

1988  
1991

AGREEMENT

between the

RUTHERFORD BOARD OF EDUCATION

and the

RUTHERFORD EDUCATION ASSOCIATION

X July 1, 1988 - June 30, 1991

RUTHERFORD BOARD OF EDUCATION  
1987-88 Members

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1987-88 Officers

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## PREAMBLE

This Agreement entered into this 1st day of July, 1988 by and between the Board of Education of Rutherford, the Borough of Rutherford, New Jersey, hereinafter called the "Board," and the Rutherford Education Association, hereinafter called the "Association."

NEGOTIATIONS PROCEDURE

1. The parties agree to enter into collective negotiations pursuant to the provisions of Chapter 303, Public Laws of 1968 and Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of all employees for whom the Rutherford Education Association is authorized to negotiate. Such negotiations shall begin not later than the date established by P.E.R.C. (Chapter 123, Public Laws of 1974). Any agreement so negotiated shall apply to all personnel for whom the Rutherford Education Association is authorized to negotiate, be reduced to writing, be signed by the Board and approved by the membership of the Rutherford Education Association.
2. Whenever tentative agreement is reached upon any provision to become incorporated in a contract, the parties shall endeavor to have said tentative agreement reduced to writing.

F. Indemnification Clause

The Association shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of any action taken or not taken by the employer in conformance with this provision.

G. Certification

The Association will certify to the Board prior to the start of each membership year that the amount of the representation fee to be assessed does not exceed 85% of dues, fees and assessments and does not include any amount of dues, fees and assessments that are expended (1) for partisan, political or ideological activities or causes that are only incidentally related to terms and conditions of employment or (2) applied toward the cost of benefits available only to members of the majority representative.

PROCEDURE

1. An aggrieved employee shall institute action under the provisions hereof within fourteen (14) days of the occurrence complained of, or within fourteen (14) days after he/she would reasonably be expected to know of its occurrence. Failure to act within said fourteen (14) day period, shall be deemed to constitute an abandonment of the grievance.
2. An employee processing a grievance, shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.
3. In the presentation of a grievance, the employee shall have the right to present his/her own appeal or to designate a representative to appear with him/her at any step in his/her appeal.
4. Whenever the employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.
5. To initiate the grievance procedure, an employee shall file a request to discuss his/her grievance with his/her immediate supervisor within the time period set forth in section 1. Where the immediate superior is below the rank of principal, the principal shall be notified and shall have the right to be present at and to participate in said hearing. The hearing shall be conducted within fourteen (14) days of the filing of the request. A written decision shall be rendered within five (5) days of said hearing.
6. If the grievance is not resolved to the employee's satisfaction, within five (5) days from the determination referred to in Paragraph 5 above, the employee shall submit his/her grievance to the Superintendent of Schools in writing, specifying:
  - (a) The nature of the grievance;
  - (b) The results of the previous discussion;
  - (c) The basis of his/her dissatisfaction with the determination;
  - (d) The remedy being sought must be stated.
7. A copy of the writing called for in Paragraph 6 above, shall be furnished to the school principal and to the immediate superior of the aggrieved employee.
8. Within ten (10) days from the receipt of the written grievance (unless a different period is mutually agreed upon), the Superintendent shall hold a hearing at which all parties in interest shall have the right to be heard.
9. Within ten (10) days of said hearing (unless a different period is mutually agreed upon), the Superintendent shall, in writing, advise the employee and his/her representative, if there be one, of his/her determination and shall forward a copy of said determination to the school principal and to the immediate superior of the aggrieved employee.

The arbitrator shall not make any decision or award which would be contrary to law or which limits or interferes with the powers, duties and responsibilities of the Board of Education under applicable laws or rules and regulations having the effect of law, unless such powers, duties and responsibilities are limited under this Agreement.

The costs for the services of the arbitrator, including expenses, if any, shall be borne equally by the Association and the Board.

Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.

15. In the event a grievance shall be filed by an employee who is not subject to the jurisdiction of any principal or who may be answerable to more than one principal, he/she shall discuss his/her grievance initially with the Superintendent and if dissatisfied, with the determination, may appeal to the Board in accordance with the provisions herein set forth.
16. In any case, where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within ten (10) days of the issuance of said order, ruling or directive, or within ten (10) days of the time when same have been brought to the employee's attention by filing with the Secretary of the Board, a writing setting forth,
  - (a) The order, ruling or determination complained of;
  - (b) The basis of the complaint;
  - (c) A request for a hearing if a hearing is desired.

A copy of the writings set forth above shall be served upon the Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

17. Upon receipt of a grievance filed under the provisions of Paragraph 16, the procedure shall be as set forth in Paragraphs 12 and 13.
18. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association.
19. All meetings and hearing under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.



Teacher Evaluation

- A. 1. All monitoring or observation of the work performance of a teacher shall be conducted openly, with full knowledge of the teacher, by a duly certificated person.
2. A teacher shall be given a copy of any evaluation report prepared by his/her evaluators at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
- B. 1. A teacher shall have the right upon request to review the contents of any evaluation. A teacher shall be entitled to have a representative accompany him/her during such review.
- C. 1. Prior to any annual evaluation report, the immediate supervisor of a non-tenure teacher shall have had (written) communication, including but not limited to all steps in Section 2 below, with said teacher regarding his/her performance as a teacher.
2. Supervisory reports shall be presented to non-supervisory personnel by the principal or counterpart supervisor periodically using the evaluation form prescribed by the Board of Education.

The Superintendent shall have the power to recommend to the Board of Education the withholding of any salary increment and/or adjustment for inefficiency as determined by at least two successive evaluations indicating unsatisfactory performance or effectiveness or other good cause which may have an adverse effect on the performance or effectiveness of the teacher. Said successive evaluations must be at least six weeks apart so that an individual has an opportunity for correction.

Whenever the withholding of an increment is proposed by the Board, the individual concerned shall be given a written statement of reasons setting forth the particulars constituting the basis of said withholding. No such recommendation which is based on classroom performance shall be made by the Superintendent that is based on observation not conducted openly and with full knowledge of the teacher; neither shall any such recommendation, whether related to classroom performance or for other just cause, be made without notification to the teacher that a deficiency exists which may call for a recommendation for the withholding of an increment unless said deficiency is corrected forthwith.

b. All vacancies, including promotional positions, shall be adequately publicized by the Superintendent in accordance with the following procedure:

1. When school is in session, a notice shall be posted in each school as far in advance as practicable. A copy of the said notice shall be given to the Association at the time of posting. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge the receipt of all such applications.

2. Teachers who desire to apply for a promotional position which may be filled during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such teachers of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practicable, in addition, the Superintendent shall post a list of promotional positions to be filled during the summer in each school, and a copy of said notice shall be given to the Association.

- B. In both situations set forth in Section A above, the qualifications for the position, its duties, and the rate of compensation, shall be clearly set forth.
- C. A list of appointments shall be given to the Association indicating which positions have been filled and by whom.
- D. In no event shall anyone seeking consideration to fill a promotional vacancy be considered if the vacancy in question requires a specific certificate and the applicant does not possess such a certificate.
- E. The Board is willing to consider applications from the staff for any vacancies in promotional positions, the willingness of the Board to consider applications by the staff shall not be deemed to limit the absolute right of the Board to make the final determination as to who shall be promoted and, if in the sole and unlimited discretion of the Board the position in question can best be filled by an individual outside of the system, the Board shall have the right to fill such position with such individual and the action of the Board in such a determination shall not be subject to review under Grievance Procedure.

### Teacher Working Conditions

- A. The notice of an agenda for any faculty building meetings shall be given to the teachers prior to meetings, except in an emergency. The teachers shall have the opportunity to suggest items for the agenda at such meetings.
- B. Teachers may leave the buildings without requesting permission during their scheduled duty-free lunch periods. Teachers shall sign out when leaving and sign in upon return.

### School Calendar

In determining the school calendar the Board through the Superintendent will hold discussions and seek suggestions from the Association. Final approval of the school calendar rests with the Board.

The Board agrees to grant half-day sessions on the days before Thanksgiving and Christmas. However, should Christmas fall on a Monday, the Friday preceding would be a full day.

### Extended Sick Leave

In the event an employee has used up his/her sick leave and has been out ill for more than five days, the Superintendent of Schools shall bring such cases to the Board of Education for a decision on whether the Board shall grant extended sick leave. Each case shall be based on the past record of the individual and each case shall be reviewed on its own merits.

In the case of an employee who is out ill for an extended period and is rapidly approaching depletion of his/her accumulated sick days, the Superintendent can bring this to the attention of the Board for possible immediate extension of time for said illness.

### PERSONAL DAYS

All categories of full time personnel: teachers, non-degree nurse, secretaries, custodial/matron, maintenance, messenger, bus driver, shall be eligible under the condition listed in the policy manual for 4 personal days per year if employed as of October 15, 1985. Anyone employed in the above categories on or after October 16, 1985 shall be entitled to 3 personal days under the condition listed in the policy manual. Personal Days are not cumulative.

### SABBATICAL LEAVE

#### Section I General

Sabbatical leave is not a reward for past accomplishments, it is a privilege granted to teachers for their professional advancement.

This plan will include a complete statement of aims and objectives, demonstrating how this leave will improve the performance of the applicant, and the procedures, courses, travel plans, etc., whereby these objectives are to be achieved. A Statement of graduate level candidacy acceptance into the course of academic study to be pursued by the applicant, from the academic institution where the sabbatical leave will be taken, shall be included where the sabbatical leave includes graduate study.

#### Activities for Which Sabbaticals May Be Awarded

In all instances, the activity must be related to enhancing the applicant's contribution to the educational program of the Rutherford Public Schools. Such activities could include one or more of the following:

1. Study in association with a recognized graduate institute or its equivalent, or in a planned program with recognized authorities.
2. Travel, when combined with study within or outside of regular educational institutions.
3. Research leading toward publication.
4. Writing for publication, when in subject field.

Each applicant shall be notified by the Superintendent in writing on or before March 1 of the year in which the application was filed of the decision of the Board concerning his/her application.

#### Forfeiture of Sabbatical Leave

If, in the judgement of the Superintendent, a staff member on a sabbatical program is not fulfilling the purpose for which the grant was made, each shall consult with the other, after which the Superintendent shall report his/her views to the Board. The Board may terminate the sabbatical leave after providing an opportunity for the staff member to be heard. At such a hearing, the staff member may be accompanied by representatives from the Rutherford Education Association who shall also have an opportunity to be heard.

#### Salary

1. The salary paid to a teacher on sabbatical leave shall be one-half of the annual contractual salary to which he/she would have been entitled had the teacher not been on leave, less the regular deductions, or full salary for a sabbatical leave of one-half of a school year, less the regular deductions.

Reinstatement

At the expiration of a sabbatical leave, the teacher shall be reinstated in the position held at the time such leave was granted unless otherwise mutually agreed upon. This presupposes, however, that conditions have not arisen that would have changed such teacher assignment and type of work had he/she remained in active service.

Report

A detailed report of the sabbatical leave must be made by the teacher within 2 months after resuming teaching duties following the leave. The report shall include all pertinent activities participated in, a detailed list of subjects pursued, an estimate of the value to the District, and a determination of how and when these values may be put into use within the district. The report must be written in a format designed to be read by all faculty members.

Association Rights and Privileges:

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time pertinent information concerning the financial resources of the school district. This is to include one copy of the annual audit and current school budget. At the beginning of each school year the Association shall be supplied with the names and addresses of all unit members.
- B. Whenever any representative of the Association or any employee under this contract participates during working hours in negotiations, grievance proceedings, conferences, or meetings called by the Board and/or its representatives, he/she shall suffer no loss of pay.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings when school is not in session and facilities are available. The requests for said use shall be approved by the Superintendent. The Association shall have the right to call at least six meetings per year at 3:30 p.m., giving advance notice to the Superintendent.
- D. The Association shall have in each school building a bulletin board in each faculty lounge.
- E. The Board of Education and the REA will establish a liaison committee which will consist of the officers of the Board of Education and the Rutherford Education Association. Said committee will meet twice during each school year.

WORKING CONDITIONSCustodians, Maintenance Personnel

Qualifications shall be the primary prerequisite for all job openings.  
Notification of openings shall be forwarded to the President of the R.E.A.

- A. Notice of an involuntary transfer or reassignment shall be given to staff as soon as practicable.
- B. An involuntary transfer or reassignment shall be made only after a meeting between the staff person involved and the immediate superior, at which time the staff person shall be notified of the reason therefor. In the event that a staff person objects to the transfer or reassignment at this meeting, upon the request of the staff person, the Superintendent shall meet with him/her. The staff person may, at his/her option, have an Association representative at such meeting.
- C. Regardless of any meeting which may occur relative to an involuntary transfer or reassignment, the decision of the Board acting through the Superintendent shall in all cases be final and binding as long as the transfer or reassignment is to be a position which the staff person in question is qualified.
- D. Custodians and maintenance personnel will be supplied with three uniforms per year. The employee will be responsible for the laundering of the uniforms. Safety shoes will be provided for all custodial and maintenance personnel. Safety shoes must be worn during working hours. The Board will not assume any responsibility for injury unless he/she is wearing his/her safety shoes. All full time maintenance and/or custodial personnel will be provided a jacket after 6 months employment. This provision is only for the duration of the present contract. Anyone leaving our employment must return said jacket.
- E. The Board will pay for the boiler licenses of custodians and maintenance personnel.
- F. When a custodian is recalled for overtime there will be a minimum of two hours overtime work.
- G. An employee recalled from his/her home to work at the school after completing his/her regular shift or prior to the commencement of his/her regular shift shall be guaranteed a minimum of two hours at time and one-half, except when an employee is called in on Sunday for other than a building check he/she shall be compensated for a minimum of two hours at double time.
- H. The regular work week will be 40 hours per week.

GUIDANCE

Two (2) weeks summer work to be paid at 5% of base salary.

Only high school guidance to work additional time in the summer. Summer work is at the discretion of the Superintendent of Schools

HEALTH BENEFITS PROGRAM

All personnel shall be entitled to full coverage Blue Cross/Blue Shield, Major Medical and Rider J with the Board assuming the cost. In addition, the Board shall pay the entire cost of the family plan if the individual member so elects.

DENTAL PLAN - The Board will pay the following amount.

1988-89	-	\$22.00 per month
1989-90	-	26.00 per month
1990-91	-	30.00 per month

It is hereby understood that if the cost of the individual plan is less than the above amounts, the individual does not receive the difference.

The Board will pay 3 additional month's premiums on dental and health plans for each retiree, with the medical plan exception of those TPAF employees who have 25 years or more of service.

For retiring employees wishing to continue applicable benefits, the Board of Education shall provide those benefits by complying with the current provisions of COBRA.

Any positive upgrading of the State Health Benefits package will be accepted by the Board and passed along to the staff when it occurs.

UNUSED SICK DAYS

Only upon retirement, payment for unused sick days shall be paid according to the following schedule:

	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>
1 - 100 days at the per diem rate of:	\$20.00	\$20.00	\$30.00
101 - 200 days at the per diem rate of:	25.00	25.00	35.00
201 - 300 days at the per diem rate of:	30.00	30.00	40.00
maximum limit:	\$7,500.00	\$7,500.00	\$10,500.00

Whenever the Board of Education shall grant additional sick leave to any employee above and beyond that mandated by Statute (18A:30-2), said days granted shall be deducted from the total payment due for unused sick leave prior to payment.

RUTHERFORD PUBLIC SCHOOLS  
TEACHERS SALARY GUIDE  
1988-89

Step	Level 1 BA	Level 2 BA + 15	Level 3 MA	Level 4 MA + 15	Level 5 MA + 30	Level 6 Ed.D Ph.D
1	23,160	23,480	23,800	24,100	24,435	25,935
2	23,560	24,000	24,100	24,435	24,750	26,250
3	23,975	24,300	24,400	24,750	25,680	27,180
4	24,300	24,600	24,730	25,650	26,660	28,160
5	24,900	25,200	25,775	26,710	27,720	29,220
6	25,400	25,900	26,785	27,770	28,785	30,285
7	26,000	26,800	27,660	28,885	29,935	31,435
8	26,650	27,900	28,985	30,020	31,055	32,555
9	27,260	28,725	29,875	31,170	32,250	33,750
10	28,400	29,875	31,110	32,435	33,555	35,055
11	29,560	31,110	32,320	33,710	34,850	36,350
12	30,700	32,320	33,615	35,050	36,175	37,675
13	31,975	33,585	34,850	36,330	37,500	39,000
14	33,240	34,905	36,200	37,670	38,850	40,350
15	36,250	38,300	38,835	40,060	41,750	43,250
16	38,145	40,230	41,400	42,750	44,650	46,150
17			43,500	44,850	47,570	49,070

After September 1, 1975, no faculty can move beyond the BA + 15 level without a Masters Degree.

Movement from the B.A. level to the M.A. level must be by graduate credits earned after receiving the B.A. degree. Movement from the M.A. level on must be by graduate credits earned after receiving the M.A. degree.

Salary increments are granted upon the recommendation of the Superintendent of Schools.



RUTHERFORD PUBLIC SCHOOLS  
TEACHERS SALARY GUIDE  
1990-91

Step	Level 1 BA	Level 2 BA + 15	Level 3 MA	Level 4 MA + 15	Level 5 MA + 30	Level 6 Ed.D Ph.D
1	26,435	26,810	27,430	28,880	29,400	30,900
2	26,785	27,135	27,785	29,140	30,520	32,020
3	27,130	27,485	28,625	30,410	31,735	33,235
4	27,675	28,820	29,755	31,725	32,955	34,455
5	28,335	29,200	31,080	32,975	34,270	35,770
6	29,050	30,430	32,340	34,235	35,555	37,055
7	30,050	31,670	33,570	35,490	36,925	38,425
8	31,320	32,940	34,955	36,750	38,415	39,915
9	32,590	34,300	36,315	38,125	39,900	41,400
10	33,855	35,630	37,770	39,845	41,415	42,915
11	35,255	37,030	39,155	41,330	42,930	44,430
12	36,650	38,485	40,675	43,125	44,680	46,180
13	39,965	41,565	43,410	45,865	47,800	49,300
14	42,860	45,205	46,150	48,600	51,120	52,620
15			49,800	52,070	55,230	56,730

After September 1, 1975, no faculty can move beyond the BA + 15 level without a Masters Degree.

Movement from the B.A. level to the M.A. level must be by graduate credits earned after receiving the B.A. degree. Movement from the M.A. level on must be by graduate credits earned after receiving the M.A. degree.

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RUTHERFORD PUBLIC SCHOOLS  
SECRETARIAL SALARY GUIDE  
1989-90

<u>Step</u>	<u>10 Month</u>	<u>11 Month</u>	<u>Adminis.</u>	<u>Asst Supts Secretary</u>	<u>Supts Secretary</u>
1	13,950	14,900	19,500	20,550	21,600
2	14,635	15,510	20,400	21,490	22,515
3	15,330	16,100	21,220	22,330	23,435
4	16,025	16,760	22,040	23,200	24,360
5	16,720	17,420	22,860	24,070	25,280
6	17,415	18,080	23,680	24,940	26,200
7	18,110	18,740	24,500	25,810	27,125
8	18,805	19,410	26,040	27,265	28,050
9	19,500	20,590	27,700	28,435	29,180
10	20,195	21,770			
11	20,890	22,950			

Secretaries who achieve the Professional Development Program Certificate will receive:

- 1st Certificate - Stipend of \$200
- 2nd Certificate - Stipend of \$300
- 3rd Certificate - Stipend of \$400

Stipends are not cumulative - rather they are paid as per certificate. Stipends are to be paid when certificates are received. Prior notification of receipt of certificate must be given to the Superintendent of Schools.

The Board will compensate secretaries who receive additional certification from the Professional Standards Program as follows:

- Level I - \$200
- Level II - \$400

The stipends are not cumulative - rather they are paid as per certificate. Stipends are to be paid when the certificate is received. Prior notification of receipt of certificate must be given to the Superintendent of Schools.

Vacations are governed by Board Policy No. 4433.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS  
CUSTODIAL SALARY GUIDE  
BUS DRIVER - MAINTENANCE  
1988-89

<u>Step</u>	<u>Messenger</u>	<u>Custodian Matron</u>	<u>Bus Driver</u>	<u>Maint. Class A</u>	<u>Maint. Class B</u>
1	13,250	17,700	19,150	21,730	20,140
2	13,950	18,445	19,935	22,750	21,040
3	14,650	19,265	20,720	23,770	21,940
4	15,350	20,085	21,505	24,790	22,870
5	16,050	20,700	22,290	25,810	23,745
6	16,750	21,360	23,075	26,770	24,645
7	17,450	22,075	23,860	27,850	25,550
8	18,180	23,050	24,645	28,870	26,450
9		24,090	25,435	29,920	27,350

No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to the evening shift.

Employees working the second or third shift shall be paid the 8% and 10% differential, respectively, when working these shifts.

Stipends will be paid as follows:

Head Custodian - High School           \$3,000  
Head Custodian - Union School         \$1,700  
Head Custodian - Pierrepont School   \$1,700

Vacations are governed by Board Policy No. 4433.

Effective July 1, 1983 all new full time bus drivers hired will be on a ten-month contract.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS  
CUSTODIAL SALARY GUIDE  
BUS DRIVER - MAINTENANCE  
1990-91

<u>Step</u>	<u>Messenger</u>	<u>Custodian Matron</u>	<u>Bus Driver</u>	<u>Maint. Class A</u>	<u>Maint. Class B</u>
1	14,890	19,885	21,520	24,420	22,630
2	15,730	20,725	22,460	25,565	23,640
3	16,570	21,645	23,400	26,710	24,650
4	17,410	22,570	24,340	27,855	25,660
5	18,250	23,255	25,280	29,000	26,670
6	19,090	24,000	26,220	30,145	27,690
7	19,930	24,805	27,160	31,290	28,780
8	20,775	25,900	28,100	32,435	29,865
9		27,530	29,065	34,190	31,255

No person in the employment of the Board of Education as of June 1, 1970 will at any time in the future be transferred involuntarily to the evening shift.

Employees working the second or third shift shall be paid the 8% and 10% differential, respectively, when working these shifts.

Stipends will be paid as follows:

Head Custodian - High School           \$3,000  
Head Custodian - Union School       \$1,700  
Head Custodian - Pierrepont School \$1,700

Vacations are governed by Board Policy No. 4433.

Effective July 1, 1983 all new full time bus drivers hired will be on a ten-month contract.

Salary increments are granted upon the recommendation of the Superintendent of Schools.

RUTHERFORD PUBLIC SCHOOLS  
AIDES GUIDE  
1988/89 - 1989/90 - 1990/91

<u>Step</u>	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>
1	\$6.50	\$6.75	\$7.00
2	6.75	7.00	7.25
3	7.25	7.50	7.75
4	7.50	7.75	8.25

One personal day shall be allowed per school year.

Aides will be granted one sick day per each month worked during any given school year. Said leave is pro-rated to actual hours worked and is accumulative.

Aides will be compensated for two holidays, namely Thanksgiving and Christmas. Payment will be made at the hourly rate and the number of hours worked per day. This benefit will begin in the third year of employment.

RUTHERFORD PUBLIC SCHOOLS  
ATHLETICS SALARY GUIDE  
1988/89 - 1989/90 - 1990/91

	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>
Athletic Director	3915	5000	5250
Football Head	3689	3910	4145
Assistant	2190	2321	2460
Assistant	2190	2321	2460
Assistant	2190	2321	2460
Assistant	2190	2321	2460
Boys Basketball Head	2996	3176	3367
Assistant	1846	1957	2074
Assistant	1846	1957	2074
Girls Basketball Head	2996	3176	3367
Assistant	1846	1957	2074
Baseball Head	2652	2811	2980
Assistant	1846	1957	2074
Assistant	1846	1957	2074
Girls Softball Head	2652	2811	2980
Assistant	1846	1957	2074
Assistant	1846	1957	2074
Soccer Head	2652	2811	2980
Assistant	1846	1957	2074
Assistant	1846	1957	2074
Boys Indoor Track Head	2652	2811	2980
Assistant	1846	1957	2074
Girls Indoor Track Head	2652	2811	2980
Boys Spring Track Head	2652	2811	2980
Assistant	1846	1957	2074
Assistant	1846	1957	2074
Girls Spring Track Head	2652	2811	2980
Assistant	1846	1957	2074
Boys Cross Country Head	2652	2811	2980
Girls Cross Country Head	2652	2811	2980

RUTHERFORD PUBLIC SCHOOLS  
HIGH SCHOOL STUDENT BODY ACTIVITIES  
SALARY GUIDE 1988/89 - 1989/90 - 1990/91

	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>
2 Class Sponsors-12th grade @ 697-738-783	1394	1476	1566
2 " " -11th grade @ 579-614-650	1158	1228	1300
2 " " -10th grade @ 466-493-523	932	986	1046
1 " " - 9th grade	350	371	394
6 Intramurals @ 913-959-1016	5478	5754	6096
Senior Play Director	980	1039	1101
Senior Play Music Director (if musical)	805	849	900
Stage Crew Director	1279	1355	1437
Vocal Ensemble (Special Chorus)	405	430	456
Audio-Visual	1729	1833	1943
Yearbook - Art & Literary	1746	1851	1962
Yearbook - Business	913	968	1026
Newspaper	913	959	1016
All School Play Director	980	1039	1101
Forensic	931	987	1046
G. O. Collector	1426	1497	1587
Student Council	1471	1560	1653
Band Director	2035	2157	2287
Band Front Director	645	684	725
Senior Play Choreographer	350	371	394
Math Team Advisor	465	486	510
National Honor Society	350	371	394
Decathlon	1471	1560	1653
Peer Counseling	1471	1560	1653

RUTHERFORD PUBLIC SCHOOLS  
HIGH SCHOOL CLUBS  
SALARY GUIDES 1988/89 - 1989/90 - 1990/91

	<u>1988-89</u>	<u>1989-90</u>	<u>1990-91</u>
Art Club		100	106
Biology Club		100	106
Business Club		100	106
Chemistry Club		100	106
DECA		100	106
French Club		100	106
German Club		100	106
Home Economics Club		100	106
Spanish Club		100	106
Computer Club		150	159
Drama Club		150	159
Health Career Club		150	159
Korean-Asian Club		150	159
Open Door Exchange		150	159
Photography Club		150	159
Physics/Astronomy Club		150	159
Psychology Club		150	159
Chess Club		200	212
Interact Club		200	212
Key Club		200	212
Mock Trial		200	212
Pep Club		200	212
SCRIBE		200	212
Ski Club		200	212
Varsity Club		200	212



