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AGREEMENT

GLOUCESTER CITY BOARD OF EDUCATION

and

GLOUCESTER CITY ADMINISTRATORS' ASSOCIATION

July 1, 1987 through June 30, 1990

ARTICLE I
RECOGNITION

The Gloucester City Board of Education hereby recognizes the Gloucester City Administrators' Association as the exclusive and sole representative for collective negotiations concerning:

1. The grievances, terms and conditions of employment for the following personnel: senior high school principal, senior high school assistant principal, junior high assistant principal, elementary school principal, elementary school assistant principal, neighborhood schools principal, neighborhood schools assistant principal, adult evening school principal, director of pupil personnel services, department supervisors.

2. All other Board of Education employees are excluded.

ARTICLE II
GRIEVANCE PROCEDURE

Definition - A "grievance" is a claim by an administrator or the Gloucester City Board of Education of alleged violation of the terms of the contract, administrative decisions or Board policies.

Procedure

1. Each Administrator and any or all of them shall be entitled to be heard concerning any matter in which he or they feel aggrieved in the area of the alleged violations of the terms of the contract, administrative decisions or Board policies.
2. In the case of an individual Administrator, or the Association, such difference shall be presented in writing within fifteen (15) working days of the happening of the event to the Superintendent of Schools. This statement shall be a clear, concise statement of the grievance, administrative decision or Board policy or law for which there is an alleged violation, the circumstances on which the grievance is based, the person(s) involved and the remedy sought. The Superintendent of Schools shall communicate his decision in writing to the grievant within seven (7) working days of receipt of the written grievance.
3. In any case where the difference is not resolved, the Administrator or Administrators involved may appeal in writing, no later than seven (7) working days of receipt of the Superintendent's decision, to a special grievance committee comprised of two members of the Gloucester City Board of Education (i.e., the chairman of Personnel and Negotiation Committees) and the Superintendent of Schools who will be chairman of the committee, preside over and have voting

privileges within the Committee. The Committee shall render its decision to the grievant in writing within seven (7) working days. Any matter considered by this Committee which is not resolved may be appealed to the full Board of Education. In the instance of an appeal, the Superintendent of Schools shall make the necessary arrangements. A meeting with the Board of Education will be arranged no later than the next regularly scheduled Board meeting. At the option of any Administrator(s), he or they may be accompanied at any appeal before the Board of Education by duly constituted representatives who shall also have the opportunity to be heard at such appeal. The Board of Education shall render a decision in writing within ten (10) working days after the meeting.

4. Any and all steps taken under these procedures shall be taken with the objectives of fair and equitable resolution of the difference at issue, in an objective and dispassionate manner, and no reprisal or discrimination shall be directed toward any staff member during or after the completion of these procedures.
5. Time limits may be extended by written mutual consent.

ARTICLE III

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Effective July 1, 1987 to June 30, 1990, the Board shall reimburse the full costs to any Administrator successfully completing a course or educational activity approved in writing by the Superintendent of Schools prior to the start of the course or activity. No courses shall be taken to keep an Administrator's certificate active for employment purposes. Proper verification of a course or activity being taken must be given to the Superintendent by a cancelled check or statements of the grades or transcript of the grades from the University or College taken. The total professional development and educational improvement benefit shall not exceed \$8,000.00 for each year of the contract, and shall be distributed equitably, at the discretion of the Superintendent of Schools, to each approved Administrator at the end of the contract year.

ARTICLE IV

HEALTH INSURANCE

The Board of Education will provide, at no cost to the employee, medical coverage with the New Jersey Health Benefits Plan, specifically series 1420 of the Blue Cross-Blue Shield 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 during the 1987-1988, 1988-1989 and 1989-1990 school years.

The Board of Education agrees that during the 1987-1988, 1988-1989 and 1989-1990 school years, it will provide full dental coverage for the employee and their dependents. During the 1987-1988, 1988-1989 and 1989-1990 school years, there shall be no duplication of dental coverage, (i.e., if employee's spouse has dental coverage, either for himself or herself and/or dependents, the Board of Education shall not be required to duplicate such coverage.)

Effective July 1, 1987, the Board of Education will provide prescription coverage (two dollars \$2.00) co-pay per prescription plan (which excludes oral contraceptives) to each administrator. The Board agrees to provide an option for each administrator to enroll in the plan covering dependents at the administrator's expense through payroll deduction, if applicable, during the year July 1, 1987 to June 30, 1988.

Effective July 1, 1988 to June 30, 1990 the Board of Education will provide prescription coverage (two dollars - \$2.00) co-pay per prescription plan (which excludes oral contraceptives) to each Administrator and, where applicable, his/her dependents; however, the Board shall not be required to provide duplicate prescription coverage if the Administrator's spouse has prescription insurance. Under this provision, the maximum annual cost to the district shall not exceed two hundred and twenty five (\$225.00) per Administrator.

ARTICLE V

RETIREMENT/TERMINAL LEAVE BENEFIT

Upon retirement Administrators who after fifteen (15) years of continuous service in the Gloucester City School System shall be paid for accumulated sick leave days for those days over eighty (80) days in accordance with the following schedule:

1987-1988 - Seventeen dollars (\$17.00) per day.

1988-1989 - Seventeen dollars (17.00) per day.

1989-1990 - Seventeen dollars (17.00) per day.

Administrators planning to retire must notify the Superintendent no later than December 1 of the year preceding the effective date of said retirement in order to receive prompt payment; those who fail to comply with the notification procedure described herein shall be required to wait for said payment until such time as (1) the money is allocated in the next school budget and (2) the instant budget becomes effective.

Administrators leaving under disability retirement are exempt from the fifteen (15) year restriction.

If an administrator (s) deceases prior to his/her use of retirement benefit, the 15 year restriction is waived, and his/her estate or beneficiary shall receive benefits as per above.

ARTICLE VI

PAST PRACTICE

The Board and the Association agree that the current status of the following items shall remain unchanged for the term of this Agreement:

1. Work Day
2. Vacations
3. Holidays
4. Professional Conferences
5. Professional Organizations
6. Sick Leave
7. Compassionate Leave of Absence
8. Personal Leave
9. Mileage
10. Extended Leave of Absence
11. Jury Duty Pay
12. Consulting After Retirement

ARTICLE VII

PRINCIPALS/ASSISTANT PRINCIPALS CONTRACT YEAR

All Principals and Assistant Principals shall be placed on a twelve (12) month contract.

ARTICLE VIII

ADMINISTRATOR SALARY SCHEDULES

Administrators shall be paid for the 1987-1988, 1988-1989 and 1989-1990 school years in accordance with the salary schedules attached hereto as Schedules A, B and C.

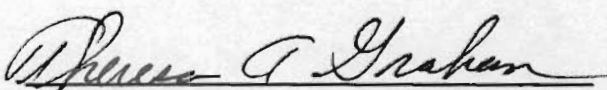
ARTICLE IX

DURATION

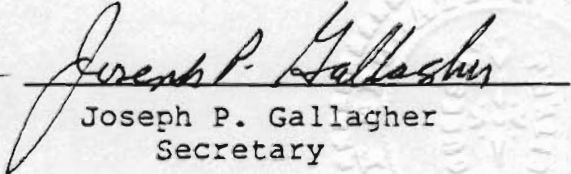
The provisions of this Agreement shall remain in full force and effect from July 1, 1987 to June 30, 1990.

IN WITNESS WHEREOF, the parties have hereunto
set their hands this 2nd day of April, 1987.

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



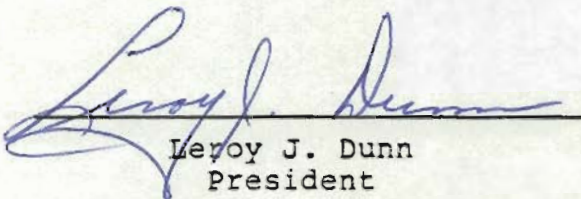
Theresa A. Graham
President



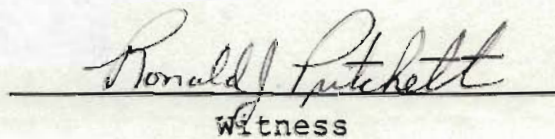
Joseph P. Gallagher
Secretary



GLOUCESTER CITY ADMINISTRATORS' ASSOCIATION



Leroy J. Dunn
President



Witness

GLOUCESTER CITY SCHOOL DISTRICT
1987-1988
ADMINISTRATORS' SALARY SCHEDULE A

Effective July 1, 1987

Jr.Sr. High School Principal, Dr. Ronald J. Pritchett	\$ 52,904.00
Neighborhood Schools Principal, Dorothy J. Yunghans	49,148.00
Director of Pupil Personnel, Frank E. Keebler	44,662.00
Sr. High School Vice Principal, Dr. Leroy J. Dunn	43,300.00
Jr. High School Vice Principal, Vito J. Zeccola	40,015.00
Neighborhood School Assistant Principal, Richard P. Jackson	40,152.00
M. E. Costello School Principal, Martin T. O'Connor	42,500.00
M. E. Costello School Assistant Principal, Alan D. Fegley	30,000.00
Adult High School Principal, Jacquelin D. Hale	38,470.00
Supervisor of Instruction - Joyce A. Halpern	26,775.00
Supervisor of Instruction - Bernice Kampel	36,000.00
Supervisor of Instruction - Joseph G. Kelly	31,900.00
Supervisor of Instruction - Robert G. McQuillan	36,000.00
Supervisor of Instruction - Betty C. Miller	36,400.00
Supervisor of Instruction - Robert F. Schairer	36,000.00

GLOUCESTER CITY SCHOOL DISTRICT
1988 - 1989
ADMINISTRATORS' SALARY SCHEDULE B

Effective July 1, 1988

Jr.-Sr. High School Principal, Dr. Ronald J. Pritchett	\$ 56,607.00
Neighborhood Schools Principal, Dorothy J. Yunghans	52,588.00
Director of Pupil Personnel, Frank E. Keebler	47,788.00
Sr. High School Vice Principal, Dr. Leroy J. Dunn	46,331.00
Jr. High School Vice Principal, Vito J. Zeccola	42,816.00
Neighborhood Schools Ass't. Principal, Richard P. Jackson	42,963.00
M. E. Costello School Principal, Martin T. O'Connor	45,475.00
M. E. Costello Assistant Principal, Alan D. Fegley	32,100.00
Adult High School Principal, Jacquelin D. Hale	41,163.00
Supervisor of Instruction, Joyce A. Halpern	28,800.00
Supervisor of Instruction, Bernice Kampel	38,100.00
Supervisor of Instruction, Joseph G. Kelly	34,500.00
Supervisor of Instruction, Robert G. McQuillan	38,100.00
Supervisor of Instruction, Betty C. Miller	38,500.00
Supervisor of Instruction, Robert F. Schairer	38,100.00

GLOUCESTER CITY SCHOOL DISTRICT
1989 - 1990
ADMINISTRATORS' SALARY SCHEDULE C

Effective July 1, 1989

Jr.-Sr. High School Principal, Dr. Ronald J. Pritchett	\$ 60,569.00
Neighborhood Schools Principal, Dorothy J. Yunghans	56,269.00
Director of Pupil Personnel, Frank E. Keebler	51,133.00
Sr. High School Vice Principal, Dr. Leroy J. Dunn	49,574.00
Jr. High School Vice Principal, Mr. Vito J. Zeccola	45,813.00
Neighborhood Schools Ass't. Principal, Richard P. Jackson	45,970.00
M. E. Costello School Principal, Martin T. O'Connor	48,658.00
M. E. Costello School Ass't. Principal, Alan D. Fegley	34,347.00
Adult High School Principal, Jacquelin D. Hale	44,044.00
Supervisor of Instruction - Halpern	
Supervisor of Instruction - Kampel	
Supervisor of Instruction - Kelly	
Supervisor of Instruction - McQuillan	
Supervisor of Instruction - Miller	
Supervisor of Instruction -Schairer	

Contingent on the ratified Teachers' Contract Agreement for the 1989-1990 school year plus the additional stipend of \$2,500.00