

THIS BOOK DOES
NOT CIRCULATE

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, 1973 to August 31, 1974

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A G R E E M E N T

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THE GLOUCESTER CITY BOARD OF EDUCATION

and

THE GLOUCESTER CITY TEACHERS' ASSOCIATION

covering the period

September 1, 1973 to August 31, 1974

THIS AGREEMENT is made and entered into by and between the Gloucester City Board of Education and the Gloucester City Teachers' Association this 10th day of April 1973.

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 1973-74 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 August 31, 1974.

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

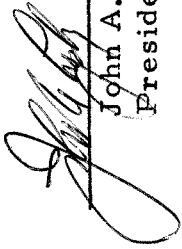
Effective September 1, 1972, the Board of Education will provide, at no cost to the employee, Blue Cross-Blue Shield (New Jersey Public and School Employees Hospital Plan), Rider "J" and major medical coverage for the employee and dependents during his or her participation in the Plan (Pursuant to the 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).

Article VII
ATHLETIC AND STUDENT ACTIVITIES SALARIES

As of September 1, 1972, 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 August 31, 1974.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 10th day of April, 1973.

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. Gunn
Chairman-Negotiating Committee

SCHEDULE A

GLOUCESTER CITY PUBLIC SCHOOLS

TEACHERS SALARY GUIDE

1973-1974

* Years of <u>Employment</u>	* Bachelor's degree or <u>128 credits</u>	* Bachelor's degree plus <u>30 grad.cr.</u>	* Master's degree	* Master's degree plus <u>30 grad.cr.</u>
1	\$ 8,000.00	\$ 8,300.00	\$ 8,600.00	\$ 9,200.00
2	8,400.00	8,700.00	9,000.00	9,600.00
3	8,800.00	9,100.00	9,400.00	10,000.00
4	9,200.00	9,500.00	9,800.00	10,400.00
5	9,600.00	9,900.00	10,200.00	10,800.00
6	10,000.00	10,300.00	10,600.00	11,200.00
7	10,400.00	10,700.00	11,000.00	11,600.00
8	10,800.00	11,100.00	11,400.00	12,000.00
9	11,200.00	11,500.00	11,800.00	12,400.00
10	11,600.00	11,900.00	12,200.00	12,800.00
11	12,000.00	12,300.00	12,600.00	13,200.00
12	12,400.00	12,700.00	13,000.00	13,600.00
13	12,800.00	13,100.00	13,400.00	14,000.00

1. Employment increment - \$400.00 per year.
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

1972 through 1974

Director of Athletics	\$ 1,500.00
Head Football Coach	1,400.00
Asst. Football Coach	1,050.00
Asst. Football Coach	850.00
J. V. Football Coach	850.00
Freshmen Football Coach	550.00
Freshmen Football Coach	550.00
Girls' Hockey Coach	800.00
Asst. Hockey Coach	500.00
Jr. High Hockey Coach	500.00
Cross Country Coach	550.00
Boys' Basketball Coach	1,250.00
Asst. Basketball Coach (Boys')	800.00
Freshmen Basketball Coach (Boys')	550.00
7th & 8th Grade Basketball Coach (Boys')	300.00
Golf Coach	300.00
Girls' Basketball Coach	800.00
Asst. Basketball Coach (Girls')	500.00
Boys' Baseball Coach	800.00
Asst. Baseball Coach (Boys')	500.00
Track Coach	800.00
Asst. Track Coach	500.00
LaCrosse Coach	500.00
Bowling Coach	350.00

STUDENT BODY ACTIVITIES SALARIES

Play	400.00
Musical	400.00
Yearbook (Advisor)	500.00
Yearbook (Business)	300.00
Band	700.00
Band (Summer Program)	550.00
Publicity	275.00
Clubs - High School	3,450.00
Class Advisors - 2 @\$150. & 2 @\$100.	500.00
Chaperoning of Activities	800.00
Newspaper	350.00
Clubs - Elem. Schools	600.00
Other	125.00