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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

July 1, 1974 to June 30, 1975

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THE GLOUCESTER CITY BOARD OF EDUCATION

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July 1, 1974 to June 30, 1975

THIS AGREEMENT is made and entered into by and between the Gloucester City Board of Education and the Gloucester City Teachers' Association on this the 12th day of March, 1974.

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
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 II
TEACHER SALARY SCHEDULES

Teachers and nurses shall be paid for the 1974-75 school year according to the salary schedule attached hereto as Schedule A.

Article III
DURATION

The provisions of this Agreement shall remain in full force and effect until June 30, 1975, with the exception of Schedule B which shall remain in full force and effect until June 30, 1976.

Article IV
RECOGNITION

The Gloucester City Board of Education hereby recognizes the Gloucester City Teachers' Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel:

- teachers, nurses, librarians, department heads,
- guidance counselors, psychologists, social workers, learning disability specialists, and
- athletic coaches.

Article V
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Effective September 1, 1972, the Board shall pay the tuition fee up to one hundred and fifty dollars (\$150.00) 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 VI
HEALTH INSURANCE

Effective September 1, 1972, the Board of Education will provide, at no cost to the employee, Blue Cross-Blue Shield (New Jersey Public and School Employees Hospital Plan), Rider "J" 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. There shall be no duplication of this coverage (i. e. if teacher's spouse has Blue Cross-Blue Shield, Rider "J" or major medical coverage or the equivalent thereof, either for himself or herself and/or dependents, the Board of Education will not be required to duplicate such coverage).

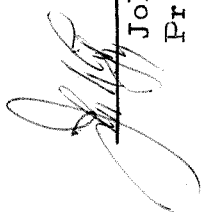
Effective July 1, 1974, the Board of Education agrees that any teacher at maximum salary who retires after reaching 62 years of age; said Board of Education will pay for health insurance as written in Article IV-A until said employee reaches the age of 65.

Article VII
ATHLETIC AND STUDENT ACTIVITIES SALARIES


As of July 1, 1974, salaries in athletics and student activities shall be paid according to the schedule attached hereto as Schedule B and shall remain in full force and effect until June 30, 1976.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 12th day of March, 1974.

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




John A. Lynch
President




C. Edward Walker
Secretary

GLOUCESTER CITY TEACHERS' ASSOCIATION



Lawrence J. Poller
President



Leroy J. Lynch
Chairman-Negotiating Committee

SCHEDULE A

GLoucester City Public Schools

TEACHERS SALARY GUIDE

1974-1975

<u>Years of Employment</u>	<u>Bachelor's degree or 120 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	\$ 8,500.00	\$ 8,800.00	\$ 9,100.00	\$ 9,700.00
2	8,900.00	9,200.00	9,500.00	10,100.00
3	9,300.00	9,600.00	9,900.00	10,500.00
4	9,700.00	10,000.00	10,300.00	10,900.00
5	10,100.00	10,400.00	10,700.00	11,300.00
6	10,500.00	10,800.00	11,100.00	11,700.00
7	10,900.00	11,200.00	11,500.00	12,100.00
8	11,300.00	11,600.00	11,900.00	12,500.00
9	11,700.00	12,000.00	12,300.00	12,900.00
10	12,200.00	12,500.00	12,800.00	13,400.00
11	12,700.00	13,000.00	13,300.00	13,900.00
12	13,200.00	13,500.00	13,800.00	14,400.00
13	13,700.00	14,000.00	14,300.00	14,900.00

1. Employment increment - \$400.00 per year for 1-9 years of employment. \$500.00 per year for 10-13 years of employment. Increments between the 9th and 10th year of employment shall not be increased over \$100.00 for 4 years.
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.
4. All increments are subject to Board Approval.

SCHEDULE B

GLoucester City Public Schools

COACHES SALARIES

1974-1976

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Athletic Director	\$ 1,300.	\$ 1,400.	\$ 1,500.	\$ 1,600.
Football - Head	1,200.	1,300.	1,400.	1,500.
1st Assistant	950.	1,000.	1,050.	1,100.
Asst. Football	750.	800.	850.	900.
Asst. Football	750.	800.	850.	900.
Trainer Coach	750.	800.	850.	900.
Freshman Football	450.	500.	550.	600.
Freshman Football	450.	500.	550.	600.
Boys' Basketball-Head	1,050.	1,150.	1,250.	1,350.
Assistant Basketball	700.	750.	800.	850.
Freshman Basketball	450.	500.	550.	600.
Jr. High Basketball	200.	250.	300.	350.
Baseball - Head	650.	750.	850.	950.
Assistant Baseball	400.	450.	500.	550.
Track - Head	650.	750.	850.	950.
Assistant Track	400.	450.	500.	550.
Cross Country Coach	450.	500.	550.	600.
Golf Coach	200.	250.	300.	350.
Bowling Coach	250.	300.	350.	400.
Hockey - Head	700.	750.	800.	850.
Assistant Coach	400.	450.	500.	550.
Jr. High Hockey Coach	400.	450.	500.	550.
Girls' Basketball-Head	700.	750.	800.	850.
Assistant Coach	400.	450.	500.	550.
LaCrosse Coach	400.	450.	500.	550.

(Continued on next page)

SCHEDULE B (Cont.)

GLoucester City Public Schools

COACHES SALARIES

1974 - 1976

Coaches contracted for 1973-74 will be placed at the fourth step for 1974-76 contracted period pending rehiring.

Guide assignments of coaches will be an administrative procedure. Present coaches will not be reduced (Salary) in present assignment.

STUDENT BODY ACTIVITIES SALARIES

Activities

Play	\$ 400.00	\$ 400.00
Musical	<u>400.00</u>	<u>500.00</u>
Yearbook (advisor)	500.00	650.00
Yearbook (business)	<u>300.00</u>	<u>300.00</u>
Band	700.00	800.00
Band (summer program)	550.00	650.00
Publicity	<u>275.00</u>	<u>275.00</u>
Clubs-High School	<u>3,450.00</u>	<u>3,450.00</u>
Clubs-Elementary School	<u>600.00</u>	<u>600.00</u>
Class Advisor 2 @ \$200 to 2 @ \$100	500.00	600.00
Chaperoning of Activities	<u>800.00</u>	<u>800.00</u>
Cheerleading (advisor)	225.00	500.00
Literary Magazine	<u>100.00</u>	<u>100.00</u>
Newspaper	350.00	450.00