed from July 1 to June 30 will be granted 4 weeks of paid vacation during the summer recess which shall be scheduled with the consent and advice of the Superintendent of Schools.

ARTICLE IX

JOINT COMMITTEE ON SALARIES

A Joint Committee consisting of three (3) members of the Board of Education and three (3) members of the Administrators' Association, shall be formed to determine:

1. base salaries for the various administrative positions
2. a system of performance evaluation of individuals which is to be the basis for administrators' salaries during following years. This evaluation is to be based on criteria to be established by the Joint Committee.

The Joint Committee shall commence functioning upon the effective date of this Agreement.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective officers.

Penns Grove-Upper Penns Neck Regional Board of Education.

By Willy M. Brunner
President

By Robert L. Hayes
Secretary

Penns Grove-Upper Penns Neck Regional School District Administrators' Association

By Joseph H. Kuehnert
Chairman

By _____
Vice-Chairman