

#424

AGREEMENT BETWEEN  
THE CAMDEN BOARD OF EDUCATION  
and  
THE CAMDEN EDUCATION ASSOCIATION  
(Support Units)

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X July 1, 1987 through June 30, 1990

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PREAMBLE

THIS AGREEMENT is entered into this            day of  
1988, by and between the Board of Education of the City of  
Camden, New Jersey, hereinafter called the "Board," and the  
Camden Education Association, hereinafter called the  
"Association." The duration of this Agreement will be as  
provided in Article XXXIII.

ARTICLE I  
RECOGNITION

A. Pursuant to N.J.S.A. 34:13A-1, et seq., as amended, known as the New Jersey Employer-Employee Relations Act, the Camden Board of Education hereby recognizes the Camden Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all instructional assistants; mobile van drivers/instructional assistants; media personnel; community coordinators; parent coordinators; school bus aides; school law enforcement officers; attendance officers; clerical aides; and all secretarial and clerical employees under contract with the Board, or on leave from the school district, but excluding all confidential secretarial and clerical employees. Confidential employees excluded from the unit include the following: Secretary to the Superintendent; Secretary to the Deputy Superintendent; and the Secretaries to the Assistant Superintendents.

B. 1. Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as above defined.

2. "Seniority" shall be based on an employee's continuous length of service with the Board.

ARTICLE II  
NEGOTIATIONS PROCEDURE

A. In accordance with the provisions of N.J.S.A. 34:13A-1, et seq., as amended, the parties agree to commence negotiations on a successor Agreement not later than November first of the calendar year preceding that calendar year in which this Agreement expires.

B. Upon reasonable written request by the President of the Association to the Superintendent and Board Secretary, the Board agrees to make known to the President when and where the Association may obtain documents that the Board is required by law to release.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed the Agreement.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.



ARTICLE III  
GRIEVANCE PROCEDURE

A. Definition:

A "grievance" shall mean a complaint by an employee of the Association that there has been to him a personal loss, injury or inconvenience because of a violation, misinterpretation or misapplication of this Agreement. A grievance to be considered under this procedure must be initiated in writing by the employee or the Association within thirty (30) calendar days from the time when the employee or the Association knew or should have known of its occurrence.

B. Procedure:

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant or the Association to proceed to the next step. 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 acceptance of the decision rendered at that step.

(b) It is understood that grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

2. Any employee who has a grievance shall discuss it first with the Principal or immediate supervisor in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) work days, he/she shall initiate a grievance in writing on the appropriate forms (see forms attached as part of appendix) to the Principal or immediate supervisor.

The Principal or immediate supervisor shall communicate a decision to the grievant in writing within five (5) work days of receipt of the written grievance.

4. The employee no later than five (5) work days after receipt of the Principal's or immediate supervisor's decision, may appeal that decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the Principal or immediate supervisor as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The Superintendent shall communicate a decision in writing to the grievant and to the Association directed to the Chairperson of its Professional Rights and Responsibilities Committee and the Principal or immediate supervisor.

5. If the grievance is not resolved to the grievant's or Association's satisfaction, the grievant, no later than five (5) work days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be in writing and sent to the President of the Board of Education with carbon copies to the Superintendent of Schools and the Board.

Secretary. The Board shall review the grievance at the next regular meeting of the board if the request is received in time to be included on the agenda for the meeting. The Board shall provide the Association with the dates when Board meeting agendas are set. The Board shall inform the grievant and the Association in writing within five (5) work days after the Board's review of the grievance of the Board's decision on the grievance or the date, time and place when the Board shall hold a hearing with the grievant. Said hearing, if granted by the Board, shall be held no later than the next regular meeting of the Board. Within five (5) work days after said hearing, the Board shall notify the grievant and the Association in writing of its decision on the grievance. The Board shall not be required to give reasons for its decision. Decisions of the Superintendent in the following matters shall be final and such decisions shall not be subject to appeal to the Board:

- (a) Any matter for which a method of review is prescribed by law; or
- (b) Any rule or regulation of the State Commissioner of Education; or
- (c) By-laws of the Board of Education; or
- (d) Any matter which, according to law, is either beyond the scope of Board authority or limited to action by the Board alone; or
- (e) A complaint of a non-tenured employee or probationary employee which arises by reason of not being re-employed.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the Association and the

Association wishes review by a neutral third party, it shall so notify the Board through the Superintendent within ten (10) work days of receipt of the Board's decision.

7. (a) The parties agree to use the arbitration panel which was implemented during the 1985-87 Agreement. The panel shall consist of the following arbitrators: Herbert Haber, Edward Levin, Robert Mitrani, Barbara Zausner Tener, Jeffrey Tener, Joel Weisblatt, Joseph Wildebush. The parties agree to be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association.

(b) The Arbitrator shall be limited to the issues submitted and shall consider nothing else. The Arbitrator can add nothing to, nor subtract anything from, the Agreement between the parties or any policy of the Board of Education. The recommendations of the Arbitrator shall be binding on the parties. Only the Board and the aggrieved and their representatives shall be given copies of the Arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the Arbitrator's hearings.

8. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

9. In the event a grievance is filed at such times that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year,

could result in irreparable harm to a grievant, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

C. Rights of Employees to Representation:

(1) Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at the grievant's option, by a representative selected or approved by the Association.

(2) When an employee is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent, or at a later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

(3) The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting an appeal with respect to personal grievances.

D. 1. If, in the judgment of the Association, a grievance affects a group or class of employees in more than one school building, the Association may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall commence at that level. The Association shall have the exclusive right to pursue such grievances.

2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.

3. The Association shall be responsible for reproducing and distributing the approved grievance forms. The Board shall have the responsibility to reproduce and distribute the approved decision form.

E. Salary Appeals:

1. A grievance involving a question of salary shall be initiated by filing a duplicate statement of grievance with the Superintendent of Schools and the Board Secretary for ruling, with right to appeal to the Board or Committee thereof, and may thereafter proceed under Sections B6 and B7 of this Article.

F. Costs:

1. Each party will bear the total cost incurred by themselves.

2. The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

3. If time is lost by any employee due to arbitration hearings or mutually scheduled grievance proceedings, the employee shall suffer no loss of compensation.

ARTICLE IV  
EMPLOYEE RIGHTS

A. No employee shall be disciplined or reprimanded without just cause.

B. Whenever any employee is required to appear before the Superintendent or his/her designee, the Board or any committee thereof concerning any matter which could adversely affect the continuation of that employee in his/her office, position or employment or the salary or any increments pertaining thereto, then the employee shall be given reasonable prior written notice of the reason(s) for such meeting or interview and his/her right to have a representative of the Association present for advisement and representation during such meeting or interview. The Association shall receive a copy of this notice.

C. Support staff, except attendance officers, shall not transport students in a private automobile. Attendance officers may be required to transport students in a private automobile in an emergency. Attendance Officers may also be required to transport truant pupils.

D. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

E. Attendance officers shall be granted tenure in accordance with N.J.S.A. 18A: 38-33.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Representatives of the Association, the Camden County Council of Education Associations, the New Jersey Education Association, and the National Education Association may be permitted to transact official Association business on school property at reasonable times provided that notification has been given to the building Principal or administrator in charge.

B. The Association and its representatives may have the right to use school buildings at reasonable hours for meetings provided prior written permission has been granted by the School Business Administrator. Permission may only be granted if the Association makes a written request to the School Business Administrator a minimum of twenty-four (24) hours before the meeting and gives a copy of the request to the building Principal.

C. The Association shall have the use of a bulletin board in each faculty lounge in each building. Copies of all materials to be posted on such bulletin boards shall be given to the building Principal, or Administrator in charge.

D. 1. Only the Association shall have the right to reasonable use of the school mailboxes and the inter-school mail facilities provided the following procedures are followed by the Association.

D. 2. Mailboxes may be used as the Association deems necessary for distribution of any materials delivered within an



envelope without the approval of the building Principal or other members of the Administration. For all other materials, the Association may use the school mailboxes in a reasonable manner with permission of the building Principal, which permission shall not be unreasonably withheld.

D. 3. In the case of a system-wide or a substantial distribution of material, the Association shall deliver said materials in packages for each school to the central warehouse not later than Friday for delivery the following Monday. In the case of a minor delivery, the Association may deliver the material properly addressed and packaged by school, to their respective main office not later than Friday for delivery the following Monday.

E. Materials addressed to building representatives received in the building will be placed in their mailboxes.

F. The President or his/her designee in his/her absence and/or the Chairperson of the Professional Rights and Responsibilities Committee or his/her designee in his/her absence shall have freedom to enter and leave their assigned buildings and other buildings at reasonable times during the work day when they are not otherwise assigned, provided they notify their building principal or administrator in charge, in person, and they notify the building Principal or administrator in charge, in person, of any other building that they wish to enter.

G. The rights and privileges of the Association and representatives as set forth in this Agreement shall be granted

only to the Association as the exclusive representative of the employees, and to no other organization.

H. The Board agrees to supply the Association with names and addresses of all employees on October 1, and with names and building assignments on February 1, of each year. The Board shall also provide the Association in August with the names and addresses of employees to be initially employed as of September first. This information shall be used by the Association only for organizational purposes. The Board shall bear no responsibility for the use of this information after it has been supplied to the Association. The Board shall send to the Association copies of all bulletins that go out to personnel represented by the Association.

I. The Association shall be allotted a maximum of thirty (30) minutes as part of the regular program for orientation of new employees at the beginning of each school year. The Association may appoint a member of the Committee which plans the orientation program.

J. Whenever members of the Negotiations Committee of the Association are mutually scheduled to participate during working hours in negotiations, they shall suffer no loss in pay.

K. The Board of Education shall grant a full leave of absence with pay and with all hospital and insurance benefits to the President of the Association or his/her designee during the term of office of the President. The Association shall reimburse to the Board of Education the full cost for the salary and all hospitalization and other insurance coverage afforded the

President, or his/her designee, under this provision. Upon return from this leave of absence, the Association President, or his/her designee, shall be entitled to credit for the year of leave for purposes of the salary increment program.

L. Association Leave Days. (See 1987-1990 Side Bar Agreement)

ARTICLE VI  
BOARD RIGHTS

A. The Association recognizes that the Board may not by agreement delegate authority and responsibility which by law are imposed upon and lodged with the Board.

B. It is understood by all parties that, under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.

C. The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions within the school district and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duties because of lack of work, or other legitimate reasons; (d) to maintain the efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and, (f) to take whatever other actions may be necessary to carry out the mission of the school district in any situation.

## ARTICLE VII

### SALARIES

A. The salaries for all employees covered by this Agreement shall be as set forth in the Salary Schedules which are attached hereto and made a part thereof, except as otherwise provided below and consistent with the further provisions of this Article.

#### B. Implementation of Schedules

1. All employees shall receive their salary increment, if so entitled, and the salary schedule increase as negotiated.

2. Prior local service shall reflect years of service to the Board. A minimum of five (5) months of local service shall be required to gain a year's creditable service within the particular school year for ten (10) month employees. A minimum of six (6) months of local service shall be required to gain a year's creditable service within the particular school year for twelve (12) month employees.

3. Twelve (12) month employees shall receive an increment effective the first pay in July and ten (10) month employees shall receive an increment effective the first pay in September. Employees shall render at least five (5) months service in a particular school year to be entitled to an increment.

4. When a payday falls on or during a school holiday, employees shall receive their pay checks on the last previous work day.

5. Rates of compensation shall be as established by this Agreement only and no other types of compensation shall be paid to employees unless otherwise negotiated by the parties to this Agreement.

6. The Board agrees to pay to secretaries and clerks, time and one-half (1-1/2) of the regular rate for all time worked as overtime that has been scheduled by the immediate supervisor, and approved by the Superintendent, or Board Secretary.

7. Ten (10) month secretaries and clerks who work one (1) week prior to September 1st, shall be paid on a pro-rata salary based on their regular ten (10) month salary. Employees who work this week shall be on a voluntary basis.

#### C. Educational Advancement

1. To qualify for any educational credit advancement, if available on the applicable salary guide, an employee must provide verification of the credits by an official transcript. Approval of the credits is subject to the Superintendent or his/her designee.

2. An employee who qualifies for educational credit advancement shall be adjusted laterally in step to the appropriate training level in September, provided that notification has been submitted to the Superintendent's office before September 30. If notice is received after October 1, credit advancement shall be implemented the next year.

ARTICLE VIII

TRANSFERS AND REASSIGNMENTS

A. No later than June 1st, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year.

B. Employees who desire to transfer to another building may file a written statement of such desire to the Superintendent or his/her designee. Such statement shall include the school or office to which he/she desires to be transferred, in order of preference. Such requests for reassignments and transfers for the following year shall be submitted no later than June 30th.

C. Notice of an involuntary transfer or reassignment from position shall be given to an employee as soon as practicable.

D. Except in cases of emergency, an involuntarily transferred employee, at the employee's request, shall have the right to a conference with his/her principal or administrator in charge and the Superintendent or his/her designee prior to the effectuation of the transfer.

ARTICLE IX

PROMOTIONS

A. A notice of a vacancy in a promotional position shall be sent to each work location and a copy of the record shall be sent to the Association thirty (30) days before the final date when applications must be submitted.

B. Employees who desire to apply for such vacancies, shall submit their applications in writing to the Superintendent within the time limit specified within the notice. After submitting an application for promotion, such employee may verify that his/her application is on file by contacting the Director of Personnel or his/her designee. When the vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.

C. Employees 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.

D. Secretaries and Clerks

1. Whenever a secretary or clerk is advanced to a higher classification, he/she shall receive a promotional adjustment as follows:

(a) Advancement to positions in Group I, II-A and II-B shall receive a \$400.00 promotional adjustment.



(b) Advancement to positions in Group III or IV shall receive a \$300.00 promotional adjustment.

2. Secretaries or clerks promoted to a higher classification shall receive the above promotional increase or the minimum rate of the higher classification, whichever is greater. Effective upon the promotion, the secretary or clerk shall be placed on the step on the new classification which coincides with the new salary. If a secretary or clerk's salary, upon promotion, is between two steps on the new grade, the employee shall be adjusted to the step closest to the new salary, upward or downward. If the new salary is midway between two steps, the secretary or clerk shall be adjusted upward.

ARTICLE X

EVALUATION PROCEDURE

A. In an attempt to provide a basis for employee improvement and to measure employee effectiveness, all employees shall be subject to periodic observation and evaluation of their work. For each tenured employee this shall occur not less than two (2) times each school year. For each non-tenured employee this shall occur not less than four (4) times each school year.

B. In all cases, summary comments in narrative form shall be included in the completion of the Observation Report form. In cases where need for improvement has been indicated, improvement areas shall be specified and recommendations for improvement shall be included on the completed form.

C. Employees shall be informed when an evaluative observation of which a record will be made is being conducted.

D. Employees shall have the right, upon request, to a confidential conference with the evaluator within a reasonable time after the completion of the evaluation.

E. Employees shall receive a copy of all evaluation reports.

ARTICLE XI  
PERSONNEL FILES

A. Employees shall have the right, upon request, to review the contents of their personnel file two (2) times per year. Confidential recommendations which were submitted upon the employee's employment in the school system would not be subject to this review.

B. If there is any material in the personnel file which the employee believes to be derogatory, the employee may submit a written answer to such material which shall be placed in the file.

C. All employees shall have the right to make copies of any documents in the personnel file.

D. The Board shall establish one official personnel file for each employee.

ARTICLE XII

SICK LEAVE

A. All employees shall be entitled to thirteen (13) accumulative sick leave days as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Employees shall be given each year, by January 31st, a written accounting of accumulated sick leave days as of September 1st of that school year.

C. All persons initially hired after September 1st shall, during their first year of employment, be entitled to use sick days on a pro-rata basis, depending upon the number of months worked in the first year.

D. Unused sick leave days accumulated during the regular school year may be used during Summer employment assignments.

E. Employees who do not use any sick leave days during the course of a school year shall receive a One Hundred (\$100.00) Dollar United States Savings Bond. Employees who do not use any leave time during the course of a year, with the exception of vacation time, shall receive One Hundred (\$100.00) Dollars cash. The Board shall remit these monies to the employee no later than thirty (30) days after the close of the school year.

F. Upon retirement from the Camden Schools, employees shall be paid Thirty (\$30.00) Dollars for each unused sick leave day accumulated at the time of retirement. If an employee dies,

his/her estate shall receive the value of the accumulated sick days.

G. Effective with the 1988-89 school year, a Sick Leave Bank shall be established for the purpose of providing compensable leave coverage to bargaining unit members who are absent due for an extended period due to catastrophic illness or injury. This Bank shall operate in accordance with the following rules and regulations.

1. The Sick Bank shall become effective and be implemented July 1, 1988.

2. An employee may participate in the Sick Bank if he/she has donated a minimum of one (1) earned and accumulated sick day during an enrollment period prior to the employee's request to utilize the Sick Bank. Each year, the enrollment period shall be June 1 to June 30. Employee contributions shall be voluntary.

3. The Board shall add one (1) day to the Sick Bank for every four (4) days contributed by an employee.

4. The Sick Leave Bank shall be available only to those employees who have: a) exhausted all of their earned and accumulated leave time (ex. vacation, sick, personal), and b) have been absent a minimum of thirty (30) consecutive workdays.

5. An employee who is eligible to utilize the Sick Bank must submit a written request to do so to the Superintendent or his/her designee. The request shall outline the nature of the problem and the reason(s) for the requested use of the Bank and shall include medical verification of illness, injury or

disability. Verification of continued disability may be required at reasonable intervals. The Board reserves the right to have the bargaining unit member examined by medical personnel of its choice.

6. An employee's use of the Sick Bank shall be subject to approval of the Board or its designee.

7. An employee shall be entitled to no more than 150 Sick Bank days in a year (July-June).

8. Sick Leave Bank days cannot be extended automatically from one work year to another. Beginning the next year, an employee who is unable to return to work must use his/her accumulated sick leave days before drawing upon the Sick Leave Bank.

## ARTICLE XIII

### TEMPORARY LEAVES OF ABSENCE

A. All employees shall be entitled to two (2) personal leave days without refund within each school year, provided that a formal request is initiated stating the reasons therefor. Said request shall be approved by the Superintendent and shall have been submitted at least five (5) work days prior to the day requested, except in extreme emergency. A copy of the request shall be filed with the immediate supervisor at the same time it is forwarded to the Superintendent. Except in extreme emergency, personal leave shall not be granted prior to September 15th or after June 1st, or immediately prior to or after any scheduled vacation period or school holiday. Any personal leave days not utilized by the employee during the school year shall, at the end of the school year, be accumulated and added to the individual employee's sick leave accumulation.

B. Employees hired after February 1st shall not be entitled to any personal days. Employees hired prior to February 1st shall only be entitled to use their personal days after they have worked ninety (90) days.

C. In case of absence on account of death of a husband or wife, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to five (5) consecutive workdays, which shall run from the date of death. The use of other leave time, e.g., vacations, shall not extend the available funeral leave time under this provision. This provision will

also apply in the case of death of a resident member of the immediate household of the employee.

D. In case of absence on account of death of a father-in-law or a mother-in-law, full salary shall be paid for a period of up to three (3) consecutive workdays, which shall run from the date of death. The use of other leave time, e.g., vacations, shall not extend the available funeral leave time under this provision.

E. One (1) day's absence without loss of pay shall be allowed to attend the funeral of grandparents, great-grandparents, aunt, uncle, niece, nephew, first cousin, or any in-law not covered by the preceding paragraphs, when such funeral services occur from Monday through Friday.

F. Employees may be allowed to attend the funeral of a co-worker or student without loss of pay upon receiving such permission from the Superintendent.

G. Employees receiving a college degree, or whose son, daughter, husband or wife is receiving a college degree, may be allowed one (1) day's absence to attend the graduation exercises without loss of salary. Request for such permission must be made in writing to the Superintendent one (1) month in advance.

H. All military service absence by employees of not more than ten (10) working days annually for temporary, short-term military service shall be treated as "Absence with Permission" requiring no refund, and shall not be counted as part of vacation days. Absence in excess of ten (10) working days shall require full refund.



I. For absence to be married, all employees shall be granted leave of absence not to exceed one (1) calendar week. Payroll deductions for this absence shall be in accordance with Administrative Manual regulations and with rates set for absences.

J. All requests for permission to be absent for reasons other than illness must be made in writing to the Superintendent and submitted for Board review and approval.

K. Employees who are required to serve jury duty shall receive their full salary for the day(s) served and remit to the Board the amount of their jury pay.

ARTICLE XIV

EXTENDED LEAVES OF ABSENCE

A. A leave of absence without pay of up to one (1) year may be granted to any employee who joins the Peace Corps.

B. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. This shall not apply beyond one tour of duty of enlistment.

C. Any employee who becomes pregnant shall be entitled to use sick leave pursuant to Article XII of the Agreement for pregnancy-related illness or disability and/or to take unpaid maternity leave subject to the procedures set forth below.

General Procedures:

1. Any employee who becomes pregnant shall notify the Principal and the Superintendent in writing within three (3) months of the pregnancy.

2. After the fifth month of pregnancy, the employee shall furnish the Principal and Superintendent with a certificate from an obstetrician or gynecologist stating that she is physically capable of performing the duties of her position.

3. If a Principal finds that an employee's pregnancy interferes with the performance of her duties, he/she shall document such in writing and shall request a medical report from her obstetrician or gynecologist. The matter shall then be referred to the Board, along with all documentation, for their

review and determination of the employee's ability to continue to perform the duties of her position.

4. After childbirth, the employee may return to work within six (6) weeks, unless the employee submits a written report and/or documentation from her obstetrician or gynecologist stating that she is not medically fit to perform all the duties of her position. An employee shall submit proof of the date of birth of the child.

5. If a Principal finds that an employee's condition after pregnancy interferes with the performance of her duties, he/she shall document such in writing and shall request a medical report from the employee's obstetrician or gynecologist. The matter shall then be referred to the Board, with all documentation, for their review and determination of the employee's ability to continue to work.

Sick Leave:

1. Employees are entitled to use sick leave for pregnancy-related illness or disability upon submission of satisfactory proof and/or documentation of such illness or disability. This proof and/or documentation shall be subject to the approval of the Superintendent or his/her designee.

2. Employees who are absent for more than five (5) days must file a medical certificate stating the nature of the illness pursuant to the provisions of Article XII of the Agreement.

3. No employee on maternity leave or on any other type of unpaid extended leave is entitled to the use of sick leave.

Maternity Leave:

1. Maternity leave shall be granted to any employee who becomes pregnant should such employee fail to provide the medical certificate required pursuant to Section C.2. above, or who is determined to be unable to perform her duties by reason of her pregnancy, in accordance with Section C.3. above.

2. Maternity leave may be granted at any time during pregnancy upon presentation of a certificate from an obstetrician or gynecologist stating that such medical leave is vital to the employee's health.

3. An employee shall be permitted to return from maternity leave upon satisfying the certification requirements set forth in Section C.4. above, provided that no determination of unfitness is made in accordance with Section C.5. above.

4. An employee who exhausts her sick leave for pregnancy-related illness or disability may, at that time, be granted a maternity leave.

D. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a tenured employee's immediate family. Additional leave may be granted at the discretion of the Board.

E. The Board may grant a leave of absence without pay to any employee to serve in a public office.

F. Other leaves of absence without pay may be granted by the Board for good reason.

G. Upon return from leave granted pursuant to Sections A or B of this Article, a tenured employee shall be considered as if

actively employed by the Board during the leave provided, however, that time spent on said leaves shall not count or accrue toward the fulfillment of the time requirements for acquiring increment credit. Nor shall an employee receive increment or experience credit for time spent on an unpaid leave granted pursuant to Sections, C, D, E or F of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure. Applications for leave are subject to the approval of the Superintendent and the Board of Education. This provision shall be applied consistent with applicable statute and/or regulation.

1. All benefits to which an employee was entitled at the time the leave of absence commenced, including unused accumulated sick leave, shall be restored upon return, and every effort shall be made to assign the employee to the same position which was held at the time said leave commenced, if available.

H. All extension or renewals of leaves shall be applied for in writing. If the Board approves such application, the employee shall be notified in writing.

I. Employees granted an extended leave of absence shall be notified by a written letter from the Board of their rights to insurance benefits while on said leave.

ARTICLE XV

PROTECTION OF EMPLOYEES AND THEIR PROPERTY

A. The Superintendent of Schools shall appoint a committee to study incidents of assault and accident involving employees which may be connected with their employment and shall file a report with the Board of Education through the Superintendent on each incident. Membership of this committee shall be selected from names recommended to the Superintendent by the Association, such recommendations to be submitted by July 1st each year.

B. Employees shall immediately report cases of assault or accident by them in connection with their employment to their immediate supervisor. Such notification shall also be immediately forwarded to the Superintendent. The Association may consult with the Superintendent, who shall comply with any reasonable request from the Association for information in the possession of the Superintendent relating to the incident or person involved, subject to review by the Board Solicitor.

C. A joint committee of members appointed by the Superintendent and members appointed by the Association shall review emergent and non-emergent health and safety conditions.

D. Any case of assault on an employee on or off school property when the employee is engaged in school business shall be promptly reported in writing to the principal, Superintendent, and school nurse.

E. The Board of Education agrees to prosecute to the fullest extent permitted by law any person or group of persons

involved in an assault against an employee or vandalism or theft of his/her property while such employee is in the performance of his/her assigned duties.

F. Each school year, the Board of Education shall schedule, during regular working hours, an in-service program in each building to deal with security and safety. Such in-service shall deal with specific responsibilities of both the Administration, building and central, and employees in working toward a healthful and safe work place.

ARTICLE XVI

INSURANCE PROTECTION

A. For the duration of this Agreement, the Board will continue to assume the cost of one hundred (100%) percent of individual employee and dependent coverage, where appropriate, in the New Jersey School and State Employees Health Benefits Program (Blue Cross-Blue Shield, Rider J and Major Medical Coverage).

B. For the duration of this Agreement, the Board of Education will continue to assume one hundred (100%) percent of the individual employee and dependent coverage, where appropriate, for the prescription drug insurance program.

C. Effective July 1, 1987, the Board of Education shall continue to provide to individual employees such dental coverage that was in effect immediately preceding July 1, 1987, at a cost not to exceed One Hundred Twenty-Five (\$125.00) Dollars per annum. There shall be no cost to the employee. The carrier for the dental program will be selected by the Board of Education in its discretion after consultation with the Association.

D. Any and all premium increases levied by the carriers during the life of the Agreement, for the insurances provided for in Sections A and B shall be borne by the Board. Premiums for the insurances described in this Article, Sections A, B, and C, which are in effect on the last day of the term of this Agreement shall constitute the Board's future premium liability, unless and/or until an increase thereon is negotiated during the course



of the contract negotiations for a successor to the 1987-1990 Agreement.

E. The Board and the Association shall establish a joint committee in the 1987-88 school year to study the level and cost of current health, prescription and dental insurances, with the objective of reducing and/or controlling costs, as well as providing improved coverage if possible. The Superintendent, on behalf of the Board, and the Association will each select three (3) members to sit on the committee. The committee will be chaired by the Superintendent or his/her designee. Said committee shall have a duration of six (6) months, and shall report its findings to the Board by June 1, 1988.

ARTICLE XVII

TUITION REIMBURSEMENT

A. Effective July 1, 1988, there shall be available a total of twenty-five thousand dollars (\$25,000.00) for the 1988-89 year for tuition reimbursement. A total of twenty-five thousand dollars (\$25,000.00) shall also be available for the 1989-90 year for tuition reimbursement.

B. Employees may apply for tuition reimbursement by submitting a written request to the Superintendent or his/her designee a minimum of one (1) month prior to the commencement of a course. The application for tuition reimbursement shall include all reasons for taking a course or courses. All courses must be directly related to an employee's duties.

C. Approval of courses shall be subject to the Superintendent or his/her designee.

D. Tuition reimbursement shall be contingent on the employee receiving a grade of "C" or better. The employee must submit an official transcript upon completion of the course(s).

E. Tuition for a course shall be paid at the State Teacher's College rate of pay.

ARTICLE XVIII

DEDUCTIONS FROM SALARY

A. The Board agrees to deduct the dues of the Association in accordance with the provisions of Statute and the appropriate rules and regulations, upon proper notification by the Association to the Secretary of the Board.

B. The Association agrees to save the Board harmless from any action by the Association regarding funds involved in the implementation of the Article after those funds have been transmitted to the representative designated by the Association.

C. The Board agrees to deduct appropriate amounts authorized by employees who wish to participate in the Deferred Annuity Program.

D. 1. The Association will submit to the Board, prior to November 1, a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees the amount of the representation fee which shall be an amount equal to eight-five (85%) percent of those dues certified by the Association, and promptly transmit the amount so deducted to the Association.

2. If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under the Article, the Board will deduct the unpaid portion of the fee from the last

paycheck paid to such employee during the membership year in question.

3. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will be the same as those used for the deduction and transmission of regular membership dues to the Association.

4. On or about the last day of each month, after November 1, the Board will submit to the Association a list of all employees who began their employment during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees and assignment location effective July 1, 1988.

E. Effective July 1, 1988, in addition to those taxes already being deducted, the Board will implement the deductions for city wage tax and state taxes for residents of Philadelphia, Pennsylvania, and Delaware. This shall be at no cost to the Board.

F. Effective July 1, 1988, the Board agrees to make available a payroll deduction to the South Jersey Federal Credit Union. This shall be at no cost to the Board.

G. Effective July 1, 1988, the Board agrees to make available electronic direct deposit of employee's paychecks, provided the employees individually authorize the Board to do so. The Board shall have the discretion to select the originating bank in which it will directly deposit the paychecks of participating employees. It shall be the employee's responsibility to

notify the bank with any instructions regarding the money deposited by the Board. This shall be at no cost to the Board.

ARTICLE XIX

ASSOCIATION - ADMINISTRATION LIAISON

A. Building principals or the Administrator in charge shall meet regularly with a single committee of employee representatives selected by the Association from the building to maintain a liaison with the building Administration. The Committee may meet with a building principal or the administrator in charge within one (1) week of a written request for such meeting. This request shall set out the matters to be discussed. There shall be no more than one (1) meeting per month unless otherwise agreed.

B. This liaison committee shall be limited to a maximum CEA membership of four (4) representatives.

C. Superintendent - Camden Education Association Liaison Committee. (See 1987-1990 Side Bar Agreement)

ARTICLE XX

REDUCTION IN FORCE

A. If a reduction in force is being considered, the Board shall notify and consult with the Association as soon as practicable, but not less than sixty (60) days before the layoff is to take place.

B. The following requirements for a reduction in force affect all non-certificated employees in the bargaining unit:

1. When a reduction in force is necessary, there shall be no dismissal by reason of residence, age, sex, race, religion or political affiliation.

2. Reduction in force must be on the basis of seniority. The employee or employees having the least number of years in service to the district shall be laid off first.

3. Employees dismissed due to a reduction in force shall be placed on a preferred list for re-employment when vacancies occur.

4. Employees shall be re-employed in reverse order of layoff.

5. An employee called back into service shall be given full recognition for previous years of service in the district.

6. Seniority shall be based upon an employee's continuous length of service with the Board of Education of the City of Camden.

7. All non-certificated employees shall be considered as probationary employees for the first ninety (90) days of their

employment. Upon completion of the probationary period, their seniority will be dated as of the date of commencement of their employment.



ARTICLE XXI

EMPLOYEE ASSISTANCE PROGRAM

A. The Board and the Association shall establish a committee to review Employee Assistance Programs. The Association and the Board will each select no more than four (4) representatives to sit on the committee. The committee will be chaired by the Superintendent or his/her designee. The Chairperson shall be a member of the committee. The committee will meet at the call of the Chairperson.

ARTICLE XXII

TRAVEL COMPENSATION

A. Community Coordinators -

The Board shall provide weekly gas allowance according to the following schedule, to those Community Coordinators required to travel in connection with their job duties:

- a) Elementary Schools - 8 gallons
- b) Secondary Schools - 12 gallons

The Board shall have no obligation to provide the above-noted gasoline allowance in the event the funds for same are not available or the needs of the District, with respect to gasoline usage, change, warranting a reallocation of the then-available supply.

B. Media Personnel -

The Board shall provide Media Persons with mileage allowance of twenty (.20) cents per mile, not to exceed Two Hundred (\$200.00) Dollars on an annual basis. The mileage allotment shall be paid only after submission of an employee's travel log and approval thereof. Further, the Board shall have no obligation to provide a mileage allotment if the funds for same are no longer available.

C. Instructional Assistants -

The Board shall provide a mileage allowance of twenty (.20) cents per mile, not to exceed Two Hundred (\$200.00) Dollars annually, to those Instructional Assistants who are assigned to

travel between buildings in the course of performing their job duties.

D. The Board shall provide each Attendance Officer with a weekly gasoline allowance as follows:

1. Elementary Schools . . . 10 gallons
2. Middle Schools . . . . 12 gallons
3. High Schools . . . . . 15 gallons

E. The Board shall provide each Attendance Officer with an automobile allowance calculated at the rate of twenty-one (.21) cents per mile to the following annual maximum:

1. Elementary Schools . . . \$350.00
2. Middle Schools . . . . . \$400.00
3. High Schools . . . . . \$600.00

F. Parent Coordinators

Parent Coordinators who are required to use their own automobiles in the performance of their duties shall be compensated at the mileage rate determined by the Internal Revenue Service for personal automobile usage for employment purposes. In-District travel within a thirty-six (36) mile radius shall be compensated up to an annual maximum of Four Hundred (\$400.00) Dollars.

ARTICLE XXIII

VACATIONS

SECRETARIES - CLERKS - CLERICAL AIDES

PARENT COORDINATORS - ALL 12 MONTH EMPLOYEES

A. Twelve (12) month employees shall be entitled to paid vacations in accordance with the following schedule:

1 to 12 months	1/2 day for each month of service
1 year and 1 day to	
7 years	10 working days
7 years and 1 day to	
15 years	15 working days
15 years and 1 day to	
20 years or more	20 working days

B. Individual vacation schedules shall be mutually agreed upon by the employee and the employee's immediate supervisor subject to the approval of the Department Head. The Department Head shall reserve the right to disapprove a vacation schedule if work needs require. In the event of such disapproval, the employee reserves the right to submit an alternative schedule.

C. All existing Board practices and procedures with respect to the establishment of the number of days that an individual is entitled to in accordance with his/her anniversary date of employment shall continue to determine the eligibility of an employee under Section "A" of this Article.

D. If the employee is entitled to fifteen (15) working days or more of vacation, only two (2) weeks may run consecutively.

No vacation time shall be granted in the months of September, May and June.

E. Vacation time off shall be taken in units of full-weeks, commencing on a calendar Monday through a calendar Friday. Employees with two (2) weeks of vacation may schedule the second week of vacation in days, as follows: during July and August, any day of the week; October through April, any day, except for Monday and Friday or the day before or after a holiday. If an employee is entitled to a third week of vacation, it may be taken in days, at any time of the year, provided one (1) week's notice is given to the appropriate department head. Vacation days shall be taken either on the Friday preceding the full week's vacation, or on the Monday thereafter. One (1) week's notice for single vacation days must be given to the appropriate Department Head.

F. Vacation days are not accumulative.

G. Clerks employed on a ten (10) month basis shall be excused on all days that schools are officially closed by the Board of Education (other than legal holidays). These days are granted in lieu of vacation period.

H. Additional vacation based on years of service shall accrue on the July 1 next following the anniversary date of employment at which the additional vacation is earned.

ARTICLE XXIV

WORKING CONDITIONS

ATTENDANCE OFFICERS - SCHOOL LAW ENFORCEMENT OFFICERS

A. Attendance Officers.

The work year for all Attendance Officers shall be from September 1 until June 30.

B. School Law Enforcement Officers.

The work year for all School Law Enforcement Officers shall be from September 1 until June 30.

C. The work day for School Law Enforcement Officers shall be from 8:00 a.m. to 4:00 p.m., with one (1) hour for lunch, the time to be as scheduled by the building Principal.

D. The work day for Attendance Officers shall be from 9:00 a.m. to 3:00 p.m., with one-half (1/2) hour for lunch.

E.1 Attendance Officers may be required to work additionally, from 5:00 p.m. to 7:00 p.m., effective in the 1987-88 school year. The Board will review this additional schedule at the end of the 1987-88 year to determine if its needs have been met and will re-open negotiations on this schedule, if necessary.

E.2 The Board may assign up to four (4) Officers per night, as needed, to the 5:00 p.m. to 7:00 p.m. shift subject to approval from the Chief Attendance Officer and the Supervisor of Attendance and Transportation.

E.3 The Board will call for volunteers to work this shift; but, if no volunteers are available, the Board will make

assignments.

- E.4 Those employees who work this shift shall receive a stipend of Seventeen (\$17.00) Dollars per night.

ARTICLE XXV

WORKING CONDITIONS

COMMUNITY COORDINATORS

A. The work year for all Community Coordinators shall be the same as the teachers' work year.

B. Daily work hours shall be 8:30 a.m. to 3:30 p.m. Community Coordinators shall receive the lunch period appropriate to the building to which they are assigned.

C. When schools are in half session, no employee shall be required to work beyond the teachers' work day.



ARTICLE XXVI  
WORKING CONDITIONS  
INSTRUCTIONAL ASSISTANTS

A. The work year for all Instructional Assistants shall be the same as the teachers' work year.

B. The work day for instructional aides shall be the same as that of the teachers assigned to the building to which the instructional aide is assigned.

C. Each Instructional Assistant shall be entitled to a duty-free lunch period which shall be the same as the teachers in the building to which the aide is assigned.

D. Aides may leave their building without obligation during their duty-free lunch period.

E. When schools are in half session, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXVII

WORKING CONDITIONS

MEDIA PERSONNEL

A. The work year for all Media Personnel shall be the same as the teachers' work year.

B. Daily work hours shall be 8:30 a.m. to 3:30 p.m. with forty-five (45) minutes for lunch.

C. When schools are in half session, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXVIII  
WORKING CONDITIONS  
PARENT COORDINATORS

A. The work year for all Parent Coordinators shall be the same as the teachers' work year.

B. Daily work hours shall be 8:30 a.m. to 3:30 p.m. Parent Coordinators shall receive the lunch period appropriate to the building to which they are assigned.

C. When schools are in half session, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXIX  
WORKING CONDITIONS  
SCHOOL BUS AIDES

A. The work year for all School Bus Aides shall be September 1st through June 30th. Individual schedules will be developed by the Supervisor of Transportation, subject to the approval of the Superintendent.

B. School Bus Aides shall have a work day of seven (7) hours which shall include a duty-free lunch period.

C. Each Bus Aide shall be entitled to a duty-free lunch period appropriate to the school to which they are assigned.

D. Routes will be posted as soon as practicable before the start of school in September, showing the approximate number of hours normally and routinely associated with the route.

E. When schools are in half session, no employee shall be required to work beyond the student day, inclusive of the students' bus ride home.

F. School Bus Aides shall have the authority to enforce the Camden City Board of Education's Student Discipline Policies while performing their duties on school buses.

ARTICLE XXX

WORKING CONDITIONS

SECRETARIES - CLERKS - CLERICAL AIDES

A. Work Year

(1) All ten (10) month contractual employees' work year shall commence September 1st to June 30th.

(2) All twelve (12) month contractual employees' work year shall commence July 1st to June 30th.

B. Work Hours

(1) September 1 - June 30

Elementary Clerks and Secretaries -8:00 to 4:00

Secondary Clerks and Secretaries -8:00 to 4:00

Administrative Clerks and Secretaries-8:30 to 4:30

Clerical Aides -8:00 to 3:30

(2) Summer Work Hours

(a) From July 1 to September 1

(b) All Secretaries and Clerks

(i) Schools 8:00 to 3:30

(ii) Administrative 8:30 to 4:00

(iii) Including forty-five (45) minute uninterrupted lunch.

(3) Secretaries and clerks shall be entitled to thirty (30) minutes early release time on Fridays and the day before holidays.

(4) Throughout the school year there shall be a second shift for all secretaries and clerks in data processing. This

shift shall be from 1:00 p.m. to 9:00 p.m., with one (1) hour for a dinner break. Employees in this shift shall only work in secure locations in City Hall, the Board's administrative office, or Camden High School. Employees on this shift shall receive a six percent (6%) hourly differential after 5:00 p.m. The Board shall first seek volunteers, and, if a sufficient number are not available, the Board shall have the discretion to assign employees to this shift.

C. Building-based secretaries and clerks who are not assigned to the central offices shall not be required to report to work when their respective schools are closed.

ARTICLE XXXI

MAINTENANCE OF BENEFITS

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of the Agreement.

ARTICLE XXXII

MISCELLANEOUS PROVISIONS

A. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by the Association, to the Board at Room 503, City Hall, Camden, New Jersey 08101, Attention: Board Secretary.

2. If by the Board, to the Association at 2656 Baird Boulevard, Camden, New Jersey 08105, Attention: CEA President.

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, or marital status.

D. If federal funding for the present lunch program aides is eliminated, either party may require the reopening of



negotiations for any necessary changes in this area. If the parties fail to reach agreement on this matter, the matter shall be submitted to binding arbitration in accordance with the grievance procedures set forth in this Agreement.

ARTICLE XXXIII

DURATION OF AGREEMENT

A. 1. The provisions of the Agreement shall be effective July 1, 1987 except as herein provided and shall remain in full force and effect to and including June 30, 1990, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

CAMDEN BOARD OF EDUCATION

CAMDEN EDUCATION ASSOCIATION

By:

*[Signature]*  
President

By:

*[Signature]*  
President

Date:

Date:

*July 26, 1988*

Attest:

Attest:

*[Signature]*

*[Signature]*  
Date: *7/26/88*

*[Signature]*  
Date: *July 26, 1988*

GROUP I

(Head Clerks: Purchasing, Billing)

12 Months

<u>STEP</u>	<u>1987-1988</u>
1	10,419
2	10,669
3	11,002
4	11,360
5	11,718
6	12,198
7	12,675
8	13,273
9	13,871
10	14,589
11	15,305
12	16,083
*13	16,861
*14	17,638
*15	18,475
*16	19,312
*17	20,209
*18	21,434
*18+	22,568

\* Includes \$200.00 longevity

GROUP I

(Head Clerks: Purchasing, Billing)

12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	10952	11152	11352	11552	11752	11952
2	11202	11402	11602	11802	12002	12202
3	11452	11652	11852	12052	12252	12452
4	11825	12025	12225	12425	12625	12825
5	12198	12398	12598	12798	12998	13198
6	12697	12897	13097	13297	13497	13697
7	13194	13394	13594	13794	13994	14194
8	13816	14016	14216	14416	14616	14816
9	14438	14638	14838	15038	15238	15438
10	15186	15386	15586	15786	15986	16186
11	15931	16131	16331	16531	16731	16931
12	16741	16941	17141	17341	17541	17741
*13	17551	17751	17951	18151	18351	18551
*14	18359	18559	18759	18959	19159	19359
*15	19230	19430	19630	19830	20030	20230
*16	20102	20302	20502	20702	20902	21102
*17	21035	21235	21435	21635	21835	22035
*18	22677	22877	23077	23277	23477	23677
*18+	24374	24574	24774	24974	25174	25374

\* Includes \$200.00 longevity

GROUP I

(Head Clerks: Purchasing, Billing)

12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	11931	12131	12331	12531	12731	12931
4	12181	12381	12581	12781	12981	13181
5	12565	12765	12965	13165	13365	13565
6	13079	13279	13479	13679	13879	14079
7	13591	13791	13991	14191	14391	14591
8	14232	14432	14632	14832	15032	15232
9	14873	15073	15273	15473	15673	15873
10	15643	15843	16043	16243	16443	16643
11	16411	16611	16811	17011	17211	17411
12	17245	17445	17645	17845	18045	18245
*13	18079	18279	18479	18679	18879	19079
*14	18912	19112	19312	19512	19712	19912
*15	19809	20009	20209	20409	20609	20809
*16	20707	20907	21107	21307	21507	21707
*17	21668	21868	22068	22268	22468	22668
*18	24038	24238	24438	24638	24838	25038
*18+	26324	26524	26724	26924	27124	27324

\* Includes \$200.00 longevity

GROUP II-A

(Statistical Clerk; Accounting Clerk; Billing Clerk)

12 Months

<u>STEP</u>	<u>1987-1988</u>
1	8,762
2	9,012
3	9,567
4	10,164
5	10,762
6	11,360
7	11,958
8	12,556
9	13,154
10	13,752
11	14,349
12	14,947
*13	15,665
*14	16,383
*15	17,099
*16	17,817
*17	18,534
*18	19,960
*18+	21,325

\* Includes \$200.00 longevity

GROUP II-A

(Statistical Clerk; Accounting Clerk; Billing Clerk)

12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	9458	9658	9858	10,058	10258	10458
2	9708	9908	10108	10308	10508	10708
3	9958	10158	10358	10558	10758	10958
4	10580	10780	10980	11180	11380	11580
5	11202	11402	11602	11802	12002	12202
6	11825	12025	12225	12425	12625	12825
7	12447	12647	12847	13047	13247	13447
8	13069	13269	13469	13669	13869	14069
9	13692	13892	14092	14292	14492	14692
10	14314	14514	14714	14914	15114	15314
11	14936	15136	15336	15536	15736	15936
12	15559	15759	15959	16159	16359	16559
*13	16306	16506	16706	16906	17106	17306
*14	17053	17253	17453	17653	17853	18053
*15	17798	17998	18198	18398	18598	18798
*16	18546	18746	18946	19146	19346	19546
*17	19292	19492	19692	19892	20092	20292
*18	21118	21318	21518	21718	21918	22118
*18+	23031	23231	23431	23631	23831	24031

\* Includes \$200.00 longevity

GROUP II-A

(Statistical Clerk; Accounting Clerk; Billing Clerk)

12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	10649	10849	11049	11249	11449	11649
4	10899	11099	11299	11499	11699	11899
5	11540	11740	11940	12140	12340	12540
6	12181	12381	12581	12781	12981	13181
7	12822	13022	13222	13422	13622	13822
8	13463	13663	13863	14063	14263	14463
9	14104	14304	14504	14704	14904	15104
10	14745	14945	15145	15345	15545	15745
11	15386	15586	15786	15986	16186	16386
12	16027	16227	16427	16627	16827	17027
*13	16797	16997	17197	17397	17597	17797
*14	17566	17766	17966	18166	18366	18566
*15	18334	18534	18734	18934	19134	19334
*16	19104	19304	19504	19704	19904	20104
*17	19873	20073	20273	20473	20673	20873
*18	22385	22585	22785	22985	23185	23385
*18+	24874	25074	25274	25474	25674	25874

\* Includes \$200.00 longevity



GROUP II-B

(Secretaries to High School Principals)

12 Months

<u>STEP</u>	<u>1987-1988</u>
1	8,519
2	8,769
3	9,268
4	9,806
5	10,344
6	10,882
7	11,420
8	11,958
9	12,496
10	13,033
11	13,571
12	14,110
*13	14,648
*14	15,305
*15	16,024
*16	16,741
*17	17,578
*18	19,039
*18+	20,268

\* Includes \$200.00 longevity

GROUP II-B

(Secretaries to High School Principals)

12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	9147	9347	9547	9747	9947	10147
2	9397	9597	9797	9997	10197	10397
3	9647	9847	10047	10247	10447	10647
4	10207	10407	10607	10807	11007	11207
5	10767	10967	11167	11367	11567	11767
6	11327	11527	11727	11927	12127	12327
7	11887	12087	12287	12487	12687	12887
8	12447	12647	12847	13047	13247	13447
9	13007	13207	13407	13607	13807	14007
10	13566	13766	13966	14166	14366	14566
11	14127	14327	14527	14727	14927	15127
12	14687	14887	15087	15287	15487	15687
*13	15247	15447	15647	15847	16047	16247
*14	15931	16131	16331	16531	16731	16931
*15	16679	16879	17079	17279	17479	17679
*16	17425	17625	17825	18025	18225	18425
*17	18297	18497	18697	18897	19097	19297
*18	20143	20343	20543	20743	20943	21143
*18+	21889	22089	22289	22489	22689	22889

\* Includes \$200.00 longevity

GROUP II-B

(Secretaries to High School Principals)

12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	10265	10465	10665	10865	11065	11265
4	10515	10715	10915	11115	11315	11515
5	11091	11291	11491	11691	11891	12091
6	11668	11868	12068	12268	12468	12668
7	12245	12445	12645	12845	13045	13245
8	12822	13022	13222	13422	13622	13822
9	13399	13599	13799	13999	14199	14399
10	13975	14175	14375	14575	14775	14975
11	14552	14752	14952	15152	15352	15552
12	15129	15329	15529	15729	15929	16129
*13	15706	15906	16106	16306	16506	16706
*14	16411	16611	16811	17011	17211	17411
*15	17181	17381	17581	17781	17981	18181
*16	17950	18150	18350	18550	18750	18950
*17	18848	19048	19248	19448	19648	19848
*18	21352	21552	21752	21952	22152	22352
*18+	23641	23841	24041	24241	24441	24641

\* Includes \$200.00 longevity

GROUP III

(Secretaries to Middle School Principals)

12 Months

<u>STEP</u>	<u>1987-1988</u>
1	7,916
2	8,166
3	8,610
4	9,088
5	9,567
6	10,044
7	10,523
8	11,002
9	11,600
10	12,198
11	12,914
12	13,631
*13	14,349
*14	15,185
*15	16,024
*16	16,859
*17	17,727
*18	18,792
*18+	20,174

\* Includes \$200.00 longevity

GROUP III

(Secretaries to Middle School Principals)

12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	8462	8662	8862	9062	9262	9462
2	8712	8912	9112	9312	9512	9712
3	8962	9162	9362	9562	9762	9962
4	9460	9660	9860	10060	10260	10460
5	9958	10158	10358	10558	10758	10958
6	10455	10655	10855	11055	11255	11455
7	10953	11153	11353	11553	11753	11953
8	11452	11652	11852	12052	12252	12452
9	12074	12274	12474	12674	12874	13074
10	12697	12897	13097	13297	13497	13697
11	13442	13642	13842	14042	14242	14442
12	14189	14389	14589	14789	14989	15189
*13	14936	15136	15336	15536	15736	15936
*14	15806	16006	16206	16406	16606	16806
*15	16679	16879	17079	17279	17479	17679
*16	17549	17749	17949	18149	18349	18549
*17	18452	18652	18852	19052	19252	19452
*18	19882	20082	20282	20482	20682	20882
*18+	21788	21988	22188	22388	22588	22788

\* Includes \$200.00 longevity

GROUP III

(Secretaries to Middle School Principals)

12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	9495	9695	9895	10095	10295	10495
4	9745	9945	10145	10345	10545	10745
5	10258	10458	10658	10858	11058	11258
6	10770	10970	11170	11370	11570	11770
7	11283	11483	11683	11883	12083	12283
8	11797	11997	12197	12397	12597	12797
9	12438	12638	12838	13038	13238	13438
10	13079	13279	13479	13679	13879	14079
11	13847	14047	14247	14447	14647	14847
12	14616	14816	15016	15216	15416	15616
*13	15386	15586	15786	15986	16186	16386
*14	16282	16482	16682	16882	17082	17282
*15	17181	17381	17581	17781	17981	18181
*16	18077	18277	18477	18677	18877	19077
*17	19007	19207	19407	19607	19807	20007
*18	21075	21275	21475	21675	21875	22075
*18+	23531	23731	23931	24131	24331	24531

\* Includes \$200.00 longevity

GROUP IV

(Secretaries to Directors or Coordinators;  
Secretaries to Superintendent Board Reports;  
Sub-Teacher Clerk; Purchasing Clerk; Switchboard Operator;  
Business Office Clerk; Reproduction Printer;  
Acct. Clerk Key punch Operator; Satellite Bookkeeper)  
12 Months

<u>STEP</u>	<u>1987-1988</u>
1	9,223
2	9,473
3	9,806
4	10,267
5	10,523
6	10,882
7	11,240
8	11,600
9	12,077
10	12,556
11	13,034
12	13,734
*13	14,562
*14	15,225
*15	16,029
*16	17,222
*17	17,737
*18	19,209
*18+	20,254

\* Includes \$200.00 longevity

GROUP IV

(Secretaries to Directors or Coordinators;  
Secretaries to Superintendent Board Reports;  
Sub-Teacher Clerk; Purchasing Clerk; Switchboard Operator;  
Business Office Clerk; Reproduction Printer;  
Acct. Clerk Key punch Operator; Satellite Bookkeeper)  
12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	9707	9907	10107	10307	10507	10707
2	9957	10157	10357	10557	10757	10957
3	10207	10407	10607	10807	11007	11207
4	10687	10887	11087	11287	11487	11687
5	10953	11153	11353	11553	11753	11953
6	11327	11527	11727	11927	12127	12327
7	11699	11899	12099	12299	12499	12699
8	12074	12274	12474	12674	12874	13074
9	12571	12771	12971	13171	13371	13571
10	13069	13269	13469	13669	13869	14069
11	13567	13767	13967	14167	14367	14567
12	14296	14496	14696	14896	15096	15296
*13	15158	15358	15558	15758	15958	16158
*14	15848	16048	16248	16448	16648	16848
*15	16684	16884	17084	17284	17484	17684
*16	17927	18127	18327	18527	18727	18927
*17	18462	18662	18862	19062	19262	19462
*18	20323	20523	20723	20923	21123	21323
*18+	21874	22074	22274	22474	22674	22874

\* Includes \$200.00 longevity



GROUP IV

(Secretaries to Directors or Coordinators;  
Secretaries to Superintendent Board Reports;  
Sub-Teacher Clerk; Purchasing Clerk; Switchboard Operator;  
Business Office Clerk; Reproduction Printer;  
Acct. Clerk Keypunch Operator; Satellite Bookkeeper)  
12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	10759	10959	11159	11359	11559	11759
4	11009	11209	11409	11609	11809	12009
5	11283	11483	11683	11883	12083	12283
6	11668	11868	12068	12268	12468	12668
7	12052	12252	12452	12652	12852	13052
8	12438	12638	12838	13038	13238	13438
9	12950	13150	13350	13550	13750	13950
10	13463	13663	13863	14063	14263	14463
11	13976	14176	14376	14576	14776	14976
12	14726	14926	15126	15326	15526	15726
13	15614	15814	16014	16214	16414	16614
*14	16325	16525	16725	16925	17125	17325
*15	17187	17387	17587	17787	17987	18187
*16	18466	18666	18866	19066	19266	19466
*17	19018	19218	19418	19618	19818	20018
*18	21542	21742	21942	22142	22342	22542
*18+	23624	23824	24024	24224	24424	24624

\* Includes \$200.00 longevity

GROUP V

(Clerks, Superintendent's Office;  
Clerks, Business Office; Acct. Clerks;  
Clerks, Spec. Services; Purchasing Clerks;  
Clerks, Office of Staff Development)  
12 Months

<u>STEP</u>	<u>1987-1988</u>
1	9,547
2	9,797
3	10,074
4	10,373
5	10,434
6	10,732
7	11,062
8	11,390
9	11,718
10	12,048
11	12,376
12	13,124
*13	14,021
*14	14,947
*15	15,635
*16	16,741
*17	17,339
*18	18,425
*18+	19,398

\* Includes \$200.00 longevity

GROUP V

(Clerks, Superintendent's Office;  
Clerks, Business Office; Acct. Clerks;  
Clerks, Spec. Services; Purchasing Clerks;  
Clerks, Office of Staff Development)  
12 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	9986	10186	10386	10586	10786	10986
2	10236	10436	10636	10836	11036	11236
3	10486	10686	10886	11086	11286	11486
4	10798	10998	11198	11398	11598	11798
5	10861	11061	11261	11461	11661	11861
6	11171	11371	11571	11771	11971	12171
7	11514	11714	11914	12114	12314	12514
8	11856	12056	12256	12456	12656	12856
9	12198	12398	12598	12798	12998	13198
10	12540	12740	12940	13140	13340	13540
11	12882	13082	13282	13482	13682	13882
12	13661	13861	14061	14261	14461	14661
*13	14595	14795	14995	15195	15395	15595
*14	15559	15759	15959	16159	16359	16559
*15	16274	16474	16674	16874	17074	17274
*16	17425	17625	17825	18025	18225	18425
*17	18048	18248	18448	18648	18848	19048
*18	19493	19693	19893	20093	20293	20493
*18+	20950	21150	21350	21550	21750	21950

\* Includes \$200.00 longevity

GROUP V

(Clerks, Superintendent's Office;  
Clerks, Business Office; Acct. Clerks;  
Clerks, Spec. Services; Purchasing Clerks;  
Clerks, Office of Staff Development)  
12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	10873	11073	11273	11473	11673	11873
4	11123	11323	11523	11723	11923	12123
5	11188	11388	11588	11788	11988	12188
6	11508	11708	11908	12108	12308	12508
7	11861	12061	12261	12461	12661	12861
8	12213	12413	12613	12813	13013	13213
9	12565	12765	12965	13165	13365	13565
10	12918	13118	13318	13518	13718	13918
11	13270	13470	13670	13870	14070	14270
12	14072	14272	14472	14672	14872	15072
*13	15034	15234	15434	15634	15834	16034
*14	16027	16227	16427	16627	16827	17027
*15	16764	16964	17164	17364	17564	17764
*16	17950	18150	18350	18550	18750	18950
*17	18591	18791	18991	19191	19391	19591
*18	20663	20863	21063	21263	21463	21663
*18+	22626	22826	23026	23226	23426	23626

\* Includes \$200.00 longevity

GROUP VI

(Clerks in Secondary Schools)

12 Months

<u>STEP</u>	<u>1987-1988</u>
1	8,116
2	8,366
3	8,699
4	9,058
5	9,416
6	9,776
7	10,135
8	10,493
9	10,852
10	11,210
11	11,928
12	12,645
*13	13,364
*14	14,080
*15	14,798
*16	15,515
*17	16,353
*18	17,288
*18+	18,496

\* Includes \$200.00 longevity

GROUP VI  
(Clerks in Secondary Schools)  
12 Months  
1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	8555	8755	8955	9155	9355	9555
2	8805	9005	9205	9405	9605	9805
3	9055	9255	9455	9655	9855	10055
4	9429	9629	9829	10029	10229	10429
5	9802	10002	10202	10402	10602	10802
6	10175	10375	10575	10775	10975	11175
7	10549	10749	10949	11149	11349	11549
8	10922	11122	11322	11522	11722	11922
9	11296	11496	11696	11896	12096	12296
10	11668	11868	12068	12268	12468	12668
11	12416	12616	12816	13016	13216	13416
12	13163	13363	13563	13763	13963	14163
*13	13910	14110	14310	14510	14710	14910
*14	14656	14856	15056	15256	15456	15656
*15	15403	15603	15803	16003	16203	16403
*16	16150	16350	16550	16750	16950	17150
*17	17022	17222	17422	17622	17822	18022
*18	18291	18491	18691	18891	19091	19291
*18+	19976	20176	20376	20576	20776	20976

\* Includes \$200.00 longevity

GROUP VI  
(Clerks in Secondary Schools)

12 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	9463	9663	9863	10063	10263	10463
4	9713	9913	10113	10313	10513	10713
5	10097	10297	10497	10697	10897	11097
6	10482	10682	10882	11082	11282	11482
7	10867	11067	11267	11467	11667	11867
8	11251	11451	11651	11851	12051	12251
9	11636	11836	12036	12236	12436	12636
10	12020	12220	12420	12620	12820	13020
11	12790	12990	13190	13390	13590	13790
12	13559	13759	13959	14159	14359	14559
*13	14329	14529	14729	14929	15129	15329
*14	15097	15297	15497	15697	15897	16097
*15	15867	16067	16267	16467	16667	16867
*16	16636	16836	17036	17236	17436	17636
*17	17534	17734	17934	18134	18334	18534
*18	19388	19588	19788	19988	20188	20388
*18+	21574	21774	21974	22174	22374	22574

\* Includes \$200.00 longevity

GROUP VI-A

(Elementary Clerks; Library Clerks)

10 Months

<u>STEP</u>	<u>1987-1988</u>
1	7,843
2	8,093
3	8,371
4	8,670
5	8,969
6	9,387
7	9,686
8	9,984
9	10,284
10	10,642
11	11,120
12	11,660
*13	12,198
*14	12,736
*15	13,273
*16	13,991
*17	14,828
*18	15,691
*18+	16,662

\* Includes \$200.00 longevity



GROUP VI-A

(Elementary Clerks; Library Clerks)

10 Months

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	8213	8413	8613	8813	9013	9213
2	8463	8663	8863	9063	9263	9463
3	8713	8913	9113	9313	9513	9713
4	9025	9225	9425	9625	9825	10025
5	9336	9536	9736	9936	10136	10336
6	9770	9970	10170	10370	10570	10770
7	10082	10282	10482	10682	10882	11082
8	10393	10593	10793	10993	11193	11393
9	10704	10904	11104	11304	11504	11704
10	11077	11277	11477	11677	11877	12077
11	11575	11775	11975	12175	12375	12575
12	12136	12336	12536	12736	12936	13136
*13	12697	12897	13097	13297	13497	13697
*14	13257	13457	13657	13857	14057	14257
*15	13816	14016	14216	14416	14616	14816
*16	14564	14764	14964	15164	15364	15564
*17	15434	15634	15834	16034	16234	16434
*18	16601	16801	17001	17201	17401	17601
*18+	17995	18195	18395	18595	18795	18995

\* Includes \$200.00 longevity

GROUP VI-A

(Elementary Clerks; Library Clerks)

10 Months

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	--	---	---	---	---	---
2	--	---	---	---	---	---
3	9047	9247	9447	9647	9847	10047
4	9297	9497	9697	9897	10097	10297
5	9617	9817	10017	10217	10417	10617
6	10065	10265	10465	10665	10865	11065
7	10386	10586	10786	10986	11186	11386
8	10706	10906	11106	11306	11506	11706
9	11027	11227	11427	11627	11827	12027
10	11411	11611	11811	12011	12211	12411
11	11924	12124	12324	12524	12724	12924
12	12502	12702	12902	13102	13302	13502
*13	13079	13279	13479	13679	13879	14079
*14	13656	13856	14056	14256	14456	14656
*15	14232	14432	14632	14832	15032	15232
*16	15002	15202	15402	15602	15802	16002
*17	15899	16099	16299	16499	16699	16899
*18	17597	17797	17997	18197	18397	18597
*18+	19435	19635	19835	20035	20235	20435

\* Includes \$200.00 longevity

ATTENDANCE OFFICERS

<u>STEP</u>	<u>1987-1988</u>	<u>1988-1989</u>	<u>1989-1990</u>
1	---	---	---
2	9409	---	---
3	9823	10363	---
4	10237	10800	11394
5	10650	11236	11854
6	11167	11781	12429
7	11684	12327	13005
8	12201	12872	13580
9	12718	13418	14156
10	13235	13963	14731
11	13800	14559	15360
12	14800	15614	16473
13	15800	16669	17586
14	16800	17724	18699
15	17794	19241	20801

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Attendance Officer shall receive an additional Two Hundred (\$200.00) Dollars annually, effective the July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

SCHOOL LAW ENFORCEMENT OFFICERS

<u>STEP</u>	<u>1987-1988</u>	<u>1988-1989</u>	<u>1989-1990</u>
1	10555	11189	11860
2	10972	11631	12328
3	11389	12073	12797
4	11806	12515	13266
5	12223	12957	13734
6	13640	13399	14203
7	13057	13841	14671
8	13474	14283	15140
9	13891	14725	15608
10	14308	15167	16077
11	14725	16167	17137
12	15976	17167	18597
13	17042	18465	19966

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of School Law Enforcement Officer shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

Service in the position of School Law Enforcement Officer shall be counted towards accrual of service for purposes of this provision.

INSTRUCTIONAL ASSISTANTS

1987-1988

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	6484	6684	6884	7084	7284	7484
3	6708	6908	7108	7308	7508	7708
4	6974	7174	7374	7574	7774	7974
5	7298	7498	7698	7898	8098	8298
6	7715	7915	8115	8315	8515	8715
7	8121	8321	8521	8721	8921	9121
8	8538	8738	8938	9138	9338	9538
9	8903	9103	9303	9503	9703	9903
10	9190	9390	9590	9790	9990	10190
11	9424	9624	9824	10024	10224	10424
12	9747	9947	10147	10347	10547	10747
13	10081	10281	10481	10681	10881	11081
14	10295	10495	10695	10895	11095	11295
15	10581	10781	10981	11181	11381	11581
16	11631	11831	12031	12231	12431	12631

(Salaries above are for ten (10) months)

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Instructional Assistant shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

INSTRUCTIONAL ASSISTANTS

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	7039	7239	7439	7639	7839	8039
4	7318	7518	7718	7918	8118	8318
5	7657	7857	8057	8257	8457	8657
6	8095	8295	8495	8695	8895	9095
7	8521	8721	8921	9121	9321	9521
8	8959	9159	9359	9559	9759	9959
9	9342	9542	9742	9942	10142	10342
10	9643	9843	10043	10243	10443	10643
11	9889	10089	10289	10489	10689	10889
12	10228	10428	10628	10828	11028	11228
13	10578	10778	10978	11178	11378	11578
14	10802	11002	11202	11402	11602	11802
15	11103	11303	11503	11703	11903	12103
16	12562	12762	12962	13162	13362	13562

(Salaries above are for ten (10) months)

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Instructional Assistant shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

INSTRUCTIONAL ASSISTANTS

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	---	---	---	---	---	---
4	7678	7878	8078	8278	8478	8678
5	8034	8234	8434	8634	8834	9034
6	8493	8693	8893	9093	9293	9493
7	8941	9141	9341	9541	9741	9941
8	9400	9600	9800	10000	10200	10400
9	9801	10013	10201	10401	10601	10801
10	10117	10317	10517	10717	10917	11117
11	10375	10575	10775	10975	11175	11375
12	10731	10931	11131	11331	11531	11731
13	11098	11298	11498	11698	11898	12098
14	11334	11534	11734	11934	12134	12334
15	11649	11849	12049	12249	12449	12649
16	13567	13767	13947	14167	14367	14567

(Salaries above are for ten (10) months)

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Instructional Assistant shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

COMMUNITY COORDINATORS

1987-1988

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	6389	6589	6789	6989	7189	7389
2	6598	6798	6958	7198	7398	7598
3	6823	7023	7223	7423	7623	7823
4	7089	7289	7489	7689	7889	8089
5	7412	7612	7812	8012	8212	8412
6	7830	8030	8230	8430	8630	8830
7	8237	8437	8637	8837	9037	9237
8	8655	8855	9055	9255	9455	9655
9	9020	9220	9420	9620	9820	10020
10	9307	9507	9707	9907	10107	10307
11	9542	9742	9942	10142	10342	10542
12	9866	10066	10266	10466	10666	10866
13	10200	10400	10600	10800	11000	11200
14	10414	10614	10814	11014	11214	11414
15	10701	10901	11101	11301	11501	11701
16	11717	11917	12117	12317	12517	12717

[Salaries above are for ten (10) months]

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Community Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.



COMMUNITY COORDINATORS

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	6699	6899	7099	7299	7499	7699
2	6918	7118	7318	7518	7718	7918
3	7153	7353	7553	7753	7953	8153
4	7433	7633	7833	8033	8233	8433
5	7772	7972	8172	8372	8572	8772
6	8210	8410	8610	8810	9010	9210
7	8637	8837	9037	9237	9437	9637
8	9075	9275	9475	9675	9875	10075
9	9458	9658	9858	10058	10258	10458
10	9759	9959	10159	10359	10559	10759
11	10005	10205	10405	10605	10805	11005
12	10344	10544	10744	10944	11144	11344
13	10695	10895	11095	11295	11495	11695
14	10919	11119	11319	11519	11719	11919
15	11220	11420	11620	11820	12020	12220
16	12654	12854	13054	13254	13454	13654

[Salaries above are for ten (10) months]

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Community Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

COMMUNITY COORDINATORS

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	---	---	---	---	---	---
4	7804	8004	8204	8404	8604	8804
5	8160	8360	8560	8760	8960	9160
6	8620	8820	9020	9220	9420	9620
7	9068	9268	9468	9668	9868	10068
8	9528	9728	9928	10128	10328	10528
9	9931	10131	10331	10531	10731	10931
10	10247	10447	10647	10847	11047	11247
11	10505	10705	10905	11105	11305	11505
12	10862	11062	11262	11462	11662	11862
13	11229	11429	11629	11829	12029	12229
14	11465	11665	11865	12065	12265	12465
15	11840	12040	12240	12440	12640	12840
16	13698	13898	14098	14298	14498	14698

[Salaries above are for ten (10) months]

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Community Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

PARENT COORDINATOR

1987-1988

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	9597	9797	9997	10197	10397	10597
4	9855	10055	10255	10455	10655	10855
5	10113	10313	10513	10713	10913	11113
6	10371	10571	10771	10971	11171	11371
7	10630	10830	11030	11230	11430	11630
8	10723	10923	11123	11323	11523	11723
9	10816	11016	11216	11416	11616	11816
10	11673	11873	12073	12273	12473	12673
11	12499	12699	12899	13099	13299	13499
12	13326	13526	13726	13926	14126	14326
13	14204	14404	14604	14804	15004	15204
14	14979	14179	15379	15579	15779	15979
15	15371	15571	15771	15971	16171	16371
16	16094	16294	16494	16694	16894	17094
16+	16817	17017	17217	17417	17617	17817

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Parent Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1987.

PARENT COORDINATOR

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	---	---	---	---	---	---
4	10346	10546	10746	10946	11146	11346
5	10617	10817	11017	11217	11417	11617
6	10888	11088	11288	11488	11688	11888
7	11159	11359	11559	11759	11959	12159
8	11257	11457	11657	11857	12057	12257
9	11355	11555	11755	11955	12155	12355
10	12255	12455	12655	12855	13055	13255
11	13122	13322	13522	13722	13922	14122
12	13990	14190	14390	14590	14790	14990
13	14912	15112	15312	15512	15712	15912
14	15725	15925	16125	16325	16525	16725
15	16137	16337	16537	16737	16937	17137
16	16896	17096	17296	17496	17696	17896
16+	17656	17856	18056	18256	18456	18656

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Parent Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1987.

PARENT COORDINATOR

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	---	---	---	---	---	---
3	---	---	---	---	---	---
4	---	---	---	---	---	---
5	11044	11244	11444	11644	11844	12044
6	11326	11526	11726	11926	12126	12326
7	11608	11808	12008	12208	12408	12608
8	11710	11910	12110	12310	12510	12710
9	11811	12011	12211	12411	12611	12811
10	12747	12947	13147	13347	13547	13747
11	13650	13850	14050	14250	14450	14650
12	14552	14752	14952	15152	15352	15552
13	15511	15711	15911	16111	16311	16511
14	16357	16557	16757	16957	17157	17357
15	16786	16986	17186	17386	17586	17786
16	17576	17776	17976	18176	18376	18576
16+	19068	19268	19468	19668	19868	20068

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Parent Coordinator shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1987.

MEDIA PERSONNEL

<u>STEP</u>	<u>1987-1988</u>	<u>1988-1989</u>	<u>1989-1990</u>
1	13000	13670	14300
2	13500	14170	14900
3	14000	14715	15445
4	14500	15260	16039
5	15000	15805	16633
6	15500	16350	17227
7	16000	16895	17822
8	16500	17440	18416
9	17000	17985	19010
10	17500	18530	19604
11	18000	19075	20198
12	---	19620	20792
13	---	---	21386

(Salaries above are for ten (10) months)

Longevity:

Employees who have completed ten (10) years of service in the Camden School District and in the position of Media Personnel shall receive an additional Two Hundred (\$200.00) Dollars annually, effective July 1st following their eleventh anniversary date. This provision shall apply to those employees whose eleventh year anniversary date falls on or after July 1, 1983.

BUS AIDES

1987-1988

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	6348	6548	6748	6948	7148	7348
2	6632	6832	7032	7232	7432	7632
3	6940	7140	7340	7540	7740	7940
4	7274	7474	7674	7874	8074	8274
5	7625	7825	8025	8225	8425	8625
6	7964	8164	8364	8564	8764	8964
7	8321	8521	8721	8921	9121	9321
8	8678	8878	9078	9278	9478	9678
9	9034	9234	9434	9634	9834	10034
10	9397	9597	9797	9997	10197	10397
11	9776	9976	10176	10376	10576	10776
12	10144	10344	10544	10744	10944	11144
13	10534	10734	10934	11134	11334	11534
14	11368	11568	11768	11968	12168	12368

BUS AIDES

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	6602	6802	7002	7202	7402	7602
2	6898	7098	7298	7498	7698	7898
3	7217	7417	7617	7817	8017	8217
4	7564	7764	7964	8164	8364	8564
5	7930	8130	8330	8530	8730	8930
6	8283	8483	8683	8883	9083	9283
7	8654	8854	9054	9254	9454	9654
8	9025	9225	9425	9625	9825	10025
9	9396	9596	9796	9996	10196	10396
10	9773	9973	10173	10373	10573	10773
11	10167	10367	10567	10767	10967	11167
12	10550	10750	10950	11150	11350	11550
13	10955	11155	11355	11555	11755	11955
14	12203	12403	12603	12803	13003	13203



BUS AIDES

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	---	---	---	---	---	---
2	7184	7384	7584	7784	7984	8184
3	7517	7717	7917	8117	8317	8517
4	7878	8078	8278	8478	8678	8878
5	8259	8459	8659	8859	9059	9259
6	8627	8827	9027	9227	9427	9627
7	9013	9213	9413	9613	9813	10013
8	9399	9599	9799	9999	10199	10399
9	9786	9986	10186	10386	10586	10786
10	10179	10379	10579	10779	10979	11179
11	10589	10789	10989	11189	11389	11589
12	10988	11188	11388	11588	11788	11988
13	11410	11610	11810	12010	12210	12410
14	13318	13318	13518	13718	13918	14118

CLERICAL AIDES

<u>STEP</u>	<u>1987-1988</u>	<u>1988-1989</u>	<u>1989-1990</u>
1	---	---	---
2	7180	---	---
3	7403	7787	---
4	7668	8065	8466
5	7990	8403	8821
6	8405	8840	9279
7	8809	9266	9726
8	9224	9702	10184
9	9587	10084	10585
10	9873	10384	10900
11	10106	10630	11158
12	10428	10968	11513
13	10760	11317	12263
14	10973	11541	13013
15	11258	11841	13763
16	12359	13378	14448

MOBILE VAN DRIVERS/INSTRUCTIONAL ASSISTANTS

1987-1988

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	7196	7396	7596	7796	7996	8196
2	7396	7596	7796	7996	8196	8396
3	7612	7812	8012	8212	8412	8612
4	7844	8044	8244	8444	8644	8844
5	8119	8319	8519	8719	8919	9119
6	8454	8654	8854	9054	9254	9454
7	8886	9086	9286	9486	9686	9886
8	9307	9507	9707	9907	10107	10307
9	9739	9939	10139	10339	10539	10739
10	10117	10317	10517	10717	10917	11117
11	10414	10614	10814	11014	11214	11414
12	10657	10857	11057	11257	11457	11657
13	10992	11192	11392	11592	11792	11992
14	11338	11538	11738	11938	12138	12338
15	11559	11759	11959	12159	12359	12559
16	11856	12056	12256	12456	12656	12856
17	12612	12812	13012	13212	13412	13612

MOBILE VAN DRIVERS/INSTRUCTIONAL ASSISTANTS

1988-1989

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	7644	7844	8044	8244	8444	8644
2	7844	8044	8244	8444	8644	8844
3	8062	8262	8462	8662	8862	9062
4	8297	8497	8697	8897	9097	9297
5	8550	8750	8950	9150	9350	9550
6	8850	9050	9250	9450	9650	9850
7	9215	9415	9615	9815	10015	10215
8	9686	9886	10086	10286	10486	10686
9	10145	10345	10545	10745	10945	11145
10	10616	10816	11016	11216	11416	11616
11	11028	11228	11428	11628	11828	12028
12	11351	11551	11751	11951	12151	12351
13	11616	11816	12016	12216	12416	12616
14	11981	12181	12381	12581	12781	12981
15	12358	12558	12758	12958	13158	13358
16	12599	12799	12999	13199	13399	13599
17	12923	13123	13323	13523	13723	13923
18	13747	13947	14147	14347	14547	14747

MOBILE VAN DRIVERS/INSTRUCTIONAL ASSISTANTS

1989-1990

<u>STEP</u>	<u>ND</u>	<u>30CR</u>	<u>60CR</u>	<u>90CR</u>	<u>120CR</u>	<u>DEGREE</u>
1	7506	7706	7906	8106	8306	8506
2	7706	7906	8106	8306	8506	8706
3	8550	8750	8950	9150	9350	9550
4	8788	8988	9188	9388	9588	9788
5	9045	9245	9445	9645	9845	10045
6	9320	9520	9720	9920	10120	10320
7	9646	9846	10046	10246	10446	10646
8	10044	10244	10444	10644	10844	11044
9	10558	10758	10958	11158	11358	11558
10	11058	11258	11458	11658	11858	12058
11	11571	11771	11971	12171	12371	12571
12	12020	12220	12420	12620	12820	13020
13	12372	12572	12772	12972	13172	13372
14	12661	12861	13061	13261	13461	13661
15	13059	13259	13459	13659	13859	14059
16	13470	13670	13870	14070	14270	14470
17	13733	13933	14133	14333	14533	14733
18	14086	14286	14486	14686	14886	15086
19	14984	15184	15384	15584	15784	15984