

Article XII - TEACHERS EMPLOYMENT

A. Credit for Prior Experience-

New Teachers

1. Placement on the teachers' salary guide shall be at the discretion of the Superintendent and Board of Education.
2. Each new teacher shall be placed on his proper step on the current Teacher Salary Guides upon verification of all contracted previous satisfactory teaching experience in a duly accredited public and/or private elementary or secondary school by the chief school administrator, or his/her designated representative, of the school(s) or school district(s) in which he/she was previously employed.
3. To receive credit for one year of teaching experience, a teacher shall have been under contract at least eight months of the school year. To receive credit for one-half year, a teacher shall have been under contract for at least four months of the school year.

B. Credit for Other Experience

1. The Board and the Association recognize the value of experience outside the specific area of employment and agree that some credit should be granted for related verified full-time contracted experience in other than a duly accredited public and/or private elementary or secondary school.
2. Additional credit-not to exceed four (4) years shall be granted for active military service.
3. Where such experience is not in the same area as that for which the teacher is being hired, such credit will be granted as follows: Full credit for the first three (3) years and half (1/2) credit for all remaining years.

C. All validations of prior and/or related experience shall be forwarded directly to the Superintendent of Schools on the official stationery of the previous employing agency within 30 calendar days after the teacher's appointment or proof of the request (return receipt) shall be submitted to the Superintendent of Schools within 30 days after appointment.

D. Teachers shall be notified, in writing, of their contract and salary status no later than May 15.

EAST ORANGE SALARY GUIDE
GROUP 1 - BA (10 Month Employees)

Salary Guide	2018-2019	2019-2020	2020-2021	2021-2022
Step	BA	BA	BA	BA
1.0	54,484	55,179	56,219	57,264
1.5	54,784	55,479	56,519	57,564
2.0	55,084	55,779	56,819	57,864
2.5	55,784	56,479	57,519	58,564
3.0	56,084	56,779	57,819	58,864
3.5	56,284	56,979	58,019	59,064
4.0	56,484	57,179	58,219	59,264
4.5	56,784	57,479	58,519	59,564
5.0	56,884	57,579	58,619	59,664
5.5	57,084	57,779	58,819	59,864
6.0	57,284	57,979	59,019	60,064
6.5	57,584	58,279	59,319	60,364
7.0	57,784	58,479	59,519	60,564
7.5	58,084	58,779	59,819	60,864
8.0	58,334	59,029	60,069	61,114
8.5	58,734	59,429	60,469	61,514
9.0	60,334	61,029	62,069	63,114
9.5	61,334	62,029	63,069	64,114
10.0	62,334	63,029	64,069	65,114
10.5	64,234	64,929	65,969	67,014
11.0	66,034	66,729	67,769	68,814
11.5	67,834	68,529	69,569	70,614
12.0	69,834	70,529	71,569	72,614
12.5	72,814	73,509	74,549	75,594
13.0	75,314	76,009	77,049	78,094
13.5	78,146	78,841	79,881	80,926
14.0	81,196	81,891	82,931	83,976
14.5	84,246	84,941	85,981	87,026
15.0	87,296	87,991	89,031	90,076
15.5	90,346	91,041	92,081	93,126
16.0	93,729	94,829	96,029	97,329

**East Orange Salary Guide
Group 2 – MA (10 Month Employees)**

Salary Guide	2018-2019	2019-2020	2020-2021	2021-2022
Step	MA	MA	MA	MA
1.0	60,184	60,879	61,919	62,964
1.5	60,484	61,179	62,219	63,264
2.0	60,784	61,479	62,519	63,564
2.5	61,084	61,779	62,819	63,864
3.0	61,384	62,079	63,119	64,164
3.5	61,684	62,379	63,419	64,464
4.0	61,984	62,679	63,719	64,764
4.5	62,284	62,979	64,019	65,064
5.0	62,584	63,279	64,319	65,364
5.5	62,884	63,579	64,619	65,664
6.0	63,184	63,879	64,919	65,964
6.5	63,484	64,179	65,219	66,264
7.0	63,784	64,479	65,519	66,564
7.5	64,084	64,779	65,819	66,864
8.0	64,384	65,079	66,119	67,164
8.5	64,684	65,379	66,419	67,464
9.0	65,684	66,379	67,419	68,464
9.5	67,684	68,379	69,419	70,464
10.0	69,184	69,879	70,919	71,964
10.5	70,184	70,879	71,919	72,964
11.0	72,184	72,879	73,919	74,964
11.5	73,684	74,379	75,419	76,464
12.0	76,684	77,379	78,419	79,464
12.5	78,451	79,146	80,186	81,231
13.0	82,064	82,759	83,799	84,844
13.5	86,451	87,146	88,186	89,231
14.0	89,501	90,196	91,236	92,281
14.5	92,551	93,246	94,286	95,331
15.0	95,601	96,296	97,336	98,381
15.5	97,244	97,939	98,979	100,024
16.0	100,443	101,543	102,743	104,043

East Orange Salary Guide
Group 3 – MA+15 (10 Month Employees)

Salary Guide	2018-2019	2019-2020	2020-2021	2021-2022
Step	MA + 15	MA + 15	MA + 15	MA + 15
1.0	61,684	62,379	63,419	64,464
1.5	61,884	62,579	63,619	64,664
2.0	62,184	62,879	63,919	64,964
2.5	62,484	63,179	64,219	65,264
3.0	62,784	63,479	64,519	65,564
3.5	63,084	63,779	64,819	65,864
4.0	63,384	64,079	65,119	66,164
4.5	63,684	64,379	65,419	66,464
5.0	63,984	64,679	65,719	66,764
5.5	64,284	64,979	66,019	67,064
6.0	64,584	65,279	66,319	67,364
6.5	64,884	65,579	66,619	67,664
7.0	65,184	65,879	66,919	67,964
7.5	65,484	66,179	67,219	68,264
8.0	65,784	66,479	67,519	68,564
8.5	66,084	66,779	67,819	68,864
9.0	67,184	67,879	68,919	69,964
9.5	68,684	69,379	70,419	71,464
10.0	70,684	71,379	72,419	73,464
10.5	71,684	72,379	73,419	74,464
11.0	73,684	74,379	75,419	76,464
11.5	75,184	75,879	76,919	77,964
12.0	77,684	78,379	79,419	80,464
12.5	80,451	81,146	82,186	83,231
13.0	84,564	85,259	86,299	87,344
13.5	87,451	88,146	89,186	90,231
14.0	90,501	91,196	92,236	93,281
14.5	93,551	94,246	95,286	96,331
15.0	96,601	97,296	98,336	99,381
15.5	98,920	99,615	100,655	101,700
16.0	102,025	103,125	104,325	105,625

EAST ORANGE SALARY GUIDE
GROUP 4 - MA+32 (10 Month Employees)

Salary Guide	2018-2019	2019-2020	2020-2021	2021-2022
Step	MA + 32	MA + 32	MA + 32	MA + 32
1.0	68,484	69,179	70,219	71,264
1.5	68,784	69,479	70,519	71,564
2.0	69,084	69,779	70,819	71,864
2.5	69,384	70,079	71,119	72,164
3.0	69,684	70,379	71,419	72,464
3.5	69,984	70,679	71,719	72,764
4.0	70,284	70,979	72,019	73,064
4.5	70,584	71,279	72,319	73,364
5.0	70,884	71,579	72,619	73,664
5.5	71,184	71,879	72,919	73,964
6.0	71,484	72,179	73,219	74,264
6.5	71,784	72,479	73,519	74,564
7.0	72,084	72,779	73,819	74,864
7.5	72,384	73,079	74,119	75,164
8.0	72,684	73,379	74,419	75,464
8.5	72,984	73,679	74,719	75,764
9.0	74,284	74,979	76,019	77,064
9.5	75,284	75,979	77,019	78,064
10.0	76,284	76,979	78,019	79,064
10.5	79,284	79,979	81,019	82,064
11.0	80,784	81,479	82,519	83,564
11.5	82,184	82,879	83,919	84,964
12.0	83,684	84,379	85,419	86,464
12.5	86,451	87,146	88,186	89,231
13.0	90,064	90,759	91,799	92,844
13.5	94,951	95,646	96,686	97,731
14.0	98,001	98,696	99,736	100,781
14.5	101,051	101,746	102,786	103,831
15.0	104,101	104,796	105,836	106,881
15.5	105,183	105,878	106,918	107,963
16.0	108,288	109,388	110,588	111,888

EAST ORANGE SALARY GUIDE
GROUP 5 – DOC (10 Month Employees)

Salary Guide	2018-2019	2019-2020	2020-2021	2021-2022
Step	DO C	DO C	DO C	DO C
1.0	69,734	70,429	71,469	72,514
1.5	70,034	70,729	71,769	72,814
2.0	70,334	71,029	72,069	73,114
2.5	70,634	71,329	72,369	73,414
3.0	70,934	71,629	72,669	73,714
3.5	71,234	71,929	72,969	74,014
4.0	71,534	72,229	73,269	74,314
4.5	71,834	72,529	73,569	74,614
5.0	72,134	72,829	73,869	74,914
5.5	72,434	73,129	74,169	75,214
6.0	72,734	73,429	74,469	75,514
6.5	73,034	73,729	74,769	75,814
7.0	73,334	74,029	75,069	76,114
7.5	73,634	74,329	75,369	76,414
8.0	73,934	74,629	75,669	76,714
8.5	74,234	74,929	75,969	77,014
9.0	75,534	76,229	77,269	78,314
9.5	76,534	77,229	78,269	79,314
10.0	77,534	78,229	79,269	80,314
10.5	80,534	81,229	82,269	83,314
11.0	82,034	82,729	83,769	84,814
11.5	83,434	84,129	85,169	86,214
12.0	84,934	85,629	86,669	87,714
12.5	87,701	88,396	89,436	90,481
13.0	91,314	92,009	93,049	94,094
13.5	96,201	96,896	97,936	98,981
14.0	99,251	99,946	100,986	102,031
14.5	102,301	102,996	104,036	105,081
15.0	105,351	106,046	107,086	108,131
15.5	106,433	107,128	108,168	109,213
16.0	109,538	110,638	111,838	113,138