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RUTGERS UNIVERSITY

AGREEMENT BETWEEN

the

BOARD OF EDUCATION OF NORTH HANOVER TOWNSHIP

and the

NORTH HANOVER PRINCIPALS' ASSOCIATION

1975-76

Burlington County

1. The North Hanover Township Board recognizes the North Hanover Principals' Association as sole and exclusive representative for collective negotiation for all principals employed by the Board pursuant and in accordance with Chapter 123, Public Laws of 1974.

2. (a) Unless otherwise indicated the term Board is used hereinafter to mean the Board of Education of North Hanover Township, County of Burlington, New Jersey.

(b) The term Association refers to the exclusive representative in Paragraph 1 above.

(c) The term principal(s) refers to the member(s) of this appropriate bargaining unit.

3. The grievance procedure for the principals shall be that appropriate policy previously adopted by the Board that covers these personnel.

4. INTERVIEWING

Except for unusual circumstances, each principal(s) shall interview candidates for appointment to his school as a teacher, as well as clerical and custodial personnel. If appointment is to be made for personnel assigned to more than one school, then more than one principal will be involved in the interview(s). If a principal is on vacation or leave reasonable effort will be made to contact him by phone or mail in order to afford him such opportunity. If the principal is unavailable another principal will be involved in his place. Final determination concerning employment is understood to reside with the Superintendent and the Board of Education.

5. ADMINISTRATIVE LIAISON

PRINCIPALS' PROFESSIONAL LIAISON COMMITTEE

In order to discuss problems of mutual concern in areas of professional development, implementation of Board Policies and administrative directives, the following procedures apply:

(a) The Principals Professional Liaison Committee shall be composed of the Superintendent and two principals appointed by the Association and chaired by the Superintendent or his designee.

(b) A meeting of the Principals' Professional Liaison Committee shall be scheduled for October, January and April of the 1975-76 school year. Initiation of these meetings will be by either the Superintendent or the Association President (or their designee) submitting to the other in writing an agenda of items for discussion. The initiating party shall submit the proposed agenda within the last fifteen calendar days of the month prior to such meeting, suggesting three (3) dates and times of convenience for such meeting. The receiving party shall within seven (7) calendar days of receipt respond in writing with any other items for inclusion in the agenda and select one of the dates and times of convenience or propose a new one. Lack of initiation by either party within the time prescribed is understood to mean that there is no need for a meeting during that month.

(c) It is specifically understood that the Principals' Professional Liaison Committee is an internal instrument between the Board and Association and is intended to be confidential between the parties to this Agreement and not a public forum. Any report(s) emanating from the considerations of the committee shall also be confidential and forwarded to the Board for its review and consideration.

(d) Any report(s) generated from this committee shall be forwarded to the Board through the Superintendent, and the Board will acknowledge receipt in writing within thirty (30) calendar days. The Board may accept, reject, modify or return such report(s) for further study.

6. Each principal shall be provided with a policy manual and all relative and current Board policies necessary for school operations shall be contained therein, and such future policies shall be forwarded to each principal after adoption and approval of Board within five working days.

7. The salary guide for the 1975-76 work year shall be as follows:

<u>Step</u>	<u>Amount</u>	
1	17,550	
2	18,550	Mr. Miller
3	19,550	
4	20,550	Mr. Russell
5	21,550	Mr. Levee
6	22,550	Mr. Wagner
7	23,550	

(\$ 23,850.-Mr. Ciampa-Step 7 + note
(a) below)

Note:

(a) In addition administrators with fifteen (15) or more years of in district administrative experience shall receive \$300.00 in addition to their salary.

(b) The above salary guide shall be effective July 1, 1975 through June 30, 1976.

8. Negotiations concerning a subsequent agreement shall commence no later than March 1, 1976 after prior initiation of the Association.

9. This Agreement incorporates the total understanding of both parties, however adopted Board policies concerning other benefits to principals shall continue to apply.

10. Health care insurance premiums shall be paid one-hundred percent (100%) by the Board in accordance with the benefits of the present insurance carrier, effective at the time of opening for enrollment, and in accordance with the rules and requirements of the insurance carrier.

11. This Agreement shall be effective July 1, 1975 and shall continue in effect until June 30, 1976 subject to the Association's right to negotiate a successor agreement.

12. In witness whereof the Association and Board have caused this Agreement to be adopted by their constituent bodies and signed by their Presidents and Secretaries, all on the day and year below.

July 28, 1975

(date)

NORTH HANOVER TOWNSHIP PRINCIPALS' ASSOCIATION

by

Richard K. Wagner
(Its President)

by

Ronald Russell
(Its Secretary)

by

Andrew J. Campa

by

Robert T. Leman

by

Clara R. Mill

NORTH HANOVER TOWNSHIP BOARD OF EDUCATION

by

Warren C. Jones
(Its President)

by

Clarence B. Lamb
(Its Secretary)