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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT
BETWEEN
WILLINGBORO TOWNSHIP BOARD OF EDUCATION
AND
WILLINGBORO EDUCATION ASSOCIATION - ADMINISTRATOR'S UNIT

Covering the Period

July 1, 1970

to

June 30, 1972

INDEX

Preamble	1
Article I - Statement of Association - Board of Education Relationship	2
Article II - Unit Members' Rights	4
Article III - Association Rights	5
Article IV - Working Hours	5
Article V - Vacations	5
Article VI - Evening School and Summer School	6
Article VII - Promotions	7
Article VIII - Transfer Policy	8
Article IX - Leave and Absence	10
Article X - Personnel Files	12
Article XI - Grievance Procedure	13
Article XII - Salaries	17
Article XIII - Health Insurance	20
Article XIV - School Calendar	20
Article XV - Administrators Study Committee	21
Article XVI - Miscellaneous Provisions	22
Article XVII - Modification of Agreement and Negotiations for Successor Agreement	22
Article XVIII - Duration	23

PREAMBLE

In order to comply with and effectuate the provisions of Chapter 303 of the Public Laws of 1968 for the State of New Jersey, THIS AGREEMENT IS MADE AND EXECUTED on _____ by and between the WILLINGBORO TOWNSHIP BOARD OF EDUCATION hereinafter referred to as the "BOARD", and the WILLINGBORO EDUCATION ASSOCIATION - ADMINISTRATORS' UNIT, hereinafter referred to as the "ASSOCIATION."

ARTICLE I

STATEMENT OF ASSOCIATION-BOARD OF EDUCATION RELATIONSHIP

A. Recognizing that providing a high quality education for children of Willingboro is the paramount aim of this school district, and that good morale in the district is necessary for the best education of the children,

We do hereby declare that:

1. The Board, under law, has the final responsibility of establishing policies for the district.

2. The Superintendent and his staff have the responsibility of carrying out the policies established.

B. PRINCIPLES:

1. Objectives:

a. Attainment of the objectives of the educational program conducted in the schools of the district requires mutual understanding and cooperation among the Board, the Superintendent, the professional personnel, the other personnel, the student body, and citizens of the community. To this end, free and open exchange of views is desirable, proper and necessary.

b. This agreement is negotiated in order to establish for its term the salaries and other conditions of employment of all members of the unit, those being all coordinators, principals, vice-principals, assistant principals, supervisors, guidance directors and psychologists.

c. The Board and the Association recognize the importance of orderly, just and expeditious resolution of disputes which may arise as to proper interpretation or implementation of this Agreement and

accordingly therein agree upon a grievance procedure for the effective processing of such disputes.

2. Implementation:

a. The Board and the Association, the parties to this Agreement, accept the provisions of this Agreement as commitments which they will cooperatively and in good faith honor, support and seek to fulfill.

b. Subject to the provisions of Section 19 of Article 1 of the New Jersey Constitution and pursuant to the provisions of Chapter 303 of the Public Laws of 1968 for the State of New Jersey, as the same may be amended or supplemented, the Board agrees not to negotiate with any other organization during the duration of this Agreement with respect to the personnel whom the Board has designated as being represented by the Association; however, the Board will be free to communicate with unit members or their representatives, individually or collectively, for whatever purpose the Board may deem to be necessary or desirable, subject to the existing laws of the State of New Jersey.

c. Despite reference herein to the Board or Association as such, each reserves the right to act hereunder by committee, individual member, or designated representative, professional or lay, whether or not a member. Each party will provide to the other, upon request, satisfactory evidence (such as official minutes or certificate of resolutions) of authority so to act.

d. The provisions of this Agreement will constitute a binding obligation of the parties for the duration hereof unless changed by mutual

consent in writing. Any previously adopted policy, rule or regulation of the parties which is in conflict with a provision of this Agreement shall be superceded and replaced by this Agreement. Nothing in this Agreement which changes pre-existing policy, rules or regulations of the parties will operate retroactively unless expressly so stated.

ARTICLE II

UNIT MEMBER'S RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any unit member such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to unit members hereunder shall be deemed to be in addition to those provided elsewhere.

B. No unit member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

C. 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 or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

ARTICLE III

ASSOCIATION RIGHTS

The Board will make available to the Association in response to reasonable requests the following information: annual financial reports and audits, published directory of certificated personnel, agendas and minutes of all public Board meetings and all public information which may be necessary for the Association to properly process any grievance.

ARTICLE IV

WORKING HOURS

- A. The Board and the Association recognize and agree that the unit member's responsibility to his profession may entail the performance of duties and the expenditure of time beyond the normal working day, but the unit members are entitled to regular time and working schedules on which they can rely in the ordinary course of events. However, unit members may be expected to devote that time which is necessary for them to discharge those reasonable duties and responsibilities incumbent upon them in their respective positions.
- B. Where there are exceptional or continuous demands upon a particular individual for time over and beyond that normally required in the discharge of his duties and responsibilities, the Superintendent or his designee may work out with the individual concerned an arrangement for compensatory time off or adequate additional compensation. The Association shall be notified when discussions of this nature are taking place.

ARTICLE V

VACATIONS

A. All unit members holding twelve month contracts shall be entitled to twenty-three (23) working days vacation to be taken between the Monday following the close of school and one week prior to Labor Day of the following contract year.

B. Vacation time is earned during the fiscal year immediately preceding that in which it is taken. Any person who had been employed during that entire preceding fiscal year will be entitled to the vacation time set forth in paragraph A of this article. Any person who had been employed during only a portion of said preceding fiscal year shall be entitled to vacation time of one and one-half (1-1/2) days for each month of employment. With respect to persons in the latter category whose employment begins after the first day of a calendar month or terminates prior to the last day of a calendar month, they shall be credited for a full month's employment (for purposes of this article) if they have been employed for fifteen (15) working days during said month.

C. Vacation may be granted during a time other than that specified in paragraph A of this article by mutual agreement of the Superintendent and the individual requesting same.

D. In the event that the unit member is separated from service prior to June 30 of a given year by reason of his death or disability, that member shall be entitled to receive the cash payment for the monetary value of current vacation standing to his credit at the rate of salary prevailing at the time of his separation, but such vacation credit shall be computed at the rate of 1.916 days per each month of employment. A person in this category shall be considered as having worked a full

month for purposes of computing vacation credit if he had been employed for 15 working days during said calendar month.

ARTICLE VI

EVENING SCHOOL AND SUMMER SCHOOL

A. All openings for positions in the evening school and summer school non-teaching positions for which unit members may be qualified and eligible shall be adequately publicized to unit members by the Superintendent.

B. In filling such positions, consideration may be given to a unit member's area of competence, major and/or minor field of study, previous experience, attendance record, and length of service in the Willingboro Township School District. Individuals employed in the Willingboro Township School District shall be given priority consideration to such assignments before appointments to applicants from outside the District.

ARTICLE VII

PROMOTIONS

A. All vacancies in promotional positions and all newly created promotional positions shall be filled pursuant to the following procedure:

1. Such vacancies shall be adequately publicized, including a notice in every school (by posting, through the Superintendent's bulletin or otherwise) as far in advance of the date of filling such vacancy as possible.

2. Said notice of vacancy shall clearly set forth the qualifications for the position. Standards of qualifications will be consistent with the position and may change from time to time, providing notice of change shall be given at least fifteen (15) days prior to the publication of said position.

3. Unit members who desire to apply for such vacancies shall

file their applications in writing with the Office of the Superintendent within the time limit specified in the notice.

B. Promotional positions are defined as follows: Positions paying a salary differential and/or positions on the administrator-supervisory level, including but not limited to positions such as assistant superintendent, administrative assistant, supervisor, principal, vice-principal, assistant principal and coordinator.

C. All appointments to the aforesaid vacancies shall be made without regard to age, race, creed, color, religion, nationality, sex or martial status.

D. Vacancies which arise during July and August shall be posted in the Board office.

E. Interim appointments to vacancies (not exceeding three months) may be made at the discretion of the Board. It is understood that such appointments are temporary in nature, and will be void upon final selection of personnel.

F. Announcements of appointments shall be made by posting a list in the office of the central administration and in each school building, and a list shall be forwarded to the Association.

ARTICLE VIII

TRANSFER POLICY

A. REQUEST

1. All requests for change of assignment must be submitted prior to May 1. Any request received after that date may be given considera-

tion by the Superintendent if, in his discretion, he feels that the same would be in the best interests of the school district. All requests shall be in writing and shall be filed with the Superintendent.

2. Upon request by the unit member, the Superintendent or his designee will confer with the member to discuss reasons for denial of a transfer request.

3. A list of the known vacancies that will exist the following year should be posted in all schools so that the unit members may apply for open positions. This list should be kept up to date with new openings added as they occur. During the summer this list will be kept posted in the Board office. A copy of such notice will be made available to the Association upon request.

B. ADMINISTRATIVE DECISION

1. If a unit member is transferred without having presented a request for transfer, the unit member will be notified of the transfer immediately by the Superintendent, and such notification will be in written form.

2. When a reduction in staff is necessary, to the extent possible, all volunteers shall first be transferred, after which transfer will be made on the basis of years of service in the school district, those lowest in years of service being transferred first, but the Superintendent may depart from this procedure. Notice of all transfers will be given to the unit members concerned as soon as practicable, and under normal

circumstances before the end of the school year.

ARTICLE IX

LEAVE AND ABSENCE

A. All unit members holding twelve month contracts are entitled to twelve (12) days sick leave in each contract year.

B. All unit members will be permitted to exercise up to three days leave for the observance of religious holidays as listed by the Commissioner of Education and observed by the employee's professed religion.

Notification of the intentioned exercise of a religious holiday must, however, be forwarded in writing to the office of the Superintendent at least one calendar week in advance of the day on which leave is to be taken.

C. All unit members will be permitted to exercise up to three days leave for death in the immediate family, and the "immediate family" shall be construed to encompass one's mother, father, wife, husband, children, brother, sister, mother-in-law, father-in-law, and any relative domiciled in the unit member's household at the time of death.

D. All unit members will be permitted to exercise up to three days leave for personal business, the nature of which need not be stated, subject to the following:

1. The request for a personal business day must be submitted to the office of the Superintendent for approval at least one calendar week in advance of the day for which leave is requested.

2. Personal business days will not be granted at a time when the unit member's absence may seriously hinder the over-all operation of the school.

3. Personal business days will not be cumulative from year to year.

4. Individual consideration will be given by the Superintendent to situations of an emergency nature.

E. All unit members may be absent from their positions for five consecutive school days for their marriage and honeymoon, but three of those days shall be regarded as personal business days under paragraph D of this article and the remaining two days shall be taken without pay.

F. All unit members will be excused from reporting for duty on the following ten (10) holidays: New Year's Day, Good Friday, either the Monday after Easter or Holy Thursday in accordance with the prevailing school calendar, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas and Christmas Day. In the event that any of the aforementioned holidays should fall on a Saturday, unit members shall be entitled to celebrate the same on the preceding Friday, and in the event that any of the aforementioned holidays should fall on a Sunday, unit members shall be entitled to celebrate the same on the following Monday.

G. The Board may recognize the need for unit members to attend and participate in conferences of local, state, and/or national organizations relating to their respective assignments without suffering any loss of pay. Application for permission to attend such conferences shall be made in writing to the Superintendent of Schools at least one calendar week in advance of the event and attendance shall be conditioned upon

the prior approval of the Superintendent. If such an application is approved by the Superintendent, the attendance of the unit member shall be without loss of pay and with reimbursement for such reasonable expenses as may be incurred incident to said attendance.

ARTICLE X

PERSONNEL FILES

A. Official files shall be maintained in accordance with the following procedures:

1. The Superintendent shall place in the file information of a positive nature received from and signed by responsible sources indicating special competencies, achievements, performance or contributions of an academic, professional or civic nature. All other material received from and signed by responsible sources concerning a unit member's conduct, service or character will likewise be placed in the file.

2. The unit member shall be given the opportunity to review the contents of his file once during the year by request in writing. Written requests at all other times may be honored by the central administration within the discretion of the administrator in charge; reasonable requests for review shall not be withheld. It shall be the responsibility of the party making the request to arrange a convenient appointment with the central administration, which will enable that member to have ample time to fully review any and all documents in his file, with the exception of pre-employment records.

3. If at any time any material is included in a unit member's personnel file pursuant to paragraph A1 of this article, the unit member shall be

notified thereof and given an opportunity to review the material. The unit member has the right to reply to said material by formal letter addressed to the Superintendent. The Superintendent shall place the unit member's reply letter in the file as well as any additional response which the Superintendent desires to make. A copy of the Superintendent's response, if any, will be forwarded to the unit member involved.

4. Because these materials are of a highly confidential nature, no unit member will be permitted to reproduce or circulate any material in his file.

ARTICLE XI

GRIEVANCE PROCEDURE

A. PROCEDURE

1. Any individual member or any group of members of the professional staff contained within the bargaining unit represented by the Association have the right to discuss with their immediate superior the applications of policies affecting them, or the provisions of this contract.

2. If as a result of any discussions provided for in Step 1, the cause of the staff member's dissatisfaction has not been resolved within a period of seven(7) days, the complaint to be considered a grievance must be stated in writing by the staff members or member and be presented to a representative of the Association Grievance Committee within the next ten (10) days.

a. Within three (3) days of any written grievance report, a representative of the Association Grievance Committee shall discuss the grievance with the staff member and/or the member's immediate

superior. The aggrieved staff member or members have the option of being present.

3. In the event that the problem cannot be resolved by the immediate superior, the staff member or members and the Association representative within a period of five (5) days, the staff member or members may cause the grievance report to be presented to the entire Grievance Committee of the Association with duplicate copy for the immediate superior involved.

a. The immediate superior should provide the Association Grievance Committee and the staff member with a written resume of the issue.

4. If the Association Grievance Committee determines that the grievance has merit, the grievance shall be referred to the Superintendent of Schools within fifteen (15) days after receipt of the report and resume of the issue. Written notice of the Association Grievance Committee action will be forwarded to the aggrieved staff member or members and the immediate superior.

a. If the Association Grievance Committee determines that the grievance is without merit, written notice of this determination shall be forwarded to the aggrieved staff member and the immediate superior.

5. The Superintendent and/or his representatives upon receipt of the grievance report, shall attempt to resolve the matter as quickly as possible and shall meet with the aggrieved and/or his representatives within five (5) days (designated school holidays excepted) of receipt of

a request for such a meeting.

a. The recommendation of the Superintendent shall be made in writing to the aggrieved and to the Association Grievance Committee. If the recommendation of the Superintendent is not satisfactory to the aggrieved, or after the passage of ten (10) days from the date of the receipt of the grievance, whichever comes first, the aggrieved may request within the next five (5) days that a committee of three (3) be selected to act as a Board of Review.

b. The Board of Review shall be composed of one member selected by the Superintendent, one member selected by the Association Grievance Committee, and a third member to be chosen by the aforesaid members. If the parties so selected cannot agree upon a third member of the Board within three (3) calendar days from the date on which the request for a selection of a Board of Review was presented, the parties to this Agreement shall jointly request the American Arbitration Association to appoint that third member pursuant to its existing rules and regulations.

c. The Board of Review shall meet and conduct the necessary investigation and shall submit a written report to the Board, the aggrieved, the Superintendent and the Association Grievance Committee, within five (5) days from the date of its origination, such report to contain its recommendations for solution of the grievance. The recommendation of the Board of Review shall become binding upon all parties unless any of the parties states an appeal in writing to all parties in interest, within five (5) days of the date of the recommendation of the Board of Review.

In this case, the Appellant shall immediately request the American Arbitration Association to appoint an arbitrator. It will be the function of the arbitrator to review the written reports pertaining to the case, to conduct any further investigation he deems necessary, and to provide his recommendation for the solution of the grievance to the Board, the aggrieved, the Superintendent and the Association Grievance Committee. The decision of the arbitrator shall be binding. The Board of Education shall, within ten days after receipt of the arbitrator's report, meet and act on the issue, if action is necessitated by the arbitrator's decision.

B. GENERAL REGULATIONS

1. All appeals taken past the immediate superior of the aggrieved party must be stated in writing.
2. Copies of appeals above the building level and decisions reached concerning them shall be filed in the office of the Superintendent.
3. In the administration of the aforementioned grievance procedure, the failure at any one step of the procedure by one charged with the responsibility of rendering a decision to do so within the specified time limit shall permit the aggrieved party to proceed immediately to the next step. The failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step and said decision will be a final determination of the grievance.
4. Unit members presenting an appeal or assisting in the presentation of an appeal are assured that no reprisals shall result because of their participation in the procedure.

5. The aggrieved party and/or his representative shall have the right to be present at all hearings conducted at any step of the grievance procedure.

6. The right of a unit member to attempt to resolve a grievance directly through normal administrative procedure is not to be abridged in any way.

7. The cost of any service provided by the American Arbitration Association shall be shared equally by the Association and the Board.

ARTICLE XII

SALARIES

A. The compensation for all unit members holding appropriate certification issued by the New Jersey Department of Education during the fiscal year July 1, 1970 through June 30, 1971, shall be fixed and determined by applying the respective ratios set forth below to each member's appropriate position on the teacher's salary guide that has been established for the 1970-71 school year.

<u>POSITION</u>	<u>RATIO</u>
Curriculum Coordinator	1.5
Senior High School Principal	1.45
Senior High School Vice Principal	1.29
Senior High School Assistant Principal	1.275
Junior High School Principal	1.375
Junior High School Vice Principal	1.28
Junior High School Assistant Principal	1.265
Elementary School Principal	1.30
Elementary School Vice Principal	1.05*

- B. All unit members will be granted full credit for training and experience and will be placed on the appropriate step of the teachers' salary guide for purposes of ratio computation.
- C. All unit members will be granted a longevity service increment based upon continuous employment in the Willingboro Public School System. The longevity service increment shall be in the sum of \$100.00, which sum shall accrue at the issuance of the fourth, seventh, tenth, thirteenth and sixteenth consecutive contracts. Payment of this increment shall not be retroactive but shall become initially payable as part of all employment contracts issued as of July 1, 1970, based upon each unit member's continuous employment experience in this school district.
- D. The compensation for said unit members for the fiscal year July 1, 1971, through June 30, 1972, shall be based upon the evaluated performance of each member of the unit in his respective position. The salary ranges for the respective positions within which one's compensation may be fixed based upon said performance are set forth in Exhibit A, which is annexed hereto and incorporated as a part hereof. The salary ranges at which a new person could be hired for a unit position during said fiscal year are set forth in Exhibit B, which is annexed hereto and incorporated as a part hereof.
- E. During the fiscal year July 1, 1971, through June 30, 1972, every unit member will be guaranteed a minimum salary increase equivalent

to the percentage by which the cost of living increased during the period from April 1, 1971, through June 30, 1971, over the cost of living during the base period from April 1, 1970, through June 30, 1970. Determinations as to the existence of any increase in the cost of living and the amount thereof shall be based upon the "Consumers' Price Index for Moderate Income Families" for the Delaware Valley region as published by the Bureau of Labor Statistics of the United States Department of Labor. This shall represent a minimum increase to be available in the event that an evaluative increase recommended represents less than said cost of living increase, not an increase in addition to that earned under the evaluative program.

F. Within ten days from the date on which this Agreement is executed, the Association and the Board would each appoint three members to a Special Evaluation Procedure Committee which would be charged with the responsibility of developing a procedure for evaluating the performance of unit personnel and relating the same to their compensation for the fiscal year July 1, 1971, to June 30, 1972. This Committee shall complete its work on or before September 1, 1970, and shall submit its recommendations to the Board and the Association. If the recommendation is supported by four or more committee members, both parties shall adopt that procedure and incorporate the same as an addendum to this article of this Agreement. If no recommendation is supported by four committee members, both parties agree to submit the committee reports and recommendations to a third party to be selected from the lists of the American Arbitration Association and by its procedures, who

shall submit an evaluation procedure by which both parties shall agree to be bound and which shall then be incorporated as an addendum to this Agreement. If the latter procedure is implemented, the Board agrees to pay the cost of the same.

ARTICLE XIII

HEALTH INSURANCE

- A. The Board agrees to pay forty percent (40%) of the cost of a health insurance program for unit members which shall provide Blue Cross and Blue Shield plans with Rider J and major medical coverage. The basic health coverage policy shall be placed with Associated Hospital Plan of New Jersey and the major medical coverage shall be placed with Reliance Insurance Company.
- B. The aforesaid coverage shall extend to the unit member and his immediate family during such time as he shall remain in the active employ of the Board.
- C. The Association shall have the right to reopen negotiations with respect to this item for the period extending from July 1, 1971, through June 30, 1972, provided that it serves written notice of its intent to exercise that right on or before January 15, 1971.

ARTICLE XIV

SCHOOL CALENDAR

The Association and the Superintendent shall each designate three persons who shall constitute a committee which shall endeavor to develop a

school calendar for the 1971-1972 school year to be recommended to the Board for its approval. In the event that the committee members cannot agree upon a recommended calendar, the Association and the Superintendent shall each submit their respective proposals to the Board. The appointments to the committee shall be made on or before October 1, 1970, and all recommendations to be made hereunder shall be submitted to the Board on or before December 15, 1970.

ARTICLE XV

ADMINISTRATORS' STUDY COMMITTEE

- A. The Board and the Association agree to form an Administrators' Study Committee which shall consist of three members designated by the Board and three members designated by the Association. The appointments to this committee shall be made on or before August 1, 1970, and each party shall promptly notify the other of the identities of the respective committee appointments.
- B. The purpose of the Committee shall be to examine prevailing conditions, practices and procedures in the school district, the needs and concerns of the district administrators and any specific administrative concerns which may develop during the life of this committee. It shall likewise endeavor to provide sufficient data to furnish all parties in interest with adequate information to evaluate the needs and/or problems of school administrators.
- C. This committee shall be convened at least once a year on a mutually convenient date between August 15 and October 15, with such additional meetings as may be scheduled thereafter by mutual agreement.

ARTICLE XVI

MISCELLANEOUS PROVISIONS

A. On or before April 30 of each year, the Board shall give to each non-tenure unit member continuously employed since the preceding September 30 either:

1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment, but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or

2. A written notice that such employment shall not be offered.

ARTICLE XVII

MODIFICATION OF AGREEMENT AND NEGOTIATION OF SUCCESSOR AGREEMENT

A. Not later than ~~December~~ 15, 1972, the Board agrees to initiate negotiations with the Association over a Successor Agreement in accordance with the procedure set forth herein, in good faith and effort on both sides to reach continuing agreement on salaries and other conditions of employment. By the same date, the Association agrees to present to the Board its proposals for the successor agreement.

B. Negotiation of a successor agreement shall be conducted pursuant to the provisions of Chapter 303 of Laws of 1968 for the State of New Jersey.

ARTICLE XVIII

DURATION

The provisions of this Agreement, except as otherwise stated herein, shall be effective as of July 1, 1970, and shall remain in full force and effect until June 30, 1972, subject to the right of the Board and the Association to negotiate for a modification of this Agreement as provided in Article XVII of said Agreement.

WILLINGBORO BOARD OF
EDUCATION

ATTEST:

By B. F. Dattilo
President

s/ Elmer F. Corda
Secretary

WILLINGBORO EDUCATION ASSOCIATION
ADMINISTRATORS' UNIT

ATTEST:

By George Carlin
President

s/ Richard Smith
Secretary

EXHIBIT A

SALARY RANGES - JULY 1, 1971 THROUGH JUNE 30, 1972

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Curriculum Coordinator	\$15,638	\$26,062
Senior High School Principal	15,117	25,193
Senior High School Vice Principal	12,800	21,300
Senior High School Ass't Principal	12,575	20,957
Junior High School Principal	14,334	23,890
Junior High School Vice Principal	12,000	20,238
Junior High School Ass't Principal	12,144	20,000
Elementary School Principal	12,913	21,523
Elementary School Vice Principal	10,159	16,931

EXHIBIT B

NEW HIRING SALARY RANGES - JULY 1, 1971, THROUGH JUNE 30, 1972

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Curriculum Coordinator	\$15,638	\$22,935
Senior High School Principal	15,117	22,170
Senior High School Vice Principal	13,449	19,724
Senior High School Ass't Principal	12,575	18,442
Junior High School Principal	14,334	21,023
Junior High School Vice Principal	12,000	17,810
Junior High School Ass't Principal	12,144	17,600
Elementary School Principal	12,913	18,939
Elementary School Vice Principal	10,159	14,899