

AGREEMENT

between

GLASSBORO BOARD OF EDUCATION

and

GLASSBORO EDUCATION ASSOCIATION

JULY 1, 1986 to JUNE 30, 1988

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ARTICLE I

RECOGNITION OF THE MAJORITY REPRESENTATIVE UNIT - GLASSBORO EDUCATION ASSOCIATION

- A. Whereas a majority of the teachers and secretaries in the Glassboro School District have designated the Glassboro Education Association as their exclusive representative unit, now, therefore be it,
- B. Resolved that, pursuant to Chapter 123, Public Law 1974, the Board of Education of the Glassboro Public Schools, Glassboro, New Jersey, (hereinafter referred to as the Board), recognizes the Glassboro Education Association as the representative of personnel designated as teachers who are compensated on the salary guides attached to this Agreement, including teachers, librarians, guidance counselors, nurses, social workers, speech correctionists, learning disability specialists, reading specialists, project teachers and secretaries, and excluding all other employed personnel for the purpose of collective negotiations concerning the terms and conditions of employment of the employees in such unit including all secretarial positions assigned to the office of the Superintendent and the Assistant Superintendents.

ARTICLE II

PROCEDURES FOR MEETINGS

- A. In recognition of Public Laws 123, enacted in 1974, which requires both the local Boards of Education and the Education Association to negotiate in good faith, and in further recognition of specific dates for budget commitments set by State Statute, it is, therefore, agreed that the G.E.A. will present its proposals to the Glassboro Board of Education on or before September 15th of the year preceding the expiration of this contract. Negotiations will commence at this time. Final proposals by both parties will be submitted by October 1st. Both parties will make every effort to conclude negotiations by December 20th.
- B. It is further agreed by the respective parties, during the period of negotiations, that the only publicity accorded the negotiations, by the parties will consist of discretionary releases to the Board and to the Association and a joint press release; in the event that the parties are unable to agree upon wording, the joint press release shall state that "no progress has been made."
- C. The G.E.A. and the Board shall individually name their respective representatives for the purpose of collective negotiations concerning the terms and conditions of employment.
- D. The chairpersons of the respective teams shall determine the final agenda and shall establish mutually acceptable meeting dates.

reprisals, to form, join, and assist any employee organization or to refrain from such activity."

- I. Except as hereinafter provided, the rights of teachers/secretaries under New Jersey School Laws or other applicable laws and regulations are neither denied nor restricted.
- J. Teachers/secretaries shall be entitled to full rights of citizenship, and no religious or political activities of any teacher/secretary or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment of such teacher/secretary providing said activities do not violate any local, state, or federal law.

ARTICLE IV

MANAGEMENT RIGHTS

The adoption of policies, rules, regulations, and the right to employ and assign personnel, and to determine the methods, means and personnel necessary to maintain and operate the school district, and the use of judgment and discretion in connection therewith, by the Board shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the Laws and Constitution of the State of New Jersey and of the United States.

ARTICLE V

NO STRIKE CLAUSE

Neither the Glassboro Education Association, nor any of its individual members, nor any of its agents, nor persons acting on its behalf, shall take action individually nor in concert which will interrupt the operations of the school system.

ARTICLE VI

FORMAL GRIEVANCE PROCEDURE

Definitions

A "grievance" is a claim by an employee or representative of an employee based upon the interpretation, application, or violation of this Agreement.

8. If the grievant is not satisfied with the disposition of his/her grievance, he/she may, within fifteen (15) school days after notification of the decision by the Board, request in writing that his/her grievance be submitted to arbitration. If the grievant does not so request submission of the grievance to arbitration, the grievance shall be considered to be waived.
9. Within ten (10) school days after such written notice of submission to arbitration, the grievant and the Board shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
10. The arbitrator so selected will confer with the parties and hold hearings promptly and will issue his/her decision no later than twenty (20) days from the date of the close of the hearing. The arbitrator's decision shall be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator shall have no power to alter, modify, add to, or subtract from the provisions of this Agreement. His/her authority shall be limited to deciding whether a specific Article and section of this Agreement has been violated and shall be subject to, in all cases, the rights, responsibilities and authority of the parties under the New Jersey School Laws or any other national, state, county, district or local laws. The arbitrator shall not usurp the functions of the Board of Education or the proper exercise of its judgment and discretion under law and this Agreement. The decision of the arbitrator shall be final and binding on both parties.
11. The costs for the services of the arbitrator per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room, shall be borne equally by the Board and the individual if acting on his/her own behalf. Any other expenses incurred shall be paid for by the party incurring the same.
12. All records dealing with processing of a grievance shall be retained in a separate file in the office of the Superintendent of Schools. They shall be held in strict confidence as a protection to the individual employee and in respect to the right of privacy.
13. It shall be the general practice to process grievance procedures during time which does not interfere with assigned duties, provided, however, in the event it is agreed by the Board to hold proceedings during the school day, a grievant participating at any level of the procedure with any representative of the Board shall be released from assigned duties without any loss of salary.
14. An individual employee or the G.E.A. representative during the course of the processing of a grievance shall continue to follow administrative directives and Board policy.

7. The Board agrees to allow the A.P.D. deduction for a credit union established and operated by the employees of the district.

C. Guidance Counselors

1. The salary ratio shall be 1.15 for guidance counselors who work eleven months.
2. The work year for eleven-month guidance counselors shall be the teacher's work year plus twenty (20) working days. Dates for the twenty additional working days shall be recommended by the principal and approved by the Superintendent.
3. It is the intent of the Board to maintain the present work year of counselors. However, at the discretion of the Board, if for economy and efficiency the work year must be reduced, then the Board may reduce the work year upon written notification to the employees involved, and the Association, by January 15.
4. The salary ratio shall be 1.05 for ten-month guidance counselors (teacher work year).
5. If any additional days are required of a ten-month counselor the compensation shall be pro-rated on the employee's per diem salary.

D. Cooperative Work Supervisors

1. The salary ratio shall be 1.10 for 11 months.
2. The work year for cooperative work supervisors shall be the teacher's work year plus twenty (20) working days. Dates for the twenty additional working days shall be recommended by the principal and approved by the Superintendent.
3. It is the intent of the Board to maintain the present work year of counselors and work-study supervisors. However, at the discretion of the Board if for economy and efficiency the work year must be reduced, then the Board may reduce the work year upon written notification to the employees involved, and the Association, by January 15.
4. If any additional days are required of a ten-month work-study supervisor the compensation shall be pro-rated on the employee's per diem salary.

E. Department Chairpersons

1. Department chairpersons shall be appointed by the Board upon recommendation of the Superintendent for no more than one school year. The position of department chairperson shall be under supplemental contract.
2. Tenure shall not accrue to the position of department chairperson.
3. The Board shall reserve the right to eliminate, add or combine the positions of department chairpersons, or otherwise organize departments for the accomplishment of administrative objectives.

2. New employees shall be hired for a probationary period at an hourly rate based upon the salary of the category under which they will be hired. After the probation period, and upon recommendation by the Assistant Superintendent for Business, and with the approval of the Board of Education, they shall be given permanent status.
3. A three hundred dollar (\$300) increment may be given for each year of secretarial experience up to, but not exceeding six (6) years to a newly hired secretary; for previous experience or higher education as follows:
 - a. Secretarial experience either in another school district or industry.
 - b. Previous work experience within this school district in a position where secretarial duties were required.
 - c. Certification of completion of education beyond high school graduation from a recognized secretarial or business training school or college.
4. Any secretary moving up to another category shall be properly compensated with a minimum increment of three hundred dollars (\$300).
5. If in the event that the person employed for the purpose of calling substitutes becomes unavailable and it becomes necessary that a secretary, or secretaries, be used to call substitutes they will be designated by the Assistant Superintendent for Business and the secretary(s) will receive compensatory time off or pro-rated hourly pay for this activity. This time off will be determined by the Assistant Superintendent for Business. It will be based on the actual amount of time worked in the substitute calling function.

ARTICLE VIII

CHANGE OF DEGREE AND SALARY STATUS

- A. Any teacher planning to advance to the next professional training level on the salary schedule should inform the Superintendent, in writing, as soon as the requirements for advancement have been met.
- B. To meet requirements for advancement on the salary scale, courses taken by a teacher shall be at an accredited institution and toward a degree, toward a pre-determined educational goal, or courses in his/her teaching area, and approved by the Superintendent or his/her designee.

At the point of hiring, a new teacher may be granted approval for pre-existing academic achievements after a review of academic records by the Superintendent or his/her designee.

- C. To be eligible for the first payroll in September, teachers must submit to the Superintendent, confirmation by transcripts and letters or forms verifying that requirements have been met, on or before August 25. A teacher who

ARTICLE X

REIMBURSEMENT FOR PROFESSIONAL COURSES

A. Graduate Courses

Any teacher taking graduate professional courses at an accredited institution toward a degree, toward a pre-determined educational goal, or graduate courses in his/her teaching area, upon approval by the Superintendent shall receive the cost of tuition for such graduate courses up to \$375 the first year, and \$400 the second year.

B. Undergraduate Courses

Any teacher taking undergraduate professional courses at an accredited institution toward a degree, toward a pre-determined educational goal, or undergraduate courses in his/her teaching area, upon approval by the Superintendent shall receive the cost of tuition for such undergraduate courses up to \$250 the first year, and \$275 the second year.

C. Secretaries

Any secretary taking courses at an accredited institution toward an educational goal, upon approval by the Superintendent, shall receive the cost of tuition for such courses up to \$250 the first year, and \$275 the second year.

D. Approval

The Superintendent will approve of all courses and programs prior to enrollment. Applications will be made in writing. Teachers will be expected to pursue course work in their teaching fields or in closely related fields.

Secretaries will be expected to pursue course work that is related to their areas of employment.

E. Application for Reimbursement

The tuition reimbursement period shall cover September 1, through August 31, of each school year. Application for reimbursement for professional courses will be submitted to the Superintendent's office by October 1 of each school year.

Payment will be made in October of the school year following the year in which the courses were taken, contingent upon the receipt of official transcripts showing passing grades, and upon presentation of proper receipts for tuition, and the teacher's, or secretary's, return to the Glassboro School system.

ARTICLE XII

SICK LEAVE AND ABSENCE

A. Sick Leave

1. Teacher

- a. Absence for personal illness or personal injury allowed up to ten (10) days without pay deduction. Medical verification may be required. Proportional sick leave time will be granted to part-time teachers under contract.
- b. If less than ten (10) days of sick leave are used during a school year, balance of unused time to be cumulative without limit.

2. Secretary

- a. Absence for personal illness or personal injury allowed up to eleven (11) days without pay deduction for secretaries on 12 month contract. Medical verification may be required. Proportional sick leave time will be granted to part-time secretaries under contract. Ten days shall be allowed for secretaries on a ten (10) month contract.
 - b. If less than the allotted sick leave days are used during a school year/ work year, balance of unused time to be cumulative without limit.
 - c. When a secretary is absent for a period of five (5) days or more, a substitute secretary may be hired upon recommendation of the administrator and approved by the Assistant Superintendent for Business or the Superintendent.
3. Should all accumulated sick leave of an employee be depleted in any one year, upon the presentation of a medical certificate requesting further sick leave, a leave of absence for a maximum of 30 additional school or work days shall be granted to any district employee who has been in the employ of the Board of Education for a period of four (4) years or more and such employee shall receive the difference between their salary and that paid a substitute.

NOTE:

For a ten (10) month position, the daily rate shall be 1/200 of annual salary.

For a twelve (12) month position, the daily rate shall be 1/240 of annual salary.

B. Other Absence

1. Family Illness

In cases of critical illness in family requiring a member's presence, absence allowed without deduction. This is to be emergency only and not extended to personal care of members of the GEA member's family. The period is to be from one (1) to five (5) days at the discretion of the Superintendent of Schools.

Disability for maternity reasons for which sick days are used will commence on the date requested by the teacher, provided that a physician's certification of disability is submitted before commencement of the leave.

Disability for maternity reasons for which sick days are used will terminate on the date requested by the teacher, provided that a physician's certification is submitted stating that the teacher is physically able to work, prior to the date of termination of such leave.

In the event that sick days are not available to an employee, the employee may request a leave of absence without pay for disability for maternity reasons, provided that a physician's certification is submitted verifying the disability.

An extended leave of absence under this Article may be granted for the remainder of a contract year and for one additional school year.

Employees must inform the Board prior to April 1, in writing, of their decision to return for the following school year.

For teachers requesting extended leave of absence for maternity reasons, the return date shall be the first day of a semester.

Existing State and Federal Statutes shall apply to policies for maternity leave.

D. Days for Funerals

Absence due to death in the immediate family is allowed without deduction up to five (5) days. Immediate family to mean husband, wife, father, child, mother, siblings, parents-in-law, or member of the household.

E. Court Order

Absence due to required appearance in a court of law involving no moral turpitude on the part of the employee, and not involving an employee's suit against the Board, no deduction will be made for a period not to exceed five (5) days, provided proof of such appearance is filed with the Board of Education.

F. Jury Duty

In the event that an employee is required to serve as a juror, he/she shall be paid his/her salary in full for that period of time in which he/she serves.

The amount of money received by the employee for his/her jury service shall be submitted as a reimbursement to the Board of Education for the salary received.

G. Personal Days Converted to Unused Sick Leave

Two days of unused personal leave may be permitted to accumulate into sick leave each year. All persons covered by this Agreement if they have any unused personal leave at the end of the school year may transfer two days of that personal leave into their sick leave. A record of such transfers shall be maintained in conformance with the district sick leave allowance records.

ARTICLE XIV

TEACHER/SECRETARY ATTENDANCE AT CONVENTIONS AND MEETINGS

- A. Attendance of teachers/secretaries and those assigned other responsibilities by the Board to conventions and clinics shall be handled on an individual request basis. Where the Superintendent recommends and the Board grants permission to attend, except in extreme cases, teachers/secretaries and those assigned other responsibilities shall not be away from their classes/job responsibilities more than two school days. Expenses for conventions, clinics, etc., shall be paid on the following basis:
1. When the Board of Education requests that someone attend a meeting or convention, expenses will be paid and no deduction in salary made.
 2. When a teacher/secretary requests and receives permission to attend a meeting or convention, mileage reimbursement will be paid at current State of New Jersey rate. (Sliding scale.)
 3. When a teacher/secretary requests, and the request is granted to attend a convention, the Board of Education will pay transportation and up to \$30.00 per day for other expenses, meals, lodging, etc.
 4. When a teacher/secretary requests and is permitted to attend a convention and is commuting, actual expenses, other than transportation itemized up to \$15.00 per day shall be allowed.
 5. Registration fees for any one convention at which attendance is authorized, shall be paid by the Board of Education.
 6. When an organization to which a teacher/secretary belongs requests that the member attend a meeting or convention, no deduction will be made in salary.
 7. When a staff member is requested by the Board of Education to sponsor a group of pupils on a trip or to a meeting, expenses will be paid and no deduction in salary made.
 8. An itemized account, with any receipts, shall be submitted for reimbursement of expenses.
 9. A professional association or organization may initiate a request for teacher/secretary attendance at a convention, through the Board, GEA, or Superintendent for an individual teacher/secretary.

ARTICLE XVI

ASSIGNMENT OF PROFESSIONAL PERSONNEL

- A. Teachers shall be notified of their tentative teaching assignments by the closing day of school.
- B. In the event of changes in schedules, class or subject assignments, or building assignments, any teacher affected shall be notified as soon as possible in writing.
- C. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall not be assigned outside the scope of their teaching certificates and/or their major or minor fields except in cases of emergency or necessity. This shall not preclude administrators from assigning them non-teaching duties.
- D. "Assignment" shall mean:
 - 1. High School level - course assignment
 - 2. Intermediate School level - subject and grade assignments
 - 3. Elementary level - building and level assignments
- E. No later than May 15 of each school year, the Superintendent shall make known to the Association and shall have posted in all school buildings a list of the known vacancies or new positions for the following school year.
 - 1. Teachers who desire a change in grade and/or subject assignment shall file a written statement of such desire with the Superintendent not later than May 30. Such statement shall include the grade and/or subject to which the teacher desires to be assigned.
 - 2. Teachers requesting transfer within the school system shall be notified in writing of the results at least one month before teaching duties commence, provided that decisions have been formally approved by the Board of Education.

ARTICLE XVII

CLASS LOADS AND DUTIES

- A. Teachers shall have at least thirty (30) minutes duty-free lunch time.
- B. Teachers assigned to more than one school will have time allowed for travel between schools with reimbursement at current State of New Jersey rate. (Sliding scale.)
- C. The Board of Education will make every effort to provide the amount of preparation time currently in effect for teachers of grade levels K-3 as determined by the Board. The Board agrees that such preparation time shall be no less than one hundred minutes per week (normal five-day work week).

ARTICLE XIX

TEACHER WORK YEAR

- A. The Superintendent in consultation with the District Advisory Council will prepare, prior to February 15th of each year, a proposed school calendar for the ensuing school year.
- B. The Superintendent in determining his recommendation to the Board of Education, will consider the recommendations of the District Advisory Council. During the development of the proposed calendar the District Advisory Council will consult with the GEA and/or individual building faculties.
- C. The parties agree that the work year for teachers will be one hundred and eighty-six (186) days. The N.J.E.A. convention of no more than two (2) days duration will be included in the one hundred and eighty-six (186) day work year. New personnel employed in the district will work one (1) additional day beyond the one hundred and eighty-six (186) day regular work year. New personnel will, therefore, work a one hundred and eighty-seven (187) day work year in their first year of employment.
- D. On the day before a holiday and on Fridays teachers may leave their respective school buildings fifteen minutes following the students' departure, provided that professional responsibilities have been completed and provided that the teacher's presence is not otherwise needed, as determined by building administrators.

ARTICLE XXI

SECRETARIAL SENIORITY AND TENURE

Secretaries will have seniority and tenure in their position in accordance with New Jersey School Law.

ARTICLE XXII

SECRETARIAL DAILY HOURS, SNOW DAYS, OFFICE CLOSURES AND WORK YEAR REDUCTION

A. Secretarial Daily Hours

Secretarial daily hours for the summer season would be thirty-two and one-half (32.5) hours plus one hour for lunch and for the school year and the week immediately prior to and following it, thirty-seven and one-half (37.5) hours plus one hour lunch.

B. Snow Days

On days on which the school is closed due to snow, employees working in secretarial capacities are expected to report to work unless otherwise directed by their superiors.

C. Office Closures

Offices are normally closed over the Christmas vacation, the spring vacation (if one exists) and the day after Thanksgiving, and two days during the N.J.E.A. convention. If secretarial services are needed during any time when the offices are closed, the secretary will be notified when to report for work by his or her immediate superior and will receive compensatory time for the time worked as determined by mutual agreement between the secretary and her superior with the approval of the Superintendent of Schools.

D. Work Year Reduction

The Board retains the right to reduce the work year of secretaries from twelve to ten or ten and one-half months. Should the Board so reduce the work year of any secretary, notification of this reduction will be given to the secretary by January 15. Secretaries so reduced shall be given the first preference for available work during the summer on the basis of category seniority. Payment shall be made for such summer work on a pro-rated basis.

1. Twelve-month secretaries will work from July 1 to June 30.
2. Ten and one-half month secretaries will work from August 15 to June 30.
3. Ten-month secretaries will work from September 1 until June 30.
4. The schedules in E 2 and E 3 above may be revised to designate an earlier reporting date, and days so utilized will be deducted from the termination date for said personnel.

ARTICLE XXVI

SECRETARIAL SALARY SCHEDULES

The secretarial salary schedule applicable for each year of this Agreement covering secretaries is attached as Schedule 'D' of this Agreement.

ARTICLE XXVII

OVERTIME COMPENSATION FOR SECRETARIAL PERSONNEL

Any overtime shall be compensated at the rate of time and one-half, after forty (40) hours, in accordance with New Jersey State Labor Laws. The secretary may elect compensatory time in lieu of salary upon approval of the supervisor and Assistant Superintendent for Business.

ARTICLE XXVIII

SECRETARIAL VACATION

- A. Secretarial personnel who are employed for twelve months will continue to receive the following vacation schedule:
1. A secretary with six months service in Glassboro prior to July 1st shall receive one (1) week vacation.
 2. After one year of service in Glassboro - two weeks vacation.
 3. After ten years of employment in Glassboro - three weeks vacation.
 4. After fifteen years employment in Glassboro - four weeks vacation.
- B. Secretarial personnel who in the 1979-80 school year were twelve-month secretaries and who were reduced by the Board of Education, at its sole discretion, to a work year of 10½ or ten months, will receive a reduced vacation allowance in accordance with the schedule enumerated below until the fourth consecutive year that they are assigned to the reduced work year because in the fourth consecutive work year they shall cease to receive any vacation allowance:
1. 1981-82 school year - 1/2 of 1979-80 vacation allowance
 2. 1982-83 school year - 1/3 of 1979-80 vacation allowance
 3. 1983-84 school year - 1/4 of 1979-80 vacation allowance
 4. 1984-85 - no vacation allowance entitlement for ten or ten and one-half month secretarial personnel.

B. Amount of Fee

Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to 85% of that amount.

C. Deduction and Transmission of Fee

1. NOTIFICATION

The Association will submit to the Board a list of those employees in the bargaining unit who have not become members of the Association for the then current membership year. The Board will deduct the full amount of the representative fee (85%) from the salaries of such employees and promptly will transmit the amount so deducted to the Association.

2. PAYROLL DEDUCTIONS

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks of the employees on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid within 30 days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on lay-off, in which event the deductions will begin with the first paycheck paid 15 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

D. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board during the year, the Board will deduct the unpaid portion from the last paycheck paid to said employee during the membership year in question.

E. Mechanics

The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues in the Association.

F. Changes

The Association will notify the Board in writing of any changes in the aforesaid list and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 30 days after the Board received said notice.

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1986 and shall continue in effect until June 30, 1988.

Collective negotiations concerning the terms and conditions of employment shall commence no later than September 15, of the year preceding the expiration date of the Agreement. This Agreement may be extended upon the mutual agreement of the respective parties.

The respective parties agree to follow the procedures outlined in the Agreement and will use no other legal channels to resolve any questions or proposals until the procedures outlined in the Agreement are fully exhausted.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year below written.

Dated this 1ST day of DECEMBER, Board of Education of the Borough of Glassboro, County of Gloucester. 1986

GLASSBORO EDUCATION ASSOCIATION

By: John B. Fagnolo
President

By: Joseph L. Mars
Secretary

GLASSBORO BOARD OF EDUCATION

By: Gregory Beach
President

By: Henry Young Jr.
Secretary

GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

SALARY SCHEDULE
1987-88

	<u>B.A.</u>	<u>B.A.+15</u>	<u>B.A.+30</u>	<u>M.A.</u>	<u>M.A.+15</u>	<u>M.A.+30</u>	<u>M.A.+60 or Doctor</u>
A	20,300	20,665	21,200	22,170	22,630	23,100	23,895
B	20,750	21,115	21,650	22,620	23,080	23,550	24,345
C	20,775	21,160	22,730	22,755	23,250	23,745	24,585
D	21,350	21,735	22,305	23,330	23,795	24,330	25,160
E	21,930	22,315	22,885	23,910	24,400	24,900	25,740
F	22,590	22,980	23,545	24,575	25,065	25,560	26,400
G	23,260	23,645	24,215	25,240	25,730	26,225	27,070
H	23,925	24,310	24,880	25,915	26,395	26,895	27,735
I	24,590	24,975	25,550	26,575	27,065	27,560	28,400
J	25,260	25,645	26,215	27,240	27,730	28,225	29,070
K	25,925	26,290	26,880	27,905	28,420	28,890	29,735
L	26,590	26,980	27,550	28,575	29,060	29,565	30,400
M	27,340	27,725	28,295	29,320	29,810	30,305	31,150
N	28,160	28,555	29,145	30,200	30,705	31,220	32,080
O	29,005	29,410	30,015	31,100	31,615	32,140	32,930
P	29,835	30,230	30,880	32,050	32,430	33,030	33,815
Q	30,660	31,060	31,740	33,000	33,480	33,975	34,760
Off							
Guide	32,160	32,585	33,285	34,540	35,060	35,595	36,430

- A. For the 1987-88 school year for teachers who are beyond level "Q" of the Salary Guide, the salary ratio shall be 1.075% of their 1986-87 contract.
- B. A \$325 longevity increase shall be granted to any teacher who has completed 20 years of service in the Glassboro Public School System.
- C. An additional \$325 longevity increase shall be granted to any teacher who has completed 25 years of service in the Glassboro Public School System.

Increments are not automatic, all are discretionary with the Board, in accordance with Section 18A 29-14 of the Education Laws of the State of New Jersey.

ATHLETIC SALARY GUIDE -- 1986-1988 (cont'd.)

SCHEDULE B

	<u>#1</u>	<u>#2</u>	<u>#3</u>	<u>#4</u>
<u>Track - Spring (Outdoor)</u>				
Head Coach - Boys (1)	8%	9%	11%	12%
Head Coach - Girls (1)	8%	9%	11%	12%
Assistant Coaches (2)	5.5%	6.5%	7%	7.5%
<u>Track - Winter</u>				
Head Coach	4.5%	5%	6%	7%
<u>Wrestling</u>				
Head Coach (1)	10.5%	11.5%	13%	14%
Assistants (2: J.V. & Freshman)	6%	7%	8%	9%
<u>Softball</u>				
Head Coach (1)	8%	9%	10.5%	12%
Assistants (2: J.V. & Freshman)	5.5%	6.5%	7%	7.5%
<u>Cheerleading</u>				
Head Coach (1)	5%	5.5%	6.5%	7.5%

The above guide does not imply that the listed activities shall be continuous from year to year. The activities shall be approved annually by the Board of Education. The Board reserves the right to add or eliminate activities.

Sponsors of activities and coaches shall be appointed annually by the Board of Education upon recommendation of the Superintendent and shall be under supplemental contract. Tenure shall not accrue to sponsors of activities or coaches.

SCHEDULE C

GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEYCO-CURRICULAR SALARY GUIDEGLASSBORO HIGH SCHOOL

<u>CLUBS & OTHER</u>	<u>1986-87</u>	<u>1987-88</u>
Student Government Association	695	720
Black Cultures Club	250	275
DECA	275	300
National Honor Society	300	325
Theatre Manager	585	610
World Affairs	250	275
Future Business Leaders	250	275
Art Service Club	440	465
Varsity Club	575	600
International Thespian Society	300	325
Science Club	340	365
Close Up Advisor	675	700
Senior Class Trip Advisor	325	350
National Art Honor Society	300	325

The above guide does not imply that the listed activities shall be continuous from year to year. The activities shall be approved annually by the Board of Education. The Board reserves the right to add to or eliminate activities.

GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

CO-CURRICULAR SALARY GUIDE

THOMAS E. BOWE SCHOOL

	<u>1986-87</u>	<u>1987-88</u>
Camping Trip Co-Sponsor	305	330
Camping Trip Co-Sponsor	305	330
Computer Club Advisor	465	490
Student Council Advisor	525	550
Latin Club Advisor	465	490
Young Astronauts Program Advisor	465	490
Black Cultures Club Advisor	465	490

The above guide does not imply that the listed activities shall be continuous from year to year. The activities shall be approved annually by the Board of Education. The Board reserves the right to add to or eliminate activities.

Sponsors of activities and coaches shall be appointed annually by the Board of Education upon recommendation of the Superintendent and shall be under supplemental contract. Tenure shall not accrue to sponsors of activities or coaches.

GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

SECRETARIAL SALARY GUIDE

1987-88

	<u>A</u>	<u>B</u>	<u>C</u>
1.	11,032	10,616	10,288
2.	11,532	11,066	10,688
3.	12,072	11,606	11,120
4.	12,655	12,130	11,587
5.	13,238	12,655	12,053
6.	13,821	13,180	12,520
7.	14,405	13,705	12,987
8.	14,988	14,230	13,453
9.	15,571	14,754	13,920
10.	16,154	15,279	14,386
11.	16,737	15,804	14,853
12.	17,321	16,329	15,319
13.	17,904	16,883	15,786

1. Secretaries beyond the 13th step will receive an 8% increase for the 1986-87 school year.
2. Secretaries will receive payment for additional credit and certificates earned as follows:

9 credits - \$100.00
30 credits - \$200.00
64 credits - \$300.00

Increments are not automatic, but based upon the annual evaluation of secretaries as in Article XX.

Categories A, B, and C shall be as designated in Article VII.

