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AND LABOR RELATIONS
OCT 13 1989
RUTGERS UNIVERSITY

AGREEMENT

Between

NUTLEY BOARD OF EDUCATION

-and-

NUTLEY ADMINISTRATORS ASSOCIATION

July 1, 1988 through June 30, 1990

TABLE OF CONTENTS

		<u>Page</u>
ARTICLE I	Recognition	1
ARTICLE II	Negotiation Procedures	2
ARTICLE III	Grievance Procedure	4
ARTICLE IV	Length of Work Year	8
ARTICLE V	Professional Development	10
ARTICLE VI	Insurance Protection and Other Benefits . .	11
ARTICLE VII	Leaves	12
ARTICLE VIII	Sabbatical Leaves	18
ARTICLE IX	Meetings	20
ARTICLE X	Deductions from Salary	21
ARTICLE XI	Notice of Administrative Vacancies	22
ARTICLE XII	Administrators Rights	23
ARTICLE XIII	Board Rights	24
ARTICLE XIV	Reproduction and Distribution of Agreement	25
ARTICLE V	Miscellaneous	25
ARTICLE XVI	Term of Agreement	26
SCHEDULE A	Salaries	27
SCHEDULE C	Longevity	28

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-P1 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 in 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 filling 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 to 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 shall be required to work from September 1st through June 30th of each school year. Department heads 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

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 individuals annual salary. Notification regarding such additional work shall be provided to the department heads 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:

1988-89	Leader	\$145.40 per four (4) hour day
	Participant	129.24 per four (4) hour day
1989-90	Leader	156.59 per four (4) hour day
	Participant	139.19 per four (4) hour day

Notification regarding Saturday work shall be provided by October 1st of each school year. Once established, the Saturday sessions may be cancelled 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.

ARTICLE V

PROFESSIONAL DEVELOPMENT

A. Professional Dues

The Board of Education agrees to pay up to three hundred and thirty (\$330.00) dollars in 1988-89 and up to three hundred and forty (\$340.00) dollars in 1989-90 for each administrator towards the cost of dues of County, State or National professional organizations appropriate to the administrator's position. 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.

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 eighty (\$80.00) dollars per credit for school year 1988-89 and eighty-five (\$85.00) dollars per credit for school year 1989-90. 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. The Board shall continue to pay one hundred (100%) percent of the premium for the current benefits by the existing carrier, or an alternate carrier, for up to full family hospital, medical, surgical, major medical and dental program.

- B. Unit members shall upon presentation of a paid bill be entitled to one hundred and fifty (\$150.00) dollars every other year as reimbursement for a 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.

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 rate of \$35 per day to a maximum of 115 days in 1988-89, and to a maximum of 120 days in 1989-90 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.

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 work hours.

2. Up to (5) unused personal leave days shall be added to an 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, 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 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 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 provisions 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. Notice

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 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, 1988 through June 30, 1990.

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 6th day of February, 1989.

NUTLEY ADMINISTRATORS ASSOCIATION

By: Wm. B. Shegolis
President

By: Lois Marie DeGuzman
Secretary

BOARD OF EDUCATION OF THE TOWNSHIP

OF NUTLEY
By: Anthony N. Baratta
President

By: John C. Pincopka
Secretary

1988-89
 NUTLEY BOARD OF EDUCATION
 PRINCIPALS & SUPERVISORS
 SALARY GUIDE
 M.A. + 15

Step	H.S. Prin.	Prank. Prin.	Dir. Spec. Serv.	Elem. Prin.	H.S. V.P.	Prank. V.P.	H.S. Guild. Dir.	H.S. Adm. Asst.	Coord.	Dept. Head
1	\$57,086	\$53,542	\$52,601	\$49,958	\$49,900	\$43,836	\$43,554	\$43,539	\$41,612	\$40,554
2	59,150	55,515	54,399	51,754	51,694	45,453	45,164	45,168	42,906	41,815
3	61,213	57,488	56,198	53,551	53,488	47,069	46,774	46,798	44,199	43,075
4	63,277	59,461	57,996	55,347	55,282	48,686	48,384	48,427	45,492	44,335
5	65,345	61,440	59,797	57,143	57,085	50,304	50,000	50,057	46,785	45,595

Longevity - After 10 years as administrator in Nutley or
 After a total of 20 years service in Nutley - \$1100
 After 15 years as administrator in Nutley or
 After a total of 25 years service in Nutley - \$1500

NUTLEY BOARD OF EDUCATION
 PRINCIPALS & SUPERVISORS
 SALARY GUIDE
 M.A. + 30

Step	DIR.									
	H.S. Prln.	Prank Prln.	Spec. Serv.	Elem. Prln.	H.S. V.P.	Prank. V.P.	H.S. Guid. Dir.	H.S. Adm. Asst.	Coord.	Dept. Head.
1	\$59,908	\$56,240	\$54,572	\$52,854	\$52,646	\$46,311	\$46,139	\$45,956	\$43,005	\$41,917
2	61,970	58,224	56,548	54,615	54,373	47,927	47,722	47,609	44,410	43,285
3	64,033	60,204	58,524	56,380	56,144	49,542	49,305	49,262	45,816	44,652
4	66,095	62,197	60,500	58,142	57,924	51,158	50,888	50,915	47,216	46,020
5	68,158	64,178	62,477	59,903	59,456	52,773	52,471	52,547	48,621	47,388
6	70,220	66,169	64,467	61,674	61,462	54,398	54,060	54,208	50,027	48,756

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 After a total of 25 years service in Nutley - \$1500

1988-89

NUTLEY BOARD OF EDUCATION
 PRINCIPALS & SUPERVISORS
 SALARY GUIDE
 DOCTORATE

Step	H.S.		Dir.		H.S.		H.S.		H.S.		H.S.	
	Prln.	Prank.	Spec. Serv.	Elem. Prln.	V.P.	Prank.	Guld. Dir.	Adm. Asst.	Coord.	Dept. Head	Prln.	Prank.
1	\$62,423	\$58,270	\$56,831	\$54,615	\$54,502	\$48,902	\$48,181	\$48,138	\$44,040	\$42,920		
2	64,604	60,480	58,968	56,613	56,510	50,575	49,950	49,939	45,485	44,328		
3	66,795	62,690	61,105	58,610	58,519	52,247	51,720	51,741	46,930	45,737		
4	68,981	64,900	63,241	60,608	60,527	53,919	53,489	53,543	48,377	47,146		
5	71,189	67,110	65,378	62,606	62,436	55,593	55,259	55,345	49,822	48,554		
6	73,383	69,320	67,519	64,607	64,458	57,269	57,028	57,147	51,272	49,967		

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 After a total of 25 years service in Nutley - \$1500

1989-90
NUTLEY BOARD OF EDUCATION
PRINCIPALS & SUPERVISORS
SALARY GUIDE

M.A. + 15

SCHEDULE I-1

Step	H.S. Prln.	Frank. Prln.	DLr. Spec. Serv.	Elem. Prln.	H.S. V.P.	Frank. V.P.	H.S. Guid. DLr.	H.S. Adm. Asst.	Coord.	Dept. Head
1	\$61,483	\$57,665	\$56,651	\$53,805	\$53,742	\$47,211	\$46,908	\$46,892	\$44,816	\$43,677
2	63,705	59,790	58,588	55,739	55,674	48,953	48,642	48,646	46,210	45,035
3	65,926	61,915	60,525	57,674	57,607	50,693	50,376	50,401	47,602	46,392
4	68,149	64,039	62,462	59,609	59,539	52,435	52,110	52,156	48,995	47,749
5	70,377	66,171	64,401	61,543	61,481	54,177	53,850	53,911	50,387	49,106

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After 15 years as administrator in Nutley or
After a total of 25 years service in Nutley - \$1500

1989-90
 NUTLEY BOARD OF EDUCATION
 PRINCIPALS & SUPERVISORS
 SALARY GUIDE
 M.A. + 30

Step	Dir.			H.S.			H.S.			Dept. Head
	H.S. Prin.	Frank. Prin.	Spec. Serv.	Elem. Prin.	H.S. V.P.	Frank. V.P.	Guld. Dir.	Adm. Asst.	Coord.	
1	\$64,520	\$60,570	\$58,774	\$56,925	\$56,700	\$49,877	\$49,692	\$49,495	\$46,316	\$45,145
2	66,742	62,707	60,902	58,820	58,560	51,617	51,397	51,275	47,830	46,618
3	68,963	64,840	63,030	60,721	60,467	53,357	53,101	53,055	49,344	48,090
4	71,184	66,986	65,158	62,619	62,364	55,097	54,806	54,835	50,852	49,564
5	73,406	69,120	67,288	64,516	64,034	56,837	56,512	56,593	52,365	51,575
6	75,627	71,264	69,431	66,423	66,195	58,587	58,223	58,382	53,879	52,510

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After 15 years as administrator in Nutley or
 After a total of 25 years service in Nutley - \$1500

NUTLEY BOARD OF EDUCATION

PRINCIPALS & SUPERVISORS
SALARY GUIDE
DOCTORATE

Step	H.S. Prln.	Frank. Prln.	DLR Spec. Serv.	Elem. Prln.	H.S. V.P.	Frank. V.P.	H.S. Guid. DLR.	H.S. Adm. Asst.	Coord.	Dept. Head
1	\$66,793	\$62,349	\$60,809	\$58,438	\$58,317	\$52,667	\$51,891	\$51,845	\$47,341	\$46,225
2	69,126	64,714	63,096	60,576	60,466	54,469	53,796	53,784	48,987	47,741
3	71,471	67,078	65,382	62,713	62,615	56,270	55,702	55,725	50,544	49,259
4	73,810	69,443	67,668	64,851	64,764	58,071	57,608	57,666	52,102	50,776
5	76,172	71,808	69,954	66,988	66,807	59,874	59,514	59,607	53,658	52,293
6	78,520	74,172	72,245	69,129	68,970	61,679	61,419	61,547	55,220	53,814

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After a total of 20 years service in Nutley - \$1100

After 15 years as administrator in Nutley or
After a total of 25 years service in Nutley - \$1500