

AGREEMENT

between

SCHOOL DISTRICT

OF

THE CITY OF JERSEY CITY
HUDSON COUNTY, NEW JERSEY

and

LOCAL 2262
AMERICAN FEDERATION
OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES
AFL-CIO

JANUARY 1, 2014 TO DECEMBER 31, 2017

LOCAL 2262
American Federation of State, County, Municipal Employees
AFL-CIO
516 Johnston Avenue

Jersey City, New Jersey 07304

Telephone: (201) 435-0255

Fax: (201) 435-2721

OFFICERS:

WILLIAM MURAWSKI

President

JOSEPH CONTE

Vice-President

JOSEPH FEMINELLO

Secretary-Treasurer

PAULETTE HARRIS

Recording Secretary

Executive Board Members

PATTY MCCARTHY
SHAHARAZAD SIMINGTON
KEITH McMURRY
JUDIE LAMBIDES
JOHN CUPO
LORRAINE SCHLOSSER

TABLE OF CONTENTS

ARTICLE		
I.	RECOGNITION	5
II.	DEDUCTIONS FROM SALARY	6
III.	UNION REPRESENTATIVES	7
IV.	EMPLOYER RIGHTS AND RESPONSIBILITIES	7
V.	GRIEVANCE PROCEDURE	8
VI.	HOURS	9
VII.	OVERTIME	11
VIII.	MEAL PERIODS	12
IX.	HOLIDAYS	13
X.	LEAVE OF ABSENCE FOR PERSONAL ILLNESS	14
XI.	FUNERAL LEAVE	17
XII.	MILITARY LEAVE	18
XIII.	LEAVE OF ABSENCE	19
XIII-A.	OTHER LEAVE	19
XIV.	VACATIONS	19
XV.	PENSIONS	20
XVI.	DISCIPLINE	21
XVII.	DISCHARGE	21
XVIII.	SENIORITY	21
XIX.	SAFETY AND HEALTH	22
XX.	EQUAL TREATMENT	22
XXI.	BULLETIN BOARDS	22
XXII.	INSURANCE	22
XXIII.	SALARIES AND LONGEVITY PLAN	22
XXIV.	GENERAL PROVISIONS	23
XXV.	CAR ALLOWANCE	23
XXVI.	CHANGES, SUPPLEMENTS OR ALTERATIONS	24
XXVII.	TERMINAL LEAVE	24
XXVIII.	WORKING IN A HIGHER TITLE	24
XXIX.	EXTENSION OF AGREEMENT AND MISCELLANEOUS	24
XXX.	DENTAL PLAN	25
XXXI.	ALLOWANCE FOR UNIFORMS	26
XXXII.	TERM AND RENEWAL	26

PREAMBLE

This AGREEMENT made this 9th day of March, 2016, is entered into by the JERSEY CITY BOARD OF EDUCATION hereinafter referred to as the "EMPLOYER" or "BOARD" and LOCAL 2262, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "UNION," by reason of the fact that said parties have as their purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment for all employees as described in Article I of this Agreement.

**ARTICLE I
RECOGNITION**

A. The Employer hereby recognizes the Union, during the lifetime of this Agreement, as the exclusive representative for collective negotiations concerning the terms and conditions of employment for employees of the Employer in the following positions as well as all other positions set forth in the Salary Guides:

12 Month Employees

- Carpenter Supervisor
- Carpenter
- Carpenter's Helper
- Custodial Fireman
- Custodial Worker
- Custodian
- Electrician Supervisor
- Electrician
- Electrician's Helper
- Electronics Repairer
- Equipment Operator
- Groundskeeper
- Head Custodian
- Laborer Supervisor
- Laborer
- Maintenance Repairer
- Painter Supervisor
- Plasterer
- Plasterer's Helper
- Plumber Supervisor
- Plumber
- Plumber's Helper
- Principal Custodian
- Senior Custodian
- Senior Maintenance Repairer (Painter)
- School Bus Dispatcher
- School Transportation Inspector/Bus Driver
- Storekeeper
- Stock Clerk
- Truck Driver

10 Month Employees

- Assistant Cafeteria Manager
- Bus Attendants
- Bus Driver

Cafeteria Manager
Cook
Food Service Worker
Security Guard
Senior Cook
Senior Food Service Worker
Food Service Inspector

B. In the event a title change is made in any of the positions noted in Section A, and the duties and responsibilities remain the same, the new title will be included in the bargaining unit.

C. Any new title, if it is related, will be in the bargaining unit pursuant to a determination by the Public Employment Relations Commission or pursuant to an agreement between the parties.

ARTICLE II DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made. Such deductions shall be made in compliance with Chapter 23, New Jersey Public Laws of 1968, *N.J.S.A.* (R.S.) 52:14-15.9(c). The amounts to be deducted shall be certified to the Secretary of the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to Council 52 by the fifteenth (15th) of the following month, after such deductions are made.

B. If, during the life of this Agreement, there shall be any change in the rate of the membership dues, the Union shall furnish to the Employer written notice forty-five (45) days prior to the effective date of such change. It is understood that the only obligation of the Employer shall be as noted in this Article.

C. The Union will provide the necessary "check off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Secretary of the Employer, or his/her designee. The Union shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon the salary deduction authorization card submitted by the Union to the Employer.

D. Any new employee who does not join within thirty (30) days of initial employment within the unit and any employee who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representative fee to the Union by automatic payroll deduction. The representation fee

shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees, and assessments, as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement, so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this Agreement by a Successor Agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year, shall be considered to be in continuous employment.

ARTICLE III UNION REPRESENTATIVES

A. The Employer shall recognize and deal with those Union representatives and grievance committee members designated by the Union through its internal processes in each Department and Division of Employment. Such Union representatives and grievance committee members limited to one (1) for each grievance, unless otherwise noted in Article V (Grievance Procedure) shall suffer no loss of regular pay for authorized time spent in processing grievances.

B. Three (3) Union representatives may be permitted an aggregate total of twelve (12) days off without loss of pay for the purpose of attending Union conventions. The aforementioned representatives, who shall have been duly authorized by the Union to attend such conventions, shall notify the Employer no less than thirty (30) days in advance of such convention.

C. The President of the Union or his/her designee shall be permitted to engage in Union business for three (3) hours per day provided that the schedule of hours is approved by his or her department director.

ARTICLE IV EMPLOYER RIGHTS AND RESPONSIBILITIES

A. The Employer on its own behalf retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the Laws and Constitutions of the State of New Jersey and the United States. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the terms of this Agreement, and then only to the extent such terms are in conformance with Law.

ARTICLE V
GRIEVANCE PROCEDURE

A. Definition

A grievance is any dispute which may arise between the parties regarding the application, meaning, or interpretation of this Agreement.

B. Purpose

1. The purpose of this procedure is to secure at the lowest possible step, equitable solutions to the problems which may, from time to time, arise affecting employees.

2. Nothing therein contained shall be construed to prevent any employee from processing his/her own grievance, provided the Union may have an observer at any hearing on the employee's grievance.

C. Procedure

1. It is important that grievances be processed as rapidly as possible, therefore, the number of days indicated at each level should be considered as maximum and every reasonable effort shall be considered to expedite the process. The time limits may be extended, however, by mutual agreement.

2. An aggrieved employee shall institute action under provisions hereof within thirty (30) calendar days of the occurrence of the grievance. Failure to act within the said thirty (30) day period shall be deemed to constitute an abandonment of the grievance.

3. Steps of the Grievance Procedure

a. Level 1-

With the immediate supervisor, who is not in the Bargaining Unit, the grievance shall be discussed at a meeting with the aggrieved employee and the Union Steward, with the immediate supervisor of the employee. A decision shall be made within five (5) workdays by the immediate supervisor and the Union will be notified and must be memorialized in writing.

b. Level 2-

If the grievance is not resolved to the employee's satisfaction, the same shall be reduced to writing by the Union within five (5) work days from the determination in paragraph a. above, and submitted to the Human Resources Department. The Human Resources Department shall meet with the grievant and his/her Steward, Local President or his/her designee. The answer to such grievance shall be

made in writing, with a copy to the Steward and Local President within five (5) working days after the meeting.

c. Level 3-

If the grievance is not resolved through Steps a., and b., then the aggrieved shall have the right to pursue the remedies afforded by the provisions of the Civil Service Act.

d. In the event the aggrieved does not elect to pursue his/her grievance under the provisions of the Civil Service Act, the Union shall have the right to submit such grievance within ten (10) working days from the determination in Step b. to the Public Employment Relations Commission for the selection of an arbitrator. The authority of the arbitrator shall be limited solely to the interpretation of the Agreement and he/she shall have no authority to add, subtract from, or modify any of the provisions of the Agreement. In rendering his/her decision, which shall be binding upon both parties, the arbitrator shall be bound by laws of the State of New Jersey and of the United States, and decisions of the courts of New Jersey.

e. In the event of arbitration, the costs of the arbitrator's services shall be divided equally by the parties.

f. It is agreed between the parties that no arbitration hearing shall be held until after the expiration date of at least thirty (30) days after the decision rendered by Step b. Furthermore, no arbitration hearing shall be held unless the aggrieved specifically waives his/her right to pursue his/her legal remedies under the Civil Service Act.

4. Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar actions which would involve suspension of work that may disturb or interfere with the orderly operation of the Public Schools.

5. The Union President, or his/her authorized representative, may report an impending grievance to the Human Resources Department, Superintendent of Schools, or General Counsel in an effort to forestall its occurrence.

ARTICLE VI HOURS

A. The regular work day for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of eight (8) consecutive hours of work excluding lunch periods, from 8 a.m. to 4:30 p.m., except as noted otherwise in this article.

B. The regular workweek for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of not more than forty (40) hours, five (5) consecutive days, Monday through Friday.

C. The District may establish a night shift for new employees assigned to the Maintenance Department. Current employees may volunteer for the night shift. If more employees volunteer than are needed, then seniority will prevail. Employees assigned to the night shift (to commence no later than 4:30 p.m.) shall work a seven and one-half (7½) hour day exclusive of a one-half (½) hour lunch.

D. Cafeteria workers shall work thirty (30) hours per week Monday through Friday.

E. The regular workday for Custodial Personnel shall consist of eight (8) consecutive hours, which includes a one-half hour lunch period (7 ½ working hours).

F. Custodial Employees on the night shift (to commence at 2:00 p.m. or thereafter) shall work a seven and a half (7 ½) hour day, including one-half (1/2) hour for lunch.

G. Clerks and all other personnel in the warehouse shall work eight (8) hours a day exclusive of lunch.

H. All delivery workers shall work eight (8) hours each day exclusive of lunch.

I. Miscellaneous employees (*i.e.* Recreational Maintenance Worker and all inactive titles) shall work eight (8) hours a day exclusive of lunch.

J. All employees shall be assigned in accordance with the existing Civil Service rules and regulations.

K. The regular work year for ten (10) month employees assigned to the Food Service Department (excluding those employees who already work in excess of the following schedule) shall be from September 1 to two (2) days after the end of the school year with the exception of Saturdays and Sundays and the holidays provided in this Agreement and the Christmas and Spring recess and the NJEA two (2) day convention recess, but shall not extend beyond June 30.

L. Emergency (snow) days will be made up pursuant to the school calendar as determined by the Board of Education.

M. Food Service Inspectors will work ten (10) months, September 1, to June 30.

N. Twelve (12) month Security Guards shall work eight (8) hours a day exclusive of lunch. Ten (10) month Security Guards shall work seven and one-half (7 ½) hours exclusive of lunch. The work year for ten (10) month Security Guards shall be from September 1, to one (1) day after the end of the school year. However, no 10-month security guard shall be required to work beyond June 30th.

O. The District may assign Security Guards hired on or after January 1, 2014 (10 month 12 month) to any necessary work shifts. Security Guards hired on or before January 1, 2014 may volunteer for any newly created shifts.

Ten-Month Security Guards assigned to work shifts, which are created after the effective date of this Agreement, shall receive the same time differential as custodians.

P. All bus drivers shall work eight (8) hours each day exclusive of lunch. The District shall implement a revised work schedule for bus drivers during school recess periods when schools are closed modeled after the revised, temporary work schedules implemented for bus drivers during the 2001-2002, 2002-2003 and 2003-2004 school years through the life of the contract.

Q. Effective July 1, 2007, The work day for all employees shall be increased 10 minutes exclusive of lunch. This time increase shall not apply to those employees already working eight (8) hours each day exclusive of lunch.

ARTICLE VII OVERTIME

A. An employee who is requested to return to work during periods other than his/her regularly scheduled shift shall be paid overtime. The employee shall be guaranteed not less than two (2) hours at premium time if the number of hours worked is less than two (2) hours. Any overtime worked must be authorized by the Director's Office or Business Office or his/her designee.

B. For full-time employees, hours worked in excess of those set forth in Article VI above, shall be compensated at one and one-half (1½) times the regular hourly rate of pay.

C. Security Guards shall be entitled to overtime pay at one and one-half (1½) times the hourly rate of pay for hours worked in excess of their daily work day.

D. Overtime work shall be distributed as evenly as possible to employees working within the same job classification and within the same job location.

E. The Employer in scheduling overtime work will distribute it as evenly as practicable among qualified employees under that Civil Service title normally engaged in the work involved.

F. A record of overtime hours worked by each employee shall be accessible and be made available to Union representatives at reasonable times.

G. All employees covered by this Agreement required to work on Sundays or holidays shall be compensated at the rate of two (2) times the regular hourly rate of pay but only when those hours are authorized by the Director's Office or Business Office or his/her designee.

H. When employees are called in for or work overtime on snow removal they shall receive double time pay.

I. If the employee who is on snow removal continues working into his/her regular shift his/her double time stops and straight time begins.

J. 1. A twelve (12) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 260 days for a daily rate; then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

2. A ten (10) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 200 days then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

K. As per past practice, the individuals designated as the "on call emergency man/woman" shall be compensated a minimum of two (2) hours of overtime for periods they are assigned. If an employee is scheduled for overtime and is notified by the District that said overtime is cancelled, the District shall give at least two (2) hours notice prior to the start of the overtime shift. In the event the employee is not notified two (2) hours in advance, he/she shall receive two (2) hours pay.

L. Any overtime worked must be approved by the employee's Director's Office or Business Officer or his/her designee. Overtime shall be paid in the pay period following the pay period in which it is earned. If a timely submitted timesheet is not paid within that time period, the District shall issue a separate check for the overtime within five (5) days provided the amount of overtime worked is greater than four (4) hours.

ARTICLE VIII MEAL PERIODS

A. All employees covered under this Agreement with the exception of Tradesmen, Trades Foremen and Cafeteria Workers, shall be granted a lunch period in conformity with existing practice. Whenever possible, the lunch period shall be scheduled in the middle of the employee's regular shift. It is understood that the aforementioned lunch period shall be without pay.

B. Tradesmen, Trades Foremen, Laborers and all others who work eight (8) hours a day shall receive a one-half (1/2) hour lunch period without pay.

C. Cafeteria Workers in the schools shall receive a ten (10) minute break whenever possible during working hours.

ARTICLE IX HOLIDAYS

A. The following days shall be recognized as paid holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. President's Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. General Election (November)
10. Veteran's Day
11. Thanksgiving Day
12. Day after Thanksgiving Day
13. Christmas Eve (December 24)
14. Christmas Day
15. New Year's Eve (December 31)
16. New Year's Day
17. Rosh Hashanah*
18. Yom Kippur*

*B. Rosh Hashanah and Yom Kippur will be a Holiday only when schools are closed in observance of the holiday. If schools are open, it will be a regular workday.

Christmas Eve and New Year's Eve for all employees will be a holiday only when schools are closed.

C. Whenever any of the holidays listed in Section A fall on Saturday, the preceding Friday shall be observed as the holiday, provided the schools are closed.

D. Whenever any of the holidays listed in Section A fall on Sunday, the succeeding Monday shall be observed as the holiday, provided the schools are closed.

E. The holidays in this Article are only to be taken on days when the schools are closed. Any such holidays that cannot be taken because the schools are open shall be paid double time.

**ARTICLE X
LEAVE OF ABSENCE FOR
PERSONAL ILLNESS**

A. Personal Illness Requiring Leave

If the absence of an employee because of personal illness exceeds five (5) days within a thirty (30) day period, the employee shall forfeit per diem pay for the time in excess, unless leave of absence is granted by the Employer, in which case the amount of deduction shall be as provided in these rules. If the days are consecutive and a leave of absence is required, the leave shall be dated from the first day of absence.

B. Leave of Absence for Personal Illness

Leave of absence for personal illness may be granted only when requested on the prescribed form signed by a regularly licensed Doctor of Medicine (a Doctor of Dental Science or Dental Surgery in case of mouth ailments) and approved by the Board of Education.

Said leave of absence shall not be in excess of one-half year from the first day of absence due to personal illness. All leaves of absence must be approved by the Board of Education.

Personal illness leave with pay shall include any absence that occurs on any day or any succeeding days that an employee is not actively performing the duties of his/her assignment.

In the computation of personal illness deductions the fifteen (15) days personal illness leave granted for the current fiscal year shall be utilized first, and next, if the absence exceeds fifteen (15) days in any fiscal year, the days in the employee's cumulative personal illness leave account shall be used.

C. Permissive Leave and Extended Leave

Permissive Leave: If an employee is already on or eligible for an approved medical leave and exhausts all personal illness days, the employee may apply in writing to the Human Resources Department for permissive leave. Human Resources and the

Superintendent will review the request. Said leave will only be granted with the approval of the Board of Education.

The time allotted for permissive leave is equal to one day for each year that the employee has completed with the District. It can be used once in a school year and twice in a career,

If an employee has not used his/her entire permissive leave in a school year, he/she may request the Board of Education, in writing, to apply the unused days within that school year (to June 30th), to new illness leave (five (5) days or more) if such is necessary, prior to expiration of that current school year. Said leave will only be granted upon the approval of the Board of Education.

Extended Leaves of Absences: The Board of Education, in its sole discretion, may approve additional absences beyond those granted in this Article. These extended leaves may only be granted in cases of long and extended illnesses, which is serious in nature. The decision of the Board may not be subject to arbitration.

Eligibility: Employees with 1 to 10 years- 40 days in any school year and forfeiture of one-half (1/2) substitute's per diem pay for each day of absence. Employees with 10 or more years- 80 days in any school year and forfeiture of one-half (1/2) substitute's per diem pay for each day of absence.

These extended leaves may only be granted in cases of a long and extended illness which is serious in nature. Any decision by the District in this respect shall not be subject to arbitration, but may be reviewed by the Superintendent. Salary payments may be discontinued in cases of absence in any one fiscal year which exceeds that enumerated in the preceding paragraphs.

D. Leave of Absence Procedure

The Procedure to be followed for illness requiring a leave of absence is as follows:

1. Employees who are absent six (6) consecutive school days must submit a leave form. Leave forms will be distributed to all employees at the beginning of the school year, will be readily available in the administrative office or the school, and will be accessible on the District website. The leave form must be complete by a physician and the employee and sent to the Human Resource Department by Certified Mail/Return Receipt Requested. The leave form must be received by the District within six (6) working days of the sixth consecutive day of absence. Leave forms may be returned to the District via email or certified mail.
2. If completed personal illness leave of absence form is not received within the twelve (12) working days period, then the Department of Human Resources shall send a certified letter indicating failure to comply.

3. If no response to the letter is received within five (5) working days, the employee's paycheck may be withheld pending disposition of illness leave by the Human Resources Department."

E. No Loss of Pay for the First Fifteen (15) Days

1. An employee absent because of personal illness shall suffer no loss of pay for:

a. One (1) working day for each month of service during the remainder of the first fiscal year of service following assignment of permanent appointment, and

b. Fifteen (15) working days in every fiscal year thereafter.

F. Unused Days to be Accumulated

Up to a maximum of fifteen (15) days of personal illness leave for any fiscal year not required (used) by an employee shall be accumulated to his or her credit from year to year.

Accumulated personal illness with pay shall be granted an employee when needed, provided that in computing the amount of pay there shall be deducted the amount of monies which the employee is paid under the provisions of Title 34, Chapter 15 of the Revised Statutes of the State of New Jersey for Temporary Disability for any period for which the employee is entitled to receive accumulated personal illness leave pay.

G. Computation of Personal Illness Leave Deductions

In order to establish the accumulated personal illness leave presently due an employee, any portion of allowable personal illness leave not required (used) by an employee for all years of service for such employee prior to and subsequent to the adoption of civil service shall be included.

Intervening holidays shall not be counted as workdays when computing allowable personal illness leave days.

Days lost due to injuries or illness occurred as a result of activities which were required by the character of the employee's assigned work shall be excluded in the computation of allowable personal illness days.

H. Absence in Excess of One-Half Year for Personal Illness

1. An employee whose absence for personal illness exceeds one-half (½) year shall be required to take a physical examination directed by the Human Resources Department. Upon receipt of the medical report, the Employer shall either:

a. Grant an additional leave for a period not to exceed six (6) months at a loss of full pay, except in situations where the accumulated personal illness and permissive personal illness/extended leave have not been exhausted upon the approval of the Board of Education, or,

b. Return the employee to his/her position with the Employer. No further renewal or extension of leave of absence may be granted except upon the arrival, in writing, of the Civil Service Commissioner's decision where such non-instructional employees are under Civil Service.

I. Accumulated Personal Illness Incentive Plan

A non-instructional employee, upon resignation or retirement after ten (10) years of service, shall receive a lump sum payment amount of fifty dollars (\$50) per day for each unused day, accumulated in his/her personal illness leave bank. In the event of death after ten (10) years of service, the employee's estate shall receive a lump sum payment as prescribed herein.

J. Medical Examination

The Human Resources Department may arrange for the examination of an employee absent for personal illness.

K. Any employee covered by this Agreement who has at least two (2) years of continuous service with the Jersey City School District shall have the option of cashing in 30% of sick days at the rate of \$50.00 per day.

L. Attendance Incentive Plan

An employee who has no absences during his/her entire work year shall receive a \$276 bonus. The bonus will be split into two parts, \$138 each semester for employees who achieve perfect attendance during the semester. The first semester is July 1 through January 31, the second, February 1 through June 30. The only excused absences relative to this policy are: death in the immediate family, jury duty or excused vacation day(s).

**ARTICLE XI
FUNERAL LEAVE**

A. Absence for Death in Family – in case of death of a parent, brother, sister, husband, wife, child, stepchild or relative who is a member of the immediate household

of the employee, the employee shall be excused without loss of regular straight time pay, or accumulated leave, not to exceed five (5) consecutive calendar days.

B. Absence for Death of a Relative – in case of death of a relative not included in Section A above, the employee shall be excused for the day of the funeral without loss of regular straight time pay or accumulated leave.

ARTICLE XII MILITARY LEAVE

A. Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted as provided by applicable statutes.

B. Military Leave (Permanent Employee)
Field Training or Attendance at Service Schools

An employee with permanent status, and any employee having temporary status with one year or more of continuous service who is required to undergo military field training or attendance at service schools for a period of two (2) weeks or less during any fiscal year shall be granted leave of absence with pay.

Military leave shall be in addition to regular vacation allowed such employee. Whenever such military field training or attendance at service schools requires the participant to remain for a longer period than the prescribed two (2) weeks, such employee shall receive the difference between his/her pay and his/her military pay for the remainder of such time, provided that such additional time of training or service school attendance is not in excess of 1 (one) calendar month during any fiscal year. Should any military field training or attendance at service schools in excess of that granted above be required in the same fiscal year, military leave without pay for each additional period shall be granted. Unused vacation leave shall be granted and may be used before military leave without pay becomes effective.

C. Leave for Extended Active Military Service

1. Any employee with permanent status entering active military service with the armed forces of the United States shall be granted:

a. Military leave without pay for the period of his/her service.

b. Earned and unused vacation leave. Such leave may be used by the employee before military leave without pay becomes effective.

c. Re-enlistment in active military service shall be considered as resignation from the employee's permanent position, unless such re-enlistment is required in accordance with Federal Law governing military service.

ARTICLE XIII LEAVE OF ABSENCE

A leave of absence without pay, not to exceed six (6) months, may be granted to any permanent employee who has been employed for a period of ninety (90) days. Said leave may not be arbitrarily or unreasonably withheld.

ARTICLE XIII-A OTHER LEAVE

A. All employees shall be entitled to two (2) personal business days per year without loss of pay. The personal business days shall not be cumulative. Unused personal business days shall be transferred to the sick leave bank at the end of the work year.

B. One who requests a personal business day shall submit his/her request on the form prescribed, to the Department Head in time to allow the request to reach the office of the Superintendent of Schools three (3) days prior to the day of leave.

C. Except in cases of personal emergency, personal business leave days may not be taken on:

1. The first or last week of the school year.
2. The day before or after a school holiday.
3. The day prior to or immediately following a vacation period within the school year.

ARTICLE XIV VACATIONS

A. The vacation schedule shall be as follows for all employees covered under this Agreement, with the exception of 10 month employees who were hired prior to July 1, 1987:

1. One (1) day per month for the first year of employment.

2. Twenty-two (22) days for two (2) through fourteen (14) years of employment.

3. Twenty-five (25) days for fifteen (15) years or more.

4. Food Service Workers hired prior to July 1, 1987, shall continue to receive vacation pay pursuant to the past practice of the parties.

B. Ten (10) month employees, including Food Service Workers hired after July 1, 1987, shall not be entitled to vacation under this Article XIV.

C. All employees who commence employment after April 19, 1997, shall not be entitled to the current vacation schedule, but shall be eligible under a new schedule as follows:

<u>Years of Employment</u>	<u>Vacation Days</u>
less than one year	one day per month earned to a maximum of 10 days
1 through completion of 4	15 days
5 through completion of 9	20 days
10 through completion of 14	22 days
starting with the 15 th year	25 days

All employees who commenced employment prior to April 19, 1997, shall remain on the existing vacation schedule.

D. All 12 month employees assigned to the Maintenance Department, including all custodial personnel, may request to be scheduled for vacation days during the regular work year. The request must be approved by the Director of Maintenance based upon the needs of the District. This vacation initiative shall be implemented upon the establishment of guidelines mutually agreed to by Local 2262 and the District. No employee may have at any time in his/her vacation bank more than the total of his/her annual vacation allotment for the current year and the immediate preceding year.

ARTICLE XV PENSIONS

Employees shall receive pensions at retirement pursuant to the provisions of State Law and Local Ordinances.

ARTICLE XVI DISCIPLINE

A. Disciplinary action shall include only the following:

1. Written reprimand.
2. Suspension (Notice to be given in writing.)
3. Discharge.

B. Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon any employee may be processed as a grievance but not before other employees or the public, so as not to be done in a manner which will embarrass the employee.

ARTICLE XVII DISCHARGE

A. The employer shall not discharge any employee without just cause. Except where violence and/or the health and safety of other employees and school children may be involved, the employer shall give the Union five (5) working days notice of the intention to discharge an employee. During such five (5) days, the two (2) sides shall meet to try to resolve the case. If discharge takes place, the Union and the individual will be given a written reason for discharge and the grievance procedures may be invoked.

B. The Union shall have the right to take up the suspension and/or discharge as a grievance at the second step of the grievance procedure, and the matter shall be handled in accordance with this procedure, including arbitration.

ARTICLE XVIII SENIORITY

A. Seniority is defined as an employee's total length of service with the employer in his/her job classification, beginning with his/her date of hire, as defined under the provisions of the New Jersey Civil Service Act.

B. In all cases of shift assignment, building assignment, vacation schedules and other situations where substantial employee financial advantages or disadvantages are concerned, employees with the greatest amount of seniority shall be given preference, provided the employee has the ability to perform the work involved, subject to Article V, Grievance Procedure.

ARTICLE XIX

SAFETY AND HEALTH

A. Wherever practicable, the employer shall at all times maintain safe and healthy working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to assure their safety and health.

B. A health and safety committee will be established and the union will be given a seat on this committee.

ARTICLE XX EQUAL TREATMENT

A. The Employer agrees that there will be no discrimination for reasons of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, sex or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States, the nationality of any individual, union membership or union activities.

B. Employee titles when used in this Agreement shall refer to all male and female personnel.

ARTICLE XXI BULLETIN BOARDS

A. Bulletin boards will be allowed by the employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The employer shall have the right to determine the location and size of the said bulletin board, but the entire cost shall be borne by the Union.

ARTICLE XXII INSURANCE

A. Employees shall receive health insurance and hospitalization as currently provided in the Plan subscribed to by the Employer.

B. Life Insurance – The Employer will provide for Life Insurance in the amount of \$3,500.00 and Accidental Death and Dismemberment Insurance in the amount of \$3,500.00 for each employee.

C. The School District shall make available health insurance coverage to bargaining unit members through the School Employees Health Benefits Plan (“SEHBP”). Employees may select a plan from those plans that are offered by the

District. Employees shall contribute an amount established by P.L. 2011, Chapter 78 towards payment of premium. The obligation of employees to contribute towards their medical insurance costs shall be effective upon their employment with the Board.

Should P.L. 2011, Chapter 78 be repealed or sunset during the term of this Agreement, the Association will agree to comport with current statute.

- D. A family optical plan shall be provided by the District.
- E. An optional flex spending plan will be made available.

**ARTICLE XXIII
SALARIES AND LONGEVITY PLAN**

Salary payments shall be in accordance with the mutually agreed upon salary guides attached and incorporated into this agreement.

Longevity pay shall be as follows:

After 5 years	\$300.00
After 10 years	\$500.00
After 15 years	\$1,000.00
After 20 years	\$1,200.00

**ARTICLE XXIV
GENERAL PROVISIONS
(SEPARABILITY AND SAVINGS)**

Should any portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision.

**ARTICLE XXV
CAR ALLOWANCE**

Tradesmen and food service managers using their own cars to travel from work site to work site and to carry their own materials with which to work shall receive a car allowance at the rate of seven dollars (\$7) per day. Employees shall only be eligible a car allowance on days on which they are using their own cars to travel from work site to work site. In order to receive reimbursement, employees must submit a log signed by the employee containing the mileage and the sites traveled to the Director's Office on the first work day of each month. A copy of the employee's insurance and driver's license

must be submitted to the Personnel Department annually on or around September 1st upon request from the District.

**ARTICLE XXVI
CHANGES, SUPPLEMENTS OR
ALTERATIONS**

Any provision of this Agreement may be changed, supplemented or altered provided both parties mutually agree in writing.

**ARTICLE XXVII
TERMINAL LEAVE**

Employees covered under this Agreement shall be entitled to two (2) terminal leave days pay for each year of service.

**ARTICLE XXVIII
WORKING IN A HIGHER TITLE**

Any employee working in a position at the direction of the Director's Office or Business Office or his/her designee which calls for a higher rate of pay than the affected employee's title, shall receive such higher rate of pay during his/her tour of duty in the higher paying position provided the employee works in such higher paying position for at least five (5) days and in that event the employee shall receive the higher rate of pay retroactively to the first day.

**ARTICLE XXIX
EXTENSION OF AGREEMENT
AND MISCELLANEOUS**

A. The Employer agrees that any statements in its Rules and Regulations adopted July 1, 1978, which conflict with any of the provisions of its collective bargaining agreement with Local 2262 shall be modified to the extent necessary to conform with said collective bargaining agreement. Any such statements altering the terms and conditions of employment of the employees covered by such agreement shall not be implemented without negotiation with the Union.

B. The Employer and the Union each agree to pay one-half (1/2) of the cost for the final printing of one thousand (1000) copies of this Agreement in booklet form.

C. In case of lay-offs, Civil Service rules will prevail. Prior to the lay-off of any employee covered under this Agreement, the Employer agrees to meet and confer with the Executive Board to obtain its views on the proposed action.

D. In the event negotiations for a successor Agreement continue beyond the expiration date of this Agreement, the parties agree that the provisions of this Agreement will be extended and will remain in full force and effect during such period of negotiations.

E. The extension of this Agreement shall in no way affect the rights of the parties to agree or disagree on the subject of any retroactive payments which shall be a matter of negotiations and mutual agreement.

F. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues for the life of this Agreement.

G. The District shall have the right to create a four (4) day, ten (10) hour schedule for all general trades employees and craft positions. This shall be a trial program and on a pilot plan in buildings designated by the District. The District retains the right to terminate the program in its discretion with two (2) weeks advance notice to the Union. This program would be in lieu of a differential payment. Sick Leave, Vacation Leave and Other Day Leave shall be calculated accordingly for employees on this plan to accommodate the ten (10) hour schedule.

H. The Employer and the Union agree to revisit and discuss the issue of direct deposit of salary checks on January 1, 2008.

I. Ten (10) month employees who apply for a position during the summer shall receive first consideration for that position, provided they meet the qualifications for the job.

J. The Union and District will meet, upon request of either party, for a labor-management meeting within fifteen (15) days of the request.

ARTICLE XXX DENTAL PLAN

The Employer shall continue the current Dental benefits as established by past practice.

**ARTICLE XXXI
ALLOWANCE FOR UNIFORMS**

A. The following employees shall be provided with the following clothing allowances which shall continue to be administered by the District through a voucher system:

1. Security Guards shall receive \$370 for the first year of employment and \$270 each year thereafter. For the 2015-16 school year, security guards will be eligible to acquire outdoor winter jacket.

2. Bus Drivers shall receive \$370 for the first year of employment and \$270 each year thereafter.

3. Food Service Personnel shall receive \$220 for the first year of employment and \$170 each year thereafter.

4. All other Local 2262 members not identified in subsection A(1) to A(3) of this article, shall receive \$220 for the first year of employment and \$170 each year thereafter.

5. Custodian personnel, tradesmen and laborers, and food service personnel shall receive a voucher for \$100 per year for the purchase of uniform clothing apparel including, but not limited to, safety footwear, work belts and any other item of clothing apparel appearing on a list prepared and approved by the Business Administrator.

6. Name tags and badges will now be covered under the uniform allowance.

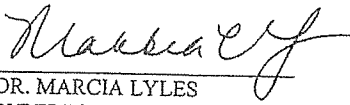
**ARTICLE XXXII
TERM AND RENEWAL**


Provisions of this Agreement shall be effective as of January 1, 2014 and shall remain in full force and effect through December 31, 2017, subject to the right of the employer and Local 2262 to negotiate for a modification of this Agreement.


IN WITNESS WHEREOF, the parties have hereto set their hands and seals at Jersey City, New Jersey, on this 31st day of June 2016.


JERSEY CITY BOARD OF
EDUCATION


AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO

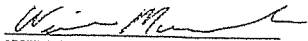
By: 
DR. MARCIA LYLES
SUPERINTENDENT

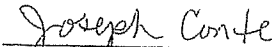

LUIGGI CAMPANA
BUSINESS
ADMINISTRATOR/
BOARD SECRETARY



CELESTE WILLIAMS
CHIEF OF TALENT

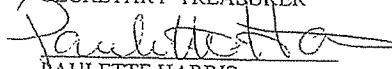

HOPE BLACKBURN
GENERAL COUNSEL

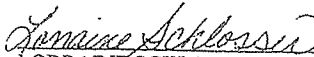

VIYA GANGADIN
BOARD PRESIDENT


By: 
WILLIAM MURAWSKI
PRESIDENT

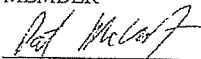

JOSEPH CONTE,
VICEPRESIDENT

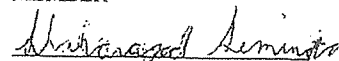

JOSEPH FIMINELLO
SECRETARY-TREASURER

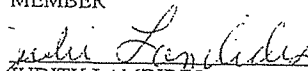

PAULETTE HARRIS
RECORDING SECRETARY


LORRAINE SCHLOSSER
EXECUTIVE BOARD
MEMBER


KEITH MCMURRAY
EXECUTIVE BOARD
MEMBER


PAT MCCARTHY
EXECUTIVE BOARD
MEMBER


SHAHARAZAD SIMINGTON
EXECUTIVE BOARD
MEMBER


JUDITH LAMBIDES
EXECUTIVE BOARD
MEMBER

LOCAL 2262 SALARY GUIDES

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
BOILER OPERATOR							
2262	A	1	37599	38270	39090	40088	41119
2262	A	2	38965	39636	40456	41454	42485
2262	A	3	40012	40683	41503	42501	43532
2262	A	4	40032	40703	41523	42521	43552
2262	A	5	41798	42469	43289	44287	45318
2262	A	6	42995	43666	44486	45484	46515
2262	A	7	44232	44903	45723	46721	47752
2262	A	8	45107	45778	46598	47596	48627
2262	A	9	46642	47313	48133	49131	50162
2262	A	10	47435	48106	48926	49924	50955
SUPERVISING LABORER							
2262	B	1	46393	47064	47884	48882	49913
2262	B	2	47233	47904	48724	49722	50753
2262	B	3	48218	48889	49709	50707	51738
2262	B	4	48957	49628	50448	51446	52477
2262	B	5	50372	51043	51863	52861	53892
2262	B	6	51817	52488	53308	54306	55337
2262	B	7	54260	54931	55751	56749	57780
2262	B	8	55826	56497	57317	58315	59346
2262	B	9	57371	58042	58862	59860	60891
2262	B	10	59886	60557	61377	62375	63406
PAINTER							
2262	BB	1	47693	48364	49184	50182	51213
2262	BB	2	49976	50647	51467	52465	53496
2262	BB	3	51446	52117	52937	53935	54966
2262	BB	4	52958	53629	54449	55447	56478
2262	BB	5	54517	55188	56008	57006	58037
2262	BB	6	56121	56792	57612	58610	59641
2262	BB	7	56754	57425	58245	59243	60274
2262	BB	8	59472	60143	60963	61961	62992
2262	BB	9	61221	61892	62712	63710	64741
2262	BB	10	63021	63692	64512	65510	66541
2262	BB	11	64875	65546	66366	67364	68395
2262	BB	12	75665	76336	77156	78154	79185

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
CARPENTER							
2262	C	1	48549	49220	50040	51038	52069
2262	C	2	49976	50647	51467	52465	53496
2262	C	3	51446	52117	52937	53935	54966
2262	C	4	52958	53629	54449	55447	56478
2262	C	5	54517	55188	56008	57006	58037
2262	C	6	56121	56792	57612	58610	59641
2262	C	7	57772	58443	59263	60261	61292
2262	C	8	59472	60143	60963	61961	62992
2262	C	9	61221	61892	62712	63710	64741
2262	C	10	63021	63692	64512	65510	66541
2262	C	11	64875	65546	66366	67364	68395
2262	C	12	73421	74092	74912	75910	76941
SUPERVISING CARPENTER							
2262	CCC	1	47950	48621	49441	50439	51470
2262	CCC	2	48814	49485	50305	51303	52334
2262	CCC	3	49838	50509	51329	52327	53358
2262	CCC	4	50599	51270	52090	53088	54119
2262	CCC	5	52076	52747	53567	54565	55596
2262	CCC	6	53607	54278	55098	56096	57127
2262	CCC	7	55184	55855	56675	57673	58704
2262	CCC	8	62722	63393	64213	65211	66242
2262	CCC	9	66954	67625	68445	69443	70474
2262	CCC	10	71832	72503	73323	74321	75352
2262	CCC	11	75705	76376	77196	78194	79225
2262	CCC	12	81832	82503	83323	84321	85352
PLASTERER							
2262	DD	1	47693	48364	49184	50182	51213
2262	DD	2	49095	49766	50586	51584	52615
2262	DD	3	50539	51210	52030	53028	54059
2262	DD	4	52025	52696	53516	54514	55545
2262	DD	5	53556	54227	55047	56045	57076
2262	DD	6	55131	55802	56622	57620	58651
2262	DD	7	56753	57424	58244	59242	60273
2262	DD	8	59472	60143	60963	61961	62992
2262	DD	9	61221	61892	62712	63710	64741
2262	DD	10	63019	63690	64510	65508	66539
2262	DD	11	63731	64402	65222	66220	67251
2262	DD	12	73668	74339	75159	76157	77188

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SUPERVISING ELECTRICIAN							
2262	DDD	1	47950	48621	49441	50439	51470
2262	DDD	2	48814	49485	50305	51303	52334
2262	DDD	3	49838	50509	51329	52327	53358
2262	DDD	4	50599	51270	52090	53088	54119
2262	DDD	5	52076	52747	53567	54565	55596
2262	DDD	6	53607	54278	55098	56096	57127
2262	DDD	7	55184	55855	56675	57673	58704
2262	DDD	8	62722	63393	64213	65211	66242
2262	DDD	9	66954	67625	68445	69443	70474
2262	DDD	10	71832	72503	73323	74321	75352
2262	DDD	11	75705	76376	77196	78194	79225
2262	DDD	12	81832	82503	83323	84321	85352
PLUMBER							
2262	EE	1	47693	48364	49184	50182	51213
2262	EE	2	49976	50647	51467	52465	53496
2262	EE	3	51446	52117	52937	53935	54966
2262	EE	4	52959	53630	54450	55448	56479
2262	EE	5	54517	55188	56008	57006	58037
2262	EE	6	56121	56792	57612	58610	59641
2262	EE	7	57773	58444	59264	60262	61293
2262	EE	8	59471	60142	60962	61960	62991
2262	EE	9	61221	61892	62712	63710	64741
2262	EE	10	63021	63692	64512	65510	66541
2262	EE	11	64875	65546	66366	67364	68395
2262	EE	12	72919	73590	74410	75408	76439
PRINCIPAL CUSTODIAN							
2262	GG	1	38246	38917	39737	40735	41766
2262	GG	2	38938	39609	40429	41427	42458
2262	GG	3	39749	40420	41240	42238	43269
2262	GG	4	40360	41031	41851	42849	43880
2262	GG	5	41525	42196	43016	44014	45045
2262	GG	6	42718	43389	44209	45207	46238
2262	GG	7	43943	44614	45434	46432	47463
2262	GG	8	45212	45883	46703	47701	48732
2262	GG	9	47252	47923	48743	49741	50772
2262	GG	10	49847	50518	51338	52336	53367

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SCHOOL TRANSPORTATION INSPECTOR							
2262	HHH	1	41784	42455	43275	44273	45304
2262	HHH	2	42540	43211	44031	45029	46060
2262	HHH	3	43426	44097	44917	45915	46946
2262	HHH	4	44096	44767	45587	46585	47616
2262	HHH	5	45361	46032	46852	47850	48881
2262	HHH	6	46665	47336	48156	49154	50185
2262	HHH	7	48007	48678	49498	50496	51527
2262	HHH	8	49072	49743	50563	51561	52592
2262	HHH	9	50868	51539	52359	53357	54388
2262	HHH	10	53194	53865	54685	55683	56714
SCHOOL BUS DISPATCHER							
2262	III	1	51233	51904	52724	53722	54753
2262	III	2	51989	52660	53480	54478	55509
2262	III	3	52875	53546	54366	55364	56395
2262	III	4	53544	54215	55035	56033	57064
2262	III	5	54811	55482	56302	57300	58331
2262	III	6	56114	56785	57605	58603	59634
2262	III	7	57456	58127	58947	59945	60976
2262	III	8	58521	59192	60012	61010	62041
2262	III	9	59420	60091	60911	61909	62940
2262	III	10	62034	62705	63525	64523	65554
CUSTODIAL WORKER							
2262	J	1	33211	33882	34702	35700	36731
2262	J	2	34827	35498	36318	37316	38347
2262	J	3	35553	36224	37044	38042	39073
2262	J	4	36099	36770	37590	38588	39619
2262	J	5	37139	37810	38630	39628	40659
2262	J	6	38206	38877	39697	40695	41726
2262	J	7	39304	39975	40795	41793	42824
2262	J	8	40437	41108	41928	42926	43957
2262	J	9	41331	42002	42822	43820	44851
2262	J	10	42587	43258	44078	45076	46107

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SENIOR CUSTODIAN							
2262	K	1	37305	37976	38796	39794	40825
2262	K	2	37981	38652	39472	40470	41501
2262	K	3	38772	39443	40263	41261	42292
2262	K	4	39368	40039	40859	41857	42888
2262	K	5	40503	41174	41994	42992	44023
2262	K	6	41665	42336	43156	44154	45185
2262	K	7	43632	44303	45123	46121	47152
2262	K	8	44890	45561	46381	47379	48410
2262	K	9	46063	46734	47554	48552	49583
2262	K	10	48480	49151	49971	50969	52000
SECURITY GUARD 12 MONTHS							
2262	LL	1	31596	32267	33087	34085	35116
2262	LL	2	32088	32759	33579	34577	35608
2262	LL	3	32673	33344	34164	35162	36193
2262	LL	4	33098	33769	34589	35587	36618
2262	LL	5	34554	35225	36045	37043	38074
2262	LL	6	35443	36114	36934	37932	38963
2262	LL	7	36356	37027	37847	38845	39876
2262	LL	8	40110	40781	41601	42599	43630
2262	LL	9	42736	43407	44227	45225	46256
2262	LL	10	46036	46707	47527	48525	49556
ELECTRICIAN							
2262	N	1	47693	48364	49184	50182	51213
2262	N	2	49095	49766	50586	51584	52615
2262	N	3	51446	52117	52937	53935	54966
2262	N	4	52958	53629	54449	55447	56478
2262	N	5	54517	55188	56008	57006	58037
2262	N	6	56121	56792	57612	58610	59641
2262	N	7	57773	58444	59264	60262	61293
2262	N	8	59472	60143	60963	61961	62992
2262	N	9	61221	61892	62712	63710	64741
2262	N	10	63021	63692	64512	65510	66541
2262	N	11	64875	65546	66366	67364	68395
2262	N	12	73668	74339	75159	76157	77188

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
ELECTRONIC REPAIRER							
2262	O	1	47693	48364	49184	50182	51213
2262	O	2	49095	49766	50586	51584	52615
2262	O	3	50539	51210	52030	53028	54059
2262	O	4	52025	52696	53516	54514	55545
2262	O	5	53556	54227	55047	56045	57076
2262	O	6	55131	55802	56622	57620	58651
2262	O	7	56754	57425	58245	59243	60274
2262	O	8	58423	59094	59914	60912	61943
2262	O	9	60142	60813	61633	62631	63662
2262	O	10	61910	62581	63401	64399	65430
2262	O	11	63731	64402	65222	66220	67251
2262	O	12	73668	74339	75159	76157	77188
EQUIPMENT OPERATOR							
2262	P	1	40409	41080	41900	42898	43929
2262	P	2	41138	41809	42629	43627	44658
2262	P	3	41997	42668	43488	44486	45517
2262	P	4	42641	43312	44132	45130	46161
2262	P	5	43872	44543	45363	46361	47392
2262	P	6	45132	45803	46623	47621	48652
2262	P	7	46426	47097	47917	48915	49946
2262	P	8	47767	48438	49258	50256	51287
2262	P	9	49024	49695	50515	51513	52544
2262	P	10	52410	53081	53901	54899	55930
SUPERVISOR OF SECURITY 12 MONTH							
2262	Q	1	39630	40301	41121	42119	43150
2262	Q	2	40268	40939	41759	42757	43788
2262	Q	3	41755	42426	43246	44244	45275
2262	Q	4	42329	43000	43820	44818	45849
2262	Q	5	43423	44094	44914	45912	46943
2262	Q	6	44547	45218	46038	47036	48067
2262	Q	7	45699	46370	47190	48188	49219
2262	Q	8	46892	47563	48383	49381	50412
2262	Q	9	48134	48805	49625	50623	51654
2262	Q	10	50472	51143	51963	52961	53992

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SUPERVISING PLUMBER							
2262	RR	1	47950	48621	49441	50439	51470
2262	RR	2	48814	49485	50305	51303	52334
2262	RR	3	49838	50509	51329	52327	53358
2262	RR	4	50589	51260	52080	53078	54109
2262	RR	5	52076	52747	53567	54565	55596
2262	RR	6	53607	54278	55098	56096	57127
2262	RR	7	55184	55855	56675	57673	58704
2262	RR	8	62201	62872	63692	64690	65721
2262	RR	9	66954	67625	68445	69443	70474
2262	RR	10	68511	69182	70002	71000	72031
2262	RR	11	74370	75041	75861	76859	77890
2262	RR	12	81832	82503	83323	84321	85352
SUPERVISING PAINTER							
2262	S	1	47950	48621	49441	50439	51470
2262	S	2	48814	49485	50305	51303	52334
2262	S	3	49838	50509	51329	52327	53358
2262	S	4	50599	51270	52090	53088	54119
2262	S	5	52076	52747	53567	54565	55596
2262	S	6	53607	54278	55098	56096	57127
2262	S	7	55184	55855	56675	57673	58704
2262	S	8	62722	63393	64213	65211	66242
2262	S	9	66954	67625	68445	69443	70474
2262	S	10	71832	72503	73323	74321	75352
2262	S	11	75705	76376	77196	78194	79225
2262	S	12	81832	82503	83323	84321	85352
GROUNDSKEEPER							
2262	T	1	33517	34188	35008	36006	37037
2262	T	2	34122	34793	35613	36611	37642
2262	T	3	34835	35506	36326	37324	38355
2262	T	4	35369	36040	36860	37858	38889
2262	T	5	36389	37060	37880	38878	39909
2262	T	6	37434	38105	38925	39923	40954
2262	T	7	39198	39869	40689	41687	42718
2262	T	8	43330	44001	44821	45819	46850

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
HEAD CUSTODIAN							
2262	U	1	40270	40941	41761	42759	43790
2262	U	2	40998	41669	42489	43487	44518
2262	U	3	41854	42525	43345	44343	45374
2262	U	4	43259	43930	44750	45748	46779
2262	U	5	44506	45177	45997	46995	48026
2262	U	6	45786	46457	47277	48275	49306
2262	U	7	47099	47770	48590	49588	50619
2262	U	8	48458	49129	49949	50947	51978
2262	U	9	49810	50481	51301	52299	53330
2262	U	10	51160	51831	52651	53649	54680
2262	U	11	52510	53181	54001	54999	56030
2262	U	12	53862	54533	55353	56351	57382
2262	U	13	55962	56633	57453	58451	59482
TRUCK DRIVER							
2262	UU	1	41198	41869	42689	43687	44718
2262	UU	2	41943	42614	43434	44432	45463
2262	UU	3	42818	43489	44309	45307	46338
2262	UU	4	43475	44146	44966	45964	46995
2262	UU	5	44729	45400	46220	47218	48249
2262	UU	6	46013	46684	47504	48502	49533
2262	UU	7	47333	48004	48824	49822	50853
2262	UU	8	52712	53383	54203	55201	56232
LABORER							
2262	V	1	39788	40459	41279	42277	43308
2262	V	2	41235	41906	42726	43724	44755
2262	V	3	42096	42767	43587	44585	45616
2262	V	4	42741	43412	44232	45230	46261
2262	V	5	43977	44648	45468	46466	47497
2262	V	6	45236	45907	46727	47725	48756
2262	V	7	48228	48899	49719	50717	51748
2262	V	8	51187	51858	52678	53676	54707

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17

STOCK CLERK - WAREHOUSE

2262	YY	1	37162	37833	38653	39651	40682
2262	YY	2	37789	38460	39280	40278	41309
2262	YY	3	38528	39199	40019	41017	42048
2262	YY	4	39079	39750	40570	41568	42599
2262	YY	5	40137	40808	41628	42626	43657
2262	YY	6	41220	41891	42711	43709	44740
2262	YY	7	42333	43004	43824	44822	45853
2262	YY	8	43483	44154	44974	45972	47003
2262	YY	9	44186	44857	45677	46675	47706
2262	YY	10	47036	47707	48527	49525	50556

SUPERVISING PLASTERER

2262	Z	1	47950	48621	49441	50439	51470
2262	Z	2	48814	49485	50305	51303	52334
2262	Z	3	49838	50509	51329	52327	53358
2262	Z	4	50599	51270	52090	53088	54119
2262	Z	5	52076	52747	53567	54565	55596
2262	Z	6	53607	54278	55098	56096	57127
2262	Z	7	55184	55855	56675	57673	58704
2262	Z	8	62722	63393	64213	65211	66242
2262	Z	9	66954	67625	68445	69443	70474
2262	Z	10	71832	72503	73323	74321	75352
2262	Z	11	75705	76376	77196	78194	79225
2262	Z	12	81832	82503	83323	84321	85352

CAFETERIA MANAGER

226224	A	1	32644	33042	33528	34119	34730
226224	A	2	33233	33631	34117	34708	35319
226224	A	3	33928	34326	34812	35403	36014
226224	A	4	34450	34848	35334	35925	36536
226224	A	5	35442	35840	36326	36917	37528
226224	A	6	36460	36858	37344	37935	38546
226224	A	7	37505	37903	38389	38980	39591
226224	A	8	39280	39678	40164	40755	41366
226224	A	9	40240	40638	41124	41715	42326
226224	A	10	41464	41862	42348	42939	43550

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
COOK							
226220	A	1	29903	30301	30787	31378	31989
226220	A	2	30443	30841	31327	31918	32529
226220	A	3	31078	31476	31962	32553	33164
226220	A	4	31556	31954	32440	33031	33642
226220	A	5	32466	32864	33350	33941	34552
226220	A	6	33998	34396	34882	35473	36084
226220	A	7	34974	35372	35858	36449	37060
226220	A	8	35982	36380	36866	37457	38068
226220	A	9	36625	37023	37509	38100	38711
226220	A	10	37739	38137	38623	39214	39825
FOOD SERVICE WORKER							
226220	B	1	27159	27557	28043	28634	29245
226220	B	2	27648	28046	28532	29123	29734
226220	B	3	28227	28625	29111	29702	30313
226220	B	4	28659	29057	29543	30134	30745
226220	B	5	30015	30413	30899	31490	32101
226220	B	6	30877	31275	31761	32352	32963
226220	B	7	31764	32162	32648	33239	33850
226220	B	8	32678	33076	33562	34153	34764
226220	B	9	32563	32961	33447	34038	34649
226220	B	10	33554	33952	34438	35029	35640
OMNI BUS DRIVER 10 MONTH							
226224	C	1	34778	35294	35925	36692	37485
226224	C	2	35407	35923	36554	37321	38114
226224	C	3	36146	36662	37293	38060	38853
226224	C	4	36701	37217	37848	38615	39408
226224	C	5	37758	38274	38905	39672	40465
226224	C	6	39539	40055	40686	41453	42246
226224	C	7	40676	41192	41823	42590	43383
226224	C	8	41850	42366	42997	43764	44557
226224	C	9	42827	43343	43974	44741	45534
226224	C	10	44130	44646	45277	46044	46837

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17

SECURITY GUARD 10 MONTH

226210	G	1	24143	24627	25219	25938	26681
226210	G	2	24554	25038	25630	26349	27092
226210	G	3	24997	25481	26073	26792	27535
226210	G	4	25334	25818	26410	27129	27872
226210	G	5	26006	26490	27082	27801	28544
226210	G	6	26698	27182	27774	28493	29236
226210	G	7	30818	31302	31894	32613	33356
226210	G	8	31666	32150	32742	33461	34204
226210	G	9	33807	34291	34883	35602	36345
226210	G	10	35803	36287	36879	37598	38341

SUPERVISOR OF SECURITY GUARDS 10 MONTH

226210	I	1	28416	28900	29492	30211	30954
226210	I	2	28884	29368	29960	30679	31422
226210	I	3	29441	29925	30517	31236	31979
226210	I	4	29849	30333	30925	31644	32387
226210	I	5	30655	31139	31731	32450	33193
226210	I	6	31487	31971	32563	33282	34025
226210	I	7	32343	32827	33419	34138	34881
226210	I	8	37323	37807	38399	39118	39861
226210	I	9	38370	38854	39446	40165	40908
226210	I	10	41354	41838	42430	43149	43892

SENIOR SECURITY GUARD 10 MONTH

226210	H	1	25642	26126	26718	27437	28180
226210	H	2	26060	26544	27136	27855	28598
226210	H	3	26556	27040	27632	28351	29094
226210	H	4	26918	27402	27994	28713	29456
226210	H	5	27639	28123	28715	29434	30177
226210	H	6	28889	29373	29965	30684	31427
226210	H	7	29665	30149	30741	31460	32203
226210	H	8	33463	33947	34539	35258	36001
226210	H	9	35134	35618	36210	36929	37672
226210	H	10	37849	38333	38925	39644	40387

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SUPERVISOR OF MASONS							
2262	Z	1	47950	48621	49441	50439	51470
2262	Z	2	48814	49485	50305	51303	52334
2262	Z	3	49838	50509	51329	52327	53358
2262	Z	4	50599	51270	52090	53088	54119
2262	Z	5	52076	52747	53567	54565	55596
2262	Z	6	53607	54278	55098	56096	57127
2262	Z	7	55184	55855	56675	57673	58704
2262	Z	8	62722	63393	64213	65211	66242
2262	Z	9	66954	67625	68445	69443	70474
2262	Z	10	71832	72503	73323	74321	75352
2262	Z	11	75705	76376	77196	78194	79225
2262	Z	12	81832	82503	83323	84321	85352

SENIOR FOOD SERVICE WORKER

226220	C	1	26497	26895	27381	27972	28583
226220	C	2	26976	27374	27860	28451	29062
226220	C	3	27539	27937	28423	29014	29625
226220	C	4	27962	28360	28846	29437	30048
226220	C	5	28767	29165	29651	30242	30853
226220	C	6	29593	29991	30477	31068	31679
226220	C	7	30444	30842	31328	31919	32530
226220	C	8	31321	31719	32205	32796	33407
226220	C	9	31475	31873	32359	32950	33561
226220	C	10	32432	32830	33316	33907	34518

FOOD SERVICE INSPECTOR

226224	B	1	36433	36831	37317	37908	38519
226224	B	2	37092	37490	37976	38567	39178
226224	B	3	37866	38264	38750	39341	39952
226224	B	4	38447	38845	39331	39922	40533
226224	B	5	39557	39955	40441	41032	41643
226224	B	6	40691	41089	41575	42166	42777
226224	B	7	41860	42258	42744	43335	43946
226224	B	8	43068	43466	43952	44543	45154
226224	B	9	44474	44872	45358	45949	46560
226224	B	10	47376	47774	48260	48851	49462

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17

SUPERVISOR OF ELECTRONIC REPAIR

2262	EEE	1	47693	48364	49184	50182	51213
2262	EEE	2	49095	49766	50586	51584	52615
2262	EEE	3	50539	51210	52030	53028	54059
2262	EEE	4	52026	52697	53517	54515	55546
2262	EEE	5	53556	54227	55047	56045	57076
2262	EEE	6	55131	55802	56622	57620	58651
2262	EEE	7	56754	57425	58245	59243	60274
2262	EEE	8	58422	59093	59913	60911	61942
2262	EEE	9	60142	60813	61633	62631	63662
2262	EEE	10	61910	62581	63401	64399	65430
2262	EEE	11	63731	64402	65222	66220	67251
2262	EEE	12	81832	82503	83323	84321	85352

RECREATION MAINTENANCE WORKER

2262	II	1	37210	37881	38701	39699	40730
2262	II	2	37839	38510	39330	40328	41359
2262	II	3	38577	39248	40068	41066	42097
2262	II	4	39132	39803	40623	41621	42652
2262	II	5	40189	40860	41680	42678	43709
2262	II	6	41273	41944	42764	43762	44793
2262	II	7	42387	43058	43878	44876	45907
2262	II	8	43539	44210	45030	46028	47059
2262	II	9	44451	45122	45942	46940	47971
2262	II	10	47317	47988	48808	49806	50837

DELIVERY WORKER

2262	M	1	36049	36720	37540	38538	39569
2262	M	2	36699	37370	38190	39188	40219
2262	M	3	37466	38137	38957	39955	40986
2262	M	4	38041	38712	39532	40530	41561
2262	M	5	39139	39810	40630	41628	42659
2262	M	6	40262	40933	41753	42751	43782
2262	M	7	42690	43361	44181	45179	46210
2262	M	8	46806	47477	48297	49295	50326

GUIDE	GRADE	STEP	AMOUNT				
			1/1/13	1/1/14	1/1/15	1/1/16	1/1/17
SENIOR SECURITY GUARD 12 MONTH							
2262	WW	1	32583	33254	34074	35072	36103
2262	WW	2	33093	33764	34584	35582	36613
2262	WW	3	33698	34369	35189	36187	37218
2262	WW	4	34140	34811	35631	36629	37660
2262	WW	5	35018	35689	36509	37507	38538
2262	WW	6	35923	36594	37414	38412	39443
2262	WW	7	36853	37524	38344	39342	40373
2262	WW	8	41403	42074	42894	43892	44923
2262	WW	9	43405	44076	44896	45894	46925
2262	WW	10	48246	48917	49737	50735	51766