

1<sup>re</sup> entente provinciale

MEMORANDUM OF AGREEMENT



*Conrad LeBreton*

THIS AGREEMENT is made in duplicate this 11th day of August 1966

BETWEEN

THE MINISTER OF EDUCATION FOR THE PROVINCE OF NEW BRUNSWICK  
(hereinafter called "The Minister")

AND

THE NEW BRUNSWICK TEACHERS' ASSOCIATION  
(hereinafter called "the Association")

Pursuant to negotiations between the parties concerning, salaries, allowances and all other terms and conditions of employment of teachers represented by the Association, the parties desire to enter into an agreement incorporating provisions governing all matters agreed upon to this date between the Minister and the Association with the understanding that any matter unresolved may become part of the said agreement pursuant to negotiations following the Report of the Frankel Royal Commission. This agreement may be amended at any time by the mutual consent of the parties. It will continue in effect until 30th June, 1968 subject to negotiations for renewal or amendment during the five month period prior to its expiry date.

PART I

Provisions for which the Minister will assume full responsibility for implementation.

ARTICLE I — SALARY SCHEDULE

1.01 This schedule shall become effective January 1, 1967 and continue in effect until June 30, 1968.

1.02 Scale

<u>TL</u>	<u>CI</u>	<u>CII</u>	<u>CIII</u>	<u>CIV</u>	<u>CV</u>	<u>CVI</u>
2800	3200	3600	4200	5200	5700	6300
3000	3400	3875	4475	5525	6050	6700
3200	3600	4150	4750	5850	6400	7100
3400	3800	4425	5025	6175	6750	7500
3600	4000	4700	5300	6500	7100	7900
3800	4200	4975	5575	6825	7450	8300

(salary schedule continued)

ARTICLE I      SALARY SCHEDULE (continued)

<u>TL</u>	<u>CI</u>	<u>CII</u>	<u>CIII</u>	<u>CIV</u>	<u>CV</u>	<u>CVI</u>
4000	4400	5250	5850	7150	7800	8700
			6125	7475	8150	9100
			6400	7800	8500	9500
				8125	8850	9900
				8450	9200	10300
6x200	6x200	6x275	8x275	10x325	10x350	10x400

1. L.S. IV with no Teacher's License - \$500 less than CIV.
2. T.P. - minimum \$2200 - four \$150 annual increments - maximum \$2800.
3. 3rd Class - minimum \$1600 - four \$150 annual increments - maximum \$2200.

- 1.03      Principals shall receive \$100 for each of the first 20 teachers supervised, \$50 for each of the next 20 teachers and an additional \$25 for each additional teacher to a maximum allowance of \$3500.
- 1.04      Vice-principals may be appointed for every 20 teachers or major fraction thereof on a staff. A vice-principal shall receive  $\frac{1}{2}$  of the allowance for a principal.
- 1.05      Supervisors shall receive \$50 per teacher supervised with a minimum of \$600 and a maximum of \$1200.
- 1.06      Supply teachers shall be paid \$20 per day. After 10 consecutive days of supply teaching with any one school board, supply teachers shall be paid according to the salary scale.
- 1.07      If teachers use their own cars travelling from school to school in the performance of their regular duties, they shall be paid 10 cents per mile for such travel. If a teacher does not have a car, the school board shall arrange transportation.
- 1.08      Full credit shall be granted for all public school teaching experience in Canada. Private school teaching experience in Canada and all teaching experience outside Canada shall be assessed on an individual basis by the Licensing and Certification Evaluating Committee.

ARTICLE II      LEAVES OF ABSENCE WITH PAY

- 2.01      Sabbatical Leave - Teachers who have taught seven years in New Brunswick, of which the last three were with the same school board, shall be eligible for a one-year sabbatical leave with 50% of salary. Teachers will apply to local school boards, which will forward applications with their recommendations to a joint Department - NBTA Committee which will review applications and may approve up to a maximum of seventeen in any one school year.

ARTICLE II LEAVES OF ABSENCE WITH PAY (continued)

2.02 Professional Activities - Teachers, including members of NBTA Board of Directors, shall be allowed up to 5 days per year, and members of NBTA Executive Committee up to 10 days per year, to attend meetings called by the NBTA with the approval of the Minister, without any loss of salary.

ARTICLE III STENOGRAPHIC AND CLERICAL ASSISTANCE

3.01 Stenographic and clerical assistance shall be made available to principals, vice-principals, supervisors, and teachers.

ARTICLE IV REPRESENTATION

4.01 The NBTA shall be granted continued representation at, or pertinent information on, such meetings of the Department of Education as is required to maintain satisfactory department-teacher relationships. Included in such meetings would be those dealing with evaluation of teachers' licenses and certificates, amendment of regulations, suspension or cancellation of teachers' licenses, as well as advisory committees set up by the Minister of Education.

ARTICLE V INTERPRETATION COMMITTEE

5.01 A joint committee comprising representatives of the NBTA and the Department of Education shall be responsible for the interpretation, application and effective operation of this agreement.

PART II

Provisions for which the Minister will have regulations prepared.

~~ARTICLE VI~~ CLASS SIZE AND LENGTH OF SCHOOL DAY

6.01 - Whenever reasonably practicable the normal class size shall be 30 pupils.

6.02 The length of the normal school day shall be a four-hour day for the first two school years (grades), five hours for grades three to nine, inclusive, and five and a half hours for senior high school.

ARTICLE VII DEDUCTIONS

7.01 Each school board shall make the necessary deductions from the salary of each teacher in respect of NBTA fees, group insurance and pension.

PART III

Provisions which the Minister will urge upon school boards as desirable objectives.

1966

\* ARTICLE VIII EXTRA DUTIES AND PREPARATION TIME

8.01 Extra duties shall be kept to a minimum and evenly distributed among the staff members.

8.02 Whenever reasonably practicable, timetable arrangements should bear in mind that teachers should be allowed one preparation period per day.

ARTICLE IX PREVAILING CONDITIONS

9.01 The terms and conditions of employment (exclusive of salaries) in effect as of July 1, 1966 shall continue in effect throughout the current school year except to the extent that they may be modified by virtue of agreement in respect of the foregoing.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE SIGNED IN THEIR RESPECTIVE NAMES BY THEIR RESPECTIVE REPRESENTATIVES AS OF THIS 11TH DAY OF AUGUST, 1966.

The Minister of Education  
for the Province of New Brunswick

The New Brunswick Teachers' Association

(Signed) W...W... Meldrum .....

(Signed) E. F. Cameron .....

J. P. McCluskey .....

A. H. Kingett .....