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RUTGERS UNIVERSITY

A G R E E M E N T

BETWEEN

THE GLOUCESTER CITY BOARD OF EDUCATION

and

THE GLOUCESTER CITY EDUCATION ASSOCIATION

covering the period

X July 1, 1984 to June 30, 1986

THIS DOES NOT
CIRCULATE

Article I

RECOGNITION

The Gloucester City Board of Education hereby recognizes the Gloucester City Education Association as the exclusive and sole representative for collective negotiations concerning:

- (1) The grievances, terms and conditions of employment for the following personnel:
teachers, nurses, librarians,
department leaders, guidance
counselors, psychologists,
social workers, learning dis-
ability specialists, speech
correctionists, athletic coaches.
- (2) The salaries only for activities personnel.
- (3) All other Board of Education employees are excluded.

Article II
GRIEVANCE PROCEDURES

Definition

A "Grievance" is a claim by a staff member/s or the Gloucester City Education Association of an alleged violation of the terms of the contract.

PROCEDURE

1. Each staff member and any or all of them shall be entitled to be heard concerning any matter in which he or they feel aggrieved in the area of the alleged violations to the terms of the contract:
2. In the case of an individual staff member, or the Association such difference shall be presented in writing in the first instance to his immediate principal or Superior in administrative channels; this statement shall be a clear, concise statement of the grievance, and the policy or law for which there is an alleged violation, the circumstances on which the grievance is based, the person(s) involved and the remedy sought.
In the case of two or more staff members feeling so aggrieved, such difference shall be presented in the first instance to the Principal or superior at the lowest level which shall be common to all such members;
If the local teachers' organization feel that the professional staff as a whole is aggrieved, in any alleged violation to the terms of the contract, the organization may present the matter directly to the Superintendent of Schools.
3. In any case where the difference is not resolved the staff member or members involved may appeal to the Superintendent. In the instance of an appeal, the principal involved shall make the necessary arrangements:
Any matter considered by the Superintendent of Schools, not resolved, may be appealed to a special grievance committee comprised of two (2) members of the Gloucester City Education Assoc., two (2) members of the Gloucester City Board of Education (i.e., the chairmen of Personnel and Negotiation Committees) and the Superintendent of Schools who will be chairman of the committee, preside over and have voting privileges within the committee. Any matter considered by the Committee Chairman not resolved, may be appealed to the full Board of Education. In the instance of an appeal, the Superintendent shall make the necessary arrangements. A meeting with the Board of Education will be arranged no later than the next regularly scheduled Board meeting.
At the option of any staff member(s), he or they may be accompanied at any appeal before the Board of Education, by duly constituted representatives, who shall also have the opportunity to be heard at such appeal.
4. Any and all steps taken under these procedures shall be taken with the objective of fair and equitable resolution of the difference at issue, in an objective and dispassionate manner, and no reprisal or discrimination shall be directed toward any staff member during or after the completion of these procedures.
5. Steps in these procedures may be taken formally, in writing or verbally, as under the circumstances may seem not conducive to a satisfactory resolution of the difference. When a procedure is initiated in writing, it shall have prompt written recognition; when a decision has been reached this should also be communicated in writing within five (5) working days.
6. Grievances must be filed within fifteen (15) working days of the alleged violation, unless additional time is needed by mutual consent.

Article III

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Effective July 1, 1984 to June 30, 1986 the Board shall pay the tuition fee up to five hundred dollars (\$500.00) 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 or is taken while employed with less than a standard certificate.

Article IV

HEALTH INSURANCE

The Board of Education will provide, at no cost to the employee, medical coverage with the New Jersey Health Benefits Plan, specifically Series 1420 of the Blue Cross-Blue Shield and Major Medical coverage for the employee and dependents during his or her participation in the plan (pursuant to the plan's regulations) and while employed by the Board during 1984-1985 and 1985-1986 school years.

The Board of Education agrees that during the 1984-1985 and 1985-1986 school years, any teacher at maximum salary who retires after reaching 62 years of age, said Board of Education will pay for health insurance as written in Article IV until said employee reaches the age of 65.

The Board of Education agrees that during the 1984-1985 and 1985-1986 school years, any teacher at maximum salary who retires after reaching 55 years of age, and has completed 20 years of service in the Gloucester City School System, said Board of Education will pay for health insurance as written in Article IV until said employee reaches the requirements for Medicare.

The Board of Education agrees that during the 1984-1985 and 1985-1986 school years, it will provide full dental coverage for the employee and their dependents. During the 1984-1985 and 1985-1986 school years, there shall be no duplication of dental coverage, (i.e., if employee's spouse has dental coverage, either for himself or herself and/or dependents, the Board of Education shall not be required to duplicate such coverage.)

Article V

RETIREMENT/TERMINAL LEAVE BENEFIT

During the 1984-1985 and 1985-1986 school years, a \$11.00 per day accumulated sick leave plan for those days over 80 days will be paid after 15 years of teaching service. Teachers leaving under disability retirement are exempt from the 15 year restriction.

If a staff member/s deceases prior to their use of his/her retirement benefit, his/her spouse, family or heirs shall receive the payment for those days over 80 which have accumulated after 15 years of teaching service in the district.

Article VI

TEACHER SALARY SCHEDULES

Teachers and other members of the bargaining unit shall be paid for the 1984-1985 and 1985-1986 school years in accordance with the salary schedules attached hereto as Schedule A.

Article VII

ATHLETIC AND STUDENT ACTIVITIES SALARIES

As of July 1, 1984, salaries in athletics shall be paid according to the schedule attached hereto as Schedule B and shall remain in full force and effect until June 30, 1985.

As of July 1, 1985, salaries in athletics be paid according to the schedule attached hereto as Schedule B and shall remain in full force and effect until June 30, 1986.

As of July 1, 1984 and 1985, salaries in student activities shall be paid in according to the schedule attached hereto as Schedule C and shall remain in full force and effect until June 30, 1986.

Article VIII

DURATION

The provisions of this Agreement shall remain in full force and effect until June 30, 1986.

GLOUCESTER CITY BOARD OF EDUCATION
 TEACHERS SALARY GUIDE
 1984-1985
SCHEDULE A

<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	\$ 13,200.00	\$ 13,600.00	\$ 14,200.00	\$ 14,600.00
2	13,500.00	13,900.00	14,500.00	14,900.00
3	13,900.00	14,300.00	14,900.00	15,300.00
4	14,400.00	14,800.00	15,400.00	15,800.00
5	15,100.00	15,500.00	16,100.00	16,500.00
6	15,700.00	16,100.00	16,700.00	17,100.00
7	16,400.00	16,800.00	17,400.00	17,800.00
8	17,000.00	17,400.00	18,000.00	18,400.00
9	17,700.00	18,100.00	18,700.00	19,100.00
10	18,300.00	18,700.00	19,300.00	19,700.00
11	19,000.00	19,400.00	20,000.00	20,400.00
12	19,700.00	20,100.00	20,700.00	21,100.00
13	20,500.00	20,900.00	21,500.00	21,900.00
14	21,200.00	21,600.00	22,200.00	22,600.00
15	22,000.00	22,400.00	23,000.00	23,400.00
16	22,700.00	23,100.00	23,700.00	24,100.00
17	23,500.00	23,900.00	24,500.00	24,900.00
18	24,300.00	24,700.00	25,300.00	25,700.00
19	26,100.00	26,500.00	27,100.00	27,500.00

1. Employment increment - All other increments are as shown by this schedule.
2. Teachers with an earned Doctorate Degree shall receive an additional \$700.00 above their proper place on this schedule.
3. All prior experience in public school is creditable as is up to four years of military service.
4. All increments are subject to Board Approval.

GLOUCESTER CITY BOARD OF EDUCATION
 TEACHERS SALARY GUIDE
 1985-1986
SCHEDULE A

<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	\$ 13,800.00	\$ 14,200.00	\$ 14,800.00	\$ 15,200.00
2	14,300.00	14,700.00	15,300.00	15,700.00
3	14,800.00	15,200.00	15,800.00	16,200.00
4	15,300.00	15,700.00	16,300.00	16,700.00
5	15,800.00	16,200.00	16,800.00	17,200.00
6	16,500.00	16,900.00	17,500.00	17,900.00
7	17,200.00	17,600.00	18,200.00	18,600.00
8	17,900.00	18,300.00	18,900.00	19,300.00
9	18,700.00	19,100.00	19,700.00	20,100.00
10	19,300.00	19,700.00	20,300.00	20,700.00
11	19,900.00	20,300.00	20,900.00	21,300.00
12	20,600.00	21,000.00	21,600.00	22,000.00
13	21,400.00	21,800.00	22,400.00	22,800.00
14	22,300.00	22,700.00	23,300.00	23,700.00
15	23,100.00	23,500.00	24,100.00	24,500.00
16	23,900.00	24,300.00	24,900.00	25,300.00
17	24,700.00	25,100.00	25,700.00	26,100.00
18	25,500.00	25,900.00	26,500.00	26,900.00

1. Teachers with an excess of eighteen (18) years of employment receive an additional \$2,100.00 above their proper place on the schedule.
2. Employment increment - All other increments are as shown by this schedule.
3. Teachers with an earned Doctorate Degree shall receive an additional \$700.00 above their proper place on this schedule.
4. All prior experience in public school is creditable as is up to four years of military service.
5. All increments are subject to Board Approval.

GLOUCESTER CITY PUBLIC SCHOOLS

COACHES SALARIES

SCHEDULE B

	<u>BUDGET</u> <u>1984-1985</u>	<u>BUDGET</u> <u>1985-1986</u>
Director of Athletics	\$ 2,745.00	
Head Football Coach	2,350.00	
Assistant Football coach	1,470.00	
Assistant Football Coach	1,470.00	
Assistant Football Coach	1,470.00	
Freshman Football Coach	1,420.00	
Freshman Football Coach	1,420.00	
Boys' Basketball - Head Coach	2,105.00	
Boys' Basketball - Assistant Coach	1,310.00	
Boys' Basketball - Freshman	1,175.00	
Boys' Basketball - Assistant to Varsity and Jr. High Coach	1,175.00	
Baseball - Head Coach	1,480.00	
Baseball - Assistant Coach	880.00	
Track - Head Coach	1,480.00	
Track - Assistant Coach	880.00	
Cross Country Coach	1,230.00	
Bowling Coach	930.00	
Girls' Hockey - Head Coach	1,650.00	
Girls' Hockey - Assistant Coach	1,120.00	
Girls' Hockey - Freshman Coach	785.00	
Girls' Hockey - Jr. High School Coach	955.00	
Girls' Hockey - Jr. High Assistant Coach	755.00	
Girls' Basketball - Head Coach	1,925.00	
Girls' Basketball - Assistant Coach	1,225.00	
Girls' Basketball - Jr. High School	785.00	
Girls' Softball - Head Coach	1,480.00	
Girls' Softball - Assistant Coach	880.00	
Soccer - Head Coach	1,480.00	
Soccer - Assistant Coach	880.00	

GLOUCESTER CITY PUBLIC SCHOOLS

STUDENT BODY ACTIVITIES SALARIES

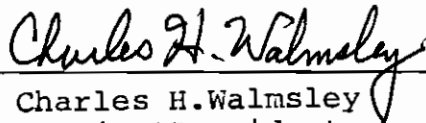
SCHEDULE C

	<u>BUDGET</u> <u>1984-1985</u>	<u>BUDGET</u> <u>1985-1986</u>
Play	\$ 835.00	
Musical	755.00	
Yearbook - Advisor	1,000.00	
Yearbook - Business	700.00	
Band	1,190.00	
Band - Summer	975.00	
Clubs - High School	5,150.00	
Clubs - Elementary	965.00	
* Class Advisors	1,040.00	
Cheerleading	1,430.00	
Literary Magazine	210.00	
Newspaper	700.00	
Chaperoning of Activities	1,500.00	
** Homecoming	100.00	
*** Prom	50.00	

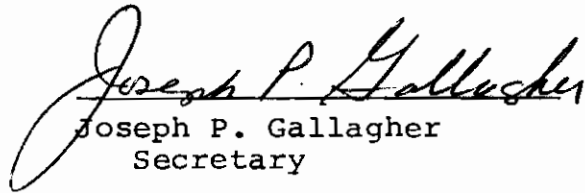
* 4 @ 260.00
** 4 @ 25.00
*** 1 @ 50.00

IN WITNESS WHEREOF, the parties have
hereunto set their hands this 11th day of October,
1984.

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

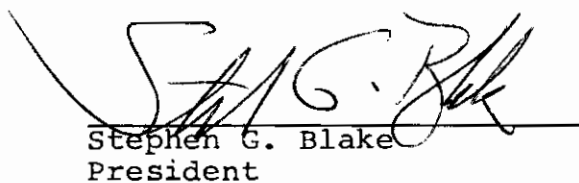


Charles H. Walmsley
Vice-President

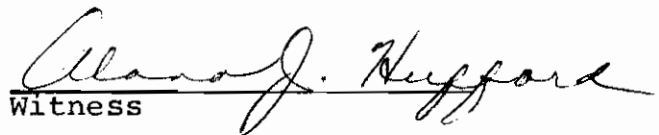


Joseph P. Gallagher
Secretary

GLOUCESTER CITY EDUCATION ASSOCIATION



Stephen G. Blake
President



Witness