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THIS BOOK DOES
NOT CIRCULATE

ADDENDUM TO 1976-1979 AGREEMENT

between the Board of Education of North Plainfield
and the North Plainfield Education Association

Revised: Page Nos. 19, 21, 22, 23, 24 and 25

6/15/77

BE-EE
17-78

III. Schedule 1 of the Salary Policy - The following salary schedule pertains to teachers employed for ten months in each fiscal year:

Years of accredited experience	Bachelor's Degree	Master's Degree	Master's degree six-year Level	Doctor's Level
0	\$10,000	\$10,700	\$11,650	\$12,200
1	10,300	11,160	12,074	12,880
2	10,607	11,521	12,436	13,236
3	11,087	11,976	12,936	13,745
4	11,586	12,520	13,527	14,379
5	12,083	13,063	14,117	15,012
6	12,582	13,607	14,711	15,645
7	13,079	14,152	15,302	16,278
8	13,578	14,695	15,894	16,911
9	14,075	15,239	16,486	17,544
10	14,574	15,783	17,077	18,178
11	15,071	16,326	17,669	18,811
12*	15,571	16,870	18,260	19,444
13	16,067	17,413	18,852	20,077
14	16,565	17,957	19,444	20,711
15	17,063	18,502	20,035	21,345
16	18,557	20,133	21,811	23,244
20**	18,957	20,533	22,211	23,644

*No teacher may be employed at an initial salary higher than this step.

**To be eligible for payment on this line a teacher must have been employed by the North Plainfield Board of Education for twenty years.

IV. Schedule II of the Salary Policy --

A. The salary schedule for each of the following twelve (12) month positions shall be obtained by multiplying the appropriate salary in schedule 1 by the ratio shown opposite the respective title listed below:

	Ratio
High School Principal	1.592
High School Vice-Principal	1.3750
High School Assistant Principal	1.3200
High School Guidance Director	1.2700
Elementary School Principal	1.3750
Director of the Department of Pupil Services	1.3333

LIBRARY
Institute of Management and
Labor Relations

ARTICLE XIX

LONGEVITY PAY

At the discretion of the Superintendent and the Board, the sum of \$400 shall be added to the salary of all certificated personnel who have completed twenty (20) years of service within the North Plainfield School System. Up to four (4) years of military service, subsequent to employment in the North Plainfield School System, shall be counted toward longevity pay.

ARTICLE XX

SALARY DEDUCTIONS

When requested, salary deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52: 14-15, 9e) and under rules established by the State Department of Education.

When requested by an employee, the Board of Education agrees to enter into an agreement to reduce the employee's salary to purchase on behalf of the employee an annuity which qualifies under the provisions of Section 403b of the Internal Revenue Code of 1954, as amended.

ARTICLE XXI

SUPPLEMENTAL SALARIES

The Board of Education agrees to the following supplemental salaries. It is understood that the Board, as it deems necessary, may eliminate any of these positions or create additional ones.

1. Athletic Coaches Pay Scale	1	2	3
Director of Athletics*	\$1,895	\$2,005	\$2,115
<u>Football</u>			
Head Coach	1,705	1,815	1,925
Assistant Coach	995	1,050	1,105
Equipment Manager	860	915	970
Trainer			
Fall Sports	970	1,025	1,080
Winter Sports	970	1,025	1,080
<u>Soccer</u>			
Head Coach	915	1,025	1,135
Assistant Coach	670	725	780

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<u>Field Hockey</u>			
Head Coach	915	1,025	1,135
Assistant Coach	670	725	780
<u>Cross Country</u>			
Head Coach	700	750	805
<u>Basketball (Boys and Girls)</u>			
Head Coach	1,295	1,405	1,515
Assistant Coach	890	945	995
<u>Swimming</u>			
Head Coach	780	835	890
Assistant Coach	615	645	670
<u>Winter Track</u>			
Head Coach	615	670	725
<u>Wrestling</u>			
Head Coach	1,295	1,405	1,515
Assistant Coach	890	945	995
<u>Baseball</u>			
Head Coach	1,025	1,135	1,245
Assistant Coach	750	805	860
<u>Softball (Girls)</u>			
Head Coach	1,025	1,135	1,245
Assistant Coach	750	805	860
<u>Track</u>			
Head Coach	1,025	1,135	1,245
Assistant Coach	750	805	860
<u>Tennis (Boys and Girls)</u>			
Head Coach	890	945	995
Assistant Coach	645	670	700
<u>Golf</u>			
Head Coach	535	560	590

Coaches with no former experience shall begin on step No. 1 of the coaching pay scale. Experienced new coaches shall begin on step No. 2 or step No. 3 of the coaching pay scale with recommendations from the Director of Athletics.

ARTICLE XXI

II. Intramural Pay Scale

A. Supervisor of Intramural Program (elementary only) Salary
\$250.00

B. 2-Hour Rate

<u>Days</u>	<u>Activity</u>	<u>Salary</u>
25	Jr. H. S. Wrestling	\$265.00
35	Archery	370.00
30	Fall Tennis	325.00
45	Jr. H. S. Football	475.00
45	Jr. H. S. Baseball	475.00
45	Jr. H. S. Track	475.00
60	Modern Dance	630.00

C. 1½ - Hour Rate

23	Bowling	185.00
27	Floor Hockey	210.00
27	Gymnastics	210.00
27	Jr. H. S. Volleyball	210.00
23	H. S. Softball	185.00
27	H. S. Badminton	210.00
23	Spring Tennis	185.00
27	Jr. H. S. Girls' Spring Sports	210.00
30	H. S. Volleyball	235.00
33	H. S. Hockey	265.00
33	Jr. H. S. Basketball & Badminton	265.00
40	Jr. H. S. Basketball	325.00
33	Jr. H. S. Hockey & Soccer	275.00
30	H. S. Basketball - Girls'	235.00
50	H. S. Basketball - Boys'	405.00
23	Weight Training (Fall)	185.00
40	Weight Training (Spring)	320.00
23	Coed Recreation	185.00
27	Swimming	210.00

D. 1¼ - Hour Rate

160	Elementary (3 seasons)	\$1,145.00
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E. If there are any deviations in hours required for an activity, the salary for that activity shall be pro-rated according to the number of hours actually worked.

F. Any teacher required to supervise an afternoon dance, bazaar, basketball game, wrestling meet, baseball game, or a soccer game shall be paid at the rate of \$8.25 per event. All evening and Saturday events shall be paid at the rate of \$5.25 per hour.

*The class load of the Director of Athletics shall be the same as the average Subject Supervisor.

III. Extra-Curricular Activity Pay Scale

<u>Activity</u>	<u>Salary</u>
Cheerleading	\$685.00
Dramatics	630.00
Tunlaw Sr.	520.00
Yearbook	520.00
Debate Club	520.00
Pom-Pon	255.00
Color Guard	255.00
Majorettes	255.00
Tunlaw Jr.	255.00
Future Homemakers	175.00
Future Teachers	175.00
Stage Supervisor	325.00

IV. Other Supplemental Salaries

The Board of Education agrees to pay the following supplemental salaries at the percentages indicated:

Director of Elementary Education	11%
Director of Audio-Visual Education	6%

The salaries of the above employees shall be obtained by multiplying the Schedule 1 salary in Article XVIII for a teacher having equivalent education and experience by the percentage indicated above.

The Board of Education also agrees to pay the following supplemental salaries at the sums indicated:

Learning Consultant	\$1,100.00
Head Librarian at the High School	300.00

V. Where feasible, teachers shall be notified no later than April 30 of their supplemental contract status for the ensuing year. Teachers shall sign their supplemental contracts or letters of intent by May 10th, unless, at the request of the teacher, an extension has been granted by the Superintendent.

VI. Following are established 1977-1978 salary rates for the interscholastic Middle School athletics listed:

<u>Middle School Athletics</u>	<u>Salary</u>
Basketball	\$590.00
Wrestling	590.00
Baseball	480.00
Track	480.00

SEP 11 1978

RUTGERS UNIVERSITY

April 5, 1978

It is recommended that the following salary guide and additions to the administrator indexes be adopted, thereby ratifying the Agreement reached between the North Plainfield Board of Education and the North Plainfield Education Association for the 1978-1979 school year:

1978-1979 OFFICIAL SALARY GUIDE FOR TEACHERS

Years of Accredited Experience on August 31, 1978	Bachelor's Degree	Master's Degree	Six-Year Level	Doctor's Level
0	\$10,400	\$11,100	\$12,100	\$12,600
1	10,764	11,449	12,465	13,054
2	11,085	11,941	12,919	13,781
3	11,413	12,327	13,306	14,162
4	11,927	12,814	13,841	14,707
5	12,461	13,396	14,473	15,385
6	12,992	13,977	15,105	16,062
7	13,526	14,559	15,740	16,740
8	14,058	15,142	16,373	17,417
9	14,592	15,723	17,006	18,094
10	15,124	16,305	17,640	18,772
11	15,658	16,887	18,272	19,450
12*	16,189	17,468	18,905	20,127
13	16,724	18,050	19,538	20,805
14	17,255	18,631	20,171	21,482
15	17,788	19,213	20,805	22,161
16	19,633	21,260	22,988	24,499
20**	20,033	21,660	23,388	24,899

*No teacher may be employed at an initial salary higher than this step.

**To be eligible for payment on this line a teacher must have been employed by the North Plainfield Board of Education for twenty years.

Adjustments to Article XVIII, Section IV-B-2:

Salary ratios for Subject Area Supervisors on an eleven (11) month salary schedule shall be 1.17, except for the Adult School Director which shall be 1.10, and the Supervisor of Health and Physical Education which shall be 1.20.