

2302

AGREEMENT

Between

NUTLEY BOARD OF EDUCATION

-and-

NUTLEY ADMINISTRATORS ASSOCIATION

July 1, 1993 through June 30, 1996

DEC 7 1995

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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, Staff Assistants, 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 subject 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 (21) day 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:

Rights 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 the 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 one (1) full month vacation per year during periods of time when school is not in session with prior approval of the Superintendent.

- B. Holidays are to be in accordance with the attached Board adopted calendar.

- C. Elementary principals shall be required to work two (2) extra weeks (10 days). The two (2) weeks shall generally be scheduled the first week of July and the last week in August. In the event that because of a holiday or holidays the full ten (10) days cannot be scheduled during these weeks, the missing days shall be scheduled to precede or follow the scheduled days. Every year the Superintendent of Schools shall provide notice of the scheduling of these weeks and/or days for the subsequent year by April 1st.

- D. Department heads and coordinators shall be required to work from September 1st through June 30th of each school year. 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 1st preceding the July or August work.

E. All unit members may be required to work up to five (5) Saturdays per year. Saturday work shall be for a duration of up to four (4) hours per day and will be compensated at the following rates:

Leader	46.63/hr.	4 hrs. = \$186.52
Participant	41.45/hr.	4 hrs. = \$165.80,

except that any unit member hired after November 1, 1993 will not receive additional compensation for Saturday work.

Notification regarding Saturday work shall be provided by October 1st of each school year. Once established, the Saturday sessions may be canceled or rescheduled only due to emergency (i.e. snow or other unforeseen events.)

F. Effective July 1, 1984 the following two positions shall be changed from ten (10) months to twelve (12) months:

1. Director of Special Services
2. Staff Assistant

G. Department Heads and Coordinators are required to report at least ten (10) minutes prior to the time that high school teachers are required to sign-in, and may depart twenty (20) minutes after high school teachers are permitted to leave on a regular day schedule.

- D. 1. The Board shall provide a prescription plan for administrators which will be equivalent to that received by other district employees in terms of coverage. The Board will pay prescription premiums at the rates paid during 1992-93. Any increase in premium costs above the 1992-93 rates will be paid by the administrators.
2. The Board reserves the right to adjust the co-pay amounts in each year of the agreement by an increase of not more than 50% each year from the 1992-93 rates. This will only be effective if the Board changes the master prescription policy for all district employees to reflect the revised co-payment amounts.

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 up to the 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.

1993-94	125 days @	\$60 per day
1994-95	125 days @	\$65 per day
1995-96	125 days @	\$70 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

1st to June 30th. 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.

2. Up to (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 leaves must be received no later than April 1st 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. Maternity

1. (a) Requests from tenured administrators for leave of absence 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 1st of the initial leave year or thirty (30) days after the date of birth or adoption, which 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 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 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 a 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 18A. 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 any 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 the 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 1st for the next succeeding July 1st or September 1st, 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 if 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 continue 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 the 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 of 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 employees 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

REPRODUCTION AND DISTRIBUTION OF AGREEMENT

- A. Copies of this Agreement shall be printed in the following quantity:
Twenty (20) copies to distribute 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 NAA and the Board.
- C. This Agreement shall be printed and distributed to 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 XV

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.

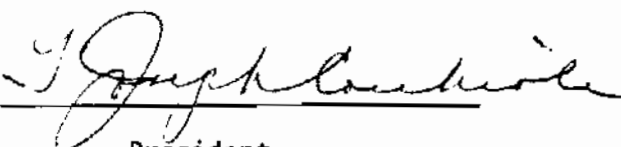
ARTICLE XVI

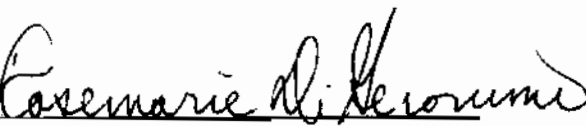
TERM OF AGREEMENT

This Agreement shall be in full force and effect from July 1, 1993 through June 30, 1996.

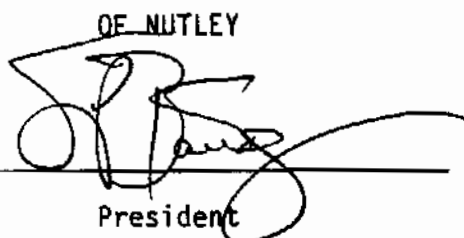
IN WITNESS WHEREOF: the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president, attested by its secretary and its corporate seal to be placed hereon, all on the 26th day of October, 1993.

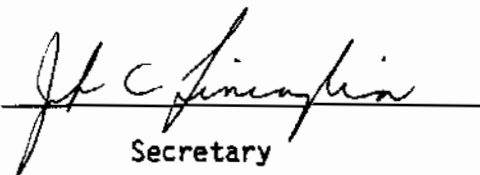
NUTLEY ADMINISTRATORS ASSOCIATION

By: 
President

By: 
Secretary

BOARD OF EDUCATION OF THE TOWNSHIP

OF NUTLEY
By: 
President

By: 
Secretary

NUTLEY BOARD OF EDUCATION
 PRINCIPALS AND SUPERVISORS SALARY GUIDE
 1993-1994
 M.A.

<u>Step</u>	<u>H.S. Prin.</u>	<u>Frank. Prin.</u>	<u>Dir. Spec. Serv.</u>	<u>Elem. Prin.</u>	<u>12 Mo. V.P.</u>	<u>10 Mo. V.P.</u>	<u>H.S. Guid. Dir.</u>	<u>Coord.</u>	<u>Dept. Head</u>
1	\$78,770	\$73,880	\$72,585	\$68,940	\$68,860	\$60,485	\$60,105	\$59,430	\$55,955
2	81,620	76,606	75,067	71,418	71,338	62,717	62,231	61,158	57,695
3	84,470	79,332	77,550	73,896	73,816	64,949	64,357	62,886	59,435
4	87,320	82,058	80,032	76,374	76,294	67,181	66,483	64,614	61,178
5	90,171	84,783	82,515	78,851	78,772	69,413	68,608	66,339	62,916

Longevity - After a total of 15 years service in Nutley - \$1,400
 After 10 years as administrator in Nutley or
 After a total of 20 years service in Nutley - \$2,900
 After 15 years as administrator in Nutley or
 After a total of 25 years service in Nutley - \$4,300

Dated:
 October 25, 1993

NUTLEY BOARD OF EDUCATION
 PRINCIPALS AND SUPERVISORS SALARY GUIDE
 1993-1994
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Step	H.S. Prin.	Frank. Prin.	Dir. Spec. Serv.	Elem. Prin.	12 Mo. V.P.	10 Mo. V.P.	H.S. Guid. Dir.	Coord.	Dept. Head
1	\$82,660	\$77,605	\$75,305	\$72,930	\$72,645	\$63,900	\$63,670	\$61,125	\$57,842
2	85,507	80,346	78,036	75,365	75,079	66,133	65,856	63,063	59,729
3	88,354	83,087	80,767	77,800	77,513	68,366	68,042	65,001	61,616
4	91,201	85,828	83,498	80,235	79,947	70,599	70,228	66,939	63,503
5	94,048	88,569	86,229	82,670	82,381	72,832	72,414	68,877	65,390
6	96,897	91,308	88,958	85,105	84,813	75,064	74,598	70,813	67,278

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Step	H.S. Prin.	Frank. Prin.	Dir. Spec. Serv.	Elem. Prin.	12 Mo. V.P.	10 Mo. V.P.	H.S. Guid. Dir.	Coord.	Dept. Head
1	\$84,795	\$79,740	\$77,440	\$75,065	\$74,780	\$66,815	\$66,485	\$62,305	\$59,223
2	87,643	82,481	80,174	77,500	77,214	69,270	68,927	64,351	61,168
3	90,491	85,222	82,908	79,935	79,648	71,725	71,369	66,397	63,113
4	93,339	87,963	85,642	82,370	82,082	74,178	73,811	68,443	65,058
5	96,187	90,704	88,376	84,805	84,516	76,634	76,253	70,489	67,003
6	99,034	93,444	91,112	87,242	86,950	79,088	78,694	72,534	68,949

Longevity - After a total of 15 years service in Nutley - \$1,400

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After a total of 20 years service in Nutley - \$2,900

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1	\$82,100	\$77,005	\$75,655	\$71,855	\$71,775	\$63,045	\$62,645	\$61,945	\$58,320
2	85,071	79,846	78,242	74,438	74,357	65,371	64,861	63,745	60,134
3	88,042	82,687	80,830	77,021	76,939	67,697	67,077	65,545	61,948
4	91,013	85,528	83,416	79,604	79,521	70,023	69,293	67,345	63,762
5	93,985	88,369	86,005	82,186	82,104	72,349	71,510	69,145	65,577

Longevity - After a total of 15 years service in Nutley - \$1,400
 After 10 years as administrator in Nutley or
 After a total of 20 years service in Nutley - \$2,900
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Dated:
 October 25, 1993

SCHEDULE D-2

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 1994-1995
 M.A. + 30

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1	\$86,155	\$80,890	\$78,490	\$76,015	\$75,720	\$66,600	\$66,363	\$63,710	\$60,290
2	89,123	83,746	81,336	78,553	78,256	68,928	68,641	65,730	62,257
3	92,091	86,602	84,182	81,091	80,792	71,256	70,919	67,750	64,224
4	95,059	89,458	87,028	83,629	83,328	73,584	73,197	69,770	66,191
5	98,027	92,314	89,874	86,167	85,864	75,912	75,475	71,790	68,158
6	100,996	95,170	92,721	88,705	88,400	78,239	77,753	73,808	70,124

Longevity - After a total of 15 years service in Nutley - \$1,400

After 10 years as administrator in Nutley or

After a total of 20 years service in Nutley - \$2,900

After 15 years as administrator in Nutley or

After a total of 25 years service in Nutley - \$4,300

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<u>Step</u>	<u>H.S. Prin.</u>	<u>Frank. Prin.</u>	<u>Dir. Spec. Serv.</u>	<u>Elem. Prin.</u>	<u>12 Mo. V.P.</u>	<u>10 Mo. V.P.</u>	<u>H.S. Guid. Dir.</u>	<u>Coord.</u>	<u>Dept. Head</u>
1	\$88,380	\$83,115	\$80,715	\$78,240	\$77,945	\$69,640	\$69,295	\$64,940	\$61,730
2	91,349	85,971	83,565	80,778	80,482	72,199	71,841	67,072	63,757
3	94,318	88,827	86,415	83,316	83,019	74,758	74,387	69,204	65,784
4	97,287	91,683	89,265	85,854	85,556	77,317	76,933	71,336	67,811
5	100,256	94,539	92,115	88,392	88,093	79,876	79,479	73,468	69,838
6	103,223	97,397	94,966	90,932	90,628	82,433	82,023	75,602	71,866

Longevity - After a total of 15 years service in Nutley - \$1,400

After 10 years as administrator in Nutley or

After a total of 20 years service in Nutley - \$2,900

After 15 years as administrator in Nutley or

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SCHEDULE C-3

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 1995-1996
 M.A.

Step	H.S. Prin.	Frank. Prin.	Dir. Spec. Serv.	Elem. Prin.	12 Mo. V.P.	10 Mo. V.P.	H.S. Guid. Dir.	Coord.	Dept. Head
1	\$85,670	\$80,355	\$78,945	\$74,980	\$74,895	\$65,785	\$65,370	\$64,640	\$60,855
2	88,771	83,319	81,645	77,675	77,590	68,213	67,683	66,518	62,749
3	91,872	86,283	84,345	80,370	80,285	70,641	69,996	68,396	64,643
4	94,973	89,247	87,045	83,065	82,980	73,069	72,309	70,274	66,537
5	98,075	92,213	89,746	85,761	85,675	75,496	74,621	72,153	68,430

Longevity - After a total of 15 years service in Nutley - \$1,400

After 10 years as administrator in Nutley or
 After a total of 20 years service in Nutley - \$2,900

After 15 years as administrator in Nutley or
 After a total of 25 years service in Nutley - \$4,300

Dated:
 October 25, 1993

NUTLEY BOARD OF EDUCATION
 PRINCIPALS AND SUPERVISORS SALARY GUIDE
 1995-1996
 M.A. + 30

Step	H.S. Prin.	Frank. Prin.	Dir. Spec. Serv.	Elem. Prin.	12 Mo. V.P.	10 Mo. V.P.	H.S. Guid. Dir.	Coord.	Dept. Head
1	\$89,905	\$84,410	\$81,905	\$79,320	\$79,015	\$69,495	\$69,250	\$66,480	\$62,915
2	93,002	87,390	84,875	81,969	81,661	71,924	71,627	68,588	64,967
3	96,099	90,370	87,845	84,618	84,307	74,353	74,004	70,696	67,019
4	99,196	93,350	90,815	87,267	86,953	76,782	76,381	72,804	69,071
5	102,293	96,330	93,785	89,916	89,599	79,211	78,758	74,912	71,123
6	105,389	99,310	96,754	92,563	92,245	81,642	81,135	77,018	73,174

Longevity - After a total of 15 years service in Nutley - \$1,400

After 10 years as administrator in Nutley or

After a total of 20 years service in Nutley - \$2,900

After 15 years as administrator in Nutley or

After a total of 25 years service in Nutley - \$4,300

NUTLEY BOARD OF EDUCATION
 PRINCIPALS AND SUPERVISORS SALARY GUIDE
 1995-1996
 DOCTORATE

Step	H.S. Prin.	Frank. Prin.	Dir. Spec. Serv.	Elem. Prin.	12 Mo. V.P.	10 Mo. V.P.	H.S. Guid. Dir.	Coord.	Dept. Head
1	\$92,225	\$86,730	\$84,225	\$81,645	\$81,335	\$72,670	\$72,310	\$67,765	\$64,415
2	95,323	89,712	87,199	84,294	83,982	75,340	74,966	69,990	66,530
3	98,421	92,693	90,173	86,943	86,629	78,010	77,622	72,215	68,645
4	101,519	95,674	93,147	89,592	89,276	80,680	80,278	74,440	70,670
5	104,617	98,655	96,121	92,241	91,923	83,350	82,934	76,665	72,875
6	107,713	101,634	99,097	94,888	94,570	86,018	85,591	78,891	74,992

Longevity - After a total of 15 years service in Nutley - \$1,400

After 10 years as administrator in Nutley or
 After a total of 20 years service in Nutley - \$2,900

After 15 years as administrator in Nutley or
 After a total of 25 years service in Nutley - \$4,300