

**SCHEDULE A
SALARY GUIDE - 2002/2003**

STEP	B.A.	½ EQ.	EQ. 5	M.A.	EQ. 6	M.A.+32	DOC	PSY
1	33,561	34,711	36,414	38,130	39,971	43,513	45,058	45,035
2	34,488	35,638	37,341	39,057	40,898	44,440	45,985	45,995
3	35,518	36,668	38,371	40,087	41,928	45,470	47,015	47,061
4	36,651	37,843	39,545	41,261	43,102	46,644	48,189	48,277
5	37,835	39,058	40,761	42,477	44,317	47,859	49,404	49,534
6 - 8	39,071	40,315	42,017	43,733	45,574	49,116	50,661	50,835
9	40,359	41,633	43,336	45,052	46,892	50,434	51,979	52,199
10	41,698	42,972	44,675	46,391	48,231	51,773	53,318	53,585
11	43,088	44,363	46,065	47,781	49,622	53,164	54,709	55,024
12	44,942	46,217	47,919	49,635	51,476	55,018	56,563	56,943
13	46,976	48,350	50,051	51,765	53,606	57,145	58,690	59,145
14	49,364	51,000	52,701	54,415	56,256	59,795	61,340	61,888
15	52,206	53,842	55,542	57,257	59,097	63,234	64,779	65,447
15*	56,561	58,167	59,812	61,613	63,453	67,589	69,134	69,955
16	63,521	65,102	66,799	68,624	70,559	74,752	76,297	77,592

**SCHEDULE B
SALARY GUIDE - 2003/2004**

STEP	B.A.	½ EQ.	EQ. 5	M.A.	EQ. 6	M.A.+32	DOC	PSY
1	34,568	35,753	37,507	39,274	41,171	44,819	46,410	46,387
2	35,523	36,708	38,462	40,229	42,125	45,774	47,365	47,375
3	36,584	37,769	39,523	41,290	43,186	46,835	48,426	48,473
4	37,751	38,979	40,732	42,499	44,396	48,044	49,635	49,726
5	38,971	40,230	41,984	43,752	45,647	49,295	50,887	51,020
6	40,244	41,525	43,278	45,045	46,942	50,590	52,181	52,361
7 - 9	41,570	42,882	44,637	46,404	48,299	51,947	53,539	53,765
10	42,949	44,262	46,016	47,783	49,678	53,327	54,918	55,193
11	44,381	45,694	47,447	49,215	51,111	54,759	56,351	56,675
12	46,291	47,604	49,357	51,125	53,021	56,669	58,260	58,652
13	48,386	49,801	51,553	53,318	55,215	58,860	60,451	60,920
14	50,845	52,530	54,283	56,048	57,944	61,589	63,181	63,745
15	53,773	55,458	57,209	58,975	60,870	65,131	66,723	67,411
15*	58,258	59,913	61,607	63,462	65,357	69,617	71,209	72,054
16	65,427	67,056	68,803	70,683	72,676	76,995	78,586	79,920

A school psychologist working full-time on a 12-month basis shall be paid an additional 10% of his/her annual base salary as reflected on Schedules A, B, and C.

Effective July 1, 1992, part time school psychologists, social workers, and learning disabilities teacher consultants shall receive \$140.00 per diem.

Longevity: See Schedule D

Off Guide: See Schedule D

**SCHEDULE C
SALARY GUIDE - 2004/2005**

STEP	B.A.	½ EQ.	EQ. 5	M.A.	EQ. 6	M.A.+32	DOC	PSY
1	35,606	36,826	38,633	40,453	42,407	46,164	47,803	47,779
2	36,589	37,810	39,616	41,436	43,389	47,148	48,786	48,797
3	37,682	38,903	40,709	42,529	44,482	48,241	49,879	49,928
4	38,884	40,149	41,954	43,774	45,728	49,486	51,125	51,218
5	40,141	41,437	43,244	45,065	47,017	50,774	52,414	52,551
6	41,452	42,771	44,577	46,397	48,351	52,108	53,747	53,932
7	42,818	44,169	45,977	47,797	49,748	53,506	55,146	55,378
8 - 10	44,238	45,590	47,397	49,217	51,169	54,927	56,566	56,849
11	45,713	47,065	48,871	50,692	52,645	56,402	58,042	58,376
12	47,680	49,033	50,838	52,659	54,612	58,370	60,008	60,412
13	49,838	51,296	53,100	54,918	56,872	60,626	62,265	62,748
14	52,371	54,106	55,912	57,730	59,683	63,437	65,077	65,658
15	55,387	57,122	58,926	60,745	62,697	67,085	68,725	69,434
15*	60,006	61,711	63,456	65,366	67,318	71,706	73,346	74,216
16	67,390	69,068	70,868	72,804	74,857	79,305	80,944	82,318

A school psychologist working full-time on a 12-month basis shall be paid an additional 10% of his/her annual base salary as reflected on Schedules A, B, and C.

Effective July 1, 1992, part time school psychologists, social workers and learning disabilities teacher consultants shall receive \$140.00 per diem.

Longevity: See Schedule D

Off Guide: See Schedule D

SCHEDULE D
LONGEVITY - Service in Kearny Only

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
At the beginning of year:			
16th Year	4,800	4,800	4,850
21st Year	5,180	5,180	5,280
26th Year	5,625	5,625	5,825
31st Year	5,900	5,900	6,200

The \$1000 longevity payment for 1996-97 will be paid in one lump sum to those eligible no later than July 1, 1997.

*All members who are at maximum on the salary guide but are not eligible for longevity shall receive a salary increase of \$600 retroactive for the 1996-97 school year. Payment will be made in one lump sum to those eligible no later than July 1, 1997.

The rate of payment shall remain the same for the school years 1997-98 and 1998-99. The money to be paid as part of salary not in lump sum at close of school year.

SCHEDULE E
NON-RATIO SALARY PERSONNEL

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Coordinator	1,300	1,352	1,407
*Director, SBYSP	4,100	4,264	4,435
*Employment Specialist, SBYSP	2,900	3,016	3,137
Guidance Counselor	1,300	1,352	1,407
District Substance Abuse/ Student Assistance Coordinator	1,700	1,768	1,839
Coordinator, Discipline & Attendance	2,000	2,080	2,164
School Social Worker	1,300	1,352	1,407
Learning Disabilities Teacher Consultant	1,300	1,352	1,407
Speech Teacher	1,300	1,352	1,407
Head Nurse	1,200	1,248	1,298
Director, KHS Summer School	4,300	4,472	4,651
Head Teacher, Summer/Handicapped	4,300	4,472	4,651
KEEP Director (Saturday)	3,650	3,796	3,948
KEEP Director (Summer)	3,650	3,796	3,948
Supervisor - District Residency Attendance Service	2,000	2,080	2,164

* Twelve (12) month, full-time position which shall be paid an additional 10% of his/her annual base salary as reflected on Schedules A, B, and C.

1. The Job Placement Coordinator is on a twelve (12) month salary guide and shall be paid an additional 10 percent (10%) of his/her yearly salary.

SCHEDULE F COACHES SALARY GUIDE

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Baseball, Head	6,700	6,968	7,247
Baseball, Assistant	3,880	4,036	4,198
Baseball, JV	3,880	4,036	4,198
Baseball, Frosh	3,880	4,036	4,198
Basketball, Head (Boys)	6,700	6,968	7,247
Basketball, Assistant (Boys)	3,880	4,036	4,198
Basketball, JV (Boys)	3,880	4,036	4,198
Basketball, Frosh (Boys)	3,880	4,036	4,198
Basketball, Head (Girls)	6,700	6,968	7,247
Basketball, JV (Girls)	3,880	4,036	4,198
Basketball, Frosh (Girls)	3,880	4,036	4,198
Basketball, Jr. School (Boys)	3,000	3,120	3,245
Basketball, Jr. School (Girls)	3,000	3,120	3,245
Bowling	4,400	4,576	4,760
Crew, Head (Boys)	6,700	6,968	7,247
Crew, Assistant	3,880	4,036	4,198
Crew, Head (Girls)	6,700	6,968	7,247
Cross Country, Head	4,400	4,576	4,760
Cross Country, Assistant (Boys)	3,880	4,036	4,198
Cross Country, Assistant (Girls)	3,880	4,036	4,198
Football, Head	7,700	8,008	8,329
Football, Assistant	4,100	4,264	4,435
Football, Equipment Manager	3,300	3,432	3,570
Football, Photographer	1,100	1,144	1,190
Trainer (three seasons)	3,900	4,056	4,219
Golf	3,880	4,036	4,198
Gymnastics, Head	6,700	6,968	7,247
Gymnastics, Assistant	3,880	4,036	4,198
Rifle, Head	4,400	4,576	4,760
Rifle, Assistant	3,880	4,036	4,198
Soccer, Head (Boys)	6,700	6,968	7,247
Soccer, Assistant (Boys)	3,880	4,036	4,198
Soccer, JV (Boys)	3,880	4,036	4,198
Soccer, Frosh (Boys)	3,880	4,036	4,198
Soccer, Head (Girls)	6,700	6,968	7,247
Soccer, Assistant (Girls)	3,880	4,036	4,198
Soccer, JV (Girls)	3,880	4,036	4,198
Soccer, Frosh (Girls)	3,880	4,036	4,198
Softball, Head	6,700	6,968	7,247
Softball, Assistant	3,880	4,036	4,198
Softball, JV	3,880	4,036	4,198
Softball, Frosh	3,880	4,036	4,198
Swimming (Boys)	4,400	4,576	4,760
Swimming (Girls)	4,400	4,576	4,760

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Tennis (Boys)	4,400	4,576	4,760
Tennis (Girls)	4,400	4,576	4,760
Tennis, JV (Girls)			4,198
Track, Indoor, Head	6,700	6,968	7,247
Track, Indoor, Assistant (Boys)	3,880	4,036	4,198
Track, Indoor, Assistant (Girls)	3,880	4,036	4,198
Track, Outdoor, Head	6,700	6,968	7,247
Track, Outdoor, Assistant (Boys)	3,880	4,036	4,198
Track, Outdoor, Assistant (Girls)	3,880	4,036	4,198
Volleyball, JV (Girls)			4,198
Weightlifting (3 seasons)	3,700	3,848	4,002
Wrestling, Head	6,700	6,968	7,247
Wrestling, Assistant	3,880	4,036	4,198
Wrestling, JV	3,880	4,036	4,198
Wrestling, Frosh	3,880	4,036	4,198
Wrestling, Jr. School	3,000	3,120	3,245
Assistant to the V.P. of Athletics	8,685	9,033	9,395

Longevity

10 Years	\$ 500.00
15 Years	\$ 800.00
20 Years	\$1,000.00

8Years toward longevity to be cumulative but not necessarily continuous within one sport in Kearny.

Head Coach Evaluation

Prior to the start of practice for any given season, fall, winter or spring, the head coach will meet with the Vice Principal of Athletics/Student Activities to establish goals and recommendations for his/her program. The results of this meeting will be formally documented. The Head Coach will receive a copy of the documentation.

Head Coaches will be observed in both practice and competitive settings. At the end of the season the Head Coach and the Vice Principal of Athletics/Student Activities will meet to discuss the his/her performance and to review the formal Head Coach's evaluation.

The Head Coach and the Vice Principal of Athletics/Student Activities will be asked to sign the Evaluation Form. The Head Coach will have an opportunity to attach a statement to the evaluation form containing a rebuttal and/or other appropriate comments.

The Head Coach will receive a copy of the final signed evaluation form and he/she can attach to all existing copies of the evaluation a signed copy of his/her rebuttal or other appropriate comments.

**SCHEDULE G
EXTRACURRICULAR ACTIVITIES SALARY GUIDE**

	<u>2002-2003</u>	<u>2003-2004</u>	<u>2004-2005</u>
Band Director, HS	6,660	6,927	7,205
Assistant Band Director, HS	4,530	4,712	4,901
Cheerleader, Head (Fall)	3,300	3,432	3,570
Cheerleader, Head (Winter)	3,300	3,432	3,570
Cheerleader, JV (Fall)	2,890	3,006	3,127
Cheerleader, JV (Winter)	2,890	3,006	3,127
Cheerleader, Frosh (Fall)	2,890	3,006	3,127
Cheerleader, Frosh (Winter)	2,890	3,006	3,127
Band Front	3,150	3,276	3,408
Honor Society, HS	1,170	1,217	1,266
Student Council, HS	3,250	3,380	3,516
Jr. School Twirlers	1,250	1,300	1,352
Jr. School Color Guard	1,250	1,300	1,352
Jr. School Band	1,900	1,976	2,056
Yearbook, HS	2,700	2,808	2,921
Yearbook, Jr. School	1,400	1,456	1,515
Student Council, Jr. School	1,400	1,456	1,515
Gym Director, HS (Spring)	2,200	2,288	2,380
Senior Play, Director	1,230	1,280	1,332
Senior Play, Business Manager	1,020	1,061	1,104
Senior Play, Lighting	1,020	1,061	1,104
Senior Play, Set	1,075	1,118	1,163
Hi-Kearnian, HS	1,075	1,118	1,163
HS Musical, Stage Director	2,560	2,663	2,770
HS Musical, Art Director	2,010	2,091	2,175
HS Musical, Choreographer	2,010	2,091	2,175
HS Musical, Instrumental Director	2,010	2,091	2,175
HS Musical, Vocal Director	2,010	2,091	2,175
HS Musical, Business Manager	1,620	1,685	1,753
HS Musical, Lighting	1,620	1,685	1,753
Intramurals	2,990	3,110	3,235
Network Facilitator	4,400	4,576	4,760
Teen PEP (SBYSP)	2,800	2,912	3,029

Includes performance in four (4) parades. Any additional Junior High School participation in parades, performed at the request of the administration, will be paid at \$100.00 per parade.

Longevity

10 Years	\$ 500.00
15 Years	\$ 800.00
20 Years	\$1,000.00

8 Years toward longevity to be cumulative but not necessarily continuous within one extracurricular activity in Kearny.

**SCHEDULE H
SCHOOL CALENDAR**

SCHEDULE I
GUIDE FOR DETERMINING EQUIVALENCY CREDITS
(ADOPTED SEPTEMBER 1, 1949)
(This guide becomes effective September 1, 1996)

PURPOSE

The general purpose of the Board of Education of the Town of Kearny in setting forth the following Equivalency Credits (academic/non-academic credits) policy is to provide means whereby teachers who participate in activities and academic courses that are beneficial to the schools and indicative of their professional growth may attain credit toward advancement on the salary guide. Activity credits are considered by the Board of Education as a supplement to, and a substitute for, a specified number of college or university credits. Accordingly, the Board of Education uses this means of recognizing certain special services and professional contributions of teachers in the school system.

The purpose of this outline is to inform teachers regarding those activities in which equivalency credits may be granted, the maximum of such credit, and the procedures employed in their evaluation.

The term teacher shall refer to all certified personnel employed by the Kearny Board of Education.

BASIS FOR AWARD OF EQUIVALENCY CREDITS

A. — 1. There shall be a Committee created for the evaluation of equivalency credits. The Committee shall consist of four teachers.

(a) Two teachers shall be appointed by the Superintendent;

(b) Two teachers shall be selected by the Executive Board of the Kearny Education Association;

(c) The terms of the members of the Equivalency Committee shall be three years; and

(d) The Chairperson and the Secretary of the Committee shall receive three Equivalency Credits per year for their work and the other members two credits per year.

2. The Superintendent reserves the right to hear and act on appeals to the Committee's decisions.

B. — The Equivalency Committee will give every consideration to each of the following three factors:

1. Time and effort expended on a given activity.

2. Contribution of the activity to the individual's professional development or the school's welfare.

3. Positive educational value.

C. — Teachers holding an academic Bachelor's degree with a Standard Teaching Certificate may become eligible for B.A.+16, B.A.+32, M.A., B.A.+64, M.A.+32, or Ph.D. when they participate in the activities broadly stated below.

1. For budget purposes and in order to be used for salary increments, final application for completed equivalency credits must be filed in the Superintendent's Office prior to December 1 of the preceding school year so that allowance may be made in the budget for payment of the increment to begin the following September.

2. Upon completion of the course necessary to attain the next level, an official transcript bearing the college seal must be submitted to the Equivalency Committee.

3. Upon receipt of evidence of completion (official transcript) of any program that allows a teacher to move from one level to another the teacher shall be placed on a new level retroactive to the application dates of September 1 or February 1 of that school year, provided the approved course credit is completed prior to the retroactive date.

D. — For all non-academic equivalency credits, a teacher must submit an application and proof as outlined in this Guide within 30 days of completion of the activity. Where the activity is on a continuing basis, an annual report to the Committee must be submitted by June 1.

1. Of the credits needed at the B.A.+16, B.A.+32, B.A +64, M.A.+32 levels, one-half (1/2) shall be academic credits gained in an accredited institution on the graduate level and may or may not be in the applicant's field.

2. The remaining half (1/2) may be composed of approved professional activities or undergraduate credits or both.

E. — All teachers will be able to earn equivalency credits for activities only while under paid contract with the Kearny School System.

F. — No equivalency credits shall be granted if the teachers receive negotiated remuneration.

G. — Community activities shall be regarded as part of the normal life of a good citizen for which no equivalency credits are granted except for community activities that can be directly related to teaching.

ACTIVITIES

Equivalency credits will only be considered for those committees/activities that perform their committee/activity before or after the regular school day. All other activities in this guide are open to all teachers.

Equivalency credits, evaluated and approved by the Committee and Superintendent of Schools, may be granted for the following activities:

1. Curriculum and Other Committees

(a) Credits may be granted for participation in curriculum committee work when the project is instituted by the Office of the Superintendent and/or Board of Education; or the committee is under the joint sponsorship of the Office of the Superintendent and the bargaining agent of the teachers. Upon completion, the time and effort involved must be attested to by the committee chairperson. The credit shall be granted at the ratio of 30 hours = 1 credit.

(b) Credits will not necessarily be granted to all members of a committee. Each member, including the chairperson, shall have their credit evaluated on the basis of having completed the required number of hours logged.

2. Organized Non-Credit Courses and Study Under a Private Tutor

(a) Equivalency credit may be granted for organized non-credit courses offered by accredited educational institutions, industrial organizations, or other approved sponsorship, if such courses are directly related to the major teaching or professional work of the individual within the system. The credit shall be based on the ratio of 30 hours = 1 credit with evidence of attendance required.

(b) Private study for professional improvement, if directly related to major teaching or professional work within the system, may be approved on the same basis of 30 hours = 1 credit.

(c) Private study for professional improvement outside the individual's certification(s) will require prior approval by the Committee with a sign off by the Superintendent. If approved the study will be credited on the ratio of 30 hours = 1 Equivalency Credit upon presentation of evidence of successful completion.

3. Extra-Curricular Activities - Because of the exclusive nature of the following activities, a limit of eight credits per salary level shall be placed upon them.

- (a) Coaching of an athletic team for which no remuneration is received.
- (b) Coaching of dramatics or debating.
- (c) Faculty advisorship of school publications.
- (d) Faculty advisorship of other service groups.

4. Cultural and Research Studies

The activities below must be pre-approved by the committee with a sign off by the Superintendent.

(a) Credits may be granted to the teacher for travel, providing it shall contribute to the cultural background and professional training of the teacher. Travel incidental to a business transaction or other errand performed for personal or professional reasons shall be excluded.

(b) Credits will not be granted for either wholly or partially paid student financed travel.

(c) A report indicating the actual itinerary, time involved, and a detailed analysis of the contribution of the trip to the teacher's effectiveness on the job shall

be submitted upon his return. Only minor consideration should be placed upon the time spent going to or from that activity.

(d) Credits shall be based upon the ratio of 45 hours = 1 credit. Only actual time spent on educationally related activities should be logged.

5. Long Years of Service

(a) Teachers who hold an academic Bachelor's Degree or higher and who have served in the Kearny Public Schools for a period of twenty years will be granted four equivalency credits to be applied towards any level for which the teacher is eligible.

(b) Four equivalency credits shall be given at the completion of each additional five year period.

(c) A teacher shall have the right upon a request to the Committee to review the contents of their Equivalency files.

6. Innovative Programs

Credit for innovative programs such as those conducted through the NJ Network for Educational Renewal will be granted with the approval of the Equivalency Committee and a sign off by the Superintendent upon submission of documentation verifying successful completion of the following: Mini course, summer institutes, leadership institutes, study/research groups. Credits given will be based on 30 hours = 1 credit however, no less than one half (1/2) credit will be given for approved work in this category.

May 11, 1950

Revised January 1, 1962

Revised September 1, 1968

Revised September 1, 1970

Revised July 1, 1972

Revised November 26, 1974

Revised March 10, 1988

Revised September 1, 1996

ADDENDUM A

AM/PM HELP PERIOD

On October 10, 2000, the Superintendent, members of the Kearny Board of Education and members of the Kearny Education Association agreed to the final language for help period. The language below was approved at the Kearny Board of Education meeting held on November 20, 2000.

Help Period

1. On any days when help period for students is scheduled, teachers shall have the option of scheduling this time prior to the beginning of the student or following the close of the student day under the following conditions:
 - a. Morning Help Period shall not be mandated.
 - b. The teacher shall notify the principal of his/her help period schedule at the beginning of each marking period.
 - c. If in a given marking period an administrator determines that a lack of coverage in a building area, grade, subject or any other reasonable basis (will occur) he/she shall meet with the teachers involved in an attempt to work out a schedule to remedy the situation.
 - d. In the event that the situation cannot be resolved, the principal may assign the teacher to afternoon help period.

2. Each teacher shall notify students of, and post his/her help period schedule in appropriate place(s) at the beginning of each marking period. Should an emergent situation require the teacher to alter his/her schedule, the students and appropriate supervisor/administrator shall be notified as far in advance as possible.

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