

THIS BOOK DOES  
NOT CIRCULATE

04-05  
Camden

A D D E N D U M

to the

A G R E E M E N T

between

B E R L I N B O A R D O F E D U C A T I O N

and

B E R L I N T E A C H E R S ' A S S O C I A T I O N

for

School Year July 1, 1976 - June 30, 1978

LIBRARY  
Institute of Management and  
Labor Relations

OCT 19 1976

RUTGERS UNIVERSITY

Article 4

TEACHER RIGHTS AND RESPONSIBILITIES

4:1 No change

4:2 No change

4:3 No change

4:4 No change

4:5 No change

4:6 No change

4:7 No change

4:8 No change

4:9 Classroom teachers shall, in addition to their lunch period, have preparation time in which they will have no other assigned duties. This preparation time shall not be less than thirty (30) minutes per day per teacher when averaged over a one (1) week period.

Article 9

SALARIES

- 9:1 The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof.
- 9:2 Each teacher employed on a ten (10) month basis shall be paid in twenty-two (22) equal installments to be distributed every other Friday.
- 9:3 No change
- 9:4 No change
- 9:5 No change
- 9:6 The Board of Education agrees to pay up to a maximum of \$150.00 per semester to certified personnel for graduate studies, payment to be made during the following September. Courses taken and the request for reimbursement must be approved in advance by the superintendent and the courses must be in related fields.
- 9:7 No change
- 9:8 No change
- 9:9 No change

Article 10

INSURANCE PROTECTION

10:1 No change

10:2 At a teacher's option, however, the Board of Education agrees to pay Washington National Insurance, or any other comparable plan approved by the Board, for the full time employee in lieu of 10:1 above. Payment by the Board will not exceed \$225.00 per year. If the employee desires an improved plan, the balance in excess of \$225.00 will be paid by the employee.

Article 12

DURATION OF AGREEMENT

All Articles of this Agreement shall be in force and binding on both parties effective as of July 1, 1975. The Agreement in its entirety shall continue effective until June 30, 1978, subject to the Association's right to negotiate over a successor Agreement as provided in Article 2, except that Articles 9 and 10 and one other article stipulated by the Association and/or one other article stipulated by the Board may be open for negotiation for the school year 1977-78. Any new articles agreed upon will be placed as an addendum to this contract.

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Any extension may occur only if it shall be mutually agreed upon in writing by the parties to the Agreement, and unless such extensions are agreed upon this contract shall expire upon June 30, 1978.

IN WITNESS WHEREOF, The Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon and the Association has caused this Agreement to be signed by its President and Secretary.

Robert F. Paternoster  
President, Board of Education

6/17/76  
Date

Joseph Tweed  
Secretary, Board of Education

6-17-76  
Date

Patricia Gattinella  
President, Berlin Teachers' Association

6/17/76  
Date

\_\_\_\_\_  
Secretary, Berlin Teachers' Association

\_\_\_\_\_  
Date

SCHEDULE "A"

TEACHERS' SALARY SCHEDULE

1976 - 1977

	<u>BA</u>	<u>BA + 15</u>	<u>MA</u>	<u>MA + 15</u>	<u>INCREMENTS</u>
1	9,775.00	10,175.00	10,575.00	10,975.00	-
2	10,075.00	10,475.00	10,875.00	11,275.00	300
3	10,375.00	10,775.00	11,175.00	11,575.00	300
4	10,725.00	11,125.00	11,525.00	11,925.00	350
5	11,075.00	11,475.00	11,875.00	12,275.00	350
6	11,425.00	11,825.00	12,225.00	12,625.00	350
7	11,800.00	12,200.00	12,600.00	13,000.00	375
8	12,175.00	12,575.00	12,975.00	13,375.00	375
9	12,575.00	12,975.00	13,375.00	13,775.00	400
10	12,975.00	13,375.00	13,775.00	14,175.00	400
11	13,400.00	13,800.00	14,200.00	14,600.00	425
12	13,825.00	14,225.00	14,625.00	15,025.00	425
13	14,300.00	14,700.00	15,100.00	15,500.00	475
14	15,225.00	15,625.00	16,025.00	16,425.00	925

Supermaximums - The Board of Education agrees to pay a supermaximum of \$50.00 commencing at the beginning of the fifteenth year in the Berlin Borough School District. A supermaximum of \$100.00 will be paid at the beginning of the seventeenth year. The Board of Education agrees to pay, after the seventeenth year, a supermaximum of \$100.00 for every five years of service in the district.