

MEMORANDUM OF AGREEMENT

Schedule D

This tentative agreement reached between negotiating committees between the Nutley Administrators' Association and the Nutley Board of Education, subject to the necessary approval, contains the following elements:

1. A two year agreement, effective July 1, 1979 through June 30, 1981.
2. All tentative non-salary agreements reached between the committees shall be incorporated into the new agreement.
3. There shall be a salary reopener for the second year of the agreement. All other terms shall be in full effect for both years.
4. The 1979-1980 salary ratios to the teachers salary guide shall be as follows:

a) High School Principal	1.54
b) High School Vice Principal	1.34
c) Middle School Principal	1.46
d) Middle School Vice Principal	1.20
e) Elementary Principals	1.35
f) Director of Music	1.12
g) Director of Special Services	1.19
h) Administrative Assistant	1.12

5. The elementary principals ratio has been moved from 1.30 to 1.35 because these employees shall be required to work 2 extra weeks (10 days). The weeks will 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 days cannot be scheduled during these weeks, the missing day or days shall be scheduled at another time. 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.

In the first year of the agreement only one such week shall be required, during the last week in August, and for the first year the employees shall receive one-half of the 5% differential. Any employee who already has firm commitments for the last week in August which can not be readily changed, shall be excused from this duty for this year only and will receive none of the differential.

For the Nutley Board of Education

For the Nutley Administrators' Assn.

Ann Rabinowitz

Lillian Verduin

Jacqueline Imhoff

John Walker

Dated: July 3, 1979

7/30/79