

Contract no. 32

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11/12/90

AGREEMENT
BETWEEN THE
PENNSVILLE ADMINISTRATORS ASSOCIATION
AND THE
PENNSVILLE TOWNSHIP BOARD OF EDUCATION
JULY 1, 1990 - JUNE 30, 1992

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ARTICLE 1

RECOGNITION

The Board of Education of Pennsville Township recognizes the Pennsville Administrators Association as the collective negotiating unit (hereinafter called the "Unit") for the purposes of collective negotiations as set forth in Chapter 123, P.L. 1974 for all principals and assistant principals employed by the Board.

ARTICLE 2

UNIT MEMBER'S RIGHTS

- A. No Unit member shall be disciplined or reprimanded without just cause. Any such action taken by the Board, or any agent or representative thereof, shall be subject to the grievance procedure within set forth.
- B. Whenever any Unit member is required to appear before the Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that Unit member in his office, position, or employment or the salary of any increments pertaining thereto, he shall be entitled to have a representative present to advise him and represent him during such meeting or interview.
- C. Any complaints or criticism regarding an Administrator made to any member of the Administration by any parent, student, or other person which are or may be used in any manner in evaluating an Administrator shall be promptly investigated and called to the attention of the Administrator within a reasonable length of time.

ARTICLE 3

ASSOCIATION RIGHTS

- A. Whenever by mutual agreement between the Unit and the Board or its representatives, any representative of the Unit or any member is scheduled to participate in formal negotiations procedures pursuant to Chapter 123, P.L. 1974, he shall suffer no loss in pay. Negotiations shall, whenever possible, be scheduled at times other than regular school hours.

- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board shall, upon request of the Association, make available to the Association for inspection all pertinent records, data and information of the Pennsville School District required for the purposes of negotiation and which is public record.

ARTICLE 4

GRIEVANCE PROCEDURE

A. Definition

1. A grievance shall mean a complaint by a member of the Unit that there has been to him a personal loss, injury, or inconvenience resulting from a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement, Board policies, and administrative decisions affecting him.
2. A grievance to be considered under this procedure must be initiated in writing within fifteen (15) calendar days from the date when the grievant knew or should have known of its occurrence.
3. An "employee grievant" is the person or persons making the complaint.
4. A "party in interest" is the person or persons making the complaint and any person who might be required to take action or against whom action might be taken in order to resolve the complaint.

B. Rights of Membership to Representation

Any party in interest may be represented at all stages of the grievance procedure by himself or at his option, by a representative of his own choosing.

C. Procedure

1. a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the employee grievant to proceed to the next step. In an emergency situation such as illness, vacation, or death in the family, this time limit may be extended by mutual agreement between the parties involved.

- b. It is understood that any employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
- c. A grievance shall be initiated at the lowest level at which a decision can be made, except that no grievance may be initiated at a level higher than the Superintendent of Schools.

2. Level One

An assistant principal who has a grievance shall discuss it first with his principal and a principal who has a grievance shall discuss it first with the Superintendent of Schools in an attempt to resolve the matter informally. A decision shall be given to the grievant within five (5) school days.

3. Level Two

The employee grievant, no later than five (5) school days after receipt of the informal decision of his principal or the Superintendent, may appeal the decision formally to the Superintendent. The appeal to the Superintendent must be made in writing specifying: (a) the nature of the grievance; (b) the nature and extent of the injury, loss, or inconvenience; (c) the results of previous discussions; (d) his dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days from the date of receipt of the appeal. The Superintendent shall communicate his decision in writing to the employee grievant, and to the principal if the grievant was an assistant principal.

4. Level Three

If the grievance is not resolved to the grievant's satisfaction, he no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, or at the request of the employee grievant, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant within twenty (20) calendar days of receipt of the appeal by the Superintendent, or if a hearing is held, within twenty (20) calendar days of the date of the hearing.

The referred to hearing shall be held within fifteen (15) school days after receipt of the appeal notice.

5. If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant and if the grievance pertains to a matter of previous formal agreement between the Board of Education and the Unit, the employee grievant may request the appointment of an arbitrator, such request to be made known to the Superintendent within twenty (20) school days of receipt of the Board's decision. However, the Board's decision shall be final and binding on any grievance concerning:
 - a. Any matter of which a specific method of review is prescribed and expressly set forth by law or any rule or regulation of the State Board of State Commissioner of Education; or
 - b. A complaint of a non-tenure employee which arises by reason of his not being re-employed; or
 - c. A complaint by any certified or other specially licensed personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure is not possible or not required.
 - d. Any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone.
6. A request for arbitration will be honored only if the employee grievant, his representative and the Unit waive the right, if any, in writing to submit the matter at issue to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.
7. The following procedure shall be used to secure the services of an arbitrator.
 - a. Either party may request the American Arbitration Association to submit a roster of persons qualified to function as arbitrator in the matter at issue.
 - b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted roster, they may request the American Arbitration Association to submit a second roster of names.
 - c. If the parties are unable to determine within ten (10) school days, of the initial request for arbitration a

mutually satisfactory arbitrator from the second submitted roster, the American Arbitration Association may be requested by either party to designate an arbitrator.

8. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He shall have only the power to interpret what the parties to the Agreement intended by the specific clause in the Agreement or Board policy if at issue. He may add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board. He shall not have the authority to substitute his judgment as to the degree of discipline determined by the Superintendent or Board. The award of the arbitrator shall be submitted to the Board and the Unit and shall be final and binding on the parties.
9. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Unit. Any other expenses incurred shall be paid by the party incurring same.

ARTICLE 5

VACATIONS

A. Annual vacations for Unit members, based on length of service in the Pennsville School District shall be taken within the contract period at the discretion of the Superintendent of Schools.

1. The vacation schedule for all Unit members will be:

<u>YEARS OF SERVICE</u>	<u>ANNUAL VACATION</u>
From 6 months to 10 years	3 weeks
After 10th year to 20th year	4 weeks
After 20th year to 30th year	5 weeks
After 30th year	6 weeks

- a. After the initial six months of an administrator's employment, all vacations for that employee will be calculated as if his/her employment began as of July 1 of the school year in which he was initially employed.

2. A Unit member may bank a maximum of five (5) weeks (25 days) of accrued vacation time and may use it before and after regular vacation time, when mutually agreed upon between the Superintendent and the member.
3. Whenever a legal holiday falls within the scheduled vacation period of a member, the member will receive one extra day of vacation.
4. Earned annual vacation may be taken during a time other than provided for in A.1. above, when mutually agreed upon between the Superintendent and the Unit member.
5. A Unit member who retires, may bank all accrued vacation into the year that the Unit member will retire. Further, the Unit member shall be entitled to use said accrued and banked vacation time prior to the date of retirement.

B. Separation From Service

1. A Unit member who dies before his contract period is completed shall receive full recognition of his vacation rights in the form of a vacation allowance to be given as a cash payment to his estate.
2. A Unit member who resigns or retires during the contract year shall receive full recognition of his vacation rights.

ARTICLE 6

WORK YEAR AND SCHOOL CALENDAR

- A. The Administrators employed under this Agreement shall have a work year of two hundred forty (240) days per year, except for any person employed as a ten (10) month, ten (10) day elementary principal. The work year for a ten (10) month ten (10) day elementary principal shall be two hundred ten (210) days. The ten (10) month, ten (10) day elementary principal shall work two hundred (200) days during the period September 1 to June 30, and an additional ten (10) days during the months of July and August, at times to be scheduled by the Superintendent and the principal.
1. The work year for all administrators will be lessened only by legal holidays, contracted vacation time, sick time or personal business days.
 2. Administrators shall work two (2) days during the Christmas recess and two (2) days during the NJEA Convention. An administrator may use vacation time for any of these days with

the written approval of the Superintendent. In addition, an administrator may satisfy the NJEA Convention work requirement by verifiable attendance at that Convention or the PSA Convention.

- B. The Superintendent of Schools shall consult with the Unit as to development of a school calendar and work schedule for recommendation to the Board of Education. The Superintendent of Schools shall also consult with other individuals and organizations within the school district and, as he sees fit, individuals and organizations other than those within the school district.

ARTICLE 7

VACANCIES AND TRANSFERS

- A. All administrative vacancies caused by death, retirement, discharge, resignation, or by the creation of new positions, shall be publicized in all schools in the School District. Such publication shall be accomplished by the Superintendent of Schools as soon as possible. In addition, the Superintendent may concurrently publicize the position outside the School District.
- B. Said notice of vacancy or new position shall set forth the qualifications for the position. It shall be the responsibility of the Superintendent to establish qualifications for all vacant or new positions.
- C. Unit members who desire to apply for such vacancies or new positions shall apply in writing to the Superintendent within the time limit specified in the notice. Applications shall include a current resume of experience and an official transcript of graduate studies.
- D. All vacancies and new positions shall be filled on the basis of the competencies required for the position as determined by the Superintendent and the Board of Education.
- E. All applicants for any vacant or new position shall be notified in writing of the decision of the Board.

ARTICLE 8

SHORT-TERM ABSENCES

A. Sick Leave

1. All members of the Unit shall be allowed personal sick leave with pay for one and one-half (1-1/2) days per month for each month of the annual contract period. The total allowable sick leave shall be available, if needed, on the first day of the contract year.
2. As provided by statute, Unit members may accumulate up to fifteen (15) days of unused sick leave each year.
3. In case of illness in the immediate family of a member, and upon request of the member to the Superintendent of Schools, sick leave may be granted to the member.

B. Death In Family

1. In the event of death in the immediate family, a Unit member shall be granted absence with pay for scheduled work days to attend the death bed or funeral as hereinafter provided:
 - a. Up to five (5) calendar days in case of death of any of the following, with additional days granted at the discretion of the Superintendent:
 - (1) Member's parents, spouse, children, son-in-law, daughter-in-law, and other persons residing in the member's household.
 - (2) Brothers and sisters of the member and the parents of the member's spouse.
 - (3) Legally adopted members of the family and step relationships as outlined in (1) and (2).
 - b. Up to one (1) day to attend the funeral of any of the following:
 - (1) Uncles, aunts, grandparents, and grandchildren of the member.
 - (2) Brothers-in-law and sisters-in-law of the member.
 - c. With the approval of the Superintendent, an additional day for travel shall be granted to attend the funeral of any of the above persons in "b", (1) and (2) when such

funeral is at a place in excess of 300 miles from Pennsville Township.

C. Personal Business

Upon request to the Superintendent of Schools, and with his approval, Unit members will be granted time off for personal business.

D. Sick Leave Extended

In the event of an illness which extends beyond the number of days of personal sick leave accumulated by a member, said member may request the use of accumulated vacation time as additional sick leave. The Superintendent may grant or deny such request and may require such extended illness to be verified by a physician.

E. Other Absences

Requests for absence with pay to attend professional meetings or conferences shall be submitted to the Superintendent of Schools in writing and shall specify the nature of the meetings or conference, number of days absence requested. The decision of the Superintendent or the Board of Education with respect to the request for absence and any request for reimbursement of expenses shall be final.

F. Retirement Bonus

Any administrator who has been employed by the Pennsville Board of Education for ten (10) or more years shall be eligible for a special retirement allowance.

1. Notice of retirement, in writing, must be submitted to the Board of Education no later than December 15th of the school year in which the administrator intends to retire. Failure to notify the Board by December 15th shall be deemed a waiver of the special retirement allowance, except in cases of emergency, which the Board shall consider on an individual basis. The administrator shall select a plan for payment of the special retirement allowance in accordance with the provisions of Paragraphs 4. and 5. of this Section.
2.
 - a. The administrator shall receive one (1) day's salary for each four (4) days of accumulated, unused sick leave existing on the final day of employment.
 - b. Any administrator who provides written notice of retirement to the Board on or before December 15, 1990

for a retirement effective on or before January 5, 1992 shall payment under 3. below for 28% of his/her accumulated, unused sick leave existing on the final day of employment. Any notices of retirement that are made in writing on or after December 16, 1990, will be covered by a. above.

3. The daily salary shall be computed as $1/240$ of the highest salary earned by the administrator during his employment by the Pennsville Board of Education. The daily salary of ten-month/ten-day administrators shall be computed as $1/200$ of the highest salary earned by the administrator during his employment by the Pennsville Board of Education.
4. The retirement allowance shall be paid in one (1) of the following plans, provided that the administrator has selected such plan and provided further that the administrator provides notice in writing of his/her choice prior to December 15th of the school year in which the administrator intends to retire:

Plan I

Lump sum of July 15 of the next budget year following retirement.

Plan II

- a. One half ($1/2$) of retirement allowance on July 15 of the next budget year following retirement.
- b. One half ($1/2$) of retirement allowance on January 15 of the next calendar year following retirement.

Plan III

- a. One third ($1/3$) of retirement allowance on July 15 of the next budget year following retirement.
 - b. One third ($1/3$) of retirement allowance on January 15 of the next calendar year following retirement.
 - c. One third ($1/3$) of retirement allowance on January 15 of the second calendar year following retirement.
5. Although the administrator is required under the provisions of subparagraph "1." hereof to provide notice of retirement in writing by December 15th of the year in which he intends to retire, the administrator shall not be required to provide notice of the plan for payment of the retirement allowance until April 1st of the school year in which the administrator intends to retire. As established in subsection "4." hereof, however, Plan I, Plan II, and Plan III shall not be available

to the administrator unless such plans are selected not later than December 15th of the school year in which the administrator intends to retire. Thus, if notice of the plan selected is provided after December 15th of the school year in which the administrator intends to retire, the only Plan available to the administrator is payment in one (1) lump sum on July 15th of the second fiscal year following the administrator's retirement.

6. The retirement allowance shall not be considered part of the administrator's regular salary for pension computation purposes.
7. If the administrator dies before full payment is made, the balance of the retirement allowance shall be paid to his/her estate.
8. If the administrator dies while actively employed, the entire retirement benefit shall be paid to his/her estate.
9. Any tenured administrator who is terminated because of reduction in the work force shall be compensated for unused sick days according to the same formula as the special retirement allowance.

ARTICLE 9

PERSONNEL FILES

- A. Official files shall be maintained in accordance with the following procedures:
 1. The Superintendent will place in a Unit member's file all material received from and signed by responsible sources concerning a Unit member's conduct, service or character.
 2. A Unit member shall have the opportunity to review the contents of his/her file, except for pre-employment records, at times mutually convenient to the member and the Superintendent of Schools.
 3. A Unit member has the right to reply to any document with a formal letter addressed to the Superintendent of Schools. This letter will be placed in the file.

ARTICLE 10

SALARIES

- A. The salaries of all employees covered by this Agreement are set forth in Schedules "A" and "B" which is attached hereto and made a part of this Agreement.
- B. An employee may authorize the Board to make deductions for the purpose of a tax sheltered annuity pursuant to the provisions R.S.18A:66-127, et seq. and the terms of a group contract to be approved by the Board.
- C. If an Administrator is promoted to an Administrative position whose salary schedule is higher than the salary schedule of the position from which he is being promoted, the Administrator shall be paid the next higher dollar amount on the salary schedule for the position to which he is being promoted. If such promotion occurs after April 30th, the new salary, computed as aforesaid, will remain the same for the next academic year.

ARTICLE 11

INSURANCE PROTECTION

- A. The Board of Education shall provide the health care insurance protection designated below:
 - 1. The Board shall pay the full premium for each member.
 - 2. The Board shall pay full dependency coverage for each member.
- B. Provisions of the health care insurance program shall be the State Health Benefits Plan and shall be detailed in master policies and contracts and shall include:
 - 1. Blue Cross
 - 2. Blue Shield
 - 3. Rider J
 - 4. Major Medical
- C. Members who elect not to become members of the health insurance program will not receive a monetary stipend in place of the insurance provided.
- D. Members who are covered by some other insurance program are encouraged not to sign for double coverage.

E. The Board of Education will provide to all members of the Association, a blanket liability insurance policy. Premiums are to be paid by the Board of Education.

F. In addition to the above stated programs, provisions will be made to provide the following health programs:

1. Prescription Drug Insurance Plan.

The Board shall provide a prescription drug insurance plan, without contraceptives, \$4.00 generic; \$6.00 non-generic co-pay. The Board's liability for such insurance shall not exceed an average of \$505.00 per employee for each contract year. The employee cost will be calculated on a district-wide basis. If the total cost exceeds the Board liability, the difference will be pro-rated amongst those members enrolled in the Family Plan. The Association reserves the right to request a co-pay higher than the current plan, if future rates indicate such a need.

2. Dental Insurance Plan (III A).

The Board will provide full family coverage with a limit not to exceed an average of \$500.00 per administrator.

3. Blue Bank Plan.

The Board of Education will reimburse each employee for costs incurred for optical health care, medical care and/or dental care to the employee or members of his immediate family under the following terms and conditions:

- a. The service must be rendered to the employee or to members of the employee's immediate family. "Immediate family" shall be defined as spouse or minor child living in the same household as the employee.
- b. Prior to requesting reimbursement, the employee must submit the billing to any insurance carrier which provides or may provide coverage for such service. This includes not only insurance coverages provided by the Board of Education, but insurance coverages provided privately or by some other employer. The Board of Education shall have the right to require the employee to verify, under oath, that said coverage does not exist.
- c. The Board of Education shall not be required to consider any item for reimbursement until the employee has presented a receipted bill or other proof of payment of such cost and evidence that the employee has sought insurance coverage for such cost and such coverage has been denied.

- d. Proof of payment and evidence that the claim is not covered by other insurance shall be presented to the Secretary of the Board of Education, along with a voucher requesting reimbursement, not later than September 30 of each year. The Board shall pay the reimbursement to which the employee is entitled not later than the November 30th immediately following the September 30th filing deadline.
- e. In order to be eligible for the reimbursement provided in this paragraph, the proof of payment and evidence of no coverage by other insurance must be presented by September 30 for any service rendered prior to the immediately preceding June 30. Any claim not presented by September 30 shall be waived and the employee shall thereafter have no further claim to reimbursement under this paragraph.
- f. The liability of the Board of Education for reimbursement under this paragraph shall not exceed \$450.00 per employee for each contract year.
- g. The reimbursement to which the employee is entitled under this paragraph shall not be cumulative from year to year. Any sums not used in an academic year by an employee may not be carried to future years.
- h. If the provisions of F.3. shall be declared illegal then that amount of money shall go directly to the salary guide for each individual administrator.

ARTICLE 12

SABBATICAL LEAVES

- A. Full-time administrative employees shall be eligible to apply for sabbatical leave in accordance with the following provisions:
 - 1. A tenured administrator who has completed a minimum of seven (7) years of continuous service in the schools of Pennsville Township is eligible.
 - 2. Sabbatical leave may be requested for either a full year or one-half year.
 - 3. Sabbatical leave shall be for the purpose of educational advancement only. Acceptance of other full-time employment during such leave is prohibited.

4. The term of sabbatical leave shall be taken with the regular school year (July 1 to June 30).
5. No more than one (1) administrator shall be granted such leave in any one year.
6. Employees granted sabbatical leave shall receive one-half (1/2) their annual contracted salary if such leave is for one (1) year, or one-quarter (1/4) of their annual contracted salary if such leave is for one-half (1/2) year. Stipends for such leave will be divided into equal monthly installments and paid on the fifteenth (15th) day of each month the employee is on sabbatical leave.
7. Application for sabbatical leave must be filed in writing to the Superintendent of Schools on or before December 1 preceding the proposed leave year. Such application shall state the purpose of such leave and the intended duration of the leave. The Superintendent will consult with the Administration Committee of the Board of Education and the President of the Pennsville Administrators Association and they, jointly will make recommendations to the Board. Within one (1) month of receipt of a recommendation, the Board will notify the applicant in writing stating whether his request was granted or denied.
8. If granted sabbatical leave, the grantee shall agree in writing to return to Pennsville Township School District and work at least two (2) years after such leave expires.
9. If an employee on sabbatical leave resigns during such leave, he shall refund to the Board all such salary paid to him during the period of leave. If an employee resigns within one (1) year of the expiration of his sabbatical leave, he shall refund to the Board such proportion of the salary paid during the leave of absence as the unexpired proportion of one (1) year shall bear to said period.
10. Upon return from sabbatical leave, the employee will present a report to the Board of Education describing his study during such leave and proposals for making use of it in his work in the Pennsville School District.

ARTICLE 13

MISCELLANEOUS PROVISIONS

- A. Except in emergencies when they are not available, the Superintendent shall consult appropriate Unit members regarding professional personnel selection, assignment transfer, or

evaluation of any person assigned or to be assigned to a member's building. Information or advice received through such consultations will be considered by the Superintendent prior to his making any final decision or recommendation to the Board of Education.

B. Credit for Post Graduate Work

1. Administrators are encouraged to continue further training in recognized colleges and universities.
2. Candidates for further academic work shall register their intention with the Superintendent of Pennsville Public Schools prior to embarking on the course and obtain approval of the Superintendent for the program. The Superintendent in approving college semester credits and programs, will be guided by the thought, "Will this program improve this individual's performance as an administrator in the Pennsville Public School System?" The superintendent will make the final decision on credit approvals.
3. Unit members obtaining Post Graduate credits after July 1, 1980, will receive a stipend of \$20.00 per credit per year. Only credits earned while in the employment of the Pennsville School System will be approved. Unit members presently receiving the \$10.00 per credit per year stipend will continue to receive that stipend for credits approved prior to July 1, 1975, but prior to July 1, 1980. Unit members presently receiving the \$15.00 per credit per year stipend will continue to receive that stipend for credits approved after July 1, 1975, but prior to July 1, 1980.
4. If such work leads to a degree, the degree credit will then be given and the enabling credits will be discontinued.
5. If credits are earned, and no degree obtained, such credits will continue in effect permanently.
6. Post graduate credits will be submitted for approval for payment on the following dates: July 1, credits to be retroactive to the month following completion of the course work; October 1, credits to be retroactive to the month following completion of the course work; March 1, credits to be retroactive to the month following completion of the course work.

C. The Board of Education will maintain a centralized system of calling substitute teachers on a daily basis.

D. Each Unit member will be reimbursed \$50.00 per person to partially pay his dues in either the NJASA, PSA, or SCAA, upon proof of membership.

- E. Whenever it becomes necessary because of an extended absence of an administrator and another administrator is directed by the Board of Education to assume the extra responsibilities of the absent administrator, the other administrator will receive a stipend of 5% of his yearly salary. The stipend will be paid only after the administrator has served in the dual capacity for a period of thirty (30) consecutive school days.

ARTICLE 14

STATUTORY SEPARABILITY

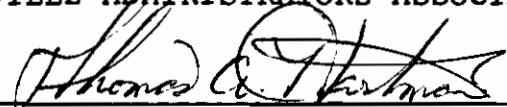
If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE 15


DURATION OF AGREEMENT


- A. The provisions of this Agreement shall be effective as of July 1, 1990, and shall remain in full force and effect until June 30, 1992.
- B. This Agreement shall be mimeographed and reproduced. The cost shall be borne equally by both parties.

PENNSVILLE ADMINISTRATORS ASSOCIATION:

BY: 
President

PENNSVILLE BOARD OF EDUCATION:

BY: 
President

BY: 
Secretary

SCHEDULE A
1990-1991

HIGH SCHOOL PRINCIPAL

	M	M+30	M+60	Dr.
1	35500	36500	37500	38500
2	37400	38400	39400	40400
3	39400	40400	41400	42400
4	41500	42500	43500	44500
5	43700	44700	45700	46700
6	46000	47000	48000	49000
7	48400	49400	50400	51400
8	50900	51900	52900	53900

MIDDLE SCHOOL PRINCIPAL

	M	M+30	M+60	Dr.
1	35000	36000	37000	38000
2	36900	37900	38900	39900
3	38800	39800	40800	41800
4	40800	41800	42800	43800
5	42800	43800	44800	45800
6	45000	46000	47000	48000
7	47200	48200	49200	50200
8	49500	50500	51500	52500

12 MONTH ELEMENTARY PRINCIPAL

	M	M+30	M+60	Dr.
1	32700	33700	34700	35700
2	34500	35500	36500	37500
3	36400	37400	38400	39400
4	38400	39400	40400	41400
5	40500	41500	42500	43500
6	42700	43700	44700	45700
7	45000	46000	47000	48000
8	47400	48400	49400	50400

SCHEDULE A
1990-1991

10 MONTH - 10 DAY ELEMENTARY PRINCIPAL

	M	M+30	M+60	Dr.
1	29200	30200	31200	32200
2	32600	33600	34600	35600
3	34500	35500	36500	37500
4	36500	37500	38500	39500
5	38600	39600	40600	41600
6	40800	41800	42800	43800
7	43100	44100	45100	46100
8	45500	46500	47500	48500

HIGH SCHOOL ASSISTANT PRINCIPAL

	M	M+30	M+60	Dr.
1	29800	30800	31800	32800
2	30000	31000	32000	33000
3	31700	32700	33700	34700
4	33500	34500	35500	36500
5	35400	36400	37400	38400
6	37400	38400	39400	40400
7	39500	40500	41500	42500
8	41700	42700	43700	44700

SCHEDULE B
1991-1992

HIGH SCHOOL PRINCIPAL

	M	M+30	M+60	Dr.
1	35100	36100	37100	38100
2	37000	38000	39000	40000
3	38900	39900	40900	41900
4	40900	41900	42900	43900
5	43000	44000	45000	46000
6	45200	46200	47200	48200
7	47500	48500	49500	50500
8	49900	50900	51900	52900

MIDDLE SCHOOL PRINCIPAL

	M	M+30	M+60	Dr.
1	34600	35600	36600	37600
2	36500	37500	38500	39500
3	38400	39400	40400	41400
4	40300	41300	42300	43300
5	42300	43300	44300	45300
6	44300	45300	46300	47300
7	46500	47500	48500	49500
8	48700	49700	50700	51700

12 MONTH ELEMENTARY PRINCIPAL

	M	M+30	M+60	Dr.
1	32300	33300	34300	35300
2	34200	35200	36200	37200
3	36000	37000	38000	39000
4	37900	38900	39900	40900
5	39900	40900	41900	42900
6	42000	43000	44000	45000
7	44200	45200	46200	47200
8	46500	47500	48500	49500

SCHEDULE B
1991-1992

10 MONTH - 10 DAY ELEMENTARY PRINCIPAL

	M	M+30	M+60	Dr.
1	30500	31500	32500	33500
2	30700	31700	32700	33700
3	34100	35100	36100	37100
4	36000	37000	38000	39000
5	38000	39000	40000	41000
6	40100	41100	42100	43100
7	42300	43300	44300	45300
8	44600	45600	46600	47600

HIGH SCHOOL ASSISTANT PRINCIPAL

	M	M+30	M+60	Dr.
1	31300	32300	33300	34300
2	31500	32500	33500	34500
3	33200	34200	35200	36200
4	35000	36000	37000	38000
5	36900	37900	38900	39900
6	38900	39900	40900	41900
7	41000	42000	43000	44000
8	43200	44200	45200	46200

SCHEDULE C

Persons employed as Administrators by the Pennsville Township Board of education prior to June 30, 1987, shall be paid the following salaries:

<u>Name</u>	<u>1990-1991</u>	<u>1991-1992</u>
Benjamin Curtis	\$ 43,433	\$ 49,100
Michael Gorman	56,722	60,889
Thomas Hartman	68,648	72,815
Anthony Iatarola	69,565	73,732
Edmund Lytle	46,333	50,500
Sidney Riley	67,959	72,126

1. The salaries shown above include the base salary and any applicable degree credit monies (Article 13, B.4.) in place effective July 1, 1990. If any administrator qualifies for additional degree credit monies during the term of this contract, those monies will be added to the salary amount listed above.
2. The above amounts do not include post-graduate credit monies (Article 13, B.3.).