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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

July 1, 1975 to June 30, 1976

*Camden County*

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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, 1975 to June 30, 1976

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 8th day of April, 1975.

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  
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 II  
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 III  
INNOVATIVE GRANTS

To appropriate \$500 to establish a grant program to make funds available to teachers interested in designing and implementing innovative educational ideas and techniques.

- A. The aim and purpose of this shall be to encourage creative and innovative teachers to experiment in order to better meet the educational needs of the students of the Gloucester City School District.
- B. The Innovative Review Committee shall establish its own rules of procedure.
- C. No individual grant under the terms of this Section shall exceed \$100.
- D. An Innovative Review Committee, consisting of equal members appointed by the Superintendent and members appointed by the Association, shall function beginning the 1975-76 school year. Said Committee shall receive, review, and approve or disapprove applications for grants. Applications for grants shall be submitted no later than November 1, 1975 and awards shall be announced no later than December 1, 1975.

Article IV  
PROFESSIONAL DEVELOPMENT  
AND EDUCATIONAL IMPROVEMENT

Effective July 1, 1975, the Board shall pay the tuition fee up to one hundred and sixty dollars (\$160) 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 V  
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 V until said employee reaches the age of 65.

Effective July 1, 1975, the Board of Education agrees that 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 V until said employee reaches the requirement for Medicare.

#### Article VI TEACHER SALARY SCHEDULES

Teachers and nurses shall be paid for the 1975-76 school year according to the salary schedule attached hereto as Schedule A.

#### Article VII ATHLETIC AND STUDENT ACTIVITIES SALARIES

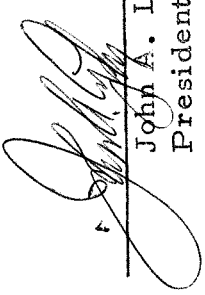
As of July 1, 1974, salaries in athletics and student activities shall be paid according to the schedule attached hereto as Schedule B and shall remain in full force and effect until June 30, 1976.

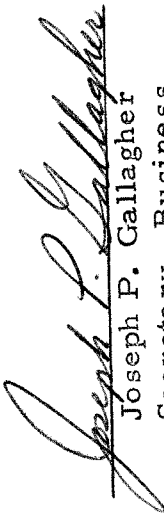
#### Article VIII DURATION

The provisions of this Agreement shall remain in full force and effect until June 30, 1976.

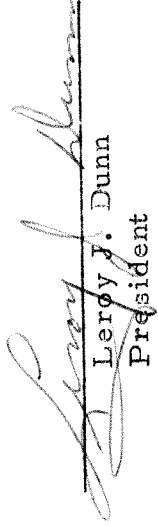
IN WITNESS WHEREOF, the parties have hereunto set  
their hands this 8th day of April, 1975.


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

  
\_\_\_\_\_  
John A. Lynch  
President

  
\_\_\_\_\_  
Joseph P. Gallagher  
Secretary--Business  
Administrator

GLOUCESTER CITY TEACHERS' ASSOCIATION

  
\_\_\_\_\_  
Leroy J. Dunn  
President

  
\_\_\_\_\_  
Lawrence J. Poller  
Chairman - Negotiating  
Committee

SCHEDULE A

GLOUCESTER CITY PUBLIC SCHOOLS

TEACHERS SALARY GUIDE

1975-1976

<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	\$ 9,250.00	\$ 9,550.00	\$ 9,850.00	\$ 10,450.00
2	9,650.00	9,950.00	10,250.00	10,850.00
3	10,050.00	10,350.00	10,650.00	11,250.00
4	10,450.00	10,750.00	11,050.00	11,650.00
5	10,850.00	11,150.00	11,450.00	12,050.00
6	11,250.00	11,550.00	11,850.00	12,450.00
7	11,650.00	11,950.00	12,250.00	12,850.00
8	12,050.00	12,350.00	12,650.00	13,250.00
9	12,450.00	12,750.00	13,050.00	13,650.00
10	12,950.00	13,250.00	13,550.00	14,150.00
11	13,450.00	13,750.00	14,050.00	14,650.00
12	13,950.00	14,250.00	14,550.00	15,150.00
13	14,450.00	14,750.00	15,050.00	15,650.00
14	14,950.00	15,250.00	15,550.00	16,150.00

1. Employment increment - \$400.00 per year for 1-9 years of employment. \$500.00 per year for 10-14 years of employment. Increments between the 9th and 10th year of employment shall not be increased over \$100.00 for 3 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

<u>Activities</u>	\$	\$
Play	400	400
Musical	<u>400</u>	<u>500</u>
Yearbook (advisor)	500	650
Yearbook (business)	<u>300</u>	<u>300</u>
Band	<u>700</u>	<u>800</u>
Band (summer program)	550	650
Publicity	<u>275</u>	<u>275</u>
Clubs - High School	<u>3,450</u>	<u>3,450</u>
Clubs - Elementary School	<u>600</u>	<u>600</u>
Class Advisor - 2 @ \$200 to 2 @ \$100	500	600
Chaperoning of Activities	<u>800</u>	<u>800</u>
Cheerleading (advisor)	<u>225</u>	<u>500</u>
Literary Magazine	<u>100</u>	<u>100</u>
Newspaper	<u>350</u>	<u>450</u>