

4-1088

Final
9/8/77

SIGNED COPY

8-15-77

THIS DOES NOT
CIRCULATE

MILLVILLE ADMINISTRATOR'S

SALARY SCHEDULES

1977-1979

LIBRARY
Institute of Management and
Labor Relations

SEP 10 1978

RUTGERS UNIVERSITY

BOARD OF EDUCATION ORGANIZATIONAL RELATIONSHIPS WITH ADMINISTRATORS

It is the philosophy and understanding of the Millville Board of Education that the Board of Education supports the "Management Team" concept in the administration of the Millville Public Schools. Under this concept, it is considered that the Board of Education as the policy making body and the administrators as the administrative team constitute a single team in charge of the organization and administration of the Millville Public Schools. Specifically, then, it is the belief of the Board of Education that the Board and the administrators serve on the "same team". Accordingly the concept of "binding arbitration" will not be necessitated as both sides of the management team work cooperatively to ultimately solve any problem that may arise.

In implementing this philosophy, the Board adopts as policy the following considerations:

1. The Board and the administrators constitute a "management team" for the Millville Public Schools.
2. The members of the "management team" seek the advice and counsel of each other.
3. It shall be the purpose of the "management team" to seek cooperative solutions to all problems incident to the operation of the Millville Public Schools.
4. It shall be the purpose of the Board of Education to provide the necessary support for the administrators in several areas:
 - a. Board support for administrative action taken by the administrators in the pursuance of their duties.
 - b. Board provision for inservice experience designed to provide a continuing up-grading of the administrative staff. This policy should include courses, seminars, institutes and conventions appropriate for the several administrative members.
 - c. Reimbursement for expenses incurred by the administrators in the pursuance of their assigned duties.
 - d. "Fringe benefits", "Rights", and "Privileges" comparable to all those provided for all other professional employees in the Millville Public School System.
 - e. Other appropriate benefits as may appropriately arise in the future.
 - f. The continuance of present "Benefits", "Rights", and "Privileges" as are currently established will be continued by the Millville Board of Education while the Millville Administrators will continue carrying through all their obligations as currently exist.

- h. Twelve month employment for all present members of the administrative groups.
5. It shall further be the option of either segment of the management team (Board or Administrators) to request and be granted the right to negotiate a complete contract if so desired at any future time.

- A. Plus \$100.00 for each year of administrative experience over 8 years. 8-3-7
- B. For MA + 45 add \$300.00 to master's plus 30 level for 1979-80. J. Hanley
OKed.
- C. For doctor's degree add \$850.00 to master's plus 30 level.
- D. Administrative experience only to be counted when determining proper step.
- E. Administrative experience will be determined at the time of employment. It may be based on any relevant experience. However, no more than three (3) years out of the Millville district administrative experience may be granted at the time of employment. Once the position on the guide is established, the individual will move up sequentially unless the increment or raise is withheld for cause, pursuant to Title 18A.

Dr. S.

Part of Agreement

Re: Carl Wright

Classify as H.A.A. member only
(not part of civil service negotiations group.) Therefore only gets

4 weeks vacation per year
+ 13 paid holiday quarters

Works over Christmas + Easter vacation
an approximate 12 extra days
per year each year

Daily wage \$ 65.32 ~~77.75~~ guide
12 10.5

13064
6532

~~778384~~

3266
653.20

Additional
685.86
Salary to be paid

685.86

Daily salary verified by
Wm. K. Altman

Dr. S. 3-77
[Signature]

[Signature]
8/3/77

[Signature]

NAME	SCALE	1976-77 SALARY	DOLLAR INCREASE	YEAR ADJUSTMENT	1977-78 SALARY	SCALE	DIFFERENCE
Brett, C.	4 (MA+30)	\$15,899.33	\$1,176.55	\$195.00	\$17,270.88	\$16,789.50	(+) \$ 485.38
Corson, R.	8 (MA+30)	20,628.00	1,526.47	756.00	22,910.47	24,108.00	(-) 1,197.53
Cox, B.	19 (MA+30)	23,323.33	1,725.93	318.33	25,367.59	25,208.00	(+) 159.59
D'Ambrose, A.	9 (MA+30)	23,665.33	1,751.23	467.33	25,883.89	25,930.00	(-) 46.11
Easter, D.	16	22,438.00	1,660.41	406.00	24,504.41	24,477.50	(+) 26.91
Elliott, W.	5	18,879.33	1,397.07	195.33	24,108.00	24,108.00	() 0.00
Fausto, V.	5 (MA+30)	21,636.00	1,601.06	252.00	23,489.06	23,247.00	(+) 242.06
Garton, G.	14 (MA+30)	23,136.00	1,712.06	672.00	25,520.06	25,569.00	(-) 48.94
Gavigan, J.	3 (MA+30)	13,055.29	966.09	442.86	14,894.74	15,928.50	(-) 1,033.76
Hawn, C.	4 (MA+30)	16,266.66	1,203.73	66.66	18,985.05	19,372.50	(-) 387.45
Hotchkiss, D.	7 (MA+30)	22,960.00	1,699.04	NONE	24,659.04	24,969.00	(-) 309.96
Johnson, O.	7	12,624.66	934.22	85.32	13,601.54	13,776.00	(-) 174.46
Kuchinski, R.	8 (MA+30)	22,096.00	1,635.10	842.00	24,573.10	25,830.00	(-) 1,256.90
Mackey, D.	8	21,412.66	1,584.54	568.66	23,565.86	23,677.50	(-) 111.64
Merritt, G.	3	16,400.00	1,213.60	NONE	17,613.60	18,511.50	(-) 897.90
Miller, L.	7	23,752.00	1,757.65	424.00	27,982.50	27,982.50	() 0.00
Minfori, L.	4 (MA+30)	14,683.20	1,086.56	38.40	16,238.66	16,789.50	(-) 550.84
Miskelly, R.	12 (MA+30)	22,690.66	1,679.11	334.66	24,704.43	24,508.00	(+) 196.43
Oliva, E.	6 (MA+30)	20,081.33	1,486.02	209.33	21,776.68	21,955.50	(-) 178.82
Passaro, J.	6 (MA+30)	16,810.00	1,243.94	NONE	18,053.94	18,511.50	(-) 457.56
Reger, L.	14 (MA+30)	22,330.66	1,652.47	514.66	24,497.79	24,708.00	(-) 210.21
Rush, E.	9 (MA+30)	20,910.00	1,547.34	NONE	22,457.34	22,916.50	(-) 459.16
Sasdeli, D.	5	14,438.13	1,068.42	570.93	16,077.48	17,220.00	(-) 1,142.52
Savicky, A.	4 (MA+30)	18,450.00	1,365.30	NONE	19,815.30	19,372.50	(+) 442.80
Setser, R.	7 (MA+30)	21,536.00	1,593.66	231.66	23,361.32	23,247.00	(+) 114.32
Simpkins, R.	11	21,911.33	1,621.44	419.33	23,952.10	23,977.50	(-) 25.40
Stanker, G.	3	17,886.00	1,323.56	282.00	19,491.56	20,233.50	(-) 741.94
Wright, C.	25	15,610.00	1,155.14	220.00	16,985.14	16,337.00	(+) 648.14

TOTALS----- \$545,509.90 \$40,367.71 \$8,512.46 \$602,311.19

\$545,509.90
 X .074
\$ 40,367.73

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1977, and shall continue in effect until June 30, 1979, subject to the Association's right to negotiate a complete agreement as provided in paragraph five (5) of the Policy-Contract. Too, both parties agree that this agreement shall not be extended orally, and it is understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be signed by their respective Secretaries, all on the day and year first written above.

Millville Administrators Association

By Roger Simpson President

Attest Sylvan Leger Secretary

Millville Board of Education

By Neil J. Betts President

Attest Daniel Green Secretary

1977-78

Scale

SENIOR HIGH SCHOOL PRINCIPAL

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$22,816.50	\$23,247
2	23,677.50	24,108
3	24,538.50	24,969
4	25,399.50	25,830
5	26,260.50	26,691
6	27,121.50	27,552
7	27,982.50	28,413
8	28,843.50	29,274

Inc. \$861

L. Miller

1977-78

Scale

JUNIOR HIGH SCHOOL PRINCIPAL

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$20,664	\$21,094.50
2	\$21,525	\$21,955.50
3	\$22,386	\$22,816.50
4	\$23,247	\$23,677.50
5	\$24,108	\$24,538.50
6	\$24,969	\$25,399.50
7	\$25,830	\$26,260.50
8	\$26,691	\$27,121.50

Inc. \$861

W. Elliott

1977-78

Scale

SYSTEM-WIDE

DIRECTORS, COORDINATORS, SUPERVISORS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$19,372.50	\$19,803
2	\$20,233.50	\$20,664
3	\$21,094.50	\$21,525
4	\$21,955.50	\$22,386
5	\$22,816.50	\$23,247
6	\$23,677.50	\$24,108
7	\$24,538.50	\$24,969
8	\$25,399.50	\$25,830

Inc. \$861

D. Hotchkiss
R. Kuchinski
A. D'Ambrose
V. Fausto

1977-78

Scale

ELEMENTARY PRINCIPALS WITH OVER 30 TEACHING STAFF MEMBERS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$18,511.50	\$18,942
2	\$19,372.50	\$19,803
3	\$20,233.50	\$20,664
4	\$21,094.50	\$21,525
5	\$21,955.50	\$22,386
6	\$22,816.50	\$23,247
7	\$23,677.50	\$24,108
8	\$24,538.50	\$24,969

Inc. \$861

G. Garton
G. Stanker

1977-78

Scale

ASSISTANT HIGH SCHOOL PRINCIPALS
ASSISTANT JUNIOR HIGH SCHOOL PRINCIPALS
ATHLETIC DIRECTOR
CAREER EDUCATION DIRECTORS AND COORDINATORS
ELEMENTARY PRINCIPALS WITH 30 OR UNDER TEACHING STAFF MEMBERS

<u>Year</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$17,650.50	\$18,081
2	18,511.50	18,942
3	19,372.50	19,803
4	20,233.50	20,664
5	21,094.50	21,525
6	21,955.50	22,386
7	22,816.50	23,247
8	23,677.50	24,108

Inc. \$861

NOTE: Any full time administrator at the high school also functioning as the athletic director, with evening and Saturday supervision assignments, shall in addition to his base salary be paid a yearly sum of \$1,500.

R. Setser
D. Easter
L. Reger
E. Oliva
R. Corson
D. Mackey
R. Miskelly
R. Simpkins
B. Cox

1977-78

Scale

ELEMENTARY VICE PRINCIPALS, PSYCHOLOGISTS, SYSTEM-WIDE MULTIMEDIA
SPECIALIST, GRANTS MANAGER, AND BASIC SKILLS MANAGER

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$16,359	\$16,789.50
2	17,220	17,650.50
3	18,081	18,511.50
4	18,942	19,372.50
5	19,803	20,233.50
6	20,664	21,094.50
7	21,525	21,955.50
8	22,386	22,816.50

Inc. \$861

1 E. Rush
G. Merritt
A. Savicky
C. Hawn
R. Shain
A. May

1977-78

Scale

GUIDANCE COUNSELORS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$13,776	\$14,206.50
2	14,637	15,067.50
3	15,498	15,928.50
4	16,359	16,789.50
5	17,220	17,650.50
6	18,081	18,511.50
7	18,942	19,372.50
8	19,803	20,233.50

Inc. \$861

1 C. Brett
J. Gavigan
D. Sasdelli
L. Mingori
J. Passaro

1977-78

Scale

NON-DEGREE DIRECTORS, COORDINATORS AND SUPERVISORS

<u>Year</u>	<u>Non-Degree</u>
1	\$8,610
2	9,471
3	10,332
4	11,193
5	12,054
6	12,915
7	13,776
8	14,637
	Inc. \$861.00

C. Wright
O. Johnson

1978-79
SCALE

SENIOR HIGH SCHOOL PRINCIPAL

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$23,829.50	\$24,260
2	24,679.50	25,110
3	25,529.50	25,960
4	26,379.50	26,810
5	27,229.50	27,660
6	28,079.50	28,510
7	28,929.50	29,360
8	29,779.50	30,210
9	30,629.50	31,060

Inc. \$850

L. Miller

1978-79
SCALE

JUNIOR HIGH SCHOOL PRINCIPAL

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$21,677	\$22,107.50
2	22,527	22,957.50
3	23,377	23,807.50
4	24,227	24,657.50
5	25,077	25,507.50
6	25,927	26,357.50
7	26,777	27,207.50
8	27,627	28,057.50
9	28,477	28,907.50

Inc. \$850

W. Elliott

1978-79
SCALE

SYSTEM-WIDE

DIRECTORS, COORDINATORS, SUPERVISORS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$20,385.50	\$20,816
2	21,235.50	21,666
3	22,085.50	22,516
4	22,935.50	23,366
5	23,785.50	24,216
6	24,635.50	25,066
7	25,485.50	25,916
8	26,335.50	26,766
9	27,185.50	27,616

Inc. \$850

D. Hotchkiss
R. Kuchinski
A. D'Ambrose
V. Fausto

1978-79
SCALE

ELEMENTARY PRINCIPALS WITH OVER 30 TEACHING STAFF MEMBERS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$19,524.50	\$19,955
2	20,374.50	20,805
3	21,224.50	21,655
4	22,074.50	22,505
5	22,924.50	23,355
6	23,774.50	24,205
7	24,624.50	25,055
8	25,474.50	25,905
9	26,324.50	26,755

Inc. \$850

G. Garton
G. Stanker

1978-79
SCALE

ASSISTANT HIGH SCHOOL PRINCIPALS
ASSISTANT JUNIOR HIGH SCHOOL PRINCIPALS
ATHLETIC DIRECTOR
CAREER EDUCATION DIRECTORS AND COORDINATORS
ELEMENTARY SCHOOL PRINCIPALS WITH 30 OR UNDER TEACHING STAFF MEMBERS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$18,663.50	\$19,094
2	19,513.50	19,944
3	20,363.50	20,794
4	21,213.50	21,644
5	22,063.50	22,494
6	22,913.50	23,344
7	23,763.50	24,194
8	24,613.50	25,044
9	25,463.50	25,894

Inc. \$850

Note: Any full-time administrator at the high school also functioning as the athletic director, with evening and Saturday supervision assignments, shall, in addition to his base salary, be paid a yearly sum of \$1500.00.

D. Easter	B. Cox
R. Setser	D. Mackey
L. Reger	R. Miskelly
E. Oliva	R. Simpkins
R. Corson	

1978-79
SCALE

ELEMENTARY VICE-PRINCIPALS, PSYCHOLOGISTS, SYSTEM-WIDE MULTIMEDIA
SPECIALIST, GRANTS MANAGER, AND BASIC SKILLS COORDINATOR

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$17,372	\$17,802.50
2	18,222	18,652.50
3	19,072	19,502.50
4	19,922	20,352.50
5	20,772	21,202.50
6	21,622	22,052.50
7	22,472	22,902.50
8	23,322	23,752.50
9	24,172	24,602.50

Inc. \$850

E. Rush ✓
G. Merritt ✓
A. Savicky ✓
C. Hawn ✓
R. Shain ✓
A. May ✓

1978-79
SCALE

GUIDANCE COUNSELORS

<u>Years</u>	<u>Certified</u>	<u>MA + 30</u>
1	\$14,789	\$15,219.50
2	15,639	16,069.50
3	16,489	16,919.50
4	17,339	17,769.50
5	18,189	18,619.50
6	19,039	19,469.50
7	19,889	20,319.50
8	20,739	21,169.50
9	21,589	22,019.50

Inc. \$850

C. Brett
J. Gavigan
D. Sasdelli
L. Mingori
J. Passaro

1978-79
SCALE

NON-DEGREE DIRECTORS, COORDINATORS AND SUPERVISORS

<u>Years</u>	<u>Non-Degree</u>
1	\$9,623
2	10,473
3	11,323
4	12,173
5	13,023
6	13,873
7	14,723
8	15,573
9	16,423

Inc. \$850

C. Wright
O. Johnson