

AGREEMENT BETWEEN THE
BRIDGEWATER-RARITAN REGIONAL
BOARD OF EDUCATION
AND THE
BRIDGEWATER-RARITAN
EDUCATIONAL ASSOCIATION

July 1, 2009 - June 30, 2011

Assistants

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PREAMBLE

This agreement is entered into this 13th day of September 2009 by and between the Board of Education of the Bridgewater-Raritan Regional School District, Bridgewater, New Jersey, hereinafter called the "Board" and the Bridgewater-Raritan Educational Association, hereinafter called the "Association".

ARTICLE I RECOGNITION

Pursuant to Chapter 303, Public Laws of New Jersey, 1968, as amended and supplemented by Chapter 123, Public Laws of New Jersey, 1974, the Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment for all personnel employed by the Board as included herein:

| | |
|--------------------------------|------------------------------|
| Cafeteria Assistants | Team Teaching Assistants |
| Cafeteria Assistants-In-Charge | Language Lab Assistants |
| Playground Assistants | Library Assistants |
| Teacher Assistants | Special Education Assistants |

The Board of Education will continue to employ non-bargained for personnel with the nomenclature assistant in the job title, i.e., classroom assistant. These job titles continue to be excluded from recognition except as defined above. Excluded: all Supervisory, casual, receptionist, secretaries, managerial, and confidential employees and bus drivers.

ARTICLE II NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations in accordance with the rules and regulations of PERC. The agreements negotiated shall apply to the unit defined, be reduced in writing, be ratified by the Association, be adopted by the Board and be signed by the Association and the Board.
- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counterproposals. The Board shall make available to the Association for inspection at reasonable times that information which is available to the public.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

**ARTICLE III
GRIEVANCE PROCEDURE**

- A. A "grievance" shall mean a claim by an employee, employees, or representative of an employee or employees, that there has been misinterpretation, misapplication, or a violation of Board policy, this Agreement, or an administrative decision affecting them. A grievance to be considered under this procedure must be initiated by the employee within thirty (30) calendar days of the time the employee knew or should know of its occurrence. The Superintendent may grant an extension upon request by the Association and the Association may grant an extension upon request by the superintendent. Extensions may not be unreasonably withheld.
- B.
1. It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.
 2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee 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.
 3. It is understood that employees 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.
 4. 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.
- C.
1. **Level One**
Any employee who has a grievance shall discuss it first with the employee's principal (or immediate supervisor or department head if applicable) in an attempt to resolve the matter informally at that level.
 2. **Level Two**
If as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) business office work days, the employee may set forth the grievance in writing to the principal or immediate supervisor on the grievance forms provided. The principal or immediate supervisor shall communicate a decision to the employee in writing with reasons within three (3) business office work days of receipt of the written grievance.
 3. **Level Three**

The employee, no later than five (5) business office work days after receipt of the principal's or immediate supervisor's decision, may appeal the decision to the Superintendent of Schools. This appeal to the Superintendent must be made in writing reciting the matter submitted to the principal or immediate supervisor as specified above and 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) business office work days. The Superintendent shall communicate a decision in writing with reasons to the employee and the principal.

4. **Level Four**

If the grievance is not resolved to the employee's satisfaction, the employee, not later than five (5) business office work days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request within five (5) business office work days to the Board of Education. The Board shall review the grievance and shall, at the option of the Board or upon the request of the employee, hold a hearing with the employee and render a decision in writing with reasons within thirty-five (35) business office work days of receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.

5. **Level Five**

If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and the grievant wishes review by a third party, the grievant shall notify the Board through the Superintendent within ten (10) business office work days of receipt of the Board's decision. An employee in order to process a grievance beyond level four must have a request for such action accompanied by the written recommendation for such action by the Association. No claim by a grievant shall constitute a grievable matter beyond level four or be processed beyond level four if it pertains to (a) any matter for which a detailed method of review is prescribed by law including the withholding of a salary increment, and/or a complaint by a tenured employee which arises by reason of written charges by the Board to the Commissioner of Education which could result in dismissal or a reduction in salary, (b) any rule or regulation of the State Commissioner of Education, but not to the violation, misinterpretation, or misapplication of such a rule or regulation, (c) any By-Law of the Board of Education pertaining to its internal operation, (d) Board policies and administrative decisions which do not call into question a provision of the agreement, (e) a complaint of a non-tenured employee which arises by reason of non-employment, or (f) any matter which according to law is beyond the scope of the Board authority.

D. **Procedures for Securing the Services of an Arbitrator**

The following procedure will be used to secure the services of an arbitrator:

1. A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
2. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
3. If the parties are unable to determine, within ten (10) business office work days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

E. **Powers of the Arbitrator**

1. The arbitrator shall be limited to the issue 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.
2. Only the Board and the aggrieved and representatives shall be given copies of the arbitrator's report of findings, reasons, and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.
3. The decision of the arbitrator shall be binding upon the parties when there is a claim by an employee, employees, or representatives of an employee or employees, that there has been a misinterpretation, misapplication, or a violation of any of the provisions of the Agreement.

F. **Rights of Employees to Representation**

1. Any aggrieved person may be represented personally at all stages of the grievance procedure or, as an 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 at level two be notified by the principal or immediate supervisor, that the grievance is in process, shall have the right to be present and present its position in writing at all meetings with the employee held concerning the grievance, and shall receive a copy of all decisions rendered.

G. Miscellaneous

1. Forms pertaining to the filing of grievances shall be prepared by the Association and the Superintendent or designee.
2. If, in the judgment of the Association, a grievance affects a group or class of employees, the following provisions will apply:
 - a. Two (2) or more parties, in one building, the Association will initiate the grievance procedure at Level II.
 - b. Two (2) or more parties, in more than one building, the Association will initiate the grievance procedure at Level III.
 - c. The grievance may be processed through all levels of the grievance procedure regardless of initiation level, even though the aggrieved person(s) does not wish to do so.

H. Costs

1. Each party shall bear the total cost incurred by itself.
2. The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties, and they shall be shared equally.

**ARTICLE IV
ASSOCIATION RIGHTS AND PRIVILEGES**

- A. The Board agrees to furnish to the Association:
1. By September 30 of the year the contract is to expire, a current roster of assistants (as of September 1).
- B. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. Permission of the school building principal or his/her designee shall be required. Such permission shall not be withheld unreasonably.
- C. The Association shall have access to use school facilities and equipment, including typewriters and copy machines at reasonable times when such equipment is not otherwise in use.
- D. The Association shall have the right to use the inter-school mail facilities and school mail boxes. A mail box or receptacle for mail shall be provided for assistants in every

school. Permission of building principal or his/her designee shall be required. Such permission shall not be withheld unreasonably.

- E. All Association business shall be conducted outside of working hours. Whenever any representative of the Association or any assistant participates during working hours in negotiations, grievance proceedings, conferences, or meetings scheduled at the Board's discretion, he/she shall suffer no loss in pay.

**ARTICLE V
EMPLOYEE RIGHTS**

- A. Pursuant to Chapter 303, Public Laws of New Jersey, 1968, as amended and supplemented by Chapter 123, Public Laws of New Jersey, 1974, the Board hereby agrees that every employee of the Board included in the unit as set forth under "Recognition" shall have the right to freely organize, join and support the Association and its activities for the purpose of engaging in collective negotiations for mutual aid and protection. As a duly selected body exercising governmental power under laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any assistant in the enjoyment of any rights conferred by Chapter 303, Public Laws of New Jersey, 1968, as amended and supplemented by Chapter 123, Public Laws of New Jersey, 1974, or other laws of New Jersey or Constitutions of New Jersey and the United States.
- B. No assistant shall be disciplined, reprimanded or have his/her increment withheld without just cause.
- C. Nothing contained herein shall be construed to deny or restrict to any assistant such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations of the State of New Jersey.
- D. The provisions of the Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, handicap, race, color, creed, national origin or political affiliation. Both the Board and the Association shall bear responsibility for complying with this provision of the Agreement.
- E. The length of the work day for assistants shall be:

| | | | |
|-------------------------|------|---------------------|-----|
| Cafeteria/Playground | 3* | Teacher Assistants | |
| Language Lab | 6.5 | High School | 3.5 |
| Library | 3 | Intermediate/Middle | 6 |
| Special Education | | Elementary | 5.5 |
| High School | 7 | | |
| Middle School | 6.5 | | |
| Elementary/Intermediate | 6.25 | | |

*with the exception of those "grand-fathered" personnel.

- F. The work year for all assistants shall be 185 days, 183 student instructional days plus one (1) day immediately preceding the opening of school and (1) day on the date of the first teacher's in-service program. Any change must be announced by the Superintendent no later than June 15 of the prior academic year.

ARTICLE VI SICK LEAVE

- A. All assistants shall be entitled to twelve (12) sick leave days each school year with pay as of the first official day of said school year. Any of the unused sick leave days shall be accumulated from year to year with no maximum limit. Sick days will be pro-rated for employees who begin employment after the start of the contract at the rate of one day for each month of employment.
- B. All BREa member assistants employed in the summer program shall be granted one (1) non-accumulated sick day for that summer program.
- C. The Board of Education through administrative channels reserves the right to have the reason(s) for absence due to illness validated by medical evidence. As a general rule, such a request will not be made until after the third day of illness.
- D. Any unused temporary leave days (Article VII.A.) shall be accumulated from year to year as sick leave days.
- E. Upon the termination of the employment of an assistant by retirement after at least twenty (20) years of employment in the district, the Board of Education shall compensate the assistant for unused accumulated sick leave upon the following basis:
1. One (1) day for every three (3) days of unused accumulated sick leave to a maximum of forty-five (45) paid days.
 2. The per diem compensation rate shall be the product of the number of hours worked per day times the hourly rate of the assistant at the time of retirement.

ARTICLE VII TEMPORARY LEAVE OF ABSENCE

- A. Assistants shall be granted two (2) temporary leave days for Legal Business and/or Family Matters. At least 24 hours notice shall be given in requesting a leave day through the building principal or immediate supervisor. Lacking such notice, the absence will be considered unauthorized and will be deducted. Assistants employed on or before November 1 shall be entitled to two (2) Article 7-A days; employed on or before March 1 shall be entitled to one (1) Article 7-A day; employed after March 1, no Article 7-A days.

B. Excused absences, arranged at least 24 hours in advance, may be granted as approved by the building principal, for any of the following reasons; up to a maximum of two days per year:

1. Marriage in immediate family. Immediate family is limited to self, children, mother, father, sister, brother, grandchildren, mother-in-law, father-in-law.
2. Graduation exercises of employee, children or spouse. This section applies to graduation from high schools or institutions of higher learning.
3. Required appearance in court involving no moral turpitude on the part of the employee.
4. Unusual circumstances.

NOTE: Personal days will not be granted the day immediately preceding or following a holiday.

C. Emergency leave, which cannot accumulate may be granted for up to three (3) days for critical illness in the immediate family.

1. Critical illness means illness which the attending physician considers sufficiently serious to require the employee's presence at the bedside. Such absences of two or more consecutive days must be supported by a medical certification as to the seriousness of the illness of the family member requiring the employee's absence.
2. Immediate family means husband, wife, children and any other members of the same home; domestic partners, father, mother, brother, sister, grandfather, grandmother, mother-in-law, father-in-law.
3. Emergency leave requests are to be made to the building principal. The number of days is at the discretion of the Board of Education or its agent(s) and the length of the emergency leave granted is final.
4. Up to five (5) days may be granted for death in the immediate family: husband, wife, domestic partners, children, father and mother; brothers and sisters; grandchildren, step-father, step-mother, step-children, step-brothers and step-sisters, member of same home. Up to three (3) days may be granted for death of grandfathers and grandmothers; father-in law, mother-in-law; brother-in-law, sister-in-law, son-in-law and daughter-in-law.

D. One Professional Day may be granted to each Educational Assistant upon request to and approval by the Superintendent or his designee.

ARTICLE VIII IN-SERVICE

In-service workshop(s) for assistants will be developed through a Collaborative Committee to develop in-service training with approval by Supervisors and Administrators. Such workshops are mandatory.

ARTICLE IX INSURANCE

A.

1. The Board of Education agrees for the duration of this agreement, it will provide individual and full family health-care insurance coverage for all employees in the defined unit working 20 hours per week or more. Effective July 1, 2006, the Traditional Plan will be replaced with the PPO Plan. The in-network copay on the PPO will be \$10. the out-of-network deductible will be \$200 per individual and \$400 per family. The out-of-pocket coinsurance maximum will be \$400 per individual and \$800 per family. This is excluding the deductible.
2. Employees hired on or after the effective date (November 16, 1999) of ratification of both the Association and the Board of Education shall receive medical benefits including family coverage in the managed health care program at no premium cost to the employee for the first five (5) YEARS OF EMPLOYMENT. During the first five (5) years of employment the employee may elect to be enrolled in the PPO medical insurance plan program by paying the difference in premium cost between the managed health care plan and the PPO plan. Beginning the sixth (6) year of employment the employee may elect to enroll in the PPO plan paid for by the Board. Effective July 1, 2006 the prescription drug benefit included in the managed care plan will have the following copays: \$5 Generic / \$10 Brand Name / 2 x Mail Order.
3. Health and dental insurance for new employees hired at the beginning of the school year will become effective on September 1st. Health insurance for new employees hired after the school year commences will become effective sixty (60) days after their hire date. Dental insurance will become effective the first of the month following sixty (60) days after their hire date.

B. The Board agrees to provide a family dental plan for all assistants working twenty (20) hours or more per week. Such program shall be the non-deductible Delta Dental Premier Plan #7129-0002.

C. The Board shall provide for continuance of health-care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association. The retirees shall be responsible for all premium costs involved.

- D. The Board shall request the carrier to provide to each employee a description of the health-care insurance coverage provided under this ARTICLE which shall include a clear description of conditions and limits of coverage as listed above.
- E. The Board shall give written notification at the time of hiring all employees new to the district that the responsibility for insurance coverage during the interim period rests with the employee.
- F. The Board agrees to provide, at no cost to the employee, standard health tests as required of employees to maintain their employment provided said employee avails himself/herself of the program provided by the Board.
- G. The Board shall provide health-care insurance coverage to any employee granted a bona fide sick leave up to a maximum of one (1) year.
- H. Employees who elect to waive their medical insurance benefits outlined in Article XIV.A. shall be compensated each year two thousand (\$2,000) dollars for family coverage, one thousand seven hundred fifty (\$1,750) dollars for husband/wife coverage, and one thousand two hundred fifty (\$1,250) dollars for parent/child coverage and nine hundred (\$900) dollars for single coverage, paid in 20 equal installments on regular payroll schedule. Prior to making such an annual election, employees must provide evidence that they and their families, where appropriate, are covered by a medical insurance policy other than the policy provided by the Board of Education. The Board shall provide a guarantee that the employees may re-enroll in the health plan if they lose their alternative health insurance. The Board shall file the proper petition to comply with applicable tax regulations. In the event there is a tax penalty, for the Board's failure to comply, the Board will assume financial responsibility and this provision shall become void.

ARTICLE X SALARY PROGRAM

- A. See attached salary guides.
- B. Assistants employed on or before February 1 of the school year, upon recommendation for re-employment, shall be entitled to full step and guide increment. Assistants hired after February 1, upon recommendation for re-employment, shall be entitled to guide increment only.
- C. For the 03-04 school year, longevity payments to assistants shall reflect the system of payment under the July 1, 2000 - June 30, 2003 contract. Beginning July 1, 2004, assistants shall be granted a longevity payment subject to the following conditions:

1. At the beginning of their eleventh (11) year of consecutive employment in the Bridgewater-Raritan School District, assistants will receive a \$400 longevity payment that will be paid in 20 equal installments, on regular payroll schedule.
2. At the beginning of their twenty-first (21) year of consecutive employment in the Bridgewater-Raritan School District, assistants will receive a \$600 longevity payment that will be paid in 20 equal installments, on regular payroll schedule.

D. Head cafeteria/play assistants will receive a compensation of fifty cents (.50) an hour.

ARTICLE XI VACANCIES AND NEW POSITIONS

- A. Announcement of each assistant opening in the district will be posted in each school building main office and in the district Personnel office.
- B. In the event of job termination, a thirty (30) day notice will be given. If termination is through RIF, notice will be given by June 1st.
- C. An employed assistant who applies in writing for a new position or vacancy will receive in writing acknowledgment of his/her application and if denied the position, a letter of disposition.

ARTICLE XII EDUCATIONAL COMPENSATION

If an assistant enrolls in and completes and received a satisfactory grade in an approved course designed to equip him/her for better performance and efficiency in his/her job, he/she shall be reimbursed for the cost of the course based upon the County College tuition rate. For the unit not to exceed \$7000 FOR year for the entire B.R.E.A. Association. An assistant shall be limited to a maximum of three credits per semester. Requests for course reimbursement must be submitted by February 10 for courses completed during the Fall semester and July 10 for courses completed during the Spring semester. Request for course approval is to be made in advance of the course starting date on the approved form. Final approval is at the sole discretion of the Superintendent or his designee.

Non-credit courses not charged against this fund.

One course (3 credits) per person, per semester until all have one. If money is still available then second courses will be paid (prorate if necessary). If excess funds are available at the end of year, existing persons whose tuition rate was higher than County College rate can receive equal amounts per course, except no one can be paid more than actual cost.

**ARTICLE XIII
MISCELLANEOUS**

NO WORK STOPPAGE: The Association agrees that during the life of this Agreement there shall be no work stoppages or job actions.

Definition of Job Action: A group of employees either refusing to perform routine tasks within their job description or the deliberate delay of the operation of the school program or disrupting the school program.

MANAGEMENT RIGHTS: Except as otherwise provided in the Agreement, the Board reserves to itself the right of sole jurisdiction and authority over all matters of policy and operations and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulation.

Reference: NJ Statutes 18A:16-6

**ARTICLE XIV
DEDUCTION FROM SALARY**

- A. The Board agrees to deduct from the salaries of its employees dues for the Bridgewater-Raritan Education Association, the Somerset County Education Association, the New Jersey Education Association or the National Education Association, or any one of any combination of such Associations as said employees individually and voluntarily authorize the Board to deduct. Such deduction shall be made in compliance with Chapter 310, Public Laws of 1967 (NJSA 52:1 4-15.9e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the New Jersey Education Association (NJEA) by the 15th of each month following monthly pay period in which deductions were made. Employee authorizations shall be in writing on the proper forms.
- B. Each of the associations listed on the form shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.
- C. Additional authorizations for dues deduction may be received after August 1st under rules established by the State Department of Education.
- D. The filing of notice of an employee's withdrawal shall be prior to December 1st and become effective to halt deductions as of January 1st next succeeding the date on which notice of withdrawal is filed.

**ARTICLE XV
REPRESENTATIVE FEE**

- A. Upon receipt of written authorization, the Board shall deduct a representation fee from the wages of each employee who is not a member of the Association and shall remit the monies collected to the Association once each month, not later than the 15th of the month. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and date of employment for all such employees.
- B. The Association agrees to indemnify and hold harmless the Employer from any causes of action, claims, loss of damages incurred as a result of this clause.
- C. The representation fee shall be in an amount as determined by the Association in accordance with the law. The Association may revise its certification of the amount of the representation fee at any time to reflect changes in the Association membership dues, fees, and assessments. The Association entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor Agreement between the Association and the Board.
- D. For the purpose of this provision, employees who are re-appointed from year to year shall be considered to be in continuous employment.

**ARTICLE XVI
DURATION OF AGREEMENT**

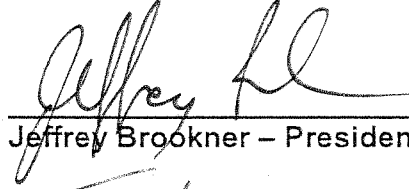
- A. This Agreement shall take effect upon execution by officers of the Board and the Association and official ratification by resolutions of the Board of Education and the membership of the Association.
- B. When so executed and ratified, the Agreement shall be effective as of July 1, 2009, and shall continue in effect until June 30, 2011. This Agreement may be extended only by a written document executed and ratified as provided in this ARTICLE.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by the proper officers and their seals to be affixed hereto the day and year first written above.

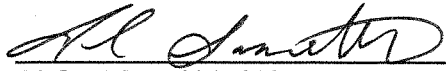
ATTEST: BRIDGEWATER-RARITAN REGIONAL BOARD OF EDUCATION



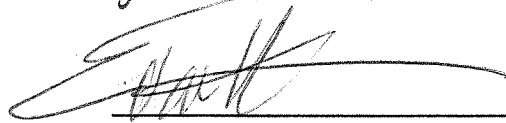
Peter Starrs – Board Secretary



Jeffrey Brookner – President



Al Smith – Chief Negotiator

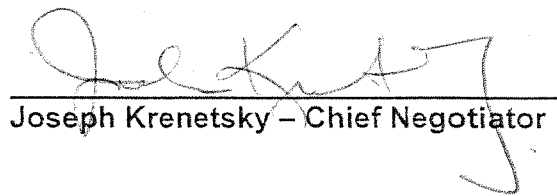


Evan Lerner – Negotiator

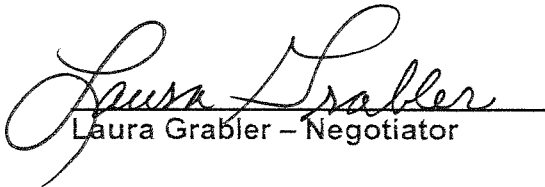
ATTEST: BRIDGEWATER-RARITAN EDUCATIONAL ASSOCIATION



Steve Beatty – President



Joseph Krenetsky – Chief Negotiator



Laura Grabler – Negotiator



Leslie Thompson - Negotiator

2009 – 2010 BRIDGEWATER-RARITAN AIDES

| Salary Guide Step | Café/Play | Head | Lib/Lang | Spec Ed |
|-------------------|-----------|-------|----------|---------|
| 1 | 12.02 | 12.52 | 14.77 | 16.52 |
| 2 | 12.02 | 12.52 | 14.77 | 16.52 |
| 3 | 12.02 | 12.52 | 14.77 | 16.52 |
| 4 | 12.02 | 12.52 | 14.77 | 16.52 |
| 5 | 12.02 | 12.52 | 14.77 | 16.52 |
| 6 | 12.62 | 13.12 | 15.37 | 17.12 |
| 7 | 13.21 | 13.71 | 15.96 | 17.71 |
| 8 | 13.94 | 14.44 | 16.69 | 18.44 |
| 9 | 14.67 | 15.17 | 17.42 | 19.17 |
| 10 | 15.40 | 15.90 | 18.15 | 19.90 |
| 11 | 15.76 | 16.26 | 18.51 | 20.26 |
| 12 | 16.26 | 16.76 | 19.01 | 20.76 |
| 13 | 16.99 | 17.49 | 19.74 | 21.49 |
| 14 | 17.75 | 18.25 | 20.50 | 22.25 |

2010-2011 BRIDGEWATER-RARITAN AIDES

| Salary Guide Step | Café/Play | Head | Lib/Lang | Spec Ed |
|-------------------|-----------|-------|----------|---------|
| 1 | 12.62 | 13.12 | 15.37 | 17.12 |
| 2 | 12.62 | 13.12 | 15.37 | 17.12 |
| 3 | 12.62 | 13.12 | 15.37 | 17.12 |
| 4 | 12.62 | 13.12 | 15.37 | 17.12 |
| 5 | 12.62 | 13.12 | 15.37 | 17.12 |
| 6 | 12.62 | 13.12 | 15.37 | 17.12 |
| 7 | 13.21 | 13.71 | 15.96 | 17.71 |
| 8 | 13.94 | 14.44 | 16.69 | 18.44 |
| 9 | 14.67 | 15.17 | 17.42 | 19.17 |
| 10 | 15.40 | 15.90 | 18.15 | 19.90 |
| 11 | 15.76 | 16.26 | 18.51 | 20.26 |
| 12 | 16.26 | 16.76 | 19.01 | 20.76 |
| 13 | 16.99 | 17.49 | 19.74 | 21.49 |
| 14 | 17.75 | 18.25 | 20.50 | 22.25 |