

**AGREEMENT**

**BETWEEN**

**NUTLEY BOARD OF EDUCATION**

**and**

**NUTLEY ADMINISTRATORS' ASSOCIATION**

**July 1, 2008 through June 30, 2011**

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## ARTICLE I

### RECOGNITION

The Board of Education hereby recognizes the Nutley Administrators' Association as the sole and exclusive representative for collective negotiations concerning terms and conditions of employment for all full-time certified Principals, Vice Principals, Administrative Assistants, Director of Special Services, Director of Guidance, Athletic Director, Music Coordinator, Department Heads and Coordinators who are performing in a supervisory capacity and who are appropriately certified, but excluding all other positions within the School District.

Unless otherwise indicated, the term "administrator," when hereinafter used in this Agreement, shall refer to all employees represented by the Association in the negotiating unit above defined.

## ARTICLE II

### NEGOTIATION PROCEDURES

- A. Pursuant to the provisions of Chapter 123-PL 1974, The Nutley Board of Education and the Nutley Administrators' Association agree to enter into collective negotiations concerning terms and conditions of employment.
- B. The Board and the Association shall each be represented by a team of its own choosing and mutually pledge that their representatives shall be vested with all necessary authority to negotiate and to reach tentative agreements.
- C. Minutes of each negotiating session shall be the responsibility of each respective negotiating team.
- D. The Board and the Administrators' Association shall respond to reasonable requests for public information from their records on subjects relevant to the negotiating sessions.
- E. Time limits are to be mutually agreed upon at the outset of each session and shall be extended only through mutual agreement.

F. Scheduling of sessions and exchange of information shall be effected through the Secretary-Business Administrator.

G. Statistical data from Essex County K-12 districts shall be primarily used for purposes of comparison. Either party may bring such data from other K-12 districts.

H. During the course of negotiations agreed-upon items are to be initialed and dated and copies furnished to each team. It is understood that the respective negotiating teams are authorized to reach tentative agreements only. No agreements so reached shall be binding unless and until approved by a majority of the full group represented acting in a regularly constituted meeting.

I. The final Agreement reached represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject of negotiations. During the term of such Agreement, neither party shall be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated and signed the Agreement.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. Definition

1. A "grievance" is a claim by a member of the unit based upon an alleged misinterpretation, misapplication or violation of this Agreement, Board policies or administrative decisions affecting a member or a group of members, involving terms and conditions of employment.

2. A grievance may be filed by an individual member, a group of members, or by the Association. Any grievance must be filed at the proper initiating level within twenty-one (21) calendar days of the occurrence being grieved.

3. If a grievance affects more than one (1) member of the unit, the Association may bring a grievance directly to Level Two of this procedure within twenty-one (21) calendar days of the occurrence being grieved.

#### B. Procedures

##### 1. Level One:

A grievance must first be initiated with the immediate Supervisor within the previously stated twenty-one day (21) time limit. The grievant shall set forth his

grievance in writing on a mutually agreed upon form which includes the following elements:

- (a) the nature of the grievance
- (b) the extent of the injury or loss suffered
- (c) the section of the contract or Board policy alleged to have been violated
- (d) the remedy sought

The immediate Supervisor shall respond to the grievance in writing within fourteen (14) calendar days.

2. Level Two:

If the grievant is dissatisfied with the response at the first level, he/she shall have the right to proceed by filing the grievance to the Superintendent of Schools or the Assistant Superintendent, when designated, in writing within fourteen (14) calendar days. The appeal shall contain all previous documentation contained at the prior step. The Superintendent or Assistant Superintendent shall review the grievance and respond in writing within twenty-one (21) calendar days. In no event shall the same individual issue a decision at both Level One and Level Two.

3. Level Three:

If the grievant is not satisfied with the result at the prior level, he may appeal the decision of the Superintendent of Schools in writing to the Board of Education within fourteen (14) calendar days. The grievant's appeal shall contain all prior

documentation. The Board of Education shall review the matter and issue its final determination within thirty-five (35) calendar days of its submission.

4. Failure to Communicate a Decision:

Failure at any step to communicate the decision on a grievance within the specified time limitation shall automatically move the grievance to the next level. Failure to appeal within the specified time limitations from an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

5. Right to Representation:

Right of administrators to representation shall be as follows:

Any grievant must be present at all stages of the grievance procedure and may be represented by a representative of the Association and/or an attorney of the grievant's choice.

The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting an appeal with respect to personal grievances.

6. Separate Grievance File:

All records dealing with processing of grievances shall be segregated from personnel files.



7. Costs:

Time spent in mutually scheduled grievance hearings shall not result in loss of pay.

8. None of the above shall be construed to discourage more informal resolution of disputes at the lowest possible level whenever possible.

9. Meetings and Hearings:

No meeting or hearing conducted under this procedure shall be in public. The only parties in attendance shall be the parties in interest and the designated or selected representatives contemplated in this Article.

## ARTICLE IV

### LENGTH OF WORK YEAR

- A. Twelve (12) month employees shall be entitled to twenty-one (21) days vacation per year with prior approval of the Superintendent.
- B. Holidays are to be in accordance with the Board-adopted calendar.
- C. Elementary principals shall be required to work seven (7) extra days in July and August. A maximum of four (4) days shall be scheduled by the Superintendent in July and August. Every year the Superintendent of Schools shall provide notice of the scheduling of the four (4) days for the subsequent year by May 1<sup>st</sup>.
- D. Department Heads and Coordinators shall be required to work from September 1<sup>st</sup> through June 30<sup>th</sup> of each school year. Department Heads and Coordinators are to report to work for one day of work during the summer, for staffing purposes, at the discretion of the Superintendent for which day they will be given comp time. In the event that the school calendar does not include a day to meet with the Superintendent prior to the opening of school the day will be scheduled by the Superintendent. These employees agree to report for a second day in August, upon the direction of the Superintendent, if these employees have any new staff in attendance. Department Heads and Coordinators may also be required to work an

additional five (5) consecutive days per year during either the first week of July or the last week of August. In the event that because of a holiday or holidays the full five (5) days cannot be scheduled during these weeks, the missing day/s shall be scheduled to precede or to follow the scheduled days. Additional compensation for said days shall be at the per diem rate of 1/200ths of the individual's annual salary. Notification regarding such additional work shall be provided to the Department Heads and Coordinators by the April 1<sup>st</sup> preceding the July or August work.

E. All unit members may be required to work up to 20 hours per year after the regularly scheduled school days without compensation for curricula development. The duration of these sessions will be limited to two (2) hours per day. Notification regarding the scheduling of these sessions will be provided by October 1<sup>st</sup> of each school year. Once established, these sessions may be canceled or rescheduled only due to emergency (i.e. snow or other unforeseen events.)

F. Department Heads and Coordinators are required to report at least ten (10) minutes prior to the time high school teachers are required to sign in, and are to remain until 3:20 p.m., or 27 minutes after high school teachers are permitted to leave.

G. Any teaching load for department heads or coordinators shall be at the discretion of the Superintendent, who shall make every effort to keep such assignments to a

minimum. Any such teaching assignments shall be reviewed annually by the Superintendent.

## ARTICLE V

### PROFESSIONAL DEVELOPMENT

#### A. Professional Dues

The Board of Education agrees to pay up to the following sums in each year of the Agreement for each administrator towards the costs of dues of County, State or National professional organizations appropriate to the administrator's position:

- |              |   |       |
|--------------|---|-------|
| 1. 2008-2009 | - | \$950 |
| 2. 2009-2010 | - | \$950 |
| 3. 2010-2011 | - | \$950 |

Prior approval of the Superintendent is required.

#### B. Tuition Reimbursement

Graduate course(s) must be taken at institutions approved by the State of New Jersey in current area of assignment or one which is leading to certification or advanced education degree. If the course does not fit any of the above categories or is an undergraduate course, payment will be solely at the discretion of the Superintendent and not subject to the grievance procedure. The Board, however, is willing to consider some reimbursement for non-graduate courses for computer literacy. All courses must be submitted within two (2) weeks of commencement of the course and a minimum grade of "C" must be attained prior to reimbursement. Each administrator is entitled to reimbursement of up to nine (9) credits from July 1

through June 30 at a cost of one hundred seventy-five (\$175.00) dollars per credit.

An administrator shall be entitled to take no more than six credits in either the fall or spring semester

## ARTICLE VI

### INSURANCE PROTECTION AND OTHER BENEFITS

A. 1. The Board shall continue to pay full premium for employee and dependents for health insurance furnished by the existing carrier, or an alternate carrier for up to full family hospital, medical, surgical and major medical. If the Board implements a premium contribution from all district employees' dependents, the Board will pay no less than the amount paid in 2004-05 for the dependent premium. Any additional contribution required for dependent premiums will be paid by the employee.

2. The Board will pay the cost of dental premiums for employee and dependents at the rates it paid in 2004-05, plus 50% of any increase in each year of the agreement. The employees will be responsible for paying the portion of the premiums they paid in 2004-05 plus 50% of any increase in each year of the agreement. All other provisions of the dental plan shall remain as existed in 2004-05.

B. Unit members shall upon presentation of a paid bill be entitled to three hundred (\$300.00) dollars every other year as reimbursement for physical examination. The choice of physician is up to the unit member.

C. When unit members are required to use their vehicles for Board of Education business, they shall be reimbursed for said use at the rate prescribed by the Internal Revenue Service.

D. The Board will pay the cost of prescription premiums for employees at the rate it paid in 2004-05, plus 50% of any increase in each year of the agreement. The employees will be responsible for paying the portion of the premiums they paid in 2004-05 plus 50% of any increase in each year of the agreement. All other provisions of the prescription plan shall remain as existed in 2004-05.

## ARTICLE VII

### LEAVES

#### A. Sick Leave

1. "Sick Leave" is defined to mean the absence of any administrator from his or her post of duty because of personal disability due to illness or injury or because he or she has been excluded from school by the school district medical authorities on account of a contagious disease or being quarantined for such a disease in his or her immediate household.

2. Administrators shall be entitled to accumulated sick leave days in each year as follows:

Ten (10) month administrators - ten (10) days

Twelve (12) month administrators - twelve (12) days

3. Any unit member who retires shall be entitled to pay for unused accumulated sick days at the rates specified below to a maximum number of days specified below. These benefits are granted only upon actual retirement (not vesting) after fifteen (15) years of service in Nutley. To be eligible for this benefit, notice of intention to retire must be provided not less than ninety (90) days before retirement date. The Board shall have the option to pay for unused accumulated sick days over a three (3) year period. If the administrator should die during this period, the payments will be made to the estate of the administrator.

2008-2009 150 days @ \$125 per day

2009-2010 150 days @ \$125 per day

2010-2011 150 days @ \$125 per day

B. Personal

1. Each administrator may, upon forty-eight (48) hours advance notice to the Superintendent, except in cases of emergency, be entitled to a total of five (5) days personal leave without deduction in salary from July 1<sup>st</sup> to June 30<sup>th</sup>. The Superintendent's approval shall be required for all days upon the provision of reason/s by the employee, in circumstances where the leave is necessary because it can only be accomplished during working hours. However each administrator shall be entitled to take three (3) of the five (5) days personal leave without providing a reason to the Superintendent.

2. Up to five (5) unused personal leave days shall be added to any administrator's accumulated sick leave for the ensuing fiscal year. However, in no event may an employee accumulate more than fifteen (15) sick days.

C. Professional

An administrator may be granted leave with pay to attend professional meetings or conventions which will be beneficial to the Board of Education. The Superintendent's advance approval is required.

D. Leave Without Pay

1. Leave without pay may be granted for good cause upon recommendation of the Superintendent and approval of the Board of Education.



2. All benefits to which the administrator is entitled at the time of such leave of absence shall be restored upon his/her return. However, no additional benefits will accrue while on said leave.

3. Upon return from said leave, the administrator shall be assigned to the same position, or a substantially equivalent position, which he/she held at the time said leave began, providing such position exists.

4. Request for such leave must be received no later than April 1<sup>st</sup> of the year preceding the school year for which the unpaid leave is requested. In cases of personal emergency, the application date may be waived.

E. Extended Leaves of Absence

1. (a) Requests from tenured administrators for leave of absence on account extended illness, on account of child rearing, preparation for childbirth or adoption shall be acted upon individually by the Board on the recommendation of the Superintendent.

(b) Extended leaves for preparation for childbirth, child rearing or adoption shall run from their commencement date until the end of that school year.

Extended leaves for child rearing or adoption shall be extended upon application by April 1<sup>st</sup> of the initial leave year or thirty (30) days after the date of birth or adoption, whichever is later, for the subsequent full school year.

No further extensions shall be granted.

- (c) In special circumstances, the Board may grant a child rearing leave which terminates prior to the end of a school year. Its refusal to grant such a leave, however, shall not be subject to the grievance procedure.
2. (a) Any pregnant administrator may apply to the Board of Education for a disability leave of absence and shall be granted the leave. The leave dates shall be supported by a physician's certificate which shall allow for disability twenty (20) work days before and twenty (20) work days after the anticipated date of birth.
- (b) A pregnant administrator may request more or less than twenty (20) work days before and after the anticipated date of birth upon specific physician's certificate supporting same.
- (c) Accumulated sick days may be utilized during the disability period.
- (d) The approved disability leave shall be extended for unanticipated disability related to the childbirth upon provision of a physician's certificate.
- (e) The Board of Education retains the right to confirm the conclusion of any physician's certificate provided under this Article by having the administrator examined by its own physician at the Board's expense. If the two physicians disagree, they shall choose a third physician who shall examine the administrator and whose decision shall be final and binding upon the parties.
- (f) A non-tenured administrator shall only be entitled to a leave up to the expiration of her contract. A non-tenured administrator shall not be denied reemployment on the basis that she is pregnant or on leave.

(g) A pregnant administrator may be relieved from duty because her work performance has noticeably declined due to health reasons and she cannot obtain a physician's certificate that she is medically able to continue working, or for other reasons applicable to all administrators under Title 18:A. No pregnant administrator may be relieved from her duties solely on the fact that she is pregnant or that her pregnancy has reached a specific number of months.

F. Military

Military leaves of absence shall be granted for administrators who are inducted for military duty in any branch of the Armed Forces of the United States. Administrators on military leave shall be given the benefit of salary increments which would have been credited to them had they remained in the active service of the district, as provided by Title 18A, New Jersey Law.

G. Bereavement Leave

1. In the case of the death of a member of the immediate family (spouse, father, mother, brother, sister, child, father-in-law, mother-in-law), wherever domiciled, or any relative domiciled in the administrator's residence, no deduction in salary will be made for a period not to exceed five (5) days.
2. In case of the death of a grandparent, nephew, niece, uncle, aunt, sister-in-law, or brother-in-law not domiciled in the same residence, no deductions in salary will be made for absence on the day of the funeral.

ARTICLE VIII  
SABBATICAL LEAVE

- A. Sabbatical leaves of absence may be granted for professional improvement upon recommendation of the Superintendent and approval of the Board of Education for reasons of value which, in the Board's discretion, shall render a benefit to the school district, subject to the following conditions:
1. An application must be submitted by March 1<sup>st</sup> for the next succeeding July 1<sup>st</sup> or September 1<sup>st</sup>, whichever is applicable.
  2. Applicants must have held an administrative position in Nutley for seven (7) continuous years.
  3. Leave shall be for a full year at half (1/2) pay.
  4. Any administrator granted a sabbatical leave must agree to return to work in the district for two (2) full years following the sabbatical leave. Prior to taking said leave, the administrator must sign a promissory note in the amount received from the Board during the sabbatical leave, said amount to be forfeited in the two (2) year requirement is not fulfilled.
  5. Salary after returning will be equal to the level the administrator would have received had the administrator continued in his position.
  6. It is expressly understood that the Board may grant such a leave to one (1) administrator in any given year, but has no obligation to do so.

ARTICLE IX

**MEETINGS**

- A. Representatives of the Association may transact official Association business at all reasonable times in school buildings, without interfering with or interrupting normal school operations.

ARTICLE X

**DEDUCTION FROM SALARY**

A. Tax Sheltered Annuity

Any administrator may authorize the Board to make deductions for the purpose of tax sheltered annuities pursuant to the provision of R.S.18A:66-127 et seq. and the terms of a group contract approved by the Board.

## ARTICLE XI

### NOTICE OF ADMINISTRATIVE VACANCIES

- A. A notice of vacancy in an administrative position shall be sent to the President of the Administrators' Association within reasonable time prior to the final date when applications must be submitted. The notice shall set forth the position, qualifications and duties.

## ARTICLE XII

### ADMINISTRATORS' RIGHTS

A. Rights and Protection in Representation

Pursuant to Chapter 123 of Employer/Employee Relations Act of 1974, as amended, the Board hereby agrees that these employees of the Board as defined in Article I (Recognition) have the right freely to organize, join and support the Association for the purpose of engaging in collective negotiations or refrain from so doing.

B. Required Appearances

Whenever any administrator is required to appear before the Board, or any committee or member thereof for the purpose of discussing the possible termination of employment of that administrator, the administrator shall be given prior notice (which will be in written form) of the reasons for such meeting or interview and may (at the administrator's discretion) have (a)

representative/s of the Association and/or attorney present to represent and advise during such meeting or interview.

C. Right to Review File and Respond

1. An administrator shall have the right to review his/her personnel file upon reasonable request and to attach responses to any derogatory material.
2. No derogatory material may be placed in the file unless a copy is simultaneously provided to the administrator.

ARTICLE XIII

**BOARD RIGHTS**

Except as limited by applicable law and the specific terms of this Agreement, the Board reserves the following rights:

- A. To direct the employee of the school district.
- B. To hire, promote, transfer, assign and retain employees in positions in the school district and to suspend, demote, discharge or take other disciplinary action against employees.
- C. To relieve employees of duty because of lack of work or for other legitimate reasons.
- D. To maintain efficiency of the school district operations entrusted to them.
- E. To determine the methods, means and personnel by which operations are to be conducted.

- F. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

#### ARTICLE XIV

##### LONGEVITY

After a total of 15 years service in Nutley - \$1,550

After 10 years as Administrator in Nutley or  
After a total of 20 years service in Nutley - \$3,050

After 15 years as Administrator in Nutley or  
After a total of 25 years service in Nutley - \$4,450

#### ARTICLE XV

##### REPRODUCTION AND DISTRIBUTION OF AGREEMENT

- A. Copies of this Agreement shall be printed in the following quantity:
- Twenty (20) copies to distribute to the NAA
  - Twenty (20) copies to distribute to the Board
- B. The printing format of the Agreement shall be mutually agreed upon and the expense for printing shall be shared equally by the NAA and the Board.
- C. This Agreement shall be printed and distributed to the NAA and the Board thirty (30) days after ratification by both parties.
- D. NAA and the Board shall each appoint one (1) representative who shall be responsible for details of the printing procedure.



ARTICLE XVI

**MISCELLANEOUS**

A substitute committee will be formed to discuss administrators' concerns regarding substitutes. Any recommendations of this committee will be non-binding on the Board of Education.

ARTICLE XVII

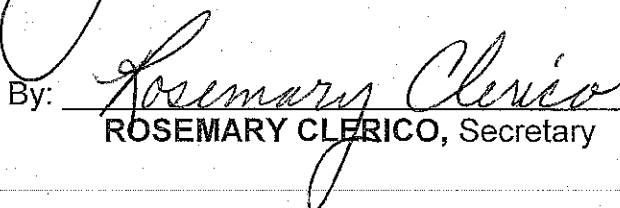
TERM OF AGREEMENT

This Agreement shall be in full force and in effect from July 1, 2008 through June 30, 2011. IN WITNESS WHEREOF: the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, all on the 14<sup>th</sup> day of April, 2008.

NUTLEY ADMINISTRATORS ASSOCIATION


By:   
JOHN CALICCHIO, President

Date: 4/10/08

By:   
ROSEMARY CLERICO, Secretary

Date: 4/10/08

BOARD OF EDUCATION OF THE TOWNSHIP  
OF NUTLEY

By:   
SAL OLIVO, President

Date: 4/14/08

By:   
ROBERT A. GREEN, JR., Secretary

Date: 4/14/08

**NUTLEY BOARD OF EDUCATION  
ADMINISTRATORS' SALARY GUIDE  
2008/2009 SCHOOL YEAR**

MA	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	104,105	100,198	98,641	95,263	90,978	80,952	79,664	83,200	76,801
2	106,096	102,113	100,527	97,084	92,717	82,500	81,187	84,791	78,269
3	109,013	104,921	103,291	100,567	95,267	84,768	83,419	87,123	80,422
4	112,011	107,807	106,132	104,053	97,887	87,100	85,713	89,519	82,634
5	115,091	110,771	109,051	106,473	100,579	89,495	88,071	91,846	84,906
6	118,257	113,818	112,050	109,667	103,345	91,955	90,493	94,234	87,241
7	121,509	116,948	115,131	112,683	106,187	94,484	92,981	96,684	89,640
8	124,850	120,163	118,297	115,782	109,107	97,083	95,537	99,198	92,105
9	134,544	129,899	128,502	122,108	117,578	103,890	104,030	103,554	98,601

MA + 30	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	109,671	105,248	102,128	95,706	95,338	88,739	86,693	85,566	79,397
2	111,768	107,260	104,080	97,535	97,161	90,435	88,350	87,202	80,915
3	114,842	110,209	106,943	101,796	99,833	92,922	90,780	89,600	83,139
4	117,999	113,240	109,883	105,081	102,578	95,478	93,276	92,064	85,426
5	121,245	116,354	112,905	107,294	105,399	98,103	95,842	94,596	87,775
6	124,580	119,554	116,010	110,547	108,297	100,801	98,477	97,301	90,220
7	128,005	122,842	119,201	116,483	111,275	103,574	101,185	99,870	92,669
8	131,526	126,219	122,478	119,687	114,336	106,422	103,968	102,616	95,217
9	135,142	133,209	129,590	122,978	120,468	109,348	106,827	105,439	99,977
10	145,634	140,198	136,703	127,088	126,601	117,017	116,323	110,390	104,736

DOC	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	112,757	108,406	104,492	98,769	98,855	90,789	88,696	87,602	81,285
2	114,913	110,478	106,489	100,657	100,745	92,525	90,392	89,276	82,839
3	118,073	113,517	109,419	103,425	103,515	95,069	92,877	91,732	85,117
4	121,320	116,638	112,427	106,269	106,363	97,683	95,431	94,254	87,458
5	124,656	119,845	115,519	109,191	109,287	100,370	98,056	96,846	89,863
6	128,084	123,141	118,696	112,194	112,293	103,130	100,752	99,509	92,335
7	131,607	126,527	121,960	117,222	115,380	105,966	103,523	102,245	94,873
8	135,225	130,007	125,314	120,446	118,554	108,879	106,370	105,057	97,482
9	138,945	133,582	132,590	123,759	121,814	111,874	109,295	107,947	100,163
10	149,732	144,405	139,868	131,156	131,271	119,718	119,010	113,015	107,228

**NUTLEY BOARD OF EDUCATION  
ADMINISTRATORS' SALARY GUIDE  
2009/2010 SCHOOL YEAR**

MA	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	107,228	103,204	101,600	98,121	93,707	83,381	82,054	85,696	79,105
2	109,278	105,177	103,543	99,997	95,499	84,975	83,623	87,335	80,617
3	112,284	108,069	106,390	102,579	98,125	86,633	85,921	89,736	82,835
4	115,372	111,041	109,316	104,885	100,823	89,713	88,284	92,204	85,113
5	118,544	114,094	112,322	109,135	103,596	92,180	90,713	94,601	87,454
6	121,804	117,233	115,411	112,409	106,445	94,714	93,207	97,061	89,858
7	125,155	120,456	118,585	116,063	109,373	97,319	95,771	99,584	92,329
8	128,970	123,768	121,846	118,097	112,380	99,996	98,403	102,174	94,868
9	139,629	134,809	132,743	126,724	122,022	107,817	107,962	106,971	102,328

MA + 30	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	113,181	108,405	105,191	98,577	98,199	91,401	89,294	88,133	81,779
2	115,121	110,478	107,202	100,461	100,076	93,149	91,001	89,818	83,342
3	118,287	113,515	110,151	104,850	102,828	95,710	93,503	92,288	85,633
4	121,539	116,637	113,180	107,708	104,117	98,342	96,075	94,826	87,989
5	124,883	119,845	116,292	109,655	107,507	100,436	98,717	97,433	90,409
6	128,317	123,141	119,491	113,863	110,463	102,436	101,431	100,220	92,895
7	131,845	126,527	122,777	119,978	113,390	105,416	104,220	102,866	95,449
8	136,787	131,268	127,377	124,474	118,909	110,679	108,126	106,721	99,026
9	140,548	138,537	134,774	127,897	125,286	113,722	111,100	109,656	103,976
10	151,139	145,498	141,870	131,892	131,386	121,438	120,720	114,562	108,695

DOC	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	116,140	111,658	107,627	101,732	101,821	93,513	91,357	90,230	83,723
2	118,360	113,792	109,684	103,677	103,768	95,301	93,104	91,955	85,324
3	121,615	116,922	112,701	106,528	106,621	97,921	95,664	94,484	87,671
4	124,690	120,137	115,800	109,457	109,554	100,613	98,294	97,081	90,082
5	128,395	123,440	118,984	112,467	112,565	103,381	100,998	99,751	92,559
6	131,927	126,835	122,257	115,560	115,662	106,224	103,775	102,495	95,105
7	135,555	130,323	125,619	120,739	118,842	109,145	106,628	105,313	97,719
8	143,113	133,907	129,073	124,059	122,111	112,146	109,561	108,209	100,407
9	148,623	137,589	136,568	127,471	125,468	115,230	112,574	111,185	103,168
10	154,224	147,737	144,064	135,090	135,209	123,310	122,581	116,406	110,444

**NUTLEY BOARD OF EDUCATION  
ADMINISTRATORS' SALARY GUIDE  
2010/2011 SCHOOL YEAR**

MA	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	110,445	106,300	104,648	101,064	96,518	85,882	84,516	88,267	81,478
2	112,557	108,332	106,649	102,997	98,364	87,524	86,131	89,955	83,036
3	115,652	111,311	109,581	105,656	101,069	89,232	88,499	92,428	85,320
4	118,833	114,372	112,595	108,032	103,848	92,584	90,933	94,970	87,666
5	122,100	117,517	115,692	110,226	106,704	94,945	93,434	97,439	90,077
6	125,458	120,749	118,874	115,781	109,639	97,555	96,004	99,973	92,554
7	128,909	124,070	122,142	119,545	112,654	100,238	98,644	102,572	95,099
8	132,839	127,481	125,501	121,640	115,752	102,995	101,356	105,240	97,714
9	143,818	138,853	136,725	127,231	125,683	111,051	111,201	110,180	105,398

MA + 30	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	116,576	111,657	108,347	101,534	101,144	94,143	91,972	90,777	84,232
2	118,575	113,792	110,418	103,475	103,078	95,943	93,731	92,512	85,842
3	121,836	116,921	113,456	107,996	105,912	98,581	96,308	95,056	88,202
4	125,185	120,136	116,575	110,939	107,240	101,293	98,957	97,671	90,629
5	128,629	123,440	119,781	112,944	108,797	103,509	101,679	100,356	93,121
6	132,167	126,835	123,075	115,571	113,777	105,044	104,474	103,227	95,682
7	135,801	130,323	126,460	123,577	116,791	107,668	107,647	105,952	98,313
8	140,890	135,206	131,198	128,209	120,812	111,668	111,370	109,923	101,997
9	144,764	142,693	138,817	131,734	129,045	117,134	114,433	112,946	107,095
10	155,824	150,008	146,268	135,981	135,459	125,202	124,463	118,114	112,064

DOC	HSP	MSP	SP SVC	EL PRIN	12 MO VP/AD	10 MO VP	GUID/TECH	COORD	D HEAD
1	119,624	115,008	110,855	104,784	104,876	96,318	94,098	92,937	86,235
2	121,911	117,206	112,975	106,787	106,881	98,160	95,897	94,713	87,884
3	125,263	120,430	116,082	109,724	109,820	100,858	98,533	97,318	90,301
4	128,708	123,741	119,274	112,741	112,840	103,632	101,243	99,994	92,785
5	132,247	127,144	122,554	115,847	115,942	106,482	104,028	102,744	95,335
6	135,884	130,641	125,925	119,027	119,132	109,410	106,888	105,569	97,958
7	139,622	134,232	129,388	124,361	122,407	112,419	109,827	108,472	100,651
8	147,407	137,925	132,945	127,781	125,774	115,510	112,848	111,455	103,419
9	152,958	141,717	140,665	131,296	129,232	118,687	115,951	114,521	106,263
10	158,850	153,200	148,386	139,143	139,266	127,009	126,258	119,898	113,758