

THIS 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, 1978 to June 30, 1980

LIBRARY  
Institute of Management and  
Labor

JAN 4 1979

RUTGERS UNIVERSITY

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, 1978 to June 30, 1980

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 \_\_\_\_\_ day of \_\_\_\_\_

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 grievances, terms and conditions of employment for the following personnel:

teachers, nurses, librarians, department leaders, guidance counselors, psychologists, social workers, learning disability specialists, and athletic coaches. All other Board of Education employees are excluded.

Article II  
GRIEVANCE PROCEDURES

Definition

A "Grievance" is a claim by a staff member/s or the Local Teachers' Association of an alleged violation of the terms of the contract.

PROCEDURE

1. Each staff member 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 to the terms of the contract;

Article II (Grievance - Cont'd.)

PROCEDURE (Cont'd.)

2. In the case of an individual staff member, such difference shall be presented in writing in the first instance to his immediate "superior in administrative channels; this statement shall be a clear, concise statement of the grievance, and the 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.  
In the case of two or more staff members feeling so aggrieved, such difference shall be presented in the first instance to the superior at the lowest level which shall be common to all such members;  
If the local teachers' organizations feel that the professional staff as a whole is aggrieved, in any alleged violation to the terms of the contract, the organization may present the matter directly to the Superintendent of Schools;
3. In any case where the difference is not resolved the staff member or members involved may appeal to the Superintendent. In the instance of an appeal, the principal involved shall make the necessary arrangements;  
Any matter considered by the Superintendent of Schools, not resolved, may be appealed to the Board of Education. In the instance of an appeal, the Superintendent 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 staff member(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;
4. Any and all steps taken under these procedures shall be taken with the objective 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.

Article II (Grievance - Cont'd.)

PROCEDURE (Cont'd.)

5. Steps in these procedures may be taken formally or informally, in writing or verbally, as under the circumstances may seem most conducive to a satisfactory resolution of the difference. When a procedure is initiated in writing, it shall have prompt written recognition; when a decision has been reached this should also be communicated in writing within five (5) working days.
6. Grievances must be filed within fifteen (15) working days of the alleged violation, unless additional time is needed by mutual consent.

Article III

PROFESSIONAL DEVELOPMENT  
AND EDUCATIONAL IMPROVEMENT

Effective July 1, 1978, the Board shall pay the tuition fee up to two hundred fifty dollars (\$250.) to any teachers 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.

Effective July 1, 1979, the Board shall pay the tuition fee up to two hundred fifty dollars (\$250.) 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 IV  
HEALTH INSURANCE

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 during the 1978-79 and 1979-80 School Years. 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).

The Board of Education agrees that during the 1978-79 and the 1979-80 School Years, 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 until said employee reaches the age of 65.

The Board of Education agrees that during the 1978-79 and 1979-80 School Years, 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 IV until said employee reaches the requirement for Medicare.

The Board of Education agrees that during the 1978-79 School Year, to provide coverage of all dental care for the employee and dependents to a maximum of \$60.00 per contract year.

The Board of Education agrees during the 1979-80 School Year, to provide full dental coverage for the employee. The Board of Education agrees to provide during the 1979-80 School Year the unexpended funds from the 1978-79 dental program to those members of the bargaining unit who wish to enroll in dependent coverage.

During the 1978-79 and 1979-80 School Years there shall be no duplication of dental coverage. (i.e. if employees spouse has dental coverage, either for himself or herself and/or dependents, the Board of Education shall not be required to duplicate such coverage.)

Article V  
RETIREMENT BENEFIT

During the 1978-1979 School Year a \$6.00 per day accumulated sick leave plan for those days over 100 days will be paid after 20 years of teaching service. Teachers leaving under disability retirement are exempt from the 20 year restriction.

During the 1979-1980 School Year a \$7.00 per day accumulated sick leave plan for those days over 100 days will be paid after 20 years of teaching service. Teachers leaving under disability retirement are exempt from the 20 year restriction.

Article VI  
TEACHER SALARY SCHEDULES

Teachers and other members of the bargaining unit shall be paid for the 1978-1979 and 1979-1980 School Years in accordance with the salary schedules attached hereto as Schedule A.

Article VII  
ATHLETIC AND STUDENT ACTIVITIES SALARIES

As of July 1, 1978, 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, 1980.

Article VIII  
DURATION

The provisions of this Agreement shall remain in full force and effect until June 30, 1980.

GLOUCESTER CITY BOARD OF EDUCATION  
TEACHERS SALARY GUIDE  
1978 - 1979

*	*	*	*	*	*
<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	\$10,000.00	\$10,300.00	\$10,600.00	\$11,200.00	
2	10,500.00	10,800.00	11,100.00	11,700.00	
3	11,000.00	11,300.00	11,600.00	12,200.00	
4	11,550.00	11,850.00	12,150.00	12,750.00	
5	12,400.00	12,700.00	13,000.00	13,600.00	
6	12,800.00	13,100.00	13,400.00	14,000.00	
7	13,200.00	13,500.00	13,800.00	14,400.00	
8	13,600.00	13,900.00	14,200.00	14,800.00	
9	14,000.00	14,300.00	14,600.00	15,200.00	
10	14,400.00	14,700.00	15,000.00	15,600.00	
11	14,900.00	15,200.00	15,500.00	16,100.00	
12	15,400.00	15,700.00	16,000.00	16,600.00	
13	15,900.00	16,200.00	16,500.00	17,100.00	
14	16,400.00	16,700.00	17,000.00	17,600.00	
15	16,900.00	17,200.00	17,500.00	18,100.00	
16	17,600.00	17,900.00	18,200.00	18,800.00	

1. Employment increment - \$400.00 per year for 5-10 years of employment. \$500.00 per year for 11-15 years of employment. All other increments are as shown by this schedule.
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.

GLOUCESTER CITY BOARD OF EDUCATION  
TEACHERS SALARY GUIDE  
1979 - 1980

<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	\$10,550.00	\$10,950.00	\$11,300.00	\$11,750.00
2	11,050.00	11,450.00	11,800.00	12,250.00
3	11,550.00	11,950.00	12,300.00	12,750.00
4	12,250.00	12,650.00	13,000.00	13,450.00
5	12,750.00	13,150.00	13,500.00	13,950.00
6	13,400.00	13,800.00	14,150.00	14,600.00
7	13,800.00	14,200.00	14,550.00	15,000.00
8	14,200.00	14,600.00	14,950.00	15,400.00
9	14,600.00	15,000.00	15,350.00	15,800.00
10	15,000.00	15,400.00	15,750.00	16,200.00
11	15,500.00	15,900.00	16,250.00	16,700.00
12	16,000.00	16,400.00	16,750.00	17,200.00
13	16,500.00	16,900.00	17,250.00	17,700.00
14	17,000.00	17,400.00	17,750.00	18,200.00
15	17,500.00	17,900.00	18,250.00	18,700.00
16	18,000.00	18,400.00	18,750.00	19,200.00
17	18,300.00	18,700.00	19,050.00	19,500.00

1. Employment increment - \$400.00 per year for 6-10 years of employment. \$500.00 per year for 11-16 years of employment. All other increments are as shown by this schedule.
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 D

GLOUCESTER CITY PUBLIC SCHOOLS

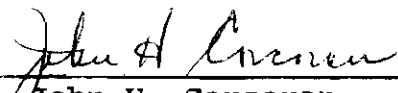
ATHLETIC AND STUDENT ACTIVITY SALARIES

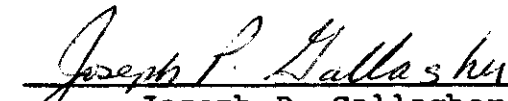
	<u>1978-1979</u>	<u>1979-1980</u>
Director of Athletics	\$1,800.00	\$1,925.00
Head Football Coach	1,700.00	1,820.00
Assistant Football Coach	1,020.00	1,090.00
Assistant Football Coach	1,020.00	1,090.00
Assistant Football Coach	1,020.00	1,090.00
Assistant Football Coach	1,020.00	1,090.00
Freshman Football Coach	1,020.00	1,090.00
Freshman Football Coach	1,020.00	1,090.00
Boys' Basketball Head Coach	1,520.00	1,625.00
Assistant Boys' Basketball Coach	950.00	1,015.00
Freshman Boys' Basketball Coach	850.00	910.00
Jr. High Boys Basketball Coach	570.00	610.00
Head Baseball Coach	1,075.00	1,150.00
Assistant Baseball Coach	630.00	675.00
Head Track Coach	1,075.00	1,150.00
Assistant Track Coach	630.00	675.00
Cross Country Coach	900.00	960.00
Golf Coach	570.00	610.00
Bowling Coach	570.00	610.00
Girls' Hockey Head Coach	1,190.00	1,275.00
Assistant Hockey Coach	800.00	855.00
Jr. High Hockey Coach	675.00	720.00
Girls' Basketball Head Coach	1,350.00	1,445.00
Assistant Girls' Basketball Coach	850.00	910.00
LaCrosse Coach	1,075.00	1,150.00
Assistant LaCrosse Coach	630.00	675.00
Girls' Softball Coach	630.00	675.00
Jr. High Girls' Basketball Coach	570.00	610.00
Play	450.00	480.00
Musical	570.00	610.00
Yearbook - Advisor	735.00	785.00
Yearbook - Business	340.00	365.00
Band	900.00	960.00
Band Summer Program	735.00	785.00
Clubs - High School	3,885.00	4,150.00
Clubs - Elementary Schools	680.00	720.00
Class Advisors 2 @ 220.00 2 @ 120.00	680.00	* 720.00
Chaperoning of Activities	900.00	960.00
Cheerleading Advisor	570.00	610.00
Literary Magazine	115.00	125.00
Newspaper	525.00	560.00

\* 2 @ 230.00 2 @ 130.00

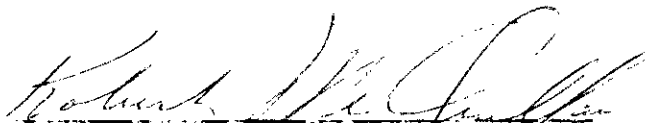
IN WITNESS WHEREOF, the parties have hereunto  
set their hands this 20th day of October, 1978.


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

  
\_\_\_\_\_  
John H. Corcoran  
President

  
\_\_\_\_\_  
Joseph P. Gallagher  
Secretary

GLOUCESTER CITY TEACHERS' ASSOCIATION

  
\_\_\_\_\_  
Robert McQuillan  
President

  
\_\_\_\_\_  
James Kelly  
Chairman-Negotiating  
Committee