

DISTRICT NUTLEYCOUNTY ESSEXDATE JANUARY 18, 1985

RATIONALE FOR CHANGE IN PROJECTED VACANCIES (1985-89) FROM PAST VACANCIES (1979-84)

ADMINISTRATORS/SUPERVISORS:	Fewer reaching retirement age Recent hirings Less mobility in the field
EDUCATIONAL PROFESSIONALS:	Declining enrollment, especially at secondary school level where majority of our faculty are employed. Less mobility in the field Fewer reaching retirement age.
PARAPROFESSIONALS/AIDES:	Declining enrollment and limited Board funds
CLERICAL/SECRETARIAL:	Fewer reaching retirement age Recent hirings Relative stability in the position.
FOOD SERVICE:	Declining enrollment necessitates fewer people in this area. History of longevity
CLEANING/BUILDING SERVICE:.	History of longevity: Relative stability in the position.
MOTOR VEHICLE OPERATORS:	Declining enrollment. Fewer reaching retirement age.
MAINTENANCE:	History of longevity Relative stability in the position

As noted above and on TABLE A, we will have fewer vacancies in every area for the reasons stated hereon.

In addition to the reasons stated above, the district is at the point in declining enrollment where the "riffing" of tenured teachers is upon us. Therefore, as vacancies occur in the future, we will be obligated by law in most cases to re-employ tenured teachers whom we have "rified". Let it be noted that we do advertise as an Equal Opportunity Employer when vacancies do occur and we publish these vacancies in the Star Ledger, which has a very broad circulation, as well as in the New York Times on many occasions.