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CRESSKILL PUBLIC SCHOOLS

AUG 28 1981
RUTGERS UNIVERSITY

Board-C.E.A. Agreement

Agreement made this 6/16/81 day of June, 1981 between the Cresskill Board of Education and the Cresskill Education Association.

- 1) The expiration date of the teacher contract is extended from June 30, 1982 to June 30, 1983. *June 30, 1982 - June 30, 1982*
- 2) The Teacher Salary Guide for the 1981-82 school year shall be per schedule A attached.
- 3) The Teacher Salary Guide for the 1982-83 school year shall be per schedule B attached.
- 4) The Teacher Stipend Guide for the 1981-82 school year shall be per schedule C attached.
- 5) The Teacher Stipend Guide for the 1982-83 school year shall be per schedule D attached.
- 6) Effective January 1, 1982, provided the additional cost to the Board of Education for the 1981-82 school year does not exceed \$3,214.00, the Cresskill Education Association may convert from its current dental plan to Plan #1 of the Blue Cross-Blue Shield dental plans.
If the additional cost of conversion exceeds \$3,214 - the C.E.A. may chose to have the employees make up the difference between the \$3,214 and the higher total cost or the C.E.A. at its option may elect to take another Blue Cross-Blue Shield dental plan provided the total additional cost does not exceed \$3,214.
- 7) Effective July 1, 1982, the Board shall cover any increase in dental plan costs up to and including the following per month per employee base rates:

<u>Single</u>	<u>Husband/Wife</u>	<u>Parent/Child</u>	<u>Family</u>
\$10.98	\$20.48	\$22.52	\$32.07
- 8) All other terms and conditions of the contract remain in full force and effect until June 30, 1983.

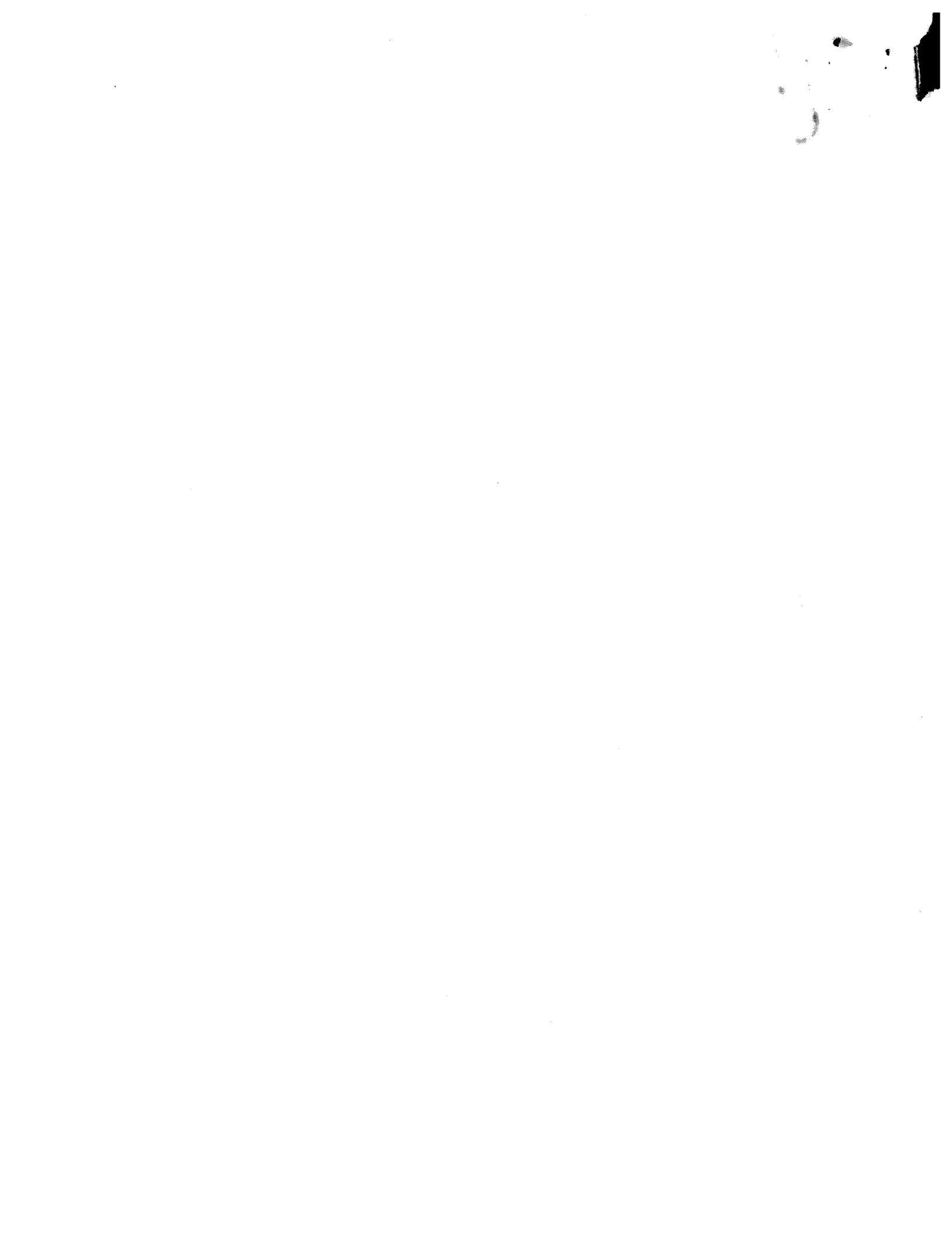
CRESSKILL BOARD OF EDUCATION

By _____
President

CRESSKILL EDUCATION ASSOCIATION

By _____
President

X June 30, 1981 - June 30, 1982



CRESSKILL PUBLIC SCHOOLS

Schedule A

TEACHER SALARY GUIDE, 1981-82

Step	BA	BA+20	MA	MAF	MA30	MA30f	MA60f
1	\$13,170	+ 350	\$15,090	\$16,275	\$16,925	\$18,025	\$19,625
2	13,820		15,740	16,925	17,575	18,675	20,275
3	14,470		16,390	17,575	18,225	19,325	20,925
4	15,120		17,040	18,225	18,875	19,975	21,575
5	15,770		17,690	18,875	19,525	20,625	22,225
6	16,395		18,315	19,550	20,200	21,300	22,900
7	17,020		18,940	20,225	20,875	21,975	23,575
8	17,645		19,565	20,900	21,550	22,650	24,250
9	18,270		20,190	21,575	22,225	23,325	24,925
10	18,895		20,815	22,275	22,925	24,025	25,625
11	19,495		21,415	22,975	23,625	24,725	26,325
12	20,095		22,015	23,675	24,325	25,425	27,025
13	20,695		22,615	24,375	25,025	26,125	27,725
14	21,295		23,215	25,075	25,725	26,825	28,425
15	21,895		23,815	25,775	26,425	27,525	29,125
16	22,495		24,415	26,475	27,125	28,225	29,825
17	23,095		25,015	27,175	27,825	28,925	30,525
20	23,395		25,425	27,875	28,395	29,485	30,925
25	23,495		25,525	27,975	28,495	29,585	31,025
30	23,595		25,625	28,075	28,595	29,685	31,125
35	23,695		25,725	28,175	28,695	29,785	31,225

June 1, 1981



CRESSKILL PUBLIC SCHOOLS

Schedule B

TEACHER SALARY GUIDE, 1982 - 1983

<u>Step</u>	<u>BA</u>	<u>BA+20</u>	<u>MA</u>	<u>MAF</u>	<u>MA+30</u>	<u>MA30f</u>	<u>MA60f</u>
1	\$13,625	+ 350	\$16,100	\$18,050	\$18,750	\$19,898	\$21,500
2	14,350		16,825	18,725	19,425	20,573	22,175
3	15,075		17,550	19,400	20,100	21,248	22,850
4	15,800		18,275	20,075	20,775	21,923	23,525
5	16,525		19,000	20,750	21,400	22,598	24,200
6	17,250		19,725	21,425	22,075	23,273	24,875
7	17,950		20,425	22,125	22,775	23,973	25,575
8	18,650		21,125	22,825	23,475	24,673	26,275
9	19,350		21,825	23,525	24,175	25,373	26,975
10	20,050		22,525	24,250	24,900	26,098	27,700
11	20,750		23,225	24,975	25,625	26,823	28,425
12	21,425		23,900	25,700	26,350	27,548	29,150
13	22,100		24,575	26,425	27,075	28,275	29,875
14	22,775		25,250	27,150	27,800	28,998	30,600
15	23,450		25,925	27,875	28,525	29,723	31,325
16	24,125		26,600	28,600	29,250	30,448	32,050
17	24,855		27,330	29,385	30,035	31,233	32,835
20	25,355		27,830	30,185	30,735	31,933	33,535
25	25,455		27,930	30,285	30,835	32,033	33,635
30	25,555		28,030	30,385	30,935	32,133	33,735
35	25,655		28,130	30,485	31,035	32,233	33,835



CRESSKILL PUBLIC SCHOOLS

STIPEND GUIDES - 1981-82

June 9, 1981

Football

	<u>Head</u>	<u>Assistant</u>	<u>Freshman Head</u>
1	\$1,450	\$ 750	\$ 725
2	1,650	845	825
3	1,765	945	925
4	1,900	1,045	1,025
5	2,050	1,145	1,125
6	2,200	1,270	1,225

Basketball - Boys & Girls

	<u>Head</u>	<u>Assistant</u>	<u>Freshman</u>
1	\$1,450	\$ 750	\$ 725
2	1,650	845	825
3	1,765	945	925
4	1,900	1,045	1,025
5	2,050	1,145	1,125
6	2,200	1,270	1,225

Tennis - Boys & Girls

1	650
2	750
3	850
4	950
5	1,050
6	1,150

Soccer

	<u>Head</u>	<u>Assistant</u>
1	865	600
2	965	660
3	1,065	760
4	1,165	860
5	1,265	960
6	1,365	1,060

Cross Country

1	600
2	700
3	800
4	950
5	1,050
6	1,295

Wrestling

	<u>Head</u>	<u>Assistant</u>
1	1,200	750
2	1,300	845
3	1,400	945
4	1,500	1,045
5	1,650	1,145
6	1,800	1,245

Baseball - Softball

	<u>Head</u>	<u>Assistant</u>	<u>Freshman</u>
1	1,100	700	700
2	1,250	770	770
3	1,350	870	870
4	1,450	970	970
5	1,600	1,070	1,070
6	1,750	1,170	1,170

Stipend Guide - 1981-82

Track

	<u>Head</u>	<u>Assistant</u>
1	1,350	700
2	1,450	790
3	1,550	890
4	1,650	1,040
5	1,750	1,190
6	2,095	1,340

Volley Ball

	<u>Head</u>	<u>Assistant</u>
1	800	600
2	900	650
3	1,000	700
4	1,100	800
5	1,200	900
6	1,300	1,000

Marching Band Director

	<u>Head</u>	<u>Assistant</u>
1	1,196	550
2	1,296	600
3	1,396	675
4	1,496	750
5	1,646	850
6	1,796	950

Color Guard Advisor

1	375
2	425
3	475
4	525
5	575
6	625

Grades 7-8 Band Director

1	500
2	550
3	600
4	650
5	725
6	800

Chorus Director

1	700
2	750
3	850
4	950
5	1,050
6	1,150

Sr. Play Director

1	750
2	800
3	850
4	900
5	950
6	1,000

Yearbook Advisor

1	800
2	900
3	1,000
4	1,100
5	1,200
6	1,300

Newspaper Advisor

1	650
2	750
3	850
4	950
5	1,050
6	1,150

Opus

1	335
2	385
3	435
4	485
5	535
6	585

S.O. Advisor 9-12

1	500
2	540
3	590
4	650
5	700
6	750

S.O. Advisor 7-8

1	300
2	350
3	400
4	450
5	500
6	550

Debate

1	600
2	650
3	700
4	750
5	800
6	850

Sr. Class Advisor

600

Jr. Class Advisor

500

Majorette Advisor

1	375
2	425
3	475
4	525
5	575
6	625

CRESSKILL PUBLIC SCHOOLS

Schedule D

STIPEND GUIDES, 1982-83

June 15, 1981

Football

	<u>Head</u>	<u>Assistant</u>	<u>Freshman Head</u>
1	\$1,668	\$ 876	\$ 846
2	1,868	971	946
3	1,983	1,071	1,046
4	2,118	1,171	1,146
5	2,268	1,271	1,246
6	2,418	1,396	1,346

Basketball - Boys & Girls

	<u>Head</u>	<u>Assistant</u>	<u>Freshman</u>
1	1,668	876	846
2	1,868	971	946
3	1,983	1,071	1,046
4	2,118	1,171	1,146
5	2,268	1,271	1,246
6	2,418	1,396	1,346

Tennis - Boys & Girls

1	764
2	864
3	964
4	1,064
5	1,164
6	1,264

Soccer

	<u>Head</u>	<u>Assistant</u>
1	1,000	665
2	1,100	765
3	1,200	865
4	1,300	965
5	1,400	1,065
6	1,500	1,165

Cross Country

1	728
2	828
3	928
4	1,078
5	1,178
6	1,423

Wrestling

	<u>Head</u>	<u>Assistant</u>
1	1,378	873
2	1,478	968
3	1,578	1,068
4	1,678	1,168
5	1,828	1,268
6	1,978	1,368

Baseball - Softball

	<u>Head</u>	<u>Assistant</u>	<u>Freshman</u>
1	1,273	816	816
2	1,423	886	886
3	1,523	986	986
4	1,623	1,086	1,086
5	1,773	1,186	1,186
6	1,923	1,286	1,286

<u>Track</u>			<u>Volley Ball</u>		
	<u>Head</u>	<u>Assistant</u>		<u>Head</u>	<u>Assistant</u>
1	1,557	833	1	929	699
2	1,657	923	2	1,029	749
3	1,757	1,023	3	1,129	799
4	1,857	1,173	4	1,229	899
5	1,957	1,323	5	1,329	999
6	2,302	1,473	6	1,429	1,099

Marching Band Director

Color Guard Advisor

	<u>Head</u>	<u>Assistant</u>
1	1,374	644
2	1,474	694
3	1,574	769
4	1,674	844
5	1,824	944
6	1,974	1,044

1	437
2	487
3	537
4	587
5	637
6	687

Grades 7-8 Band Director

Chorus Director

Sr. Play Director

1	579
2	629
3	679
4	729
5	804
6	879

1	814
2	864
3	964
4	1,064
5	1,164
6	1,264

1	849
2	899
3	949
4	999
5	1,049
6	1,099

Yearbook Advisor

Newspaper Advisor

Opus

1	929
2	1,029
3	1,129
4	1,229
5	1,329
6	1,429

1	764
2	864
3	964
4	1,064
5	1,164
6	1,264

1	393
2	443
3	493
4	543
5	593
6	643

S.O. Advisor 9-12

S.O. Advisor 7-8

Debate

1	574
2	614
3	664
4	724
5	774
6	824

1	354
2	404
3	454
4	504
5	554
6	604

1	684
2	734
3	784
4	834
5	884
6	934

Sr. Class Advisor

Jr. Class Advisor

Majorette Advisor

659

550

1	437
2	487
3	537
4	587
5	637
6	687

K-6 Intramurals

	<u>Per day</u>	<u>Supervisor</u>
1	195	+ 10%
2	220	↓
3	245	
4	270	
5	295	
6	320	

Cheerleaders Football (1)

1	400
2	450
3	500
4	550
5	600
6	650

Department Chairpersons -

Lauer	1,591
Zimmerman	1,330
Sorrell	1,419
Miller	1,031
Levy	1,031
Keller	943
Meade	1,117
Scanlan	1,000
Dowd	1,028
Leonard	1,363
<hr/>	
	\$11,853

Cheerleaders - Basketball (2 advisors)

1	400 each
2	450
3	500
4	550
5	600
6	650

June 11, 1981

REV 6/16/81



K-6 Intramurals

	<u>Per Day</u>	<u>Supervisor</u>
1	217	+ 10%
2	242	
3	267	
4	292	
5	317	
6	352	

Department Chairpersons All 9.9%

Lauper	1,749
Zimmerman	1,462
Sorrell	1,560
Miller	1,133
Levy	1,133
Keller	1,036
Meade	1,228
Scanlan	1,099
Dowd	1,130
Leonard	1,498

Cheerleaders Football (1)

1	464
2	514
3	564
4	614
5	664
6	714

Cheerleaders Basketball (2)

1	464 per advisor
2	514
3	564
4	614
5	664
6	714



CRESSKILL PUBLIC SCHOOLS

Cresskill Board of Education
Cresskill Teachers Association

MEMORANDUM OF UNDERSTANDING - C.E.A./BOARD AGREEMENT, 1981-1983

The \$3214 referred to in all agreements, C.E.A./Board, affecting teachers, (item 6) secretaries (item 3) and custodians (item 4) is a total cumulative cost for all three groups.

If costs exceed the base rates shown in the agreements, (teachers, item 7; secretaries, item 4; custodians, item 5) the board shall inaugurate a payroll reduction plan to make up the difference.

Agreed to ~~X~~ June 26, 1981

CRESSKILL BOARD OF EDUCATION

By Martin Luciano
President

CRESSKILL EDUCATION ASSOCIATION

By Peter Estyckin
President

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1981

RODGERS UNIVERSITY

6/26/81

X July 1, 1981 - June 30, 1983



CRESSKILL PUBLIC SCHOOLS

BOARD/C.E.A. AGREEMENT

Memorandum of Agreement

Agreement made this 6/28/81 day of June, 1981 between the Cresskill Board of Education and the Cresskill Education Association.

- 1) The expiration date of the custodial contract is extended from June 30, 1982 to June 30, 1983. *(Custodial)*
- 2) The Custodial Salary Guide for the 1982-83 school year shall be per Schedule A attached.
- 3) The Head Custodian/Maintenance Men and Matron Salary Guide for the 1982-83 school year shall be per Schedule B attached.
- 4) Effective January 1, 1982, provided the additional cost to the Board of Education for the 1981-82 school year does not exceed \$3,214.00, the Cresskill Education Association may convert from its current dental plan to Plan #1 of the Blue Cross-Blue Shield dental plans.

If the additional cost of conversion exceeds \$3,214, the C.E.A. may chose to have the employees make up the difference between the \$3,214 and the higher total cost or the C.E.A. at its option may elect to take another Blue Cross-Blue Shield dental plan provided the total additional cost does not exceed \$3,214.

- 5) Effective July 1, 1982, the Board shall cover any increase in dental plan costs up to and including the following per month per employee base rates:

<u>Single</u>	<u>Husband/Wife</u>	<u>Parent/Child</u>	<u>Family</u>
\$10.98	\$20.48	\$22.52	\$32.07

- 6) All other terms and conditions of the contract remain in full force and effect until June 30, 1983.

CRESSKILL BOARD OF EDUCATION

By _____
President

CRESSKILL EDUCATION ASSOCIATION

By _____
President

CRESSKILL PUBLIC SCHOOLS

CUSTODIAL SALARY GUIDE 1982-83

Schedule A

<u>Step</u>	<u>Day</u>	<u>Night</u>
1	\$12,790	\$13,090
2	13,090	13,390
3	13,390	13,690
4	13,690	13,990
5	14,090	14,390
6	14,390	14,690
7	14,690	14,990
8	14,890	15,190
9	15,090	15,390
10	15,290	15,590
11	15,490	15,790
12	15,690	15,990

- 1) Normal increments as indicated will be granted each year for satisfactory performance if recommended by the Superintendent and approved by the Board.
- 2) Prior experience credit up to two years may be granted.
- 3) Longevity increments of \$100 may be recommended by the Superintendent after an employee reaches maximum.
- 4) Normal work schedule shall be an eight (8) hour day and forty (40) hour week. This may vary slightly to fit certain requirements.
- 5) Vacations, based on period of employment, shall be -
 - a) Less than one year - One day for each month or major fraction thereof worked previous to September 1.
 - b) One through six years - Two weeks
 - c) Seven years through twelve years - Three weeks
 - d) Over twelve years - Four weeks

Vacation schedules shall be set up to permit most efficient operation of summer custodian program. No more than three weeks may be scheduled for the months of July or August. Personnel shall be encouraged to schedule two weeks of vacation in July-August and the remainder between November and April, excluding student vacation periods.
- 6) When schools are closed the custodians and maintenance men shall have the following holidays -

Rosh Hashanah, Yom Kippur, Columbus Day, Thanksgiving and day after, Washington's Birthday, Memorial Day, Christmas Day, New Year's Day, July 4, Labor Day and Good Friday.

CRESSKILL PUBLIC SCHOOLS

Schedule B

SALARIES FOR HEAD CUSTODIAN/MAINTENANCE MEN and MATRON - 1982-83

Mr. John Bagliere, Head Custodian/Maintenance, Bryan	\$21,211
Mr. Vincent Calagna, Head Custodian/Maintenance, H.S.	19,123
Mr. William Fuchs, Head Custodian/Maintenance, Merritt	19,892
Mrs. Louise Carabetta, Matron, H. S.	8,663

June 19, 1981

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CRESSKILL PUBLIC SCHOOLS

BOARD/C.E.A. AGREEMENT

Memorandum of Understanding

Agreement made this 6/26/81 day of June, 1981 between the Cresskill Board of Education and the Cresskill Education Association.

- 1) The expiration date of the Secretaries, Business Clerk contract is extended from June 30, 1982 to June 30, 1983. *(Secretaries)*
- 2) The Secretaries, Business Clerk Salary Guide for the 1982-83 school year shall be per Schedule A attached.
- 3) Effective January 1, 1982, provided the additional cost to the Board of Education for the 1981-82 school year does not exceed \$3,214.00, the Cresskill Education Association may convert from its current dental plan to Plan #1 of the Blue Cross-Blue Shield dental plans.

If the additional cost of conversion exceeds \$3,214, the C.E.A. may chose to have the employees make up the difference between the \$3,214 and the higher total cost or the C.E.A. at its option may elect to take another Blue Cross-Blue Shield dental plan provided the total additional cost does not exceed \$3,214.

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<u>Single</u>	<u>Husband/Wife</u>	<u>Parent/Child</u>	<u>Family</u>
\$10.98	\$20.48	\$22.52	\$32.07

- 5) All other terms and conditions of the contract remain in full force and effect until June 30, 1983.

CRESSKILL BOARD OF EDUCATION

By _____
President

CRESSKILL EDUCATION ASSOCIATION

By _____
President

6/19/81

100

CRESSKILL PUBLIC SCHOOLS

SECRETARIES, BUSINESS CLERK, SALARY GUIDE, 1982-83

Schedule A

Step	Business Clerk	H.S. Secretary	Secretaries	
			Category I	Category II
1	\$ 11,345	\$ 10,680	\$ 9,045	\$ 8,845
2	11,745	11,030	9,345	9,145
3	12,145	11,380	9,645	9,445
4	12,545	11,730	9,945	9,745
5	12,945	12,080	10,245	10,045
6	13,345	12,430	10,545	10,345
7	13,745	12,780	10,895	10,695
8	14,145	13,130	11,245	11,045
9	14,545	13,480	11,545	11,395
10	14,945	13,830	11,945	11,745

- a) Normal increments as indicated will be granted each year for satisfactory performance if recommended by the Superintendent and approved by the Board.
- b) All personnel shall receive three weeks summer vacation after two years of employment and four weeks summer vacation after five years employment.
- c) All personnel may be granted an extra week of vacation, without pay, up to a maximum of four weeks.
- d) Category I and II secretaries shall be given the normal student vacation period when school is closed during Christmas, Winter and Easter recess and all regular school holidays.
- e) Business clerk and H. S. secretary will be off on all regular holidays except Christmas, Winter and Easter recess periods. During these periods the High School Office and the Board of Education Offices shall be covered according to needs determined by the Superintendent, the High School Principal and the School Business Administrator.
- f) All personnel will work overtime when requested to do so but shall receive an equal amount of time off at times agreeable to their supervisors.
- g) Outside experience up to two years may be granted to new employees.
- h) Secretaries who are assigned the task of arranging for substitutes shall be compensated by working a six and one-half hour day.
- i) Longevity increments of \$200 may be recommended by the Superintendent when an employee has ten or more years of service in the district.

