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THIS - NOT
CIRCULATE

DUMONT PUBLIC SCHOOLS
Dumont, New Jersey

LIBRARY
Institute of Management and
Labor Relations

JAN 14 1980
RUTGERS UNIVERSITY

SALARY RANGE

1979 - 1980

ACADEMIC SUPERVISORS

A salary range for Academic Supervisors from \$600.00 to \$1,400.00 has been established for the following instructional areas:

- | | |
|--------------------|--------------------------------|
| Science | Social Studies |
| Industrial Arts | Arts and Humanities |
| Home Economics | Music (Instrumental and Vocal) |
| Business Education | Mathematics |
| English | |

The determination of compensation within the established range will be based on an evaluation of the effectiveness of a supervisor's performance.

The program of appraisal includes self-evaluation and a review of the self-evaluation by the supervisor's immediate superior and when deemed necessary, the Superintendent of Schools.

The following areas or dimensions of the chairman's task will be considered in the appraisal:

1. Supervisory Responsibility
2. Length of Work Year
3. Department Organization (instructional and supervisory responsibility)
4. Professional Leadership
5. Professional Growth
6. Curriculum and Instructional Program
7. Evaluation of Staff
8. Relations with Students
9. Relations with Other Staff Members
10. Relations with Community
11. Relations with Central Administration and Other School Units
12. Schedules, Accounts and Other Management Matters
13. Department Climate (instructional and supervisory responsibility)

Adopted: 7/19/79

Masculine pronouns are used but are intended to refer to both females and males.