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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

Between The

BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD

and

SPRINGFIELD PRINCIPALS' ASSOCIATION

1972-1973

1973-1974

WINDSOR  
1973-1974

PREAMBLE

WITNESSETH THAT:

WHEREAS, the Board of Education and its entire staff are dedicated to the important task of providing the best possible education for the children in its district; and

WHEREAS, satisfactory fulfillment of this responsibility required a climate of mutual trust and dependability on the part of both the Board and its staff; and

WHEREAS, the parties hereto recognize that it is important for the Board and its staff to work together cooperatively, each within his respective sphere, as the guardian of the public trust reposed in them respectively

AGREEMENT

THIS AGREEMENT made this fifteenth day of May,  
Nineteen Hundred and Seventy-two (1972),

BY AND BETWEEN

THE BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD,  
IN THE COUNTY OF UNION,  
hereinafter sometimes referred to as the "Board"

AND

SPRINGFIELD PRINCIPALS' ASSOCIATION,  
hereinafter sometimes referred to as the "Association"

ARTICLE III

SABBATICAL LEAVE

The policy of sabbatical leave is a plan designed to help maintain and improve the quality of efficiency of instructional service to the children of the Springfield Public Schools. This privilege is granted to Principals and Assistant Principals in order that they may extend their professional competence and thus better serve the school district.

Since the policy for sabbatical leave is solely to promote the more efficient conduct of the schools, no application for such leave shall be recommended by the Superintendent or approved by the Board of Education unless after considered judgment the professional competence of the staff member and the general efficiency of the school system will thereby be benefited.

- A. Any Principal, or Assistant Principal, who has completed 7 or more years of continuous satisfactory service in the Springfield Public Schools consisting of 1 year's credit for each year of administration and 1 year's credit for each 3 years of teaching may, on the recommendation of the Superintendent and the approval of the Board, be granted a leave of absence for one year for the purpose of professional improvement through study and research. Such study shall be directly connected with his or her work in the school system.
  
- B. During the sabbatical year the Principal, or Assistant Principal, shall continue in the status of a member of the staff of the Springfield Board of Education on leave of absence and shall receive in lieu of salary a sum equal to two-thirds of the salary to which the person would otherwise be entitled if not on leave less such regular deductions for Government income tax, Teachers Pension and

Annuity fund and other deductions as required by law or that are customary in the District. Said sum shall be paid in installments in accordance with the general time schedule for payment of salaries to Principals and Assistant Principals in the regular employ of the school system.

- C. A preliminary application for sabbatical leave shall be made prior to December 15 of the school year previous to the year for which the leave of absence is desired. The purpose, date of the application and length of service will be factors in determining the number of grants within the budgetary limits for that year. The final application must be submitted by February 15. Due consideration shall be given to the reasonable and equitable distribution of the applications among the different schools. The Board of Education shall give notice of the approval or rejection of the application for sabbatical leave no later than April 1 of the year previous to the school year for which the leave is requested. The Principal's or Assistant Principal's application for a sabbatical shall outline in detail the proposed professional study plan for administrative review.
- D. As a condition of sabbatical leave, the Principal, or Assistant Principal shall agree that if he does not continue in service for two years after expiration of the leave of absence he shall be required to repay to the Board a sum of money bearing the same ratio to the amount of salary received while on leave of absence that the unperformed part of the subsequent two years of service bears to the full two years, unless such employee is incapacitated, has been discharged without cause, or has been released by the Board

from this obligation.

- E. During any sabbatical leave, the Principal, or Assistant Principal, shall agree not to engage in any employment for remuneration without approval of the Superintendent and shall devote the major portion of his or her time and effort toward the purpose of the grant.
- F. No more than one (1) Principal, or Assistant Principal, shall be granted sabbatical leave during any given academic year.
- G. A Principal, or Assistant Principal, on sabbatical leave shall notify the Superintendent in writing on or before March 1 of that year of his or her intention to return to duty. Failure to give such notification on the part of the Principal, or Assistant Principal on leave will be interpreted as an indication that such Principal, or Assistant Principal does not wish to return to the employ of the Board. Any Principal, or Assistant Principal on sabbatical leave shall present a written report to the Superintendent covering the studies engaged in while on sabbatical leave and the benefits anticipated therefrom. Such report is due prior to August 1 but in no event later than 2 months after the completion of the sabbatical program.
- H. Upon satisfactory completion of the sabbatical leave, the Principal, or Assistant Principal will be returned to service at a salary on the same basis as if he had rendered continued and satisfactory service in the school system during the interim.
- I. If the Superintendent has reason to believe that a Principal, or Assistant Principal on sabbatical leave is not fulfilling the

purpose for which the leave of absence was granted, he shall report this fact to the Board. The Board may eliminate the leave of absence for non-fulfillment of purpose after giving the Principal or Assistant Principal involved the opportunity of a hearing.

J. If a Principal, or Assistant Principal on sabbatical leave shall ascertain that she is pregnant, she shall immediately report this fact to the Superintendent and shall be transferred from sabbatical leave to maternity leave of absence as of the date upon which she would have been required to accept leave of absence under the rules regulating maternity leave.

K. A Principal, or Assistant Principal shall not be eligible for another sabbatical leave until he has had seven additional consecutive school years of service in the Springfield District.

ARTICLE IV

OTHER EMPLOYMENT CONSIDERATIONS

Considerations of employment, including but not limited to leaves and insurance protection, granted to teachers and other certificated personnel shall be applicable to all Principals and Assistant Principals, except to the extent inconsistent with this agreement. In the event of any inconsistency, the terms of this agreement shall govern, as to Principals and Assistant Principals.

ARTICLE V

CONTRACTS

- A. That all Principals' and Assistant Principals' contracts shall be issued at the same time as teachers and other certificated personnel contracts or by June 1, of 1973 and 1974.



ARTICLE VII

SUCCESSOR AGREEMENT

The Board and the Association agree to commence collective negotiations regarding a successor agreement no later than October 15, 1973, by which time all proposals must be submitted. Both parties agree to meet at reasonable times and to negotiate in good faith.

1. Representatives of both the Board and the Association agree that their members shall be given full authority to negotiate, but any agreement reached shall be subject to ratification by the respective bodies.
2. All collective negotiations shall end on January 1, but may be mutually extended for 15 days.

ARTICLE VIII

DURATION

This agreement shall be effective September 1, 1972, and shall continue in effect until June 30, 1974 when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to that date. Anything herein to the contrary notwithstanding, the terms of the within contract shall be subject to renegotiation for the school year 1973-74.

EXECUTION

IN WITNESS WHEREOF, the parties hereto have hereunto caused these presents to be signed by their proper corporate officers the day and year first above-mentioned.

ATTEST:

BOARD OF EDUCATION OF THE  
TOWNSHIP OF SPRINGFIELD  
COUNTY OF UNION

\_\_\_\_\_  
Secretary

by: \_\_\_\_\_  
President

ATTEST:

SPRINGFIELD PRINCIPALS' ASSOCIATION

\_\_\_\_\_  
Secretary

by: \_\_\_\_\_  
President