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PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS
TEACHERS-NURSES SALARY GUIDE
1974-1975

<u>Step</u>	<u>Non Degree</u>	<u>B. A.</u>	<u>B. A. + 15</u>	<u>B. A. + 30</u>	<u>B. A. + 45 Inc. M. A.</u>	<u>B. A. + 60 Inc. M. A.</u>
1	8,656	9,097	9,629	10,161	10,693	11,225
2	8,884	9,416	9,948	10,480	11,012	11,544
3	9,204	9,736	10,268	10,800	11,332	11,864
4	9,523	10,055	10,587	11,119	11,651	12,183
5	9,895	10,427	10,959	11,491	12,023	12,555
6	10,268	10,800	11,332	11,864	12,396	12,928
7	10,963	11,225	11,757	12,289	12,821	13,353
8	11,119	11,651	12,183	12,715	13,247	13,779
9	11,651	12,183	12,715	13,247	13,779	14,311
10	12,183	12,715	13,247	13,779	14,311	14,843
11	12,821	13,353	13,885	14,417	14,949	15,481
12	13,566	14,098	14,630	15,162	15,694	16,226
13	14,337	14,869	15,401	15,933	16,465	16,997
14				16,731	17,263	17,795

TEACHERS-NURSES SALARY GUIDE
(HIRING GUIDE FOR NEW EMPLOYEES)
1974-1975

<u>Step</u>	<u>Non Degree</u>	<u>B. A.</u>	<u>B. A. + 15</u>	<u>B. A. + 30</u>	<u>B. A. +45 Inc. M. A.</u>	<u>B. A. + 60 Inc. M. A.</u>
1	8,050	8,550	9,050	9,550	10,050	10,550
2	8,350	8,850	9,350	9,850	10,350	10,850
3	8,650	9,150	9,650	10,150	10,650	11,150
4	8,950	9,450	9,950	10,450	10,950	11,450
5	9,300	9,800	10,300	10,800	11,300	11,800
6	9,650	10,150	10,650	11,150	11,650	12,150
7	10,050	10,550	11,050	11,550	12,050	12,550
8	10,450	10,950	11,450	11,950	12,450	12,950
9	10,950	11,450	11,950	12,450	12,950	13,450
10	11,450	11,950	12,450	12,950	13,450	13,950
11	12,050	12,550	13,050	13,550	14,050	14,550
12	12,750	13,250	13,750	14,250	14,750	15,250
13	13,475	13,975	14,475	14,975	15,475	15,975
14				15,725	16,225	16,725

- Hiring guide for new employees in 1974-1975 shall be the 1973-1974 salary guide.
- The Association shall be save harmless on 1 above.

1974-75

PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS
TEACHERS-NURSES SALARY GUIDE
1973-1975
PROVISIONS

1. Up to twelve (12) years of experience credit may be allowed for new teachers and nurses employed by our system. Up to but not exceeding three (3) years will be allowed for service in the armed forces.
2. Nurses are allowed up to five (5) years credit for hospital experience.
3. Normal increments as indicated will be granted each year if approved by the Superintendent.
4. A teacher or nurse may advance to the next higher training level on this guide upon presentation to the Superintendent of the necessary degree and/or proof of course credits. Such proof must be presented by October 1 to be effective for that school year.

Fifteen approved* credits beyond the B. A. degree are required to advance to the B. A. + 15 level.

Thirty approved* credits beyond the B. A. degree are required to advance to the 5 yr. level.

Forty-five approved* credits beyond the B. A. including a Master's degree are required to advance to the B. A. + 45 level.

Sixty approved* credits beyond the B. A. including a Master's degree are required to advance to the 6 yr. level.

5. Individuals having an earned Doctorate degree shall receive an additional \$600 beyond their appropriate salary at the 6 yr. level.
6. A \$200 stipend will be paid to teachers of special education classes.
7. Longevity

- A. After thirteen (13) years of teaching credit, a teacher shall receive an additional \$100 on the B. A. training level.
- B. After thirteen (13) years of teaching credit, a teacher shall receive an additional \$150 on the B. A. + 15 training level.
- C. After fourteen (14) years of teaching credit, a teacher shall receive an additional \$150 on the B. A. + 30 training level.
- D. After fourteen (14) years of teaching credit, a teacher shall receive an additional \$250 on the B. A. + 45 training level.
- E. After fourteen (14) years of teaching credit, a teacher shall receive an additional \$400 on the B. A. + 60 training level.
- F. After twenty (20) years teaching credit in Parsippany-Troy Hills, a teacher shall receive an additional \$500 at the beginning of his twenty-first (21) year on all levels of the guides.
- G. Longevity is cumulative in that a teacher if he qualifies, according to the above criteria, is eligible to receive a total of \$900 at the beginning of his twenty-first (21) year in the Parsippany-Troy Hills School District.

8. Retirement Allowance

- A. Any teacher having been employed by the Board of Education for fifteen (15) or more years shall be eligible for a retirement allowance provided he submits written certification of retirement to the Superintendent of Schools on the appropriate forms as attached Appendix IV prior to January 1 of the school year next preceding the school year in which retirement is to be effective.
- B. Approval of such retirement shall be made by the Board of Education at its regular public meeting next following January 1 and shall be binding upon the teacher with the Board of Education save harmless to continue employment beyond the designated effective date of retirement. (Nothing in this provision shall prohibit the Board of Education from approving an earlier effective date of retirement upon request of the teacher providing it is in the school year next following the school year in which certification of intent to retire is made as designated in "A" above.)
- C. The retirement allowance shall be computed at the rate of one (1) day's pay for every five days of accumulated sick leave credited to the teacher at the time of written certification to the Superintendent of Schools of intent to retire.
- D. The daily rate of pay for computation of the retirement allowance shall be based on 1/200 of the annual salary being received at the time of written certification to the Superintendent of Schools of intent to retire.
- E. If the teacher uses any of the accumulated sick leave designated in "C" above during the next to last and/or final school years of employment his/her retirement allowance shall be pro-rated accordingly.
- F. The ten (10) days sick leave to which the employee is entitled during the final school year of employment shall not be credited in computing the retirement allowance and shall be used first in charging sick leave during the final school year of employment.

*Approved by the Superintendent