

TENTATIVE AGREEMENTS
 BETWEEN NEGOTIATING COMMITTEES FOR THE
 NUTLEY TEACHERS' ASSOCIATION AND THE
 NUTLEY BOARD OF EDUCATION

1. Mileage reimbursement for C. S. T. members who use their vehicles on school business shall be 15¢ per mile in first year.
2. The agreement shall be in effect from July 1, 1979 through June 30, 1982.
3. In the second year of the agreement, longevity for service in Nutley shall increase to \$500 after 20 years of service and \$700 after 25 years.
4. In the third year of the agreement the Board shall pay for the cost of a full family dental plan at the existing benefit level. The parties may agree to change carriers in order to obtain better benefits only if the cost of such a change does not exceed the cost of extending the current plan to full family with the existing carrier.
5. The only remaining items to negotiate are coaches salaries and all terms and conditions of employment applicable to secretaries. All other proposals are withdrawn.
6. A joint committee of the parties shall be established in the second year of the agreement in order to study non-athletic activities in order to establish a list of same and their comparability. The recommendations of this committee shall be presented to the respective negotiating committees for a successor agreement in order to consider possible compensation in that successor agreement.

1.	Base Salaries 1978-79	\$5,378,446	
2.	÷ 304.5 teachers = Average Salary	17,663	
3.	<u>For 1979-80:</u>		
4.	Increase Av. Sal. by \$1183 to	18,846	
5.	Total Increase (1183 x 304.5) =	\$ 360,224	
6.	1979-80 Salary Base (5 + 1)	5,738,670	6.7%

For 1980-81

7.	Increase Av. Sal. by 1300 to	\$ 20,146	
8.	Total Increase (1300 x 304.5) =	395,850	
9.	1980-81 Salary Base (6 + 8)	6,134,520	6.9%

For 1981-82

10.	Increase Av. Sal. by 1450 to	21,596	
11.	Total Increase (1450 x 304.5) =	441,525	
12.	1981-82 Salary Base (9 + 11)	6,576,045	7.2%

Salary guides are to be mutually agreed upon prior to ratification.

Date: September 6, 1979

For the NTA

Sal Pulitano
Elizabeth Lubenow
Helen E. Poole
Chuck Martin

For the Board

Ann Rabinowitz
Jacqueline Imhoff

For PERC

Robert L. Mitrani

9/24/79