

- juillet 68 - dec 68  
 - jan 69 - dec 69  
 - jan 70 - dec 70

2<sup>e</sup> entente pour.  
 2 ans 1/2  
 NBTF Resource Centre  
 FENS  
 Ressources de la FENS

Ronald  
 LeBreton

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made in duplicate this 11th day of March 1968

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. This agreement may be amended at any time by the mutual consent of the parties. It will continue in effect from July 1, 1968 to December 31, 1970.

ARTICLE 1 SALARY SCHEDULE

1.01(a) The following salary scale will continue in effect from July 1, 1968 to December 31, 1968:

<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
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

5 increases

new steps added

negotie pour le NBTA

ARTICLE 1 SALARY SCHEDULE (continued)

1.01 (b) The following salary scale will be in effect from January 1, 1969 to June 30, 1969:

<u>TL</u>	<u>CI</u>	<u>CII</u>	<u>CIII</u>	<u>CIV</u>	<u>CV</u>	<u>CVI</u>
3000	3400	3900	4500	5600	6100	6700
3200	3600	4175	4775	5925	6450	7100
3400	3800	4450	5050	6250	6800	7500
3600	4000	4725	5325	6575	7150	7900
3800	4200	5000	5600	6900	7500	8300
4000	4400	5275	5875	7225	7850	8700
4200	4600	5550	6150	7550	8200	9100
			6425	7875	8550	9500
			6700	8200	8900	9900
				8525	9250	10300
				8850	9600	10700
6x200	6x200	6x275	8x275	10x325	10x350	10x400

1-01-70

1.01 (c) The following salary scale will be in effect from July 1, 1969 to December 31, 1970:

<u>TL</u>	<u>CI</u>	<u>CII</u>	<u>CIII</u>	<u>CIV</u>	<u>CV</u>	<u>CVI</u>
3000	3400	4075	4700	5800	6300	6900
3200	3600	4350	4975	6125	6650	7300
3400	3800	4625	5250	6450	7000	7700
3600	4000	4900	5525	6775	7350	8100
3800	4200	5175	5800	7100	7700	8500
4000	4400	5450	6075	7425	8050	8900
4200	4600	5725	6350	7750	8400	9300
4400	4800	6000	6625	8075	8750	9700
			6900	8400	9100	10100
				8725	9450	10500
				9050	9800	10900
7x200	7x200	7x275	8x275	10x325	10x350	10x400

1.01 (d) The following scale will remain in effect from July 1, 1968 to December 31, 1970:

1. Teacher's Permit - minimum \$2,200 - four \$150 annual increments - maximum \$2,800.
2. 3rd Class - minimum \$1,600 - four \$150 annual increments - maximum \$2,200.

ARTICLE 1 SALARY SCHEDULE (continued)

- 1.02(a) From July 1, 1968 to December 31, 1968, 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.
- 1.02 (b) From January 1, 1969 to December 31, 1970, principals shall receive \$100 for each of the first 20 teachers supervised, \$50 for each of the next 30 teachers and an additional \$25 for the next 10 teachers supervised to a maximum allowance of \$3750
- 1.03 Vice-principals may be appointed for every 25 teachers or major fraction thereof to a maximum of three. A vice-principal shall receive one-half the allowance for a principal up to a maximum of \$1500. Present vice-principals receiving more than \$1500 will be protected while remaining with their present boards.
- 1.04 A department head for a school and/or subject co-ordinator for a district may be appointed where there is the equivalent of THREE or more full-time teachers in a subject area. Department heads and subject co-ordinators shall receive \$50 per teacher supervised with a minimum of \$600 and a maximum of \$1200.
- 1.05 A co-operating teacher shall be paid \$8 per day for every day a student teacher is assigned to him.
- A principal of a co-operating school shall receive \$100 for 1 - 8 co-operating teachers, \$150 for 9 - 14 co-operating teachers, and \$200 for 15 or more co-operating teachers.
- 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 for the full period of service including the first 10 days.
- 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¢ 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 Interpretation 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 one-half of 1% of the total teaching force governed by this agreement in any one school year.
- 2.02 Professional Activities - Teachers shall be allowed up to five days per year for workshops arranged by the NBTA and approved by the Minister without any loss of pay. NBTA Directors shall be allowed up to ten days per year and members of the NBTA Executive Committee up to fifteen days per year, to attend meetings called by the NBTA without any loss of pay.

ARTICLE III STENOGRAPHIC AND CLERICAL ASSISTANCE

- 3.01 Stenographic and clerical assistance shall be made available to principals, vice-principals, department heads, subject co-ordinators and teachers, based on one stenographer for every forty-five teachers, with part-time stenographic assistance on a proportional basis.

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.

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.

ARTICLE VIII EXTRA DUTIES AND <sup>W.N.</sup>PERPARATION 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 a minimum of one preparation period per day.

ARTICLE IX GROUP LIFE INSURANCE

9.01 The Government will continue to participate in the payment of group life insurance for teachers by paying 40% of the premium to a maximum of \$20,000 life insurance for male participants and \$8,000 life insurance for female participants.

ARTICLE X SALARIES IN EXCESS OF THIS SCHEDULE

10.01 Any teacher receiving more salary than this agreement would allow shall continue to receive the additional salary during the term of this agreement provided he remains with his present Board of School Trustees.

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 MARCH, 1968.

The Minister of Education  
for the Province of New Brunswick

The New Brunswick Teachers' Association

(Signed) W. W. Meldrum

(Signed) William J. Bishop

(Signed) Frere A. Brun

(Signed) A. H. Kingett