

A G R E E M E N T

between

THE GLOUCESTER CITY BOARD OF EDUCATION

and

THE GLOUCESTER CITY TEACHERS ASSOCIATION

covering the period

September 1, 1969 to August 31, 1970

THIS AGREEMENT is made and entered into by and between the Gloucester City Board of Education and the Gloucester City Teachers Association this eleventh day of March 1969.

The Board and the Association recognize that providing a high quality education for the children of Gloucester City is the paramount objective of the School District.

Article I

LEAVE OF ABSENCE - PERSONAL DAYS

Employees shall be entitled to three (3) days with full pay for each school year of nonaccumulative leave of absence for personal, legal, business, household or family matters which require absence during school hours.

Article II

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

In our rapidly changing society teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. To work towards these ends, the Board agrees to implement the following at the beginning of the 1969-1970 school year.

The Board will pay the tuition fee up to fifty dollars (\$50.00) to any teacher successfully completing a graduate course or courses approved by the Superintendent of Schools, providing the course is not taken to keep a teacher's certificate active for employment purposes.

Article III
SALARIES

As of September 1, 1969, teachers and nurses shall be paid according to the salary schedule attached hereto as Schedule A.

Article IV
GRIEVANCE PROCEDURE

The grievance procedure as set forth in the policy enacted by the Gloucester City Board of Education on June 14, 1966 shall be the grievance procedure to be followed.

Article V
DURATION

The provision of this Agreement shall be effective as of September 1, 1969 and shall remain in full force and effect until August 31, 1970.

IN WITNESS WHEREOF, the parties have hereunto set their hands this eleventh day of March 1969.

BOARD OF EDUCATION OF THE CITY OF GLOUCESTER CITY, NEW JERSEY

John A. Lynch
President

C. Edward Walker
Secretary

GLOUCESTER CITY TEACHERS ASSOCIATION

Harry C. Green
President

William P. Behmke, Jr.
Chairman-Negotiating Committee

SCHEMULE A

GLOUCESTER CITY PUBLIC SCHOOLS

TEACHERS SALARY GUIDE

1969 - 1970

*	*	*	*	*	*	*
<u>Years of Employment</u>	<u>Bachelor's degree or 128 credits</u>	<u>Bachelor's degree plus 30 grad. cr.</u>	<u>Master's degree</u>	<u>Master's degree plus 30 grad. cr.</u>	*	*
1	6,500.00	6,800.00	7,100.00	7,700.00	*	7,700.00
2	6,800.00	7,100.00	7,400.00	8,000.00	*	8,000.00
3	7,100.00	7,400.00	7,700.00	8,300.00	*	8,300.00
4	7,400.00	7,700.00	8,000.00	8,600.00	*	8,600.00
5	7,700.00	8,000.00	8,300.00	8,900.00	*	8,900.00
6	8,000.00	8,300.00	8,600.00	9,200.00	*	9,200.00
7	8,300.00	8,600.00	8,900.00	9,500.00	*	9,500.00
8	8,600.00	8,900.00	9,200.00	9,800.00	*	9,800.00
9	8,900.00	9,200.00	9,500.00	10,100.00	*	10,100.00
10	9,200.00	9,500.00	9,800.00	10,400.00	*	10,400.00
11	9,500.00	9,800.00	10,100.00	10,700.00	*	10,700.00
12	9,800.00	10,100.00	10,400.00	11,000.00	*	11,000.00
13	10,000.00	10,300.00	10,600.00	11,200.00	*	11,200.00

1. Employment increment - \$300.00 per year for steps 1 through 12 and \$200 for step 13.

2. Teachers with an earned Doctorate Degree shall receive an additional \$600.00 above their proper place on schedule.

3. All prior experience in public school is creditable as is up to four years of military service.