

ADMINISTRATIVE SALARY GUIDE

<u>Step</u>	<u>H. S. Prin.</u>	<u>Asst. Supt. Franklin Pr.</u>	<u>El. Pr.</u>	<u>Vice Prin.</u>	<u>Music Supervisor Adm. Assistants</u>
8	2.625	2.45	2.19	2.275	2.10
7	2.575	2.40	2.14	2.225	2.05
6	2.525	2.35	2.09	2.175	2.00
5	2.475	2.30	2.04	2.125	1.95
4	2.425	2.25	1.99	2.075	1.90
3	2.375	2.20	1.94	2.025	1.85
2	2.325	2.15	1.89	1.975	1.80
1	2.275	2.10	1.84	1.925	1.75

RULES & REGULATIONS FOR
ADMINISTRATION OF ADMINISTRATIVE/SUPERVISORY
SALARY GUIDE

1. The steps referred to in the salary guide shall not necessarily be considered as yearly steps, although normally such is the intent. It is the prerogative of the Board of Education to determine upon the time for such steps.
2. Initial placement on the appropriate level shall be determined by the Board of Education upon the recommendation of the Superintendent of Schools. A number of factors, such as years of experience in the profession, previous administrative experience, and the current salary received, shall be determinants in the initial placement on the guide.
3. All increases in salary shall be based upon meritorious service. The ratings will cover such matters as attitude, professional improvement, skill in management and control of employees under supervision, cooperation in school and community, and other pertinent factors which should govern advancement. These ratings will furnish the basis for recommendation by the Superintendent and approval by the Board of Education.
4. Administration of the administrative salary guide shall be the function of the Superintendent of Schools. Requests for consideration of transfer to a higher level on the guide must be filed with the Superintendent on or before April 15th in any year if a change is to be made for the following year's contract. Final evidence of such change must be submitted to the Superintendent not later than

the opening day of school in September following. At that time a contract change will be made. If such evidence is not submitted at the prescribed time, no contract change will be made for that school year.

5. Effective July 1, 1967. Provisions of these Rules and Regulations are not retroactive.

Adopted: March 22, 1967

SECONDARY SCHOOL DEPARTMENT HEADS AND SCHOOL PSYCHOLOGISTS shall be considered eight per cent (8%) of the appropriate minimum salary above the teachers' salary guide, and may be granted two additional steps of two per cent (2%) each until the maximum of twelve per cent (12%) is reached)
(Adopted March 22, 1967)

TEACHERS OF SUBNORMAL CLASSES, SPEECH THERAPY AND REMEDIAL READING shall begin at the proper step on the guide, plus \$300 for such special services.
(Adopted March 27, 1963)

DIRECTOR OF THE SATURDAY EXTENSION PROGRAM, funded by the Federal government, shall receive \$1200 for the school year.
(Adopted November 24, 1965)

TEACHERS OF THE SATURDAY EXTENSION PROGRAM, funded by the Federal government, shall receive \$600 for the school year of at least 20 weeks.
(Adopted November 24, 1965)

1967/68

TEACHERS' SALARY GUIDE
Adopted March 22, 1967

<u>Step</u>	<u>Index</u>	<u>4 Years Training with B. A. Degree</u>	<u>5 Or More Years of Training</u>	<u>30 Graduate Pts. Beyond M. A. Degree</u>	<u>Conferred Doctorate</u>
1	1.00	5800	6300	6800	7300
2	1.05	6090	6615	7140	7665
3	1.10	6380	6930	7480	8030
4	1.15	6670	7245	7820	8395
5	1.20	6960	7560	8160	8760
6	1.25	7250	7875	8500	9125
7	1.30	7540	8190	8840	9490
8	1.35	7830	8505	9180	9855
9	1.40	8120	8820	9520	10,220
10	1.45	8410	9135	9860	10,585
11	1.50	8700	9450	10,200	10,950
12	1.55	8990	9765	10,540	11,315
13	1.60	9280	10,080	10,880	11,680
14	1.65	9570	10,395	11,220	12,045
15	1.70	9860	10,710	11,560	12,410
16	1.75	10,150	11,025	11,900	12,775

12/9/66

NUTLEY, NEW JERSEY
SECRETARIAL SALARY GUIDE

Index	Step	Secretary Group One		Weekly	Secretary Group Two			Weekly	Secretary (Clerical) Group Three		
		Weekly	52 wk.		40 wk.	43 wk.	52 wk.		Weekly	40 wk.	52 wk.
1.00	1	\$ 80.00	\$4160	\$ 72.00	\$2880	\$3096	\$3744	\$ 68.00	\$2720	\$3536	
1.065	2	85.20	4430	76.68	3067	3297	3987	72.42	2897	3766	
1.13	3	90.40	4701	81.36	3254	3498	4231	76.84	3074	3996	
1.195	4	95.60	4971	86.04	3442	3700	4474	81.26	3250	4226	
1.26	5	100.80	5242	90.72	3629	3901	4717	85.68	3427	4455	
1.325	6	106.00	5512	95.40	3816	4102	4961	90.10	3604	4685	
1.39	7	111.20	5782	100.08	4003	4303	5204	94.52	3781	4915	
1.455	8	116.40	6053	104.76	4190	4505	5448				
1.52	9	121.60	6323	109.44	4378	4706	5691				
1.585	10	126.80	6594	114.12	4565	4907	5934				
1.65	11	132.00	6864	118.80	4752	5108	6178				
1.715	12	137.20	7134								

Secretary - Group One (52 weeks)

Secretary to Superintendent and Board Secretary (Maximum - Step 12)
Secretary to Principal - High School (Maximum - Step 10)
Bookkeeper and Machine Operator (Maximum - Step 9)

Secretary - Group Two (52 weeks)

Purchasing Secretary (Maximum - Step 10)
Secretary to Principal - Franklin School (Maximum - Step 10)
Secretary to Guidance Director (Maximum - Step 10)
Assistant Secretaries (Maximum - Step 8)

Secretary Group Two (40 weeks)

Secretary to Elementary School Principals (Maximum - Step 11)

Secretary (Clerical) Group Three

Secretary (Clerical) - High School & Franklin (40 weeks) (Maximum - Step 7)
Secretary (Clerical) - High School (52 weeks) (Maximum - Step 7)

12/9/66

BOARD OF EDUCATION
NUTLEY, N. J.

OPERATION OF PLANT

SALARY GUIDE

	Step	<u>Custodians Groundsmen</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1.000	1	\$ 4,600.00	\$ 3,450.00	\$ 4,800.00	\$ 4,900.00	\$ 5,100.00
1.045	2	4,807.00	3,605.25	5,016.00	5,120.50	5,329.50
1.090	3	5,014.00	3,760.50	5,232.00	5,341.00	5,559.00
1.135	4	5,221.00	3,915.75	5,448.00	5,561.50	5,788.50
1.180	5	5,428.00	4,071.00	5,664.00	5,782.00	6,018.00
1.225	6	5,635.00	4,226.25	5,880.00	6,002.50	6,247.50
1.270	7	5,842.00	4,381.50	6,096.00	6,223.00	6,477.00
1.315	8	6,049.00	4,536.75	6,312.00	6,443.50	6,706.50
1.360	9	6,256.00	4,692.00	6,528.00	6,664.00	6,936.00
1.405	10	6,463.00	4,847.25	6,744.00	6,884.50	7,165.50

A - Matrons - All Schools

B - Head Custodian (Elementary) & Grounds Crew Foreman

C - Head Custodian - Franklin School

D - Head Custodian - High School

Ratios

:75

1:04

1:06

1:11

High School Fireman - \$200 over guide

Others - \$150 over guide

2nd Shift Custodian - 5% over base pay

2nd Shift Head Custodian - ~~Fireman -~~

5% over base pay, plus ~~\$250.00~~

200.00

Custodian promoted to head custodian shall advance one step on the base guide plus the additional ratio percentage.

BOARD OF EDUCATION
NUTLEY, N. J.

OPERATION OF PLANT

SALARY GUIDE

	<u>Step</u>	<u>E</u>	<u>F</u>
1.000	1	\$ 5,300.00	\$ 4,800.00
1.045	2	5,538.50	5,016.00
1.090	3	5,777.00	5,232.00
1.135	4	6,015.50	5,448.00
1.180	5	6,254.00	5,664.00
1.225	6	6,492.50	5,880.00
1.270	7	6,731.00	6,096.00
1.315	8	6,969.50	6,312.00
1.360	9	7,208.00	6,528.00

Ratios

E - Maintenance 1 - Skilled 1:15
F - Maintenance 2 - Semi-Skilled 1:05

12/9/66

NUTLEY, NEW JERSEY
CAFETERIA SALARY GUIDE

<u>Step</u>	<u>Cook Manager High School</u>	<u>Cook Manager Franklin School</u>	<u>Group One</u>	<u>Group Two</u>	<u>Group Three</u>
1	\$ 2700	\$ 2500	\$ 1.50	\$ 1.35	\$ 1.30
2	2835	2625	1.60	1.45	1.40
3	2970	2750	1.70	1.55	1.50
4	3105	2875	1.80	1.65	1.60
5	3240	3000		1.75	
6	3375	3125			
7	3510	3250			

Group One

Cook Manager - Elementary Schools

Group Two

Assistant to Cook Manager - High School (Max. 5th)
Sandwich, Salad & Cashier - High School (Max. 5th)
Assistant to Cook Manager - Franklin School (Max. 4th)
Dish Washer - Franklin School (Max. 5th)

Group Three

Assistant to Cook Manager - Elementary Schools
Sandwich, Salad & Cashier - Franklin School
General Cafeteria Workers

Substituⁿ min. \$ 1.25 per hr

1967/68 ATHLETIC SALARY GUIDE

	<u>1st</u>	<u>2nd</u>	<u>3rd</u>
<u>FOOTBALL</u>			
Head Coach	1300	1400	1500
First Assistant	600	700	800
Other Assistants	400	500	600
<u>BASKETBALL</u>			
Head Coach	600	700	800
Assistants	300	400	
<u>BASEBALL</u>			
Head Coach	600	700	800
Assistants	300	400	
<u>TRACK</u>			
Head Coach	400	500	600
Assistant	200	250	300
<u>CROSS COUNTRY</u>			
	200	300	
<u>WRESTLING</u>			
Head Coach	400	500	600
Assistant	200	250	300
<u>TWIRLER</u>			
	50	75	
<u>CHEERLEADER</u>			
	100	150	
<u>BAND DIRECTOR</u>			
	300	400	500
<u>ATHLETIC EQPT. MGR.</u>			
	500	600	700
<u>ASST. ATHLETIC EQPT. MGR.</u>			
	200	250	300
<u>BAND EQUIPMENT MANAGER</u>			
	150	200	250
<u>GOLF</u>			
	200	250	
<u>TENNIS</u>			
	200	250	
<u>BOWLING</u>			
	200	250	

	<u>1st</u>	<u>2nd</u>	<u>3rd</u>
<u>RIFLE</u>	200	250	
<u>CREW</u>			
Head Coach	600	700	800
Assistant	300	400	
<u>FACULTY MANAGER</u>	400	500	

Adopted: March 22, 1967

Dated:
March 22, 1967

NORCET PUBLIC SCHOOLS

Adopted March 22, 1967

NURSES GUIDE

Step	Salary
1	4935
2	5247.50
3	5460
4	5722.50
5	5985
6	6247.50
7	6510
8	6762.50
9	7035
10	7297.50
11	7560
12	7822.50