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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
1972-1973 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, 1972 and shall terminate on June 30, 1973. This contract shall stay in effect beyond the June 30, 1973 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

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 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 \$10.00 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 shall pay the cost and any increases in the cost of Blue Cross-Blue Shield and Major Medical for the administrative employee only, except that any changes negotiated by the Education Association shall be incorporated in this article.

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 1972-1973 school year only:

Penns Grove High School Principal	\$19,000.00
Penns Grove High School Assistant Principal	16,900.00
Penns Grove High School Director of Guidance	14,800.00
Penns Grove Middle School Principal	16,600.00
Penns Grove Middle School Assistant Principal	13,200.00
West Harmony Street Principal	13,500.00
Broad Street School Principal	13,100.00
Field Street School Principal	15,100.00
Paul W. Carleton School Principal	14,600.00
Lafayette-Pershing Complex Principal	14,200.00
Supervisor of Curriculum & Instruction	13,800.00
Coordinator of Special Services	13,800.00
Coordinator of Federal & State Programs (Titles)	13,800.00

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 Walter Sayers
President

By Robert L. Hayes
Secretary

Penns Grove-Upper Penns Neck Regional
School District Administrators Association

By Joseph H. Bavenport
Chairman

By May J. Lang
Vice-Chairman