

Camden
B/E

PREAMBLE

THIS AGREEMENT is entered into this _____ day of 2000, by and between the Board of Education of the City of Camden, New Jersey, hereinafter called the "Board," and the Camden Education Association, hereinafter called the "Association." The duration of this Agreement will be as provided in Article XXXIX.

ARTICLE I

RECOGNITION

- A. Pursuant to N.J.S.A. 34:13A-1, et seq., as amended, known as the New Jersey Employer-Employee Relations Act, the Camden Board of Education hereby recognizes the Camden Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all instructional assistants; computer laboratory aides; mobile van drivers - instructional assistants; media personnel; community school coordinators; district parent coordinators; parent center coordinators; community outreach specialists; school bus aides; van drivers; special investigators; school law enforcement officers; attendance officers; clerical aides; food service truck drivers; food service truck driver helpers; cafeteria workers; cooks; assistant cooks; food service stockpersons (formerly depot manager); computer specialists; bus drivers; and all secretarial and clerical employees under contract with the Board, or on leave from the school district, but excluding all confidential secretarial and clerical employees. Confidential employees excluded from the unit include the following: Secretary to the Superintendent; Secretary to the Board Secretary; and, the secretaries to the Assistant Superintendents.
- B. 1. Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as above defined.
2. "Seniority" shall be based on an employee's continuous length of service with the Board.

ARTICLE II

NEGOTIATIONS PROCEDURE

- A. In accordance with the provisions of N.J.S.A. 34:13A-1, et seq., as amended, the parties agree to commence negotiations on a successor Agreement not later than November first of the calendar year preceding that calendar year in which this Agreement expires.
- B. Upon reasonable written request by the President of the Association to the Superintendent and Board Secretary, the Board agrees to make known to the President when and where the Association may obtain documents that the Board is required by law to release.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.
- D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed the Agreement.
- E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition:

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

B. Procedure:

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

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

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

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

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

4. The employee no later than five (5) work days after receipt of the Principal's or immediate supervisor's decision, may appeal that decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the Principal or immediate supervisor as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The Superintendent shall communicate a decision in writing to the grievant and to the Association directed to the Chairperson of its Professional Rights and Responsibilities Committee and the Principal or immediate supervisor. Whenever a timeline specified in this section is not going to be met, either party may request from the other party additional time to process the grievance by using the form approved by the Board and the Association (see Appendix).

5. If the grievance is not resolved to the grievant's or Association's satisfaction, the grievant, no later than five (5) work days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be in writing and sent to the President of the Board of Education with carbon copies to the Superintendent of Schools and the Board Secretary. The Board shall review the grievance at the next regular meeting of the board if the request is received in time to be included on the agenda for the meeting. The Board shall provide the Administration with the dates when Board meeting agendas are set. The Board shall inform the grievant and the Association in writing within five (5) work days after the Board's review of the grievance of the Board's decision on the grievance or the date, time and place when the Board shall hold a hearing with the grievant. Said hearing, if granted by the Board, shall be held no later than the next regular meeting of the Board. Within five (5) work days after said hearing, the Board shall notify the grievant and the Association in writing of its decision on the grievance no later than forty-five (45) days from receipt of the grievance. The Board shall not be required to give reasons for its decision. Decisions of the Superintendent in the following matters shall be final and such decisions shall not be subject to appeal to the Board:

(a) Any matter for which a method of review is prescribed by law; or

(b) Any rule or regulation of the State Commissioner of Education; or

(c) By-laws of the Board of Education; or

(d) Any matter which, according to law, is either beyond the scope of Board authority or limited to action by the Board alone.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the Association and the Association wishes to proceed to arbitration, it must file a demand for arbitration with one of the panel arbitrators no later than fifteen (15) work days from receipt of the Board's decision.
7. (a) The parties agree to use the following arbitration panel: Herbert Haber; James Mastriani; Martin Scheinman; Jeffrey Tener; Joel Weisblatt and Barbara Zausner. The parties agree to be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association.
(b) The Arbitrator shall be limited to the issues submitted and shall consider nothing else. The Arbitrator can add nothing to, nor subtract anything from, the Agreement between the parties or any policy of the Board of Education. The recommendations of the Arbitrator shall be binding on the parties. Only the Board and the aggrieved and their representatives shall be given copies of the Arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the Arbitrator's hearings.
8. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.
9. In the event a grievance is filed at such times that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a grievant, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

C. Rights of Employees to Representation:

- (1) Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at the grievant's option, by a representative selected or approved by the Association.
 - (2) When an employee is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent, or at a later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.
 - (3) The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting an appeal with respect to personal grievances.
- D. 1. If, in the judgment of the Association, a grievance affects a group or class of employees in more than one school building, the Association may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall commence at that level. The Association shall have the exclusive right to pursue such grievances.
2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.
 3. The Association shall be responsible for reproducing and distributing the approved grievance forms. The Board shall have the responsibility to reproduce and distribute the approved decision form.

E. Salary Appeals:

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

F. Costs:

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. If time is lost by any employee due to arbitration hearings or mutually scheduled grievance proceedings, the employee shall suffer no loss of compensation.

ARTICLE IV

EMPLOYEE RIGHTS

- A. No employee shall be disciplined or reprimanded without just cause.
- B. Whenever any employee is required to appear before the Superintendent or his/her designee, the Board or any committee thereof concerning any matter which could adversely affect the continuation of that employee in his/her office, position or employment or the salary or any increments pertaining thereto, then the employee shall be given reasonable prior written notice of the reason(s) for such meeting or interview and his/her right to have a representative of the Association present for advisement and representation during such meeting or interview. The Association shall receive a copy of this notice.
- C. Support staff, except attendance officers, shall not transport students in a private automobile. Attendance officers may be required to transport students in a private automobile in an emergency. Attendance Officers may also be required to transport truant pupils.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, or marital status.
- E. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- F. Attendance officers shall be granted tenure in accordance with N.J.S.A. 18A: 38-33.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Representatives of the Association, the Camden County Council of Education Associations, the New Jersey Education Association, and the National Education Association may be permitted to transact official Association business on school property at reasonable times provided that notification has been given to the building Principal or administrator in charge.
- B. The Association and its representatives may have the right to use school buildings at reasonable hours for meetings provided prior written permission has been granted by the School Business Administrator. Permission may only be granted if the Association makes a written request to the School Business Administrator a minimum of twenty-four (24) hours before the meeting and gives a copy of the request to the building Principal.
- C. The Association shall have the use of a bulletin board in each faculty lounge in each building. Copies of all materials to be posted on such bulletin boards shall be given to the building Principal, or Administrator in charge.
- D.
 - 1. Only the Association shall have the right to reasonable use of the school mailboxes and the inter-school mail facilities provided the following procedures are followed by the Association.
 - 2. Mailboxes may be used as the Association deems necessary for distribution of any materials delivered within an envelope without the approval of the building Principal or other members of the Administration. For all other materials, the Association may use the school mailboxes in a reasonable manner with permission of the building Principal, which permission shall not be unreasonably withheld.
 - 3. In the case of a system-wide or a substantial distribution of material, the Association shall deliver said materials in packages for each school to the central warehouse not later than Friday for delivery the following

Monday. In the case of a minor delivery, the Association may deliver the material properly addressed and packaged by school, to their respective main office not later than Friday for delivery the following Monday.

- E. Materials addressed to building representatives received in the building will be placed in their mailboxes.
- F. The President or his/her designee in his/her absence and/or the Chairperson of the Professional Rights and Responsibilities Committee (Grievance Chairperson) or his/her designee in his/her absence shall have freedom to enter and leave their assigned buildings and other buildings at reasonable times during the work day when they are not otherwise assigned, provided they notify their building principal or administrator in charge, in person, and they notify the building Principal or administrator in charge, in person, of any other building that they wish to enter.
- G. The rights and privileges of the Association and representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organization.
- H. The Board agrees to supply the Association with names and addresses of all employees on October 1, and with names and building assignments on February 1, of each year. The Board shall also provide the Association by October 1st the names and addresses of employees to be initially employed as of September first. This information shall be used by the Association only for organizational purposes. The Board shall bear no responsibility for the use of this information after it has been supplied to the Association. The Board shall send to the Association copies of all bulletins that go out to personnel represented by the Association.
- I. The Association shall be allotted a maximum of thirty (30) minutes as part of the regular program for orientation of new employees at the beginning of each school year. The Association may appoint a member of the Committee which plans the orientation program.
- J. Whenever members of the Negotiations Committee of the Association are mutually scheduled to participate during working hours in negotiations, they shall suffer no loss in pay.
- K. The Board of Education shall grant a full leave of absence with pay and with all hospital and insurance benefits to the President of the Association or his/her designee during the term of office of the President. The Association shall reimburse to the Board of Education the full cost for the salary and all hospitalization and other insurance coverage afforded the President, or his/her designee, under this provision. Upon return from this leave of absence, the Association President, or his/her designee, shall be entitled to credit for the year of leave for purposes of the salary increment program.
- L. The Vice-President of the Association shall be entitled to a daily half-day release time to attend to Association business, provided that the employee's work schedule can be fully performed. The determination as to whether the employee's work schedule can be accommodated in conjunction with the release time shall be made by the Superintendent.
- M. Association Leave Days. The Camden Board of Education and the Camden Education Association agree that a maximum of forty (40) days of leave per year shall be available to the Camden Education Association for use by employees represented by any Camden Education Association unit and designated by the Association. Such Association days shall be available for a full day or one-half day usage. Association days shall not be used for any litigation involving the Association and the Board and/or Association members. All request for use of Association days shall be submitted in writing to the Superintendent no less than two (2) working days prior to the requested leave, unless deemed an emergency.
- N. If the Association President is absent and unable to attend to Association business in the Camden City district, then the Vice-President may contact the Superintendent to arrange for release time to attend to Association business.

ARTICLE VI
BOARD RIGHTS

- A. The Association recognizes that the Board may not by agreement delegate authority and responsibility which by law are imposed upon and lodged with the Board.
- B. It is understood by all parties that, under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.
- C. The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations
 - (a) to direct employees of the school district;
 - (b) to hire, promote, transfer, assign, and retain employees in positions within the school district and to suspend, demote, discharge, or take other disciplinary action against employees;
 - (c) to relieve employees from duties because of lack of work, or other legitimate reasons;
 - (d) to maintain the efficiency of the school district operations entrusted to them;
 - (e) to determine the methods, means and personnel by which such operations are to be conducted; and,
 - (f) to take whatever other actions may be necessary to carry out the mission of the school district in any situation.

ARTICLE VII
SALARIES

- A. The salaries for all employees covered by this Agreement shall be as set forth in the Salary Schedules which are attached hereto and made a part thereof, except as otherwise provided below and consistent with the further provisions of this Article.
- B. Implementation of Schedules
 - 1. All employees shall receive their salary increment, if so entitled, and the salary schedule increase as negotiated. New employees shall be placed on actual steps of the salary guide.
 - 2. Prior local service shall reflect years of service to the Board. A minimum of five (5) months of local service shall be required to gain a year's creditable service within the particular school year for ten (10) month employees. A minimum of six (6) months of local service shall be required to gain a year's creditable service within the particular school year for twelve (12) month employees.
 - 3. Twelve (12) month employees shall receive an increment effective the first day in July and ten (10) month employees shall receive an increment effective the first pay in September. Employees shall render at least five (5) months service in a particular school year to be entitled to an increment.
 - 4. When a payday falls on or during a school holiday, employees shall receive their pay checks on the last previous work day.
 - 5. If an employee is sick on a payday, he/she may pick up his/her paycheck between 2-4 p.m. in the Payroll office, otherwise, the check will be mailed to the employee's house.
 - 6. Rates of compensation shall be as established by this Agreement only and no other types of compensation shall be paid to employees unless otherwise negotiated by the parties to this Agreement.
 - 7. The Board agrees to pay to secretaries and clerks, time and one-half (1-1/2) of the regular rate for all time worked as overtime that has been scheduled by the immediate supervisor, and approved by the Superintendent, or Board Secretary.
 - 8. Ten (10) month secretaries and clerks who work one (1) week prior to September 1st, shall be paid on a pro-rata salary based on their regular ten (10) month salary. Employees who work this week shall be on a voluntary basis.
 - 9. Extra compensation shall be paid on or before the 22nd of the month in which it is due to be paid.

C. Educational Advancement

1. To qualify for any educational credit advancement, if available on the applicable salary guide, an employee must provide verification of the credits by an official transcript. Approval of the credits is subject to the Superintendent or his/her designee.
2. An employee who qualifies for educational credit advancement shall be adjusted laterally in step to the appropriate training level in September, provided that notification has been submitted to the Superintendent's office before September 30. If notice is received after October 1, credit advancement shall be implemented the next year.

D. An employee who has satisfactorily completed an approved work-related training course, shall be eligible to receive credits towards educational credit advancement on the salary guide subject to the same procedures applicable to educational credits. This provision excludes workshops or in-services for which an employee is compensated to attend. The decision as to whether a course is work-related shall be subject to the Superintendent, or his/her designee's determination.

E. Compensation for Before and After-School Programs.

Instructional Assistants, Security Officers and Clerks when working in before and/or after school programs shall be paid at rates set forth in Schedule B.

F. WORKSHOPS/IN-SERVICE PROGRAMS

Employees who are required to attend workshops or in-service programs beyond the normal weekday shall be paid ten dollars (\$10) per hour.

G. INCLEMENT WEATHER GRACE PERIOD

Subject to the Superintendent's approval, a reasonable grace period shall be allowed employees to report to school during inclement weather. The determination of inclement weather shall be subject to the Superintendent's determination and shall not be grievable or arbitrable.

H. LATENESS GRACE PERIOD

All employees shall be entitled to ten (10) grace periods of no more than five (5) minutes each for reporting to duty in a year (July 1 - June 30).

I. LONGEVITY¹

	<u>1999 - 2002</u>
10 yrs. + 1 day	\$600
20 yrs. + 1 day	\$1,200

Service shall be consecutive full years of service in the District. Longevity shall be paid during the year on pay days. Longevity shall not be considered part of base salary.

In 1999-2000, six hundred dollars (\$600.00) shall be paid to each employee who had been hired any time from February 1, 1980 to January 31, 1990 and who had completed ten (10) or more consecutive years of service to the school district. One thousand two hundred dollars (\$1,200.00) shall be paid to each employee who had been hired prior to February 1, 1980 and who had completed twenty (20) or more consecutive years of service to the school district.

In 2000-2001, six hundred dollars (\$600.00) shall be paid to each employee who had been hired any time from February 1, 1981 to January 31, 1991 and who had completed ten (10) or more consecutive years of service to the school district. One thousand two hundred dollars (\$1,200.00) shall be paid to each employee who had been hired prior to February 1, 1981 and who had completed twenty (20) or more consecutive years of service to the school district

¹ Effective July 1, 1999, Longevity shall be available for all food service employees and computer specialists.

In 2001-2002, six hundred dollars (\$600.00) shall be paid to each employee who had been hired any time from February 1, 1982 to January 31, 1992 and who had completed ten (10) or more consecutive years of service to the school district. One thousand two hundred dollars (\$1,200.00) shall be paid to each employee who had been hired prior to February 1, 1982 and who had completed twenty (20) or more consecutive years of service to the school district.

- J. Support Staff required to work after hours on SMT Committee shall be paid at the appropriate rate in Schedule B.

ARTICLE VIII

TRANSFERS AND REASSIGNMENTS

- A. No later than June 1st, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year.
- B. Employees who desire to transfer to another building may file a written statement of such desire to the Superintendent or his/her designee. Such statement shall include the school or office to which he/she desires to be transferred, in order of preference. Such requests for reassignments and transfers for the following year shall be submitted no later than June 30th.
- C. Notice of an involuntary transfer or reassignment from position shall be given to an employee as soon as possible within three (3) working days after the Board's approval.
- D. Except in cases of emergency, an involuntarily transferred employee, at the employee's request, shall have the right to a conference with his/her principal or administrator in charge and the Superintendent or his/her designee prior to the effectuation of the transfer.

ARTICLE IX

PROMOTIONS

- A. A notice of a vacancy in a promotional position shall be sent to each work location and a copy of the record shall be sent to the Association thirty (30) days before the final date when applications must be submitted.
- B. Employees who desire to apply for such vacancies, shall submit their applications in writing to the Superintendent within the time limit specified within the notice. After submitting an application for promotion, such employee may verify that his/her application is on file by contacting the Director of Personnel or his/her designee. When the vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.
- C. Employees who desire to apply for a promotional position which may be filled during the Summer period when school is not regularly in session, shall submit their names to the Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the Summer.
- D. A 10-month employee who is being promoted or reclassified to a 12-month position within the employee's own bargaining unit shall be compensated as follows:
 - 1. The employee's 10-month salary shall be divided by ten with the resulting dividend multiplied by twelve.
 - 2. In the case of an employee being promoted, the obtained product shall be added to any applicable promotional adjustment.

3. The amount on the 12-month salary guide that is closest to the amount obtained for both promoted and reclassified employees shall be the new salary.
4. If the new salary is midway between two steps, the employee shall be adjusted upward.

E. Promotional

1. Whenever an employee is promoted to a higher rated salary guide, he/she shall be entitled to a five hundred dollar (\$500) promotional adjustment.
2. The employee promoted to a higher classification shall receive the above promotional increase or the minimum rate of the higher classification, whichever is greater. Effective upon the promotion, the employee shall be placed on the step on the new classification which coincides with the new salary. If an employee's salary upon promotion, is between two steps on the new grade, the employee shall be adjusted to the step closest to the new salary, upward or downward. If the new salary is midway between two steps, the employee shall be adjusted upward.

ARTICLE X

EVALUATION/MONITORING PROCEDURES

A. General Procedures

1. All evaluations and/or monitoring of the work performance of all employees shall be conducted openly. Employees shall be informed when an evaluation or monitoring, of which a record will be made, is being conducted. The use of eavesdropping, tape recorders, camera, and other electronic devices shall not be used in observation of an employee's performance without the permission of the employee. This in no way prohibits the Board from using such devices for security purposes.
2. The person conducting an evaluation or monitoring of an employee, of which a record has been made, shall meet with the employee within ten (10) working days after the evaluation or monitoring, to review it with the employee. The employee shall be given a copy of the evaluation or monitoring report at least one (1) day before any conference. No evaluation or monitoring report shall be submitted to the central office, placed in the employee's file, or acted upon without prior conference with the employee.
3. The employee shall review and sign the evaluation or monitoring report. The employee's signature indicates receipt of the report and does not necessarily indicate agreement or disagreement with the report. No employee shall be required to sign a blank and/or incomplete report.
4. An employee has a right to submit a written rebuttal to an evaluation and/or monitoring, within ten (10) working days from the conference. The rebuttal shall then be treated as a part of the evaluation or monitoring.

B. Evaluations

1. In an attempt to provide a basis for employee improvement and to measure employee effectiveness, all employees shall be subject to periodic observation and evaluation of their work. For each tenured employee this shall occur not less than two (2) times each school year. One (1) evaluation shall be completed by January 31st and the second evaluation shall be completed by May 31st of the academic year. For each non-tenured employee, this shall occur not less than four (4) times each school year. Two (2) evaluations shall be completed by January 31st and two (2) more evaluations shall be completed by April 30th of the school year.
2. Evaluation forms shall be developed by the Board, in consultation with the CEA.
3. Evaluation reports shall include a narrative summary listing the strengths, commendations, areas recommended for continued growth, and specific suggestions for improving areas where a weakness has been identified.
4. Evaluations shall remain in an employee's personnel file as official work performance records.

C. Monitoring

1. Monitoring may be conducted on Instructional Assistants no more than twice per year, in December and/or June.
2. Monitoring shall be conducted for the purpose of improving an employee's work performance and/or attendance.
3. Monitoring forms shall be developed by the Board, in consultation with the CEA.

4. Monitoring may be conducted by an Administrator or Resource Person, who is trained and/or certified in supervision, as determined by the appropriate Administrator. Resource persons shall not conduct evaluations of Instructional Assistants.
5. Monitoring reports shall remain in an employee's personnel file only for the academic year in which the monitoring was conducted. These reports shall be removed at the end of the academic year.
6. Monitoring reports shall not be used in any legal proceedings as an evaluation of work performance record.

ARTICLE XI

PERSONNEL FILES

- A. Employees shall have the right, upon request, to review the contents of their personnel file two (2) times per year. Confidential recommendations which were submitted upon the employee's employment in the school system would not be subject to this review.
- B. If there is any material in the personnel file which the employee believes to be derogatory, the employee may submit a written answer to such material which shall be placed in the file.
- C. All employees shall have the right to make copies of any documents in the personnel file.
- D. The Board shall establish one official personnel file for each employee.
- E. If a complaint regarding an employee is made to any administrator by any parent, student or other person, and if the administrator makes a written memo concerning the complaint or if the complaint is in writing and either the administrator's memo or the written complaint is placed in the employee's file, the employee shall be notified of the complaint before placement in the file. The employee may prepare a written response to be attached to the written memo or complaint.

ARTICLE XII

SICK LEAVE

- A. All employees shall be entitled to thirteen (13) accumulative sick leave days as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. An employee who resigns, retires and/or is terminated prior to the end of the academic year, shall have pro rata accounting made of his/her sick days earned and used during the last year. Any days used that have not been accrued shall be paid back to the Board by a payroll deduction in the employee's last check.
- B. Employees shall be given each year, by January 31st, a written accounting of accumulated sick leave days as of September 1st of that school year.
- C. All persons initially hired after September 1st shall, during their first year of employment, be entitled to use sick days on a pro-rata basis, depending upon the number of months worked in the first year.
- D. Unused sick leave days accumulated during the regular school year may be used during Summer employment assignments.
- E. Upon retirement from the Camden Schools, employees hired on September 1, 1987 and thereafter shall be paid Sixty (\$60.00) Dollars for each unused sick leave day accumulated at the time of retirement, up to a maximum of Fifteen Thousand Dollars (\$15,000). Upon retirement from the Camden School District, employees hired prior to September 1, 1987 shall be paid Sixty Dollars (\$60.00) for each unused sick leave day accumulated at the time of retirement. If an employee dies, his/her estate shall receive the value of the accumulated sick days.

- F. Effective with the 1988-89 school year, a Sick Leave Bank shall be established for the purpose of providing compensable leave coverage to bargaining unit members who are absent for an extended period due to life-threatening illness or injury. This Bank shall operate in accordance with the following rules and regulations.
1. The Sick Bank shall become effective and be implemented July 1, 1988.
 2. An employee may participate in the Sick Bank if he/she has donated a minimum of one (1) earned and accumulated sick day during an enrollment period prior to the employee's request to utilize the Sick Bank. Each year, the enrollment period shall be from March 1st through March 31st. Employee contributions shall be voluntary.
 3. The Board shall add one (1) day to the Sick Bank for every four (4) days contributed by an employee.
 4. The Sick Leave Bank shall be available only to those employees who have: a) exhausted all of their earned and accumulated leave time (ex. vacation, sick, personal), and b) have been absent a minimum of thirty (30) consecutive workdays.
 5. An employee who is eligible to utilize the Sick Bank must submit a written request to do so to the Superintendent or his/her designee.
 6. An employee's use of the Sick Bank shall be subject to approval of the Board or its designee.
 7. An employee shall be entitled to no more than 150 Sick Bank days in a year (July-June).
 8. Sick Leave Bank days cannot be extended automatically from one work year to another. Beginning the next year, an employee who is unable to return to work must use his/her accumulated sick leave days before drawing upon the Sick Leave Bank.
 9. The Association shall be provided an annual report on the disbursement of sick days by the Bank no later than August 1st. The Board shall provide the Association President with the names of the person requesting use of the sick bank and the number of sick days requested. The request shall outline the nature of the problem and the reason(s) for the requested use of the Bank and shall include medical verification of illness, injury or disability. Verification of continued disability may be required at reasonable intervals. The Board reserves the right to have the bargaining unit member examined by medical personnel of its choice.

ARTICLE XIII

TEMPORARY LEAVES OF ABSENCE

- A. All employees shall be entitled to two (2) personal leave days without refund within each school year, provided that a formal request is initiated. Said request shall be approved by the Superintendent and shall have been submitted at least five (5) work days prior to the day requested, except in extreme emergency. A copy of the request shall be filed with the immediate supervisor (Supervisor or Principal) at the same time it is forwarded to the Superintendent. Except in extreme emergency, personal leave shall not be granted prior to September 15th or After June 1st, or immediately prior to or after any scheduled vacation period or school holiday. Any personal leave days not utilized by the employee during the school year shall, at the end of the school year, be accumulated and added to the individual employee's sick leave accumulation.
- B. Employees hired after February 1st shall not be entitled to any personal days in their first year of employment. Employees hired on or before February 1st shall only be entitled to use their personal days after they have worked ninety (90) days.

BEREAVEMENT LEAVE

- C. In case of absence on account of death of a husband or wife, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to five (5) consecutive workdays, which shall commence no later than three (3) days after the date of death. The use of other leave time, e.g., vacations, shall not extend the available funeral leave time under this provision. This provision will also apply in the case of death of a resident member of the immediate household of the employee.
- D. In case of absence on account of death of a father-in-law or a mother-in-law, grandparents or great-grandparents, and grandchildren full salary shall be paid for a period of up to three (3) consecutive workdays, which shall commence no later than three (3) days after the date of death. The use of other leave time, e.g., vacations, shall not extend the available funeral leave time under this provision.

- E. One (1) day's absence without loss of pay shall be allowed to attend the funeral of aunt, uncle, niece, nephew, first cousin, or any in-law not covered by the preceding paragraphs, when such funeral services occur from Monday through Friday.
- F. Employees may be allowed to attend the funeral of a co-worker or student without loss of pay upon receiving such permission from the Superintendent.
- G. All employees taking bereavement leave under Section C, D, E, and/or F shall submit a signed certification to the Director of Personnel verifying the relationship of the deceased to the employee and the date of death no later than five (5) working days after an employee returns from bereavement leave. The certification shall be on a standard form provided by the Board's Personnel Office.
- H. Employees receiving a college degree, or whose son, daughter, husband or wife is receiving a college degree, or High School Diploma, may be allowed one (1) day's absence to attend the graduation exercises without loss of salary. Request for such permission must be made in writing to the Superintendent five (5) days in advance.
- I. All military service absence by employees of not more than ten (10) working days annually for temporary, short-term military service shall be treated as "Absence with Permission" requiring no refund, and shall not be counted as part of vacation days. Absence in excess of ten (10) working days shall require full refund.
- J. For absence to be married, all employees shall be granted leave of absence not to exceed one (1) calendar week. Payroll deductions for this absence shall be in accordance with Administrative Manual regulations and with rates set for absences.
- K. All requests for permission to be absent for reasons other than illness must be made in writing to the Superintendent and submitted for Board review and approval.
- L. Employees who are required to serve jury duty shall receive their full salary for the day(s) served and remit to the Board the amount of their jury pay.

ARTICLE XIV

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to one (1) year may be granted to any employee who joins the Peace Corps.
- B. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. This shall not apply beyond one tour of duty of enlistment.
- C. Any employee who becomes pregnant shall be entitled to use sick leave pursuant to Article XII of the Agreement for pregnancy-related illness or disability and/or to take unpaid maternity leave subject to the procedures set forth below.
 - General Procedures:
 - 1. Any employee who becomes pregnant shall notify the Principal and the Superintendent in writing within (3) months of the pregnancy.
 - 2. After the fifth month of pregnancy, the employee shall furnish the Principal and Superintendent with a certificate from an obstetrician or gynecologist stating that she is physically capable of performing the duties of her position.
 - 3. If a Principal finds that an employee's pregnancy interferes with the performance of her duties, he/she shall document such in writing and shall request a medical report from her obstetrician or gynecologist. The matter then shall be referred to the Board, along with all documentation, for their review and determination of the employee's ability to continue to perform the duties of her position.

4. After childbirth, the employee may return to work within six (6) weeks, unless the employee submits a written report and/or documentation from her obstetrician or gynecologist stating that she is not medically fit to perform all the duties of her position. An employee shall submit proof of the date of birth of the child.
5. If a Principal finds that an employee's condition after pregnancy interferes with the performance of her duties, he/she shall document such in writing and shall request a medical report from the employee's obstetrician or gynecologist. The matter shall then be referred to the Board, with all documentation, for their review and determination of the employee's ability to continue to work.

Sick Leave:

1. Employees are entitled to use sick leave for pregnancy-related illness or disability upon submission of satisfactory proof and/or documentation of such illness or disability. This proof and/or documentation shall be subject to the approval of the Superintendent or his/her designee.
2. Employees who are absent for more than five (5) consecutive days must file a medical certificate stating the nature of the illness pursuant to the provisions of Article XII of the Agreement. The certificate shall be placed in a sealed envelope by the employee, marked confidential and submitted directly to the Director of Personnel. It shall remain confidential and be placed in a confidential file.
3. No employee on maternity leave or on any other type of unpaid extended leave is entitled to the use of sick leave.

Maternity Leave:

1. Maternity leave shall be granted to any employee who becomes pregnant should such employee fail to provide the medical certificate required pursuant to Section C.2. above, or who is determined to be unable to perform her duties by reason of her pregnancy, in accordance with Section C.3. above.
2. Maternity leave may be granted at any time during pregnancy upon presentation of a certificate from an obstetrician or gynecologist stating that such medical leave is vital to the employee's health.
3. An employee shall be permitted to return from maternity leave upon satisfying the certification requirements set forth in Section C.4. above, provided that no determination of unfitness is made in accordance with Section C.5. above.
4. An employee who exhausts her sick leave for pregnancy-related illness or disability may, at that time, be granted a maternity leave.

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

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

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

G. 1. Upon return from leave granted pursuant to Sections A or B of this Article, a tenured employee shall be considered as inactively employed by the Board during the leave provided, however, that time spent on said leaves shall not count or accrue toward the fulfillment of the time requirements for acquiring increment credit. Nor shall an employee receive increment or experience credit for time spent on an unpaid leave granted pursuant to Sections C, D, E, or F of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure. Applications for leave are subject to the approval of the Superintendent and the Board of Education. This provision shall be applied consistent with applicable statute and/or regulation.

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

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

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

ARTICLE XV

PROTECTION OF EMPLOYEES AND THEIR PROPERTY

- A. The Superintendent of Schools shall appoint a committee to study incidents of assault and accident involving employees which may be connected with their employment and shall file a report with the Board of Education through the Superintendent on each incident. Membership of this committee shall be selected from names recommended to the Superintendent by the Association, such recommendations to be submitted by July 1st each year.
- B. Employees shall immediately report cases of assault or accident on or off school property while conducting official board duties involving them, in connection with their employment to their immediate supervisor using a standard form designed to report cases of assault and/or accident. The immediate supervisor shall make available to employees said standard form upon request. The completed form shall be immediately forwarded to the Superintendent by the immediate supervisor. The Association may consult with the Superintendent, who shall comply with any reasonable request from the Association for information in the possession of the Superintendent relating to the incident or person involved, subject to review by the Board Solicitor.
- C. A joint committee of members appointed by the Superintendent and members appointed by the Association shall review emergent and non-emergent health and safety conditions.
- D. Any case of assault on an employee on or off school property when the employee is engaged in school business shall be promptly reported in writing to the principal, Superintendent, and school nurse.
- E. The Board of Education agrees to prosecute to the fullest extent permitted by law any person or group of persons involved in an assault against an employee or vandalism or theft of his/her property while such employee is in the performance of his/her assigned duties.
- F. Each school year, the Board of Education shall schedule, during regular working hours, an in-service program in each building to deal with security and safety. Such in-service shall deal with specific responsibilities of both the Administration, building and central, and employees in working toward a healthful and safe work place.

ARTICLE XVI

INSURANCE PROTECTION

- A. For the duration of this Agreement, the Board will continue to assume the cost of one hundred (100%) percent of individual employee and dependent coverage, where appropriate, for health and major medical coverage, at the same level of benefits and coverage as provided in the 1996-1999 Contract.
- B. For the duration of this Agreement, the Board of Education will continue to assume one hundred (100%) percent of the individual employee and dependent coverage, where appropriate, for the prescription drug insurance program. There shall be a \$2.00 co-pay for generic prescription drugs and a \$3.00 co-pay for non-generic prescription drugs.
Effective July 1, 2000, the co-pay for generic prescription drugs shall be \$5.00 and the co-pay for non-generic prescription drugs shall be \$7.00.
Effective July 1, 2001, the co-pay for non-generic prescription drugs shall be \$10.00.
- C. Effective July 1, 1992, the Board of Education shall continue to provide dental coverage for the employee and his/her family. The carrier for the dental program will be selected by the Board of Education in its discretion after consultation with the Association.

- D. Effective July 1, 1992, the Board shall provide optical insurance coverage for the employee and his/her family.
- E. Any and all premium increases levied by the carriers during the life of the Agreement, for the insurance provided for in Sections A, B, C and D shall be borne by the Board. Premiums for the insurance described in this Article, Sections A, B, C and D which are in effect on the last day of the term of this Agreement shall constitute the Board's future premium liability, unless and/or until an increase thereon is negotiated during the course of the contract negotiations for a successor to the 1999-2001 Agreement.
- F. Effective July 1, 1997, if two (2) spouses (husband and wife) are employees, and one (1) of them voluntarily agrees not to take any of the above insurance (health, if permitted; prescription; dental; and/or optical) that employee shall be paid one-half (1/2) of the annual premium for that insurance for the year not taken. The payment shall be made in two (2) payments, in December and in June. The employee must remain an active employee for the year to be entitled to this payment. If the status of the employee changes, he/she may return to the coverage provided in this Article. The Board of Education shall establish a Section 125 Plan.

ARTICLE XVII

TUITION REIMBURSEMENT

- A. Effective July 1997, there shall be available a total of sixty thousand dollars (\$60,000) for tuition reimbursement. Effective July 1, 2000, a total of seventy-five thousand dollars (\$75,000) shall be available for tuition reimbursement.
- B. An employee must have completed one (1) year of employment in order to be eligible for tuition reimbursement. Employees may apply for tuition reimbursement for courses taken at an accredited college or university or any other institution approved by the Board.
- C. Employees may apply for tuition reimbursement by submitting a written request to the Superintendent or his/her designee a minimum of two (2) months prior to the commencement of a course. The application for tuition reimbursement shall include all reasons for taking a course or courses. All courses must be directly related to an employee's duties.
- D. Approval of courses shall be subject to the Superintendent or his/her designee. This decision shall be made at least two (2) weeks prior to the commencement of the course(s).
- E. Tuition reimbursement shall be contingent on the employee receiving a grade of "C" or better. The employee must submit an official transcript upon completion of the course(s).
- F. Tuition for a course shall be paid at the State Teacher's College rate of pay.
- G. Employees entitled to tuition shall be paid in accordance with their position on the eligibility list. No employee receiving tuition reimbursement shall receive more than \$450.00 per semester under this Article.
- H. The Association shall be provided by the Board with a list of employees and the final amount each had received for tuition reimbursement.
- I. Effective July 1, 1997, tuition reimbursement shall be paid prior to the commencement of the course, or as soon thereafter as possible.
- J. Effective July 1, 1997, any employee who receives any tuition reimbursement during an academic year must remain in active employment for the Board for one (1) full academic year after the completion of the course for which tuition has been paid, otherwise the employee shall be responsible for repaying the full amount of the tuition received. The only exception is if the employee is terminated for cause or non-renewed.

K. Effective July 1, 2000, any employee who receives any tuition reimbursement during an academic year must remain in active employment for the Board for three (3) full academic years after the completion of the course for which tuition has been paid, otherwise the employee shall be responsible for repaying the full amount of the tuition received. The only exception is if the employee is terminated for cause or non-renewed.

ARTICLE XVIII

DEDUCTIONS FROM SALARY

- A. The Board agrees to deduct the dues of the Association in accordance with the provisions of Statute and the appropriate rules and regulations, upon proper notification by the Association to the Secretary of the Board.
- B. The Association agrees to save the Board harmless from any action by the Association regarding funds involved in the implementation of the Article after those funds have been transmitted to the representative designated by the Association.
- C. The Board agrees to deduct appropriate amounts authorized by employees who wish to participate in the Deferred Annuity Program.
- D. 1. The Association will submit to the Board, prior to November 1, a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees the amount of the representation fee which shall be an amount equal to eighty-five (85%) percent of those dues certified by the Association, and promptly transmit the amount so deducted to the Association.
 - 2. If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under the Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to such employee during the membership year in question.
 - 3. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will be the same as those used for the deduction and transmission of regular membership dues to the Association.
 - 4. On or about the last day of each month, after November 1, the Board will submit to the Association a list of all employees who began their employment during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees and assignment location effective July 1, 1988.
- E. In addition to those taxes already being deducted, the Board will implement the deductions for city wage tax and state taxes for residents of Philadelphia, Pennsylvania, and Delaware. This shall be at no cost to the Board.
- F. The Board agrees to make available a payroll deduction to the South Jersey Federal Credit Union. This shall be at no cost to the Board.
- G. The Board agrees to make available electronic direct deposit of employee's paychecks, provided the employees individually authorize the Board to do so. The Board shall have the discretion to select the originating bank in which it will directly deposit the paychecks of participating employees. It shall be the employee's responsibility to notify the bank with any instructions regarding the money deposited by the Board. This shall be at no cost to the Board.

ARTICLE XIX

ASSOCIATION - ADMINISTRATION LIAISON

- A. Building principals or the Administrator in charge shall meet regularly with a single committee of employee representatives selected by the Association from the building to maintain a liaison with the building

Administration. The Committee may meet with a building principal or the administration in charge within one (1) week of a written request for such meeting. This request shall set out the matters to be discussed. There shall be no more than one (1) meeting per month unless otherwise agreed.

- B. This liaison committee shall be limited to a maximum CEA membership of four (4) representatives.
- C. Superintendent - Camden Education Association Liaison Committee. The Superintendent shall meet regularly with a single committee of representatives, selected by the Association, to maintain a liaison with the central Administration. The Camden Education Association shall designate a maximum of four (4) representatives, two (2) from the Teachers' Unit and two (2) from the Support Unit, to serve on the Committee. The Committee may meet with the Superintendent within one (1) week of a written request for such meeting. This request shall set out the matters to be discussed.

ARTICLE XX

REDUCTION IN FORCE

- A. If a reduction in force is being considered, the Board shall notify and consult with the Association as soon as practicable, but not less than sixty (60) days before the layoff is to take place.
- B. The following requirements for a reduction in force affect all non-certificated employees in the bargaining unit:
 - 1. When a reduction in force is necessary, there shall be no dismissal by reason of residence, age, sex, race, religion or political affiliation.
 - 2. Reduction in force must be on the basis of seniority. The employee or employees having the least number of years in service to the district shall be laid off first.
 - 3. Employees dismissed due to a reduction in force shall be placed on a preferred list for re-employment when vacancies occur.
 - 4. Employees shall be re-employed in reverse order of layoff.
 - 5. An employee called back into service shall be given full recognition for previous years of service in the district.
 - 6. Seniority shall be based upon an employee's continuous length of service with the Board of Education of the City of Camden.
 - 7. All non-certificated employees shall be considered as probationary employees for the first ninety (90) days of their employment. Upon completion of the probationary period, their seniority will be dated as of the date of commencement of their employment.

ARTICLE XXI

SITE-BASED MANAGEMENT

- A. Common Philosophy - The parties agree that achieving the overall objective of improved student achievement can best be accomplished in an environment that allows collaborative planning of educational programs and resources needed for the implementation of the same. Wherever possible, this planning shall include individual staff members, parents, students and administrators who will directly assist in the implementation of the school's plan.
- B. Site-Based Planning is a process by which the staff is brought into the actual collaborative planning. The school staff and the administrators at the worksite join in planning and implementing plans affecting educational programs and needed resources.
- C. A district site-based joint committee shall be established promptly after the effective date of the collective bargaining agreement. This committee shall provide support and guidelines for the site-based planning teams (SBPT) in all schools throughout the district.

- D. 1. This committee shall consist of fifteen (15) members. Eight (8) members shall be selected by the Association and seven (7) members consisting of principals, students, teachers and parents shall be selected by the Superintendent.
 2. The committee shall be co-chaired by designees from the Association and the Administrative staff.
 3. The Association shall ensure that the interests of all school restructuring programs and staff (INSTRUCTIONAL and NON-INSTRUCTIONAL) shall be represented on the committee inclusive of SPECIAL EDUCATION, BILINGUAL, ELEMENTARY and SECONDARY.
 4. The function of the joint committee shall be to:
 - a. Prepare recommendations to the Superintendent for developing policies pertaining to the site-based planning process (SBPP).
 - b. Continually study the SBPP and make recommendations for its further development.
 - c. Prepare recommendations for the further improvement of site-planning.
 - d. Recommend policies governing the examination and evaluation of the total SBPP.
 - e. Prepare recommendations on professional growth and in-service education that will assist in the development and implementation of site-based planning.
 5. The joint committee shall develop guidelines for the operational procedures of the committee and shall meet not less than (3) times during an academic year.
 6. The joint committee shall ensure that the school planning teams operate as per all applicable federal and state regulations and school board policy; including but not limited to the following:
 - a. That an approval of no less than 85% of the staff be required to implement or to repeal an arrangement or decision.
 - b. A staff member who does not agree to such a change shall have the option to request a transfer in accordance with the appropriate Article of the contract.
- E. If a staff member, by reason of decision by her/his SBPT and principal, works beyond the regular workday or during her/his preparation period, she/he shall be compensated in accordance with the applicable provision or provisions of the contract. Staff members may have the option to volunteer their time by completing the appropriate form mutually agreed upon by the Board of Education and CEA.
- F. In the event there is conflict between district policy and/or the collective bargaining agreement and a proposal by the joint committee or any SBPT, the Board of Education and the CEA shall, in a timely manner, consider and decide whether or not a waiver or a change in the conflicting policy or agreement is appropriate. A request for a waiver for a district/site or contract requirement may be submitted to the joint committee by SBPT for review and recommendation to the Board of Education and CEA. Once approved by both parties to this agreement, such a waiver or change shall become part of this agreement and attached hereof. In the event a building decides to rescind a waiver, the process outlined in sections D6 and F shall be implemented.

ARTICLE XXII

EMPLOYEE ASSISTANCE PROGRAM

- A. The Board agrees to maintain an Employee Assistance Program.

ARTICLE XXIII

TRAVEL COMPENSATION

- A. Community School Coordinators; Parent Center Coordinators

The Board shall provide weekly gas allowance according to the following schedule, to those Community School Coordinators and Parent Center Coordinators required to travel in Connection with their job duties.

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

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

B. Media Personnel

The Board shall provide Media Personnel with a mileage allowance, payable at the IRS mileage rate, not to exceed Three Hundred (\$300.00) Dollars on an annual basis. The mileage allotment shall be paid only after submission of an employee's travel log and approval thereof. Further, the Board shall have no obligation to provide a mileage allotment if the funds for same are no longer available.

C. Instructional Assistants

The Board shall provide a mileage allowance, payable at the IRS mileage rate, not to exceed Three Hundred (\$300.00) Dollars annually, to those Instructional Assistants who are assigned to travel between buildings in the course of performing their job duties.

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

- 1. Elementary Schools.....10 gallons
- 2. Middle Schools.....12 gallons
- 3. High Schools15 gallons

E. The Board shall provide each Attendance Officer with an automobile allowance calculated at the mileage rate determined by the Internal Revenue Service for personal automobile usage for employment purposes to the following annual maximum:

- 1. Elementary Schools\$450.00
- 2. Middle Schools\$500.00
- 3. High Schools.....\$700.00

F. District Parent Coordinators/Computer Specialists

District Parent Coordinators who are required to use their own automobiles in the performance of their duties shall be compensated at the mileage rate determined by the Internal Revenue Service for personal automobile usage for employment purposes. In-District travel within a thirty-six (36) mile radius shall be compensated up to an annual maximum of Five Hundred (\$500.00) Dollars.

G. Community Outreach Specialists

Community Outreach Specialists who are required to use their own automobiles in the performance of their duties shall be compensated at the mileage rate determined by the Internal Revenue Service for personal automobile usage for employment purposes. In-District travel within a thirty-six (36) mile radius shall be compensated up to an annual maximum of Six Hundred (\$600.00) Dollars.

H. Attendance Officers and School Community Coordinators

Effective July 1, 1997, Attendance Officers and School Community Coordinators who work for the year and are required to drive their own vehicle in the performance of their duties shall be paid a lump sum of two hundred dollars (\$200) to be used towards their car insurance. The monies shall be paid in July after the completion of the academic year, only after an Attendance Officer or School Community Coordinator has produced proof of paid and active automobile insurance, valid car registration for the employee, a valid driver's license (not suspended), and mileage logs for the year.

ARTICLE XXIV

VACATIONS

12 MONTHS EMPLOYEES

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

- 1 to 12 months: 1/2 day for each month of service
- 1 year and 1 day to 5 years: 10 working days
- 5 years and 1 day to 10 years: 15 working days
- 10 years and 1 day or more: 20 working days

- B. Individual vacation schedules shall be mutually agreed upon by the employee and the employee's immediate supervisor. Vacations are to be taken in the year after they are earned.
- C. All existing Board practices and procedures with respect to the establishment of the number of days that an individual is entitled to in accordance with his/her anniversary date of employment shall continue to determine the eligibility of an employee under Section "A" of this Article.
- D. No vacation time shall be granted in the months of September, May and June.
- E. Vacation days are not accumulative.
- F. Clerks employed on a ten (10) month basis shall be excused on all days that schools are officially closed by the Board of Education (other than legal holidays). These days are granted in lieu of vacation.
- G. Additional vacation based on years of service shall accrue on the July 1 next following the anniversary date of employment at which the additional vacation is earned.
- H. In the event of an employee's death, the monetary value of the employee's earned vacation days, based on his/her prorated daily earnings, shall be paid by the Board to his/her estate.
- I. Employees promoted from a ten (10) month position to a twelve (12) month position shall accrue vacation as a new twelve (12) months employee, under §A above for the first year of employment in the 12-month position. Vacation shall be pro-rated on a July-June year. Employees shall not be able to use the vacation they have accrued in the first year until the July 1st following their date of promotion.
 - 2. At the commencement of their second year of employment in a twelve-month position, employees shall receive credit for their prior continuous years of service in the District as a ten (10) month employee and shall accrue vacation on that schedule, under §A above.
- J. Vacation shall be only for time worked and shall not be granted for any month in which an employee is absent without pay or on unpaid leave more than 50% of the available work days for that month.

ARTICLE XXV

FAMILY SCHOOLS (K-8)

In schools designated as K-8 Family Schools, working conditions and benefits shall be defined the same as in elementary schools.

ARTICLE XXVI

WORKING CONDITIONS:

**ATTENDANCE OFFICERS; SCHOOL LAW ENFORCEMENT OFFICERS; &
SPECIAL INVESTIGATORS**

A. ATTENDANCE OFFICERS

- 1. The work year for all Attendance Officers shall be from September 1 until June 30 or the teacher work year, as determined by the Superintendent each year, by August 15th. Attendance officers shall be notified in writing of their work year.

2. The work day for Attendance Officers shall be from 9:00 a.m. to 3:00 p.m., with one-half (1/2) hour for lunch.
3. Effective July 1, 1997, Attendance Officers who work for the year and are required to drive their own vehicle in the performance of their duties shall be paid a lump sum of two hundred dollars (\$200) to be used towards their car insurance. The monies shall be paid only after the Attendance Officer has produced proof of paid and active automobile insurance, valid car registration for the employee, a valid driver's license (not suspended), and mileage logs for the year.

B. SCHOOL LAW ENFORCEMENT OFFICERS

1. The work year for all School Law Enforcement Officers shall be from September 1 until June 30.
2. The work day for School Law Enforcement Officers shall be from 7:50 a.m. to 3:50 p.m., with one (1) hour for lunch, the time to be as scheduled by the building Principal. On Fridays, 12:40 days, and the day before a holiday, School Law Enforcement Officers may be dismissed after all students and staff have left the building.
3. School Law Enforcement Officers shall be permitted adequate time to attend to personal hygiene needs during the work day.
4. School Law Enforcement Officers shall annually receive two (2) winterweight uniforms for the Fall/Winter and two (2) lightweight uniforms for the Spring/Summer.
5. One School Law Enforcement Officer may be assigned by the Chief of Security, subject to the approval of the Superintendent, to a work schedule of 6:30 a.m. to 2:30 p.m. The assignment shall be voluntary.

C. SPECIAL INVESTIGATORS

1. The work year for Special Investigators shall be from July 1 until June 30.
2. The work day for Special Investigators shall be from 8:30 a.m. to 4:30 p.m., including one (1) duty-free lunch hour.
3. The Special Investigators shall be released thirty (30) minutes earlier on Fridays and the day before a holiday.
4. On half-session days, the Special Investigators shall be released no later than the other CEA Support personnel at the Administration Building.

ARTICLE XXVII

WORKING CONDITIONS:

COMMUNITY SCHOOL COORDINATORS

- A. The work year for all Community School Coordinators shall be the same as the teachers' work year.
- B. Daily work hours shall be 8:30 a.m. to 3:30 p.m. Community School Coordinators shall receive the lunch period appropriate to the building to which they are assigned.
- C. When schools are in half session, no employee shall be required to work beyond the teachers' work day.
- D. For the 1997-1998 and 1998-1999 years, the Board shall make available one (1) radio for each building for the use of the Community School Coordinators. A Community School Coordinator's use of the radio is subject to approval by the building principal. The unavailability of a working radio shall not in any way reduce the employee's job duties and/or responsibilities.
- E. Effective July 1, 1997, School Community Coordinators who work for the year and are required to drive their own vehicle in the performance of their duties shall be paid a lump sum of two hundred dollars (\$200) to be used towards their car insurance. The monies shall be paid only after the School Community Coordinator has produced proof of paid and active automobile insurance, valid car registration for the employee, a valid driver's license (not suspended), and mileage logs for the year.

ARTICLE XXVIII

WORKING CONDITIONS:

INSTRUCTIONAL ASSISTANTS AND COMPUTER LABORATORY AIDES

- A. The work year for all Instructional Assistants and Computer Laboratory Aides shall be the same as the teachers' work year.
- B. The work day for Instructional Assistants and Computer Laboratory Aides shall be the same as that of the teachers assigned to the building to which the instructional aide is assigned.
- C. Each Instructional Assistant and Computer Laboratory Aide shall be entitled to a duty-free lunch period which shall be the same as the teachers in the building to which the assistant/aide is assigned.
- D. An Instructional Assistant may be utilized for a class coverage to replace an absent teacher, only if the Instructional Assistant is qualified and certified as a substitute teacher. Any Instructional Assistant providing substitute teacher coverage shall be paid an additional thirty-five dollars (\$35) per day. Payment shall be the 22nd of the month. There shall be no change in benefits.
- E. Instructional Assistants and Computer Laboratory Aides may leave their building without obligation during their duty-free lunch period.
- F. When schools are in half session, no employee shall be required to work beyond the teachers' work day.
- G. Instructional Assistants and Computer Laboratory Aides shall receive one (1) prep period per day. They shall not leave the building during the prep period.
- H. An IA may be utilized for a class coverage to replace an absent teacher, only if the IA is qualified and certified as a substitute teacher. Any IA providing substitute teacher coverage shall be paid an additional \$35 per day. Payment shall be the 22nd of the month. There shall be no change in benefits.

ARTICLE XXIX

WORKING CONDITIONS:

MEDIA PERSONNEL

- A. The work year for all Media Personnel shall be the same as the teachers' work year.
- B. Daily work hours shall be 8:30 a.m. to 3:30 p.m. with forty-five (45) minutes for lunch.
- C. When schools are in half session, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXX

WORKING CONDITIONS:

**DISTRICT PARENT COORDINATORS; PARENT CENTER
COORDINATORS AND COMMUNITY OUTREACH SPECIALISTS**

- A. DISTRICT PARENT COORDINATORS AND PARENT CENTER COORDINATORS:
 - 1. The work year for all District Parent Coordinators and Parent Center Coordinators shall be the same as the teachers' work year.
 - 2. Daily work hours shall be 8:30 a.m. to 3:30 p.m. District Parent Coordinators and Parent Center Coordinators shall receive the lunch period appropriate to the building to which they are assigned.

3. When schools are in half session, on Fridays, and on a day before a holiday, no employee shall be required to work beyond the teachers' work day.

B. COMMUNITY OUTREACH SPECIALISTS:

1. The work year for the Community Outreach Specialists shall be from July 1 to June 30.
2. The work day for the Community Outreach Specialists shall be from 8:30 a.m. to 3:30 p.m. including a duty-free lunch hour.
3. When schools are in half-session, on Fridays, and on a day before a holiday, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXXI

WORKING CONDITIONS:

SCHOOL BUS AIDES

- A. The work year for all School Bus Aides shall be the teacher work year. Individual schedules will be developed by the Supervisor of Transportation, subject to the approval of the Superintendent.
- B. School Bus Aides shall have a work day of seven (7) hours which shall include a duty-free lunch period.
- C. Each Bus Aide shall be entitled to a duty-free lunch period appropriate to the school to which they are assigned.
- D. Routes will be posted as soon as practicable before the start of school in September, showing the approximate number of hours normally and routinely associated with the route.
- E. When schools are in half session, no employee shall be required to work beyond the student day, inclusive of the students' bus ride home.
- F. School Bus Aides shall have the authority to enforce the Camden City Board of Education's Student Discipline Policies while performing their duties on school buses.
- G. Effective July 1, 1997, bus aides who are required to work beyond the contracted seven (7) hour day shall receive a yearly stipend of one thousand one hundred dollars (\$1,100), paid after the conclusion of the academic year.

ARTICLE XXXII

WORKING CONDITIONS:

SECRETARIES; CLERKS; CLERICAL AIDES

A. Work Year

1. All ten (10) month contractual employees' work year shall commence September 1st to June 30th.
2. All twelve (12) month contractual employees' work year shall commence July 1st to June 30th.

B. Work Hours

1. September 1 - June 30

Elementary Clerks and Secretaries - - 8:00 to 4:00
Secondary Clerks and Secretaries - - 8:00 to 4:00
Administrative Clerks and Secretaries - 8:30 to 4:30
Clerical Aides - - 8:00 to 3:30

2. Summer Work Hours

- (a) From July 1 to September 1
- (b) All Secretaries and Clerks
 - (i) Schools (including K-8) 8:00 to 3:30
 - (ii) Administrative 8:30 to 4:00
 - (iii) Including forty-five (45) minute uninterrupted lunch.

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

C. When schools are in half session, no employee shall be required to work more than one and one-half (1.5) hours beyond the teachers' workday.

D. Family Schools (K-8)
Twelve month clerks - (8:00 a.m. - 4:00 p.m.)

E. Breaks

- 1. A.M. - one (1) fifteen (15) minute break, to be taken either 10 a.m. - 10:15 a.m. or 10:15 a.m. - 10:30 a.m. the assignment of an employee to a particular break time shall be the decision of the employee's supervisor.
- 2. P.M. - one (1) ten (10) minute break taken at a time mutually agreed to by the employee and his/her immediate supervisor.

ARTICLE XXXIII

WORKING CONDITIONS:

MOBILE VAN DRIVERS / INSTRUCTIONAL ASSISTANTS:

VAN DRIVERS (TEN AND TWELVE MONTHS)

A. MOBILE VAN DRIVERS - INSTRUCTIONAL ASSISTANTS

- 1. The work year for all Mobile Van Drivers-Instructional Assistants shall be the same as the teachers' work year.
- 2. The work day of Mobile Van Drivers - IAs assigned to non-public schools shall be from 8:00 a.m. to 3:00 p.m. All other Mobile Van Drivers - IAs work from 8:25 a.m. to 3:30 p.m.
- 3. All Mobile Van Drivers - IAs shall have the same lunch period as the building to which they are assigned.
- 4. When the district public schools are in half-session, no Mobile Van Drivers - IAs shall be required to work beyond the teachers' work day.
- 5. When their assigned non-public schools are not in session, all Mobile Van Drivers - IAs shall report to their respective base schools.
- 6. All Mobile Van Drivers - IAs shall receive one (1) preparation period per day.
- 7. Mobile Van Drivers - IAs shall have the teachers schedule on Fridays and days before holidays.

B. VAN DRIVERS (TEN-MONTH)

- 1. The work year of 10-month Van Drivers shall be the same as the teachers' work year.
- 2. The work day of 10-month Van Drivers shall be from 8:00 a.m. to 3:00 p.m. including a duty-free hour for lunch.
- 3. The 10-month Van Drivers shall not work beyond the teachers' schedule on half-session days, Fridays, and on a day before a holiday.

C. VAN DRIVERS (TWELVE-MONTH)

- 1. The work year of 12-month Van Drivers shall be from July 1 to June 30.
- 2. The work day of 12-month Van Drivers shall be from 8:00 a.m. to 3:00 p.m., including a duty-free hour for lunch.
- 3. The 12-month Van Drivers shall not work beyond the teachers' schedule on half-session days, Fridays, and on a day before a holiday.

D BUS DRIVERS

1. The work year of the Bus Drivers shall be the same as the teachers' work year.
2. Bus Drivers shall work a seven (7) - hour work day from 8:30 a.m. to 3:30 p.m., inclusive of a one (1) hour duty-free lunch and one (1) 15 - minute break.
3. Bus Drivers shall not work beyond the teachers' schedule on one-session days and on Fridays and the day before a holiday.
4. Effective September 2000, Bus Drivers shall receive three (3) winter and three (3) summer uniforms annually. Employees shall be required to wear the uniform.
5. The Board shall pay time and one-half (1-1/2) of the regular rate for all time worked as overtime after thirty-five (35) hours. Overtime must be scheduled by the employee's immediate supervisor and approved by the Superintendent or Board Secretary.
6. Effective July 1, 1998, Bus Drivers who are required to hold and show proof of a valid Commercial Driver License (CDL) shall receive an annual stipend of Five Hundred Dollars (\$500.00)

ARTICLE XXXIV

WORKING CONDITIONS: FOOD SERVICES EMPLOYEES

1. The work year for Food Service employees shall be the same as the teachers' work year.
2. Work hours:
 - a. Food Service employees (except Truck Drivers, Truck Drivers/Helpers and Stock Persons) shall work and be paid on a seven (7) - hour workday schedule from 8:00 a.m. to 3:00 p.m., inclusive of a one-half (1/2) duty free lunch.
 - b. Food Service Truck Drivers, Truck Drivers Helpers and Stock Persons (formerly Depot Managers) shall work and be paid on an eight (8) - hour work day schedule from 6:00 a.m. to 2:00 p.m., inclusive of a one-hour duty-free lunch.
 - c. All Food Service employees shall have one (1) days 15 - minute break.
 - d. Food Service employees shall follow the teachers' schedule on one-session days.
 - e. If Stock Persons (formerly Depot Managers) work during the summer, they will be paid at a rate of one-tenth (1/10) of their annual rate. The summer (July and August) schedule is 6:30 a.m. to 2:00 p.m.
3. Effective September 2,000, the Board shall provide Food Service employees three (3) winter weight uniforms and three (3) summer weight uniforms annually. Employees shall be required to wear the uniforms.
4. The Board shall pay time and one-half (1-1/2) of the regular rate for all time worked as overtime after forty (40) hours. Overtime must be scheduled by the employee's immediate supervisor and be approved by the Superintendent or Board Secretary.
5. General Workers designated by management to serve as an Assistant Cook shall receive an annual stipend of Five Hundred Dollars (\$500.00). The stipend shall be paid on a pro-rated basis.
6. If a Food Service employee is promoted, he/she shall be placed on the new salary guide at the salary step closest to the employee's base salary, provided that the salary is not less than he/she had been receiving, and then moved up one (1) step. In the event the amount is midway between two steps, the salary shall be adjusted upward. If an Assistant Cook is promoted to a Cook, the employee's base salary plus the stipend of One Thousand Dollars (\$1,000.00) shall be used to calculate the employee's placement on the Cooks' salary guide.
7. Effective July 1, 1998, Bus Drivers who are required to hold and show proof of a valid Commercial Drivers License (CDL) shall receive an annual stipend of Five Hundred Dollars (\$500.00).
8. In order to refine their skills and knowledge of the food service area, all full-time Food Service employees shall attend meetings and/or seminars during the work day as directed by their supervisor, provided there is no resulting staff problem. If these meetings are scheduled after working hours; the employees shall be compensated pursuant to the overtime schedule of time and a half (1-1/2) per hour of the regular rate.

ARTICLE XXXV

WORKING CONDITIONS: COMPUTER SPECIALISTS

1. The Computer Specialists shall work a twelve-month (12-month) year from July 1st to June 30th.
2. The Computer Specialists' daily work schedule shall be from 8:30 a.m. to 4:30 p.m. except from July 1st to August 31st, when their daily work schedule shall be from 8:30 a.m. to 4:00 p.m. They shall have a one-hour (1-hour) duty-free lunch from September 1st to June 30th and a 45-minute duty free lunch from July 1st to August 31st. Computer Specialists shall be entitled to a daily 15-minute break.
3. The Computer Specialists time and one-half (1-1/2) of the regular rate for all the time worked as overtime after forty (40) hours of work. Overtime must be scheduled by the supervisor and approved by the Superintendent or Board Secretary.
4. When schools are in half-session, on Fridays, or a day before a holiday, no employee shall be required to work beyond the teachers' work day.

ARTICLE XXXVI

ATTENDANCE INCENTIVE

Effective July 1, 2000, employees who have not used ten (10) of their annual sick leave days for that year, shall have the option of cashing in ten (10) days at sixty dollars (\$60.00) per day. Notification of an employee's election to exercise this option must be in writing to the Superintendent no later than June 30th. Payment will be made in July.

ARTICLE XXXVII

PROFESSIONAL DEVELOPMENT PROGRAM

The Labor Management Committee shall develop and submit to the Board, a mutually agreed upon detailed plan for Professional Development for the Support Unit. This plan shall be subject to Board approval. If approved, it shall be effective during the remainder of the term of this contract.

ARTICLE XXXVIII

MAINTENANCE OF BENEFITS

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

ARTICLE XXXIX

MISCELLANEOUS PROVISIONS

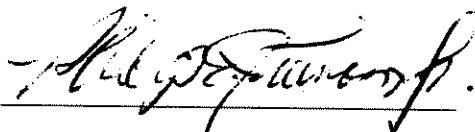
- A. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter to the following addresses:
 1. If by the Association, to the Board at 201 North Front Street, Camden, New Jersey 08102, Attention: Board Secretary.
 2. If by the Board, to the Association at 840 Cooper Street, Suite 575, Camden, New Jersey 08102, Attention: CEA President.
- B. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. If federal funding for the present lunch program aides is eliminated, either party may require the reopening of negotiations for any necessary changes in this area. If the parties fail to reach agreement on this matter, the matter shall be submitted to binding arbitration in accordance with the grievance procedures set forth in this Agreement.

ARTICLE XL
DURATION OF AGREEMENT

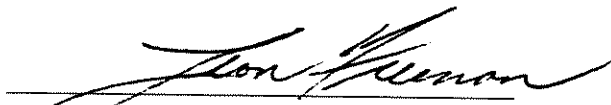
- A. The provisions of the Agreement shall be effective July 1, 1999 except as herein provided and shall remain in full force and effect to and including June 30, 2002, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.
- B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, on the day and year below written.

CAMDEN BOARD OF EDUCATION


By: 
Philip E. Freeman, Sr.
President

Date:

Attest:

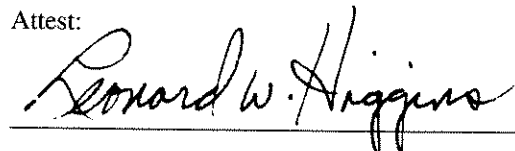

Date:

CAMDEN EDUCATION ASSOCIATION

By: 
Ben Fernando
President

Date: 8/31/00

Attest:


Date: 8/31/00

**EXPERIENCE CHART
ATTENDANCE OFFICERS**

	98-99	99-00	00-01	01-02
A	1	1 1	1 1	1 1
B	2	2 2	2 2	2 2
C	3	3 3	3 3	3 3
D	4	4 4	4 4	4 4
E	5	5 5	5 5	5 5
F	6	6 6	6 6	6 6
G	7-10	7 7	7 7	7 7
H	11	8-11 8	8 8	8 8
I	12	12 9	9-12 9	9 9
J	13	13 10	13 10	10-13 10
K	14	14 11	14 11	14 11
L	15+	15 12	15 12	15 12
		16+ 13	16+ 13	16 13
				17+ 14

Attendance Officers

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	
DEGREE										
1	18,044	18,444	18,444	19,044	19,244	19,444	19,644	19,844	20,044	20,444
2	18,311	18,711	19,111	19,311	19,511	19,711	19,911	20,111	20,311	20,711
3	18,610	19,010	19,410	19,610	19,810	20,010	20,210	20,410	20,610	21,010
4	18,913	19,313	19,713	19,913	20,113	20,313	20,513	20,713	20,913	21,313
5	19,681	20,081	20,481	20,681	20,881	21,081	21,281	21,481	21,681	22,081
6	20,508	20,908	21,308	21,508	21,708	21,908	22,108	22,308	22,508	22,908
7	21,338	21,738	22,138	22,338	22,538	22,738	22,938	23,138	23,338	23,738
8	22,234	22,634	23,034	23,234	23,434	23,634	23,834	24,034	24,234	24,634
9	23,759	24,159	24,559	24,759	24,959	25,159	25,359	25,559	25,759	26,159
10	25,804	26,204	26,604	26,804	27,004	27,204	27,404	27,604	27,804	28,204
11	27,452	27,852	28,252	28,452	28,652	28,852	29,052	29,252	29,452	29,852
12	32,142	32,542	32,942	33,142	33,342	33,542	33,742	33,942	34,142	34,542
13	32,726	33,126	33,526	33,726	33,926	34,126	34,326	34,526	34,726	35,126

Attendance Officers

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,241	18,641	19,041	19,241	19,441	19,641	19,841	20,041	20,241	20,641
2	18,508	18,908	19,308	19,508	19,708	19,908	20,108	20,308	20,508	20,908
3	18,807	19,207	19,607	19,807	20,007	20,207	20,407	20,607	20,807	21,207
4	19,110	19,510	19,910	20,110	20,310	20,510	20,710	20,910	21,110	21,510
5	19,878	20,278	20,678	20,878	21,078	21,278	21,478	21,678	21,878	22,278
6	20,705	21,105	21,505	21,705	21,905	22,105	22,305	22,505	22,705	23,105
7	21,535	21,935	22,335	22,535	22,735	22,935	23,135	23,335	23,535	23,935
8	22,431	22,831	23,231	23,431	23,631	23,831	24,031	24,231	24,431	24,831
9	23,956	24,356	24,756	24,956	25,156	25,356	25,556	25,756	25,956	26,356
10	26,001	26,401	26,801	27,001	27,201	27,401	27,601	27,801	28,001	28,401
11	27,649	28,049	28,449	28,649	28,849	29,049	29,249	29,449	29,649	30,049
12	32,339	32,739	33,139	33,339	33,539	33,739	33,939	34,139	34,339	34,739
13	33,544	33,944	34,344	34,544	34,744	34,944	35,144	35,344	35,544	35,944

Attendance Officers

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,282	18,682	19,082	19,282	19,482	19,682	19,882	20,082	20,282	20,682
2	18,549	18,949	19,349	19,549	19,749	19,949	20,149	20,349	20,549	20,949
3	18,848	19,248	19,648	19,848	20,048	20,248	20,448	20,648	20,848	21,248
4	19,151	19,551	19,951	20,151	20,351	20,551	20,751	20,951	21,151	21,551
5	19,919	20,319	20,719	20,919	21,119	21,319	21,519	21,719	21,919	22,319
6	20,746	21,146	21,546	21,746	21,946	22,146	22,346	22,546	22,746	23,146
7	21,576	21,976	22,376	22,576	22,776	22,976	23,176	23,376	23,576	23,976
8	22,472	22,872	23,272	23,472	23,672	23,872	24,072	24,272	24,472	24,872
9	23,997	24,397	24,797	24,997	25,197	25,397	25,597	25,797	25,997	26,397
10	26,042	26,442	26,842	27,042	27,242	27,442	27,642	27,842	28,042	28,442
11	27,690	28,090	28,490	28,690	28,890	29,090	29,290	29,490	29,690	30,090
12	32,380	32,780	33,180	33,380	33,580	33,780	33,980	34,180	34,380	34,780
13	33,585	33,985	34,385	34,585	34,785	34,985	35,185	35,385	35,585	35,985
14	34,383	34,783	35,183	35,383	35,583	35,783	35,983	36,183	36,383	36,783

**EXPERIENCE CHART
COMMUNITY OUTREACH SPECIALISTS**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7	7 7	7 7	7 7
H 8	8 8	8 8	8 8
I 9	9 9	9 9	9 9
J 10	10 10	10 10	10 10
K 11	11 11	11 11	11 11
L 12	12 12	12 12	12 12
M 13	13 13	13 13	13 13
	14 14	14 14	14 14
			15 15

Community Outreach Specialists

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	31,013	31,413	31,813	32,013	32,213	32,413	32,613	32,813	33,013	33,413
2	31,313	31,713	32,113	32,313	32,513	32,713	32,913	33,113	33,313	33,713
3	32,205	32,605	33,005	33,205	33,405	33,605	33,805	34,005	34,205	34,605
4	33,102	33,502	33,902	34,102	34,302	34,502	34,702	34,902	35,102	35,502
5	33,998	34,398	34,798	34,998	35,198	35,398	35,598	35,798	35,998	36,398
6	34,992	35,392	35,792	35,992	36,192	36,392	36,592	36,792	36,992	37,392
7	35,883	36,283	36,683	36,883	37,083	37,283	37,483	37,683	37,883	38,283
8	36,789	37,189	37,589	37,789	37,989	38,189	38,389	38,589	38,789	39,189
9	37,689	38,089	38,489	38,689	38,889	39,089	39,289	39,489	39,689	40,089
10	38,588	38,988	39,388	39,588	39,788	39,988	40,188	40,388	40,588	40,988
11	39,487	39,887	40,287	40,487	40,687	40,887	41,087	41,287	41,487	41,887
12	41,189	41,589	41,989	42,189	42,389	42,589	42,789	42,989	43,189	43,589
13	41,999	42,399	42,799	42,999	43,199	43,399	43,599	43,799	43,999	44,399

Community Outreach Specialists

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	31,802	32,202	32,602	32,802	33,002	33,202	33,402	33,602	33,802	34,202
2	32,102	32,502	32,902	33,102	33,302	33,502	33,702	33,902	34,102	34,502
3	32,402	32,802	33,202	33,402	33,602	33,802	34,002	34,202	34,402	34,802
4	33,299	33,699	34,099	34,299	34,499	34,699	34,899	35,099	35,299	35,699
5	34,195	34,595	34,995	35,195	35,395	35,595	35,795	35,995	36,195	36,595
6	35,189	35,589	35,989	36,189	36,389	36,589	36,789	36,989	37,189	37,589
7	36,080	36,480	36,880	37,080	37,280	37,480	37,680	37,880	38,080	38,480
8	36,986	37,386	37,786	37,986	38,186	38,386	38,586	38,786	38,986	39,386
9	37,886	38,286	38,686	38,886	39,086	39,286	39,486	39,686	39,886	40,286
10	38,785	39,185	39,585	39,785	39,985	40,185	40,385	40,585	40,785	41,185
11	39,684	40,084	40,484	40,684	40,884	41,084	41,284	41,484	41,684	42,084
12	41,386	41,786	42,186	42,386	42,586	42,786	42,986	43,186	43,386	43,786
13	43,049	43,449	43,849	44,049	44,249	44,449	44,649	44,849	45,049	45,449

Community Outreach Specialists

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	32,440	32,840	33,240	33,440	33,640	33,840	34,040	34,240	34,440	34,840
2	32,740	33,140	33,540	33,740	33,940	34,140	34,340	34,540	34,740	35,140
3	33,040	33,440	33,840	34,040	34,240	34,440	34,640	34,840	35,040	35,440
4	33,340	33,740	34,140	34,340	34,540	34,740	34,940	35,140	35,340	35,740
5	34,236	34,636	35,036	35,236	35,436	35,636	35,836	36,036	36,236	36,636
6	35,230	35,630	36,030	36,230	36,430	36,630	36,830	37,030	37,230	37,630
7	36,121	36,521	36,921	37,121	37,321	37,521	37,721	37,921	38,121	38,521
8	37,027	37,427	37,827	38,027	38,227	38,427	38,627	38,827	39,027	39,427
9	37,927	38,327	38,727	38,927	39,127	39,327	39,527	39,727	39,927	40,327
10	38,826	39,226	39,626	39,826	40,026	40,226	40,426	40,626	40,826	41,226
11	39,725	40,125	40,525	40,725	40,925	41,125	41,325	41,525	41,725	42,125
12	41,427	41,827	42,227	42,427	42,627	42,827	43,027	43,227	43,427	43,827
13	43,090	43,490	43,890	44,090	44,290	44,490	44,690	44,890	45,090	45,490
14	44,126	44,526	44,926	45,126	45,326	45,526	45,726	45,926	46,126	46,526

**EXPERIENCE CHART
COMMUNITY SCHOOL COORDINATORS**

98-99	99-00		00-01		01-02	
A 1	1	1	1	1	1	1
B 2	2	2	2	2	2	2
C 3	3	3	3	3	3	3
D 4	4	4	4	4	4	4
E 5	5	5	5	5	5	5
F 6	6	6	6	6	6	6
G 7	7	7	7	7	7	7
H 11	8-11	8	8	8	8	8
I 12	12	9	9-12	9	9	9
J 13	13	10	13	10	10-13	10
K 14	14	11	14	11	14	11
L 15	15	12	15	12	15	12
M 16	16	13	16	13	16	13
	17	14	17	14	17	14
					18+	15

Community School Coordinators

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,091	12,491	12,891	13,091	13,291	13,491	13,691	13,891	14,091	14,491
2	12,358	12,758	13,158	13,358	13,558	13,758	13,958	14,158	14,358	14,758
3	12,652	13,052	13,452	13,652	13,852	14,052	14,252	14,452	14,652	15,052
4	12,945	13,345	13,745	13,945	14,145	14,345	14,545	14,745	14,945	15,345
5	13,244	13,644	14,044	14,244	14,444	14,644	14,844	15,044	15,244	15,644
6	13,610	14,010	14,410	14,610	14,810	15,010	15,210	15,410	15,610	16,010
7	14,339	14,739	15,139	15,339	15,539	15,739	15,939	16,139	16,339	16,739
8	15,061	15,461	15,861	16,061	16,261	16,461	16,661	16,861	17,061	17,461
9	15,715	16,115	16,515	16,715	16,915	17,115	17,315	17,515	17,715	18,115
10	16,234	16,634	17,034	17,234	17,434	17,634	17,834	18,034	18,234	18,634
11	16,772	17,172	17,572	17,772	17,972	18,172	18,372	18,572	18,772	19,172
12	17,307	17,707	18,107	18,307	18,507	18,707	18,907	19,107	19,307	19,707
13	20,756	21,156	21,556	21,756	21,956	22,156	22,356	22,556	22,756	23,156
14	21,056	21,456	21,856	22,056	22,256	22,456	22,656	22,856	23,056	23,456

Community School Coordinators

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,288	12,688	13,088	13,288	13,488	13,688	13,888	14,088	14,288	14,688
2	12,555	12,955	13,355	13,555	13,755	13,955	14,155	14,355	14,555	14,955
3	12,849	13,249	13,649	13,849	14,049	14,249	14,449	14,649	14,849	15,249
4	13,142	13,542	13,942	14,142	14,342	14,542	14,742	14,942	15,142	15,542
5	13,441	13,841	14,241	14,441	14,641	14,841	15,041	15,241	15,441	15,841
6	13,807	14,207	14,607	14,807	15,007	15,207	15,407	15,607	15,807	16,207
7	14,536	14,936	15,336	15,536	15,736	15,936	16,136	16,336	16,536	16,936
8	15,258	15,658	16,058	16,258	16,458	16,658	16,858	17,058	17,258	17,658
9	15,912	16,312	16,712	16,912	17,112	17,312	17,512	17,712	17,912	18,312
10	16,431	16,831	17,231	17,431	17,631	17,831	18,031	18,231	18,431	18,831
11	16,969	17,369	17,769	17,969	18,169	18,369	18,569	18,769	18,969	19,369
12	17,504	17,904	18,304	18,504	18,704	18,904	19,104	19,304	19,504	19,904
13	20,953	21,353	21,753	21,953	22,153	22,353	22,553	22,753	22,953	23,353
14	21,582	21,982	22,382	22,582	22,782	22,982	23,182	23,382	23,582	23,982

Community School Coordinators

YEAR 3

2000-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,329	12,729	13,129	13,329	13,529	13,729	13,929	14,129	14,329	14,729
2	12,596	12,996	13,396	13,596	13,796	13,996	14,196	14,396	14,596	14,996
3	12,890	13,290	13,690	13,890	14,090	14,290	14,490	14,690	14,890	15,290
4	13,183	13,583	13,983	14,183	14,383	14,583	14,783	14,983	15,183	15,583
5	13,482	13,882	14,282	14,482	14,682	14,882	15,082	15,282	15,482	15,882
6	13,848	14,248	14,648	14,848	15,048	15,248	15,448	15,648	15,848	16,248
7	14,577	14,977	15,377	15,577	15,777	15,977	16,177	16,377	16,577	16,977
8	15,299	15,699	16,099	16,299	16,499	16,699	16,899	17,099	17,299	17,699
9	15,953	16,353	16,753	16,953	17,153	17,353	17,553	17,753	17,953	18,353
10	16,472	16,872	17,272	17,472	17,672	17,872	18,072	18,272	18,472	18,872
11	17,010	17,410	17,810	18,010	18,210	18,410	18,610	18,810	19,010	19,410
12	17,545	17,945	18,345	18,545	18,745	18,945	19,145	19,345	19,545	19,945
13	20,994	21,394	21,794	21,994	22,194	22,394	22,594	22,794	22,994	23,394
14	21,623	22,023	22,423	22,623	22,823	23,023	23,223	23,423	23,623	24,023
15	22,121	22,521	22,921	23,121	23,321	23,521	23,721	23,921	24,121	24,521

**EXPERIENCE CHART
COMPUTER LAB AIDES**

	98-99	99-00	00-01	01-02
A	1	1 1	1 1	1 1
B	2	2 2	2 2	2 2
C	3	3 3	3 3	3 3
D	4	4 4	4 4	4 4
E	5	5 5	5 5	5 5
F	6	6 6	6 6	6 6
G	7	7 7	7 7	7 7
H	11	8-11 8	8 8	8 8
I	12	12 9	9-12 9	9 9
J	13	13 10	13 10	10-13 10
K	14	14 11	14 11	14 11
L	15	15 12	15 12	15 12
M	16	16 13	16 13	16 13
		17 14	17 14	17 14
				18+ 15

Computer Laboratory Aides

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,759	13,159	13,559	13,759	13,959	14,159	14,359	14,559	14,759	15,159
2	13,027	13,427	13,827	14,027	14,227	14,427	14,627	14,827	15,027	15,427
3	13,325	13,725	14,125	14,325	14,525	14,725	14,925	15,125	15,325	15,725
4	13,626	14,026	14,426	16,626	14,826	15,026	15,226	15,426	15,626	16,026
5	13,969	14,369	14,769	14,969	15,169	15,369	15,569	15,769	15,969	16,369
6	14,339	14,739	15,139	15,339	15,539	15,739	15,939	16,139	16,339	16,739
7	14,760	15,160	15,560	15,760	15,960	16,160	16,360	16,560	16,760	17,160
8	15,440	15,840	16,240	16,440	16,640	16,840	17,040	17,240	17,440	17,840
9	16,045	16,445	16,845	17,045	17,245	17,445	17,645	17,845	18,045	18,445
10	16,561	16,961	17,361	17,561	17,761	17,961	18,161	18,361	18,561	18,961
11	17,108	17,508	17,908	18,108	18,308	18,508	18,708	18,908	19,108	19,508
12	17,805	18,205	18,605	18,805	19,005	19,205	19,405	19,605	19,805	20,205
13	21,046	21,446	21,846	22,046	22,246	22,446	22,646	22,846	23,046	23,446
14	21,353	21,753	22,153	22,353	22,553	22,753	22,953	23,153	23,353	23,753

Computer Laboratory Aides

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,956	13,356	13,756	13,956	14,156	14,356	14,556	14,756	14,956	15,356
2	13,224	13,624	14,024	14,224	14,424	14,624	14,824	15,024	15,224	15,624
3	13,522	13,922	14,322	14,522	14,722	14,922	15,122	15,322	15,522	15,922
4	13,823	14,223	14,623	14,823	15,023	15,223	15,423	15,623	15,823	16,223
5	14,166	14,566	14,966	15,166	15,366	15,566	15,766	15,966	16,166	16,566
6	14,536	14,936	15,336	15,536	15,736	15,936	16,136	16,336	16,536	16,936
7	14,957	15,357	15,757	15,957	16,157	16,357	16,557	16,757	16,957	17,357
8	15,637	16,037	16,437	16,637	16,837	17,037	17,237	17,437	17,637	18,037
9	16,242	16,642	17,042	17,242	17,442	17,642	17,842	18,042	18,242	18,642
10	16,758	17,158	17,558	17,758	17,958	18,158	18,358	18,558	18,758	19,158
11	17,305	17,705	18,105	18,305	18,505	18,705	18,905	19,105	19,305	19,705
12	18,002	18,402	18,802	19,002	19,202	19,402	19,602	19,802	20,002	20,402
13	21,243	21,643	22,043	22,243	22,443	22,643	22,843	23,043	23,243	23,643
14	21,887	22,287	22,687	22,887	23,087	23,287	23,487	23,687	23,887	24,287

Computer Laboratory Aides

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,997	13,397	13,797	13,997	14,197	14,397	14,597	14,797	14,997	15,397
2	13,265	13,665	14,065	14,265	14,465	14,665	14,865	15,065	15,265	15,665
3	13,563	13,963	14,363	14,563	14,763	14,963	15,163	15,363	15,563	15,963
4	13,864	14,264	14,664	14,864	15,064	15,264	15,464	15,664	15,864	16,264
5	14,207	14,607	15,007	15,207	15,407	15,607	15,807	16,007	16,207	16,607
6	14,577	14,977	15,377	15,577	15,777	15,977	16,177	16,377	16,577	16,977
7	14,998	15,398	15,798	15,998	16,198	16,398	16,598	16,798	16,998	17,398
8	15,678	16,078	16,478	16,678	16,878	17,078	17,278	17,478	17,678	18,078
9	16,283	16,683	17,083	17,283	17,483	17,683	17,883	18,083	18,283	18,683
10	16,799	17,199	17,599	17,799	17,999	18,199	18,399	18,599	18,799	19,199
11	17,346	17,746	18,146	18,346	18,546	18,746	18,946	19,146	19,346	19,746
12	18,043	18,443	18,843	19,043	19,243	19,443	19,643	19,843	20,043	20,443
13	21,284	21,684	22,084	22,284	22,484	22,684	22,884	23,084	23,284	23,684
14	21,928	22,328	22,728	22,928	23,128	23,328	23,528	23,728	23,928	24,328
15	22,434	22,834	23,234	23,434	23,634	23,834	24,034	24,234	24,434	24,834

Computer Specialists

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,033	21,433	21,833	22,033	22,233	22,433	22,633	22,833	23,033	23,433
2	21,613	22,013	22,413	22,613	22,813	23,013	23,213	23,413	23,613	24,013
3	22,192	22,592	22,992	23,192	23,392	23,592	23,792	23,992	24,192	24,592
4	22,771	23,171	23,571	23,771	23,971	24,171	24,371	24,571	24,771	25,171
5	23,351	23,751	24,151	24,351	24,551	24,751	24,951	25,151	25,351	25,751
6	23,930	24,330	24,730	24,930	25,130	25,330	25,530	25,730	25,930	26,330
7	24,509	24,909	25,309	25,509	25,709	25,909	26,109	26,309	26,509	26,909
8	25,088	25,488	25,888	26,088	26,288	26,488	26,688	26,888	27,088	27,488
9	25,667	26,067	26,467	26,667	26,867	27,067	27,267	27,467	27,667	28,067
10	26,246	26,646	27,046	27,246	27,446	27,646	27,846	28,046	28,246	28,646
11	26,825	27,225	27,625	27,825	28,025	28,225	28,425	28,625	28,825	29,225
12	27,404	27,804	28,204	28,404	28,604	28,804	29,004	29,204	29,404	29,804
13	27,983	28,383	28,783	28,983	29,183	29,383	29,583	29,783	29,983	30,383

Computer Specialists

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,499	21,899	22,299	22,499	22,699	22,899	23,099	23,299	23,499	23,899
2	22,078	22,478	22,878	23,078	23,278	23,478	23,678	23,878	24,078	24,478
3	22,657	23,057	23,457	23,657	23,857	24,057	24,257	24,457	24,657	25,057
4	23,236	23,636	24,036	24,236	24,436	24,636	24,836	25,036	25,236	25,636
5	23,815	24,215	24,615	24,815	25,015	25,215	25,415	25,615	25,815	26,215
6	24,394	24,794	25,194	25,394	25,594	25,794	25,994	26,194	26,394	26,794
7	24,973	25,373	25,773	25,973	26,173	26,373	26,573	26,773	26,973	27,373
8	25,552	25,952	26,352	26,552	26,752	26,952	27,152	27,352	27,552	27,952
9	26,131	26,531	26,931	27,131	27,331	27,531	27,731	27,931	28,131	28,531
10	26,710	27,110	27,510	27,710	27,910	28,110	28,310	28,510	28,710	29,110
11	27,289	27,689	28,089	28,289	28,489	28,689	28,889	29,089	29,289	29,689
12	27,868	28,268	28,668	28,868	29,068	29,268	29,468	29,668	29,868	30,268
13	28,447	28,847	29,247	29,447	29,647	29,847	30,047	30,247	30,447	30,847

Computer Specialists

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	22,039	22,439	22,839	23,039	23,239	23,439	23,639	23,839	24,039	24,439
2	22,647	23,047	23,447	23,647	23,847	24,047	24,247	24,447	24,647	25,047
3	23,254	23,654	24,054	24,254	24,454	24,654	24,854	25,054	25,254	25,654
4	23,861	24,261	24,661	24,861	25,061	25,261	25,461	25,661	25,861	26,261
5	24,468	24,868	25,268	25,468	25,668	25,868	26,068	26,268	26,468	26,868
6	25,075	25,475	25,875	26,075	26,275	26,475	26,675	26,875	27,075	27,475
7	25,682	26,082	26,482	26,682	26,882	27,082	27,282	27,482	27,682	28,082
8	26,231	26,631	27,031	27,231	27,431	27,631	27,831	28,031	28,231	28,631
9	26,838	27,238	27,638	27,838	28,038	28,238	28,438	28,638	28,838	29,238
10	27,445	27,845	28,245	28,445	28,645	28,845	29,045	29,245	29,445	29,845
11	28,052	28,452	28,852	29,052	29,252	29,452	29,652	29,852	30,052	30,452
12	28,659	29,059	29,459	29,659	29,859	30,059	30,259	30,459	30,659	31,059
13	29,266	29,666	30,066	30,266	30,466	30,666	30,866	31,066	31,266	31,666

**EXPERIENCE CHART
DISTRICT PARENT CENTER
COORDINATORS**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7-11	7	7	7	7	7	7
H	12	8-12	8	8	8	8	8
I	13	13	9	9-13	9	9	9
J	14	14	10	14	10	10-14	10
K	15	15	11	15	11	15	11
L	16	16	12	16	12	16	12
M	17	17	13	17	13	17	13
		18	14	18	14	18	14
						19	15

**District Parent Coordinators;
Parent Center Coordinators**

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	16,800	17,200	17,600	17,800	18,000	18,200	18,400	18,600	18,800	19,200
2	17,800	18,200	18,600	18,800	19,000	19,200	19,400	19,600	19,800	20,200
3	18,800	19,200	19,600	19,800	20,000	20,200	20,400	20,600	20,800	21,200
4	19,800	20,200	20,600	20,800	21,000	21,200	21,400	21,600	21,800	22,200
5	20,800	21,200	21,600	21,800	22,000	22,200	22,400	22,600	22,800	23,200
6	21,800	22,200	22,600	22,800	23,000	23,200	23,400	23,600	23,800	24,200
7	22,800	23,200	23,600	23,800	24,000	24,200	24,400	24,600	24,800	25,200
8	23,800	24,200	24,600	24,800	25,000	25,200	25,400	25,600	25,800	26,200
9	24,800	25,200	25,600	25,800	26,000	26,200	26,400	26,600	26,800	27,200
10	25,800	26,200	26,600	26,800	27,000	27,200	27,400	27,600	27,800	28,200
11	26,800	27,200	27,600	27,800	28,000	28,200	28,400	28,600	28,800	29,200
12	27,800	28,200	28,600	28,800	29,000	29,200	29,400	29,600	29,800	30,200
13	28,800	29,200	29,600	29,800	30,000	30,200	30,400	30,600	30,800	31,200

District Parent Coordinators; Parent Center Coordinators

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	17,598	17,998	18,398	18,598	18,798	18,998	19,198	19,398	19,598	19,998
2	18,646	19,046	19,446	19,646	19,846	20,046	20,246	20,446	20,646	21,046
3	19,693	20,093	20,493	20,693	20,893	21,093	21,293	21,493	21,693	22,093
4	20,741	21,141	21,541	21,741	21,941	22,141	22,341	22,541	22,741	23,141
5	21,788	22,188	22,588	22,788	22,988	23,188	23,388	23,588	23,788	24,188
6	22,836	23,236	26,636	23,836	24,036	24,236	24,436	24,636	24,836	25,236
7	23,883	24,283	24,683	24,883	25,083	25,283	25,483	25,683	25,883	26,283
8	24,931	25,331	25,731	25,931	26,131	26,331	26,531	26,731	26,931	27,331
9	25,978	26,378	26,778	26,978	27,178	27,378	27,578	27,778	27,978	28,378
10	27,026	27,426	27,826	28,026	28,226	28,426	28,626	28,826	29,026	29,426
11	28,073	28,473	28,873	29,073	29,273	29,473	29,673	29,873	30,073	30,473
12	29,121	29,521	29,921	30,121	30,321	30,521	30,721	30,921	31,121	31,521
13	30,168	30,568	30,968	31,168	31,368	31,568	31,768	31,968	32,168	32,568

District Parent Coordinators; Parent Center Coordinators

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,478	18,878	19,278	19,478	19,678	19,878	20,078	20,278	20,478	20,878
2	19,578	19,978	20,378	20,578	20,778	20,978	21,178	21,378	21,578	21,978
3	20,678	21,078	21,478	21,678	21,878	22,078	22,278	22,478	22,678	23,078
4	21,778	22,178	22,578	22,778	22,978	23,178	23,378	23,578	23,778	24,178
5	22,877	23,277	23,677	23,877	24,077	24,277	24,477	24,677	24,877	25,277
6	23,977	24,377	24,777	24,977	25,177	25,377	25,577	25,777	25,977	26,377
7	25,077	25,477	25,877	26,077	26,277	26,477	26,677	26,877	27,077	27,477
8	26,177	26,577	26,977	27,177	27,377	27,577	27,777	27,977	28,177	28,577
9	27,277	27,677	28,077	28,277	28,477	28,677	28,877	29,077	29,277	29,677
10	28,377	28,777	29,177	29,377	29,577	29,777	29,977	30,177	30,377	30,777
11	29,477	29,877	30,277	30,477	30,677	30,877	31,077	31,277	31,477	31,877
12	30,577	30,977	31,377	31,577	31,777	31,977	32,177	32,377	32,577	32,977
13	31,676	32,076	32,476	32,676	32,876	33,076	33,276	33,476	33,676	34,076

**EXPERIENCE CHART
INSTRUCTIONAL ASSISTANTS**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7-11	7	7	7	7	7	7
H	12	8-12	8	8	8	8	8
I	13	13	9	9-13	9	9	9
J	14	14	10	14	10	10-14	10
K	15	15	11	15	11	15	11
L	16	16	12	16	12	16	12
M	17	17	13	17	13	17	13
		18	14	18	14	18	14
						19	15

Instructional Assistants

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,107	12,507	12,907	13,107	13,307	13,507	13,707	13,907	14,107	14,507
2	12,374	12,774	13,174	13,374	13,574	13,774	13,974	14,174	14,374	14,774
3	12,672	13,072	13,472	13,672	13,872	14,072	14,272	14,472	14,672	15,072
4	12,971	13,371	13,771	13,971	14,171	14,371	14,571	14,771	14,971	15,371
5	13,322	13,722	14,122	14,322	14,522	14,722	14,922	15,122	15,322	15,722
6	13,613	14,013	14,413	14,613	14,813	15,013	15,213	15,413	15,613	16,013
7	14,082	14,482	14,882	15,082	15,282	15,482	15,682	15,882	16,082	16,482
8	14,758	15,158	15,558	15,758	15,958	16,158	16,358	16,558	16,758	17,158
9	15,386	15,786	16,186	16,386	16,586	16,786	16,986	17,186	17,386	17,786
10	15,901	16,301	16,701	16,901	17,101	17,301	17,501	17,701	17,901	18,301
11	16,452	16,852	17,252	17,452	17,652	17,852	18,052	18,252	18,452	18,852
12	17,068	17,468	17,868	18,068	18,268	18,468	18,668	18,868	19,068	19,468
13	20,656	21,056	21,456	21,656	21,856	22,056	22,256	22,456	22,656	23,056
14	20,953	21,353	21,753	21,953	22,153	22,353	22,553	22,753	22,953	23,353

Instructional Assistants

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,304	12,704	13,104	13,304	13,504	13,704	13,904	14,104	14,304	14,704
2	12,571	12,971	13,371	13,571	13,771	13,971	14,171	14,371	14,571	14,971
3	12,869	13,269	13,669	13,869	14,069	14,269	14,469	14,669	14,869	15,269
4	13,168	13,568	13,968	14,168	14,368	14,568	14,768	14,968	15,168	15,568
5	13,519	13,919	14,319	14,519	14,719	14,919	15,119	15,319	15,519	15,919
6	13,810	14,210	14,610	14,810	15,010	15,210	15,410	15,610	15,810	16,210
7	14,279	14,679	15,079	15,279	15,479	15,679	15,879	16,079	16,279	16,679
8	14,955	15,355	15,755	15,955	16,155	16,355	16,555	16,755	16,955	17,355
9	15,583	15,983	16,383	16,583	16,783	16,983	17,183	17,383	17,583	17,983
10	16,098	16,498	16,898	17,098	17,298	17,498	17,698	17,898	18,098	18,498
11	16,649	17,049	17,449	17,649	17,849	18,049	18,249	18,449	18,649	19,049
12	17,265	17,665	18,065	18,265	18,465	18,665	18,865	19,065	19,265	19,665
13	20,853	21,253	21,653	21,853	22,053	22,253	22,453	22,653	22,853	23,253
14	21,477	21,877	22,277	22,477	22,677	22,877	23,077	23,277	23,477	23,877

Instructional Assistants

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,345	12,745	13,145	13,345	13,545	13,745	13,945	14,145	14,345	14,745
2	12,612	13,012	13,412	13,612	13,812	14,012	14,212	14,412	14,612	15,012
3	12,910	13,310	13,710	13,910	14,110	14,310	14,510	14,710	14,910	15,310
4	13,209	13,609	14,009	14,209	14,409	14,609	14,809	15,009	15,209	15,609
5	13,560	13,960	14,360	14,560	14,760	14,960	15,160	15,360	15,560	15,960
6	13,851	14,251	14,651	14,851	15,051	15,251	15,451	15,651	15,851	16,251
7	14,320	14,720	15,120	15,320	15,520	15,720	15,920	16,120	16,320	16,720
8	14,996	15,396	15,796	15,996	16,196	16,396	16,596	16,796	16,996	17,396
9	15,624	16,024	16,424	16,624	16,824	17,024	17,224	17,424	17,624	18,024
10	16,139	16,539	16,939	17,139	17,339	17,539	17,739	17,939	18,139	18,539
11	16,690	17,090	17,490	17,690	17,890	18,090	18,290	18,490	18,690	19,090
12	17,306	17,706	18,106	18,306	18,506	18,706	18,906	19,106	19,306	19,706
13	20,894	21,294	21,694	21,894	22,094	22,294	22,494	22,694	22,894	23,294
14	21,518	21,918	22,318	22,518	22,718	22,918	23,118	23,318	23,518	23,918
15	22,014	22,414	22,814	23,014	23,214	23,414	23,614	23,814	24,014	24,414

**EXPERIENCE CHART
MEDIA PERSONNEL**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7	7 7	7 7	7 7
H 8	8 8	8 8	8 8
I 9	9 9	9 9	9 9
J 10	10 10	10 10	10 10
K 11	11 11	11 11	11 11
L 12	12 12	12 12	12 12
M 13	13 13	13 13	13 13
	14 14	14 14	14 14
			15 15

Media Personnel

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	22,215	22,615	23,015	23,215	23,415	23,615	23,815	24,015	24,215	24,615
2	22,482	22,882	23,282	23,482	23,682	23,882	24,082	24,282	24,482	24,882
3	22,779	23,179	23,579	23,779	23,979	24,179	24,379	24,579	24,779	25,179
4	23,077	23,477	23,877	24,077	24,277	24,477	24,677	24,877	25,077	25,477
5	23,364	23,764	24,164	24,364	24,564	24,764	24,964	25,164	25,364	25,764
6	24,191	24,591	24,991	25,191	25,391	25,591	25,791	25,991	26,191	26,591
7	25,068	25,468	25,868	26,068	26,268	26,468	26,668	26,868	27,068	27,468
8	25,900	26,300	26,700	26,900	27,100	27,300	27,500	27,700	27,900	28,300
9	26,790	27,190	27,590	27,790	27,990	28,190	28,390	28,590	28,790	29,190
10	27,729	28,129	28,529	28,729	28,929	29,129	29,329	29,529	29,729	30,129
11	28,594	28,994	29,394	29,594	29,794	29,994	30,194	30,394	30,594	30,994
12	29,430	29,830	30,230	30,430	30,630	30,830	31,030	31,230	31,430	31,830
13	32,163	32,563	32,963	33,163	33,363	33,563	33,763	33,963	34,163	34,563
14	32,748	33,148	33,548	33,748	33,948	34,148	34,348	34,548	34,748	35,148

Media Personnel

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	22,412	22,812	23,212	23,412	23,612	23,812	24,012	24,212	24,412	24,812
2	22,679	23,079	23,479	23,679	23,879	24,079	24,279	24,479	24,679	25,079
3	22,976	23,376	23,776	23,976	24,176	24,376	24,576	24,776	24,976	25,376
4	23,274	23,674	24,074	24,274	24,474	24,674	24,874	25,074	25,274	25,674
5	23,561	23,961	24,361	24,561	24,761	24,961	25,161	25,361	25,561	25,961
6	24,388	24,788	25,188	25,388	25,588	25,788	25,988	26,188	26,388	26,788
7	25,265	25,665	26,065	26,265	26,465	26,665	26,865	27,065	27,265	27,665
8	26,097	26,497	26,897	27,097	27,297	27,497	27,697	27,897	28,097	28,497
9	26,987	27,387	27,787	27,987	28,187	28,387	28,587	28,787	28,987	29,387
10	27,926	28,326	28,726	28,926	29,126	29,326	29,526	29,726	29,926	30,326
11	28,791	29,191	29,591	29,791	29,991	30,191	30,391	30,591	30,791	31,191
12	29,627	30,027	30,427	30,627	30,827	31,027	31,227	31,427	31,627	32,027
13	32,360	32,760	33,160	33,360	33,560	33,760	33,960	34,160	34,360	34,760
14	33,566	33,966	34,366	34,566	34,766	34,966	35,166	35,366	35,566	35,966

Media Personnel

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	22,453	22,853	23,253	23,453	23,653	23,853	24,053	24,253	24,453	24,853
2	22,270	23,120	23,520	23,720	23,920	24,120	24,320	24,520	24,720	25,120
3	23,017	23,417	23,817	24,017	24,217	24,417	24,617	24,817	25,017	25,417
4	23,315	23,715	24,115	24,315	24,515	24,715	24,915	25,115	25,315	25,715
5	23,602	24,002	24,402	24,602	24,802	25,002	25,202	25,402	25,602	26,002
6	24,429	24,829	25,229	25,429	25,629	25,829	26,029	26,229	26,429	26,829
7	25,306	25,706	26,106	26,306	26,506	26,706	26,906	27,106	27,306	27,706
8	26,138	26,538	26,938	27,138	27,338	27,538	27,738	27,938	28,138	28,538
9	27,028	27,428	27,828	28,028	28,228	28,428	28,628	28,828	29,028	29,428
10	27,967	28,367	28,767	28,967	29,167	29,367	29,567	29,767	29,967	30,367
11	28,832	29,232	29,632	29,832	30,032	30,232	30,432	30,632	30,832	31,232
12	29,668	30,068	30,468	30,668	30,868	31,068	31,268	31,468	31,668	32,068
13	32,401	32,801	33,201	33,401	33,601	33,801	34,001	34,201	34,401	34,801
14	33,607	34,007	34,407	34,607	34,807	35,007	35,207	35,407	35,607	36,007
15	34,406	34,806	35,206	35,406	35,606	35,806	36,006	36,206	36,406	36,806

**EXPERIENCE CHART
MOBILE VAN DRIVERS/IA s**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4-10	4 4	4 4	4 4
E 11	5-11 5	5 5	5 5
F 12	12 6	6-12 6	6 6
G 13	13 7	13 7	7-13 7
H 14	14 8	14 8	14 8
I 15	15 9	15 9	15 9
J 16	16 10	16 10	16 10
K 17	17 11	17 11	17 11
L 18	18 12	18 12	18 12
M 19	19 13	19 13	19 13
	20 14	20 14	20 14
			21 15

Mobile Van Drivers/Instructional Assistants

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	13,862	14,262	14,662	14,862	15,062	15,262	15,462	15,662	15,862	16,262
2	14,149	14,549	14,949	15,149	15,349	15,549	15,749	15,949	16,149	16,549
3	14,647	15,047	15,447	15,647	15,847	16,047	16,247	16,447	16,647	17,047
4	15,121	15,521	15,921	16,121	16,321	16,521	16,721	16,921	17,121	17,521
5	15,880	16,280	16,680	16,880	17,080	17,280	17,480	17,680	17,880	18,280
6	16,665	17,065	17,465	17,665	17,865	18,065	18,265	18,465	18,665	19,065
7	17,527	17,927	18,327	18,527	18,727	18,927	19,127	19,327	19,527	19,927
8	18,392	18,792	19,192	19,392	19,592	19,792	19,992	20,192	20,392	20,792
9	18,987	19,387	19,787	19,987	20,187	20,387	20,587	20,787	20,987	21,387
10	19,575	19,975	20,375	20,575	20,775	20,975	21,175	21,375	21,575	21,975
11	20,331	20,731	21,131	21,331	21,531	21,731	21,931	22,131	22,331	22,731
12	21,106	21,506	21,906	22,106	22,306	22,506	22,706	22,906	23,106	23,506
13	23,101	23,501	23,901	24,101	24,301	24,501	24,701	24,901	25,101	25,501
14	23,459	23,859	24,259	24,459	24,659	24,859	25,059	25,259	25,459	25,859

Mobile Van Drivers/Instructional Assistants

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,059	14,459	14,859	15,059	15,259	15,459	15,659	15,859	16,059	16,459
2	14,346	14,746	15,146	15,346	15,546	15,746	15,946	16,146	16,346	16,746
3	14,844	15,244	15,644	15,844	16,044	16,244	16,444	16,644	16,844	17,244
4	15,318	15,718	16,118	16,318	16,518	16,718	16,918	17,118	17,318	17,718
5	16,077	16,477	16,877	17,077	17,277	17,477	17,677	17,877	18,077	18,477
6	16,862	17,262	17,662	17,862	18,062	18,262	18,462	18,662	18,862	19,262
7	17,724	18,124	18,524	18,724	18,924	19,124	19,324	19,524	19,724	20,124
8	18,589	18,989	19,389	19,589	19,789	19,989	20,189	20,389	20,589	20,989
9	19,184	19,584	19,984	20,184	20,384	20,584	20,784	20,984	21,184	21,584
10	19,772	20,172	20,572	20,772	20,972	21,172	21,372	21,572	21,772	22,172
11	20,528	20,928	21,328	21,528	21,728	21,928	22,128	22,328	22,528	22,928
12	21,303	21,703	22,103	22,303	22,503	22,703	22,903	23,103	23,303	23,703
13	23,298	23,698	24,098	24,298	24,498	24,698	24,898	25,098	25,298	25,698
14	24,046	24,446	24,846	25,046	25,246	25,446	25,646	25,846	26,046	26,446

Mobile Van Drivers/Instructional Assistants

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,100	14,500	14,900	15,100	15,300	15,500	15,700	15,900	16,100	16,500
2	14,387	14,787	15,187	15,387	15,587	15,787	15,987	16,187	16,387	16,787
3	14,885	15,285	15,685	15,885	16,085	16,285	16,485	16,685	16,885	17,285
4	15,359	15,759	16,159	16,359	16,559	16,759	16,959	17,159	17,359	17,759
5	16,118	16,518	16,918	17,118	17,318	17,518	17,718	17,918	18,118	18,518
6	16,903	17,303	17,703	17,903	18,103	18,303	18,503	18,703	18,903	19,303
7	17,765	18,165	18,565	18,765	18,965	19,165	19,365	19,565	19,765	20,165
8	18,630	19,030	19,430	19,630	19,830	20,030	20,230	20,430	20,630	21,030
9	19,225	19,625	20,025	20,225	20,425	20,625	20,825	21,025	21,225	21,625
10	19,813	20,213	20,613	20,813	21,013	21,213	21,413	21,613	21,813	22,213
11	20,569	20,969	21,369	21,569	21,769	21,969	22,169	22,369	22,569	22,969
12	21,344	21,744	22,144	22,344	22,544	22,744	22,944	23,144	23,344	23,744
13	23,339	23,739	24,139	24,339	24,539	24,739	24,939	25,139	25,339	25,739
14	24,087	24,487	24,887	25,087	25,287	25,487	25,687	25,887	26,087	26,487
15	24,647	25,047	25,447	25,647	25,847	26,047	26,247	26,447	26,647	27,047

**EXPERIENCE CHART
SCHOOL BUS AIDES**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7-8	7 7	7 7	7 7
H 9	8-9 8	8 8	8 8
I 10	10 9	9-10 9	9 9
J 11	11 10	11 10	10-11 10
K 12	12 11	12 11	12 11
L 13	13 12	13 12	13 12
M 14	14 13	14 13	14 13
	15 14	15 14	15 14
			16 15

School Bus Aides

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,072	11,472	11,872	12,072	12,272	12,472	12,672	12,872	13,072	13,472
2	11,339	11,739	12,139	12,339	12,539	12,739	12,939	13,139	13,339	13,739
3	11,637	12,037	12,437	12,637	12,837	13,037	13,237	13,437	13,637	14,037
4	11,935	12,335	12,735	12,935	13,135	13,335	13,535	13,735	13,935	14,335
5	12,302	12,702	13,102	13,302	13,502	13,702	13,902	14,102	14,302	14,702
6	12,693	13,093	13,493	13,693	13,893	14,093	14,293	14,493	14,693	15,093
7	13,073	13,473	13,873	14,073	14,273	14,473	14,673	14,873	15,073	15,473
8	13,641	14,041	14,441	14,641	14,841	15,041	15,241	15,441	15,641	16,041
9	14,287	14,687	15,087	15,287	15,487	15,687	15,887	16,087	16,287	16,687
10	14,854	15,254	15,654	15,854	16,054	16,254	16,454	16,654	16,854	17,254
11	15,724	16,124	16,524	16,724	16,924	17,124	17,324	17,524	17,724	18,124
12	16,810	17,210	17,610	17,810	18,010	18,210	18,410	18,610	18,810	19,210
13	20,460	20,860	21,260	21,460	21,660	21,860	22,060	22,260	22,460	22,860
14	20,752	21,152	21,552	21,752	21,952	22,152	22,352	22,552	22,752	23,152

School Bus Aides

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,269	11,669	12,069	12,269	12,469	12,669	12,869	13,069	13,269	13,669
2	11,536	11,936	12,336	12,536	12,736	12,936	13,136	13,336	13,536	13,936
3	11,834	12,234	12,634	12,834	13,034	13,234	13,434	13,634	13,834	14,234
4	12,132	12,532	12,932	13,132	13,332	13,532	13,732	13,932	14,132	14,532
5	12,499	12,899	13,299	13,499	13,699	13,899	14,099	14,299	14,499	14,899
6	12,890	13,290	13,690	13,890	14,090	14,290	14,490	14,690	14,890	15,290
7	13,270	13,670	14,070	14,270	14,470	14,670	14,870	15,070	15,270	15,670
8	13,838	14,238	14,638	14,838	15,038	15,238	15,438	15,638	15,838	16,238
9	14,484	14,884	15,284	15,484	15,684	15,884	16,084	16,284	16,484	16,884
10	15,051	15,451	15,851	16,051	16,251	16,451	16,651	16,851	17,051	17,451
11	15,921	16,321	16,721	16,921	17,121	17,321	17,521	17,721	17,921	18,321
12	17,007	17,407	17,807	18,007	18,207	18,407	18,607	18,807	19,007	19,407
13	20,657	21,057	21,457	21,657	21,857	22,057	22,257	22,457	22,657	23,057
14	21,271	21,671	22,071	22,271	22,471	22,671	22,871	23,071	23,271	23,671

School Bus Aides

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,310	11,710	12,110	12,310	12,510	12,710	12,910	13,110	13,310	13,710
2	11,577	11,977	12,377	12,577	12,777	12,977	13,177	13,377	13,577	13,977
3	11,875	12,275	12,675	12,875	13,075	13,275	13,475	13,675	13,875	14,275
4	12,173	12,573	12,973	13,173	13,373	13,573	13,773	13,973	14,173	14,573
5	12,540	12,940	13,340	13,540	13,740	13,940	14,140	14,340	14,540	14,940
6	12,931	13,331	13,731	13,931	14,131	14,331	14,531	14,731	14,931	15,331
7	13,311	13,711	14,111	14,311	14,511	14,711	14,911	15,111	15,311	15,711
8	13,879	14,279	14,679	14,879	15,079	15,279	15,479	15,679	15,879	16,279
9	14,525	14,925	15,325	15,525	15,725	15,925	16,125	16,325	16,525	16,925
10	15,092	15,492	15,892	16,092	16,292	16,492	16,692	16,892	17,092	17,492
11	15,962	16,362	16,762	16,962	17,162	17,362	17,562	17,762	17,962	18,362
12	17,048	17,448	17,848	18,048	18,248	18,448	18,648	18,848	19,048	19,448
13	20,698	21,098	21,498	21,698	21,898	22,098	22,298	22,498	22,698	23,098
14	21,312	21,712	22,112	22,312	22,512	22,712	22,912	23,112	23,312	23,712
15	21,803	22,203	22,603	22,803	23,003	23,203	23,403	23,603	23,803	24,203

**EXPERIENCE CHART
SCHOOL LAW ENFORCEMENT OFFICERS**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7	7	7	7	7	7	7
H	8	8	8	8	8	8	8
I	9	9	9	9	9	9	9
J	10	10	10	10	10	10	10
K	11	11	11	11	11	11	11
L	12	12	12	12	12	12	12
M	13	13	13	13	13	13	13
		14	14	14	14	14	14
						15	15

School Law Enforcement Officers

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,368	18,768	19,168	19,368	19,568	19,768	19,968	20,168	20,368	20,768
2	18,635	19,035	19,435	19,635	19,835	20,035	20,235	20,435	20,635	21,035
3	18,934	19,334	19,734	19,934	20,134	20,334	20,534	20,734	20,934	21,334
4	19,233	19,633	20,033	20,233	20,433	20,633	20,833	21,033	21,233	21,633
5	19,568	19,968	20,368	20,568	20,768	20,968	21,168	21,368	21,568	21,968
6	20,226	20,626	21,026	21,226	21,426	21,626	21,826	22,026	22,226	22,626
7	20,934	21,334	21,734	21,934	22,134	22,334	22,534	22,734	22,934	23,334
8	21,642	22,042	22,442	22,642	22,842	23,042	23,242	23,442	23,642	24,042
9	22,306	22,706	23,106	23,306	23,506	23,706	23,906	24,106	24,306	24,706
10	22,972	23,372	23,772	23,972	24,172	24,372	24,572	24,772	24,972	25,372
11	24,298	24,698	25,098	25,298	25,498	25,698	25,898	26,098	26,298	26,698
12	26,304	26,704	27,104	27,304	27,504	27,704	27,904	28,104	28,304	28,704
13	28,792	29,192	29,592	29,792	29,992	30,192	30,392	30,592	20,792	31,192
14	29,292	29,692	30,092	30,292	30,492	30,692	30,892	31,092	31,292	31,692

School Law Enforcement Officers

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,565	18,965	19,365	19,565	19,765	19,965	20,165	20,365	20,565	20,965
2	18,832	19,232	19,632	19,832	20,032	20,232	20,432	20,632	20,832	21,232
3	19,131	19,531	19,931	20,131	20,331	20,531	20,731	20,931	21,131	21,531
4	19,430	19,830	20,230	20,430	20,630	20,830	21,030	21,230	21,430	21,830
5	19,765	20,165	20,565	20,765	20,965	21,165	21,365	21,565	21,765	22,165
6	20,423	20,823	21,223	21,423	21,623	21,823	22,023	22,223	22,423	22,823
7	21,131	21,531	21,931	22,131	22,331	22,531	22,731	22,931	23,131	23,531
8	21,839	22,239	22,639	22,839	23,039	23,239	23,439	23,639	23,839	24,239
9	22,503	22,903	23,303	23,503	23,703	23,903	24,103	24,303	24,503	24,903
10	23,169	23,569	23,969	24,169	24,369	24,569	24,769	24,969	25,169	25,569
11	24,495	24,895	25,295	25,495	25,695	25,895	26,095	26,295	26,495	26,895
12	26,501	26,901	27,301	27,501	27,701	27,901	28,101	28,301	28,501	28,901
13	28,989	29,389	29,789	29,989	30,189	30,389	30,589	30,789	30,989	31,389
14	30,025	30,425	30,825	31,025	31,225	31,425	31,625	31,825	32,025	32,425

School Law Enforcement Officers

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,606	19,006	19,406	19,606	19,806	20,006	20,206	20,406	20,606	21,006
2	18,873	19,273	19,673	19,873	20,073	20,273	20,473	20,673	20,873	21,273
3	19,172	19,572	19,972	20,172	20,372	20,572	20,772	20,972	21,172	21,572
4	19,471	19,871	20,271	20,471	20,671	20,871	21,071	21,271	21,471	21,871
5	19,806	20,206	20,606	20,806	21,006	21,206	21,406	21,606	21,806	22,206
6	20,464	20,864	21,264	21,464	21,664	21,864	22,064	22,264	22,464	22,864
7	21,172	21,572	21,972	22,172	22,372	22,572	22,772	22,972	23,172	23,572
8	21,880	22,280	22,680	22,880	23,080	23,280	23,480	23,680	23,880	24,280
9	22,544	22,944	23,344	23,544	23,744	23,944	24,144	24,344	24,544	24,944
10	23,210	23,610	24,010	24,210	24,410	24,610	24,810	25,010	25,210	25,610
11	24,536	24,936	25,336	25,536	25,736	25,936	26,136	26,336	26,536	26,936
12	26,542	26,942	27,342	27,542	27,742	27,942	28,142	28,342	28,542	28,942
13	29,030	29,430	29,830	30,030	30,230	30,430	30,630	30,830	31,030	31,430
14	30,066	30,466	30,866	31,066	31,266	31,466	31,666	31,866	32,066	32,466
15	30,755	31,175	31,575	31,775	31,975	32,175	32,375	32,575	32,775	33,175

Special Investigators

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	37,503	37,903	38,303	38,503	38,703	38,903	39,103	39,303	39,503	39,903
2	37,803	38,203	38,603	38,803	39,003	39,203	39,403	39,603	39,803	40,203
3	38,698	39,098	39,498	39,698	39,898	40,098	40,298	40,498	40,698	41,098
4	39,597	39,997	40,397	40,597	40,797	40,997	41,197	41,397	41,597	41,997
5	40,495	40,895	41,295	41,495	41,695	41,895	42,095	42,295	42,495	42,895
6	41,394	41,794	42,194	42,394	42,594	42,794	42,994	43,194	43,394	43,794
7	42,293	42,693	43,093	43,293	43,493	43,693	43,893	44,093	44,293	44,693
8	43,190	43,590	43,990	44,190	44,390	44,590	44,790	44,990	45,190	45,590
9	44,089	44,489	44,889	45,089	45,289	45,489	45,689	45,889	46,089	46,489
10	44,988	45,388	45,788	45,988	46,188	46,388	46,588	46,788	46,988	47,388
11	45,886	46,286	46,686	46,886	47,086	47,286	47,486	47,686	47,886	48,286
12	47,949	48,349	48,749	48,949	49,149	49,349	49,549	49,749	49,949	50,349
13	48,928	49,328	49,728	49,928	50,128	50,328	50,528	50,728	50,928	51,328

Special Investigators

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	38,295	38,695	39,095	39,295	39,495	39,695	39,895	40,095	40,295	40,695
2	38,595	38,995	39,395	39,595	39,795	39,995	40,195	40,395	40,595	40,995
3	38,895	39,295	39,695	39,895	40,095	40,295	40,495	40,695	40,895	41,295
4	39,794	40,194	40,594	40,794	40,994	41,194	41,394	41,594	41,794	42,194
5	40,692	41,092	41,492	41,692	41,892	42,092	42,292	42,492	42,692	43,092
6	41,591	41,991	42,391	42,591	42,791	42,991	43,191	43,391	43,591	43,991
7	42,490	42,890	43,290	43,490	43,690	43,890	44,090	44,290	44,490	44,890
8	43,387	43,787	44,187	44,387	44,587	44,787	44,987	45,187	45,387	45,787
9	44,286	44,686	45,086	45,286	45,486	45,686	45,886	46,086	46,286	46,686
10	45,185	45,585	45,985	46,185	46,385	46,585	46,785	46,985	47,185	47,585
11	46,083	46,483	46,883	47,083	47,283	47,483	47,683	47,883	48,083	48,483
12	48,146	48,546	48,946	49,146	49,346	49,546	49,746	49,946	50,146	50,546
13	50,152	50,552	50,952	51,152	51,352	51,552	51,752	51,952	52,152	52,552

Special Investigators

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	38,935	39,335	39,735	39,935	40,135	40,335	40,535	40,735	40,935	41,335
2	39,235	39,635	40,035	40,235	40,435	40,635	40,835	41,035	41,235	41,635
3	39,535	39,935	40,335	40,535	40,735	40,935	41,135	41,335	41,535	41,935
4	39,835	40,235	40,635	40,835	41,035	41,235	41,435	41,635	41,835	42,235
5	40,733	41,133	41,533	41,733	41,933	42,133	42,333	42,533	42,733	43,133
6	41,632	42,032	42,432	42,632	42,832	43,032	43,232	43,432	43,632	44,032
7	42,531	42,931	43,331	43,531	43,731	43,931	44,131	44,331	44,531	44,931
8	43,428	43,828	44,228	44,428	44,628	44,828	45,028	45,228	45,428	45,828
9	44,327	44,727	45,127	45,327	45,527	45,727	45,927	46,127	46,327	46,727
10	45,226	45,626	46,026	46,226	46,426	46,626	46,826	47,026	47,226	47,626
11	46,124	46,524	46,924	47,124	47,324	47,524	47,724	47,924	48,124	48,524
12	48,187	48,587	48,987	49,187	49,387	49,587	49,787	49,987	50,187	50,587
13	50,193	50,593	50,993	51,193	51,393	51,593	51,793	51,993	52,193	52,593
14	51,405	51,805	52,205	52,405	52,605	52,805	53,005	53,205	53,405	53,805

**EXPERIENCE CHART
VAN DRIVERS 10 MONTHS
BUS DRIVERS**

	98-99	99-00	00-01	01-02
A	1	1 1	1 1	1 1
B	2	2 2	2 2	2 2
C	3	3 3	3 3	3 3
D	4-6	4 4	4 4	4 4
E	7	5-7 5	5 5	5 5
F	8	8 6	6-8 6	6 6
G	9	9 7	9 7	7-9 7
H	10	10 8	10 8	10 8
I	11	11 9	11 9	11 9
J	12	12 10	12 10	12 10
K	13	13 11	13 11	13 11
L	14	14 12	14 12	14 12
M	15	15 13	15 13	15 13
N	16	16 14	16 14	16 14
		17 15	17 15	17 15
				18 16

Van Driver (10 Months); Bus Driver

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,679	15,079	15,479	15,679	15,879	16,079	16,279	16,479	16,679	17,079
2	14,979	15,379	15,779	15,979	16,179	16,379	16,579	16,779	16,979	17,379
3	16,624	17,024	17,424	17,624	17,824	18,024	18,224	18,424	18,624	19,024
4	17,503	17,903	18,303	18,503	18,703	18,903	19,103	19,303	19,503	19,903
5	18,595	18,995	19,395	19,595	19,795	19,995	20,195	20,395	20,595	20,995
6	19,453	19,853	20,253	20,453	20,653	20,853	21,053	21,253	21,453	21,853
7	20,306	20,706	21,106	21,306	21,506	21,706	21,906	22,106	22,306	22,706
8	21,159	21,559	21,959	22,159	22,359	22,559	22,759	22,959	23,159	23,559
9	22,212	22,612	23,012	23,212	23,412	23,612	23,812	24,012	24,212	24,612
10	23,231	23,631	24,031	24,231	24,431	24,631	24,831	25,031	25,231	25,631
11	24,097	24,497	24,897	25,097	25,297	25,497	25,697	25,897	26,097	26,497
12	24,918	25,318	25,718	25,918	26,118	26,318	26,518	26,718	26,918	27,318
13	25,786	26,186	26,586	26,786	26,986	27,186	27,386	27,586	27,786	28,186
14	28,458	28,858	29,258	29,458	29,658	29,858	30,058	30,258	30,458	30,858
15	28,950	29,350	29,750	29,950	30,150	30,350	30,550	30,750	30,950	31,350

Van Driver (10 Months); Bus Driver

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	16,221	16,621	17,021	17,221	17,421	17,621	17,821	18,021	18,221	18,621
2	16,521	16,921	17,321	17,521	17,721	17,921	18,121	18,321	18,521	18,921
3	16,821	17,221	17,621	17,821	18,021	18,221	18,421	18,621	18,821	19,221
4	17,700	18,100	18,500	18,700	18,900	19,100	19,300	19,500	19,700	20,100
5	18,792	19,192	19,592	19,792	19,992	20,192	20,392	20,592	20,792	21,192
6	19,650	20,050	20,450	20,650	20,850	21,050	21,250	21,450	21,650	22,050
7	20,503	20,903	21,303	21,503	21,703	21,903	22,103	22,303	22,503	22,903
8	21,356	21,756	22,156	22,356	22,556	22,756	22,956	23,156	23,356	23,756
9	22,409	22,809	23,209	23,409	23,609	23,809	24,009	24,209	24,409	24,809
10	23,428	23,828	24,228	24,428	24,628	24,828	25,028	25,228	25,428	25,828
11	24,294	24,694	25,094	25,294	25,494	25,694	25,894	26,094	26,294	26,694
12	25,115	25,515	25,915	26,115	26,315	26,515	26,715	26,915	27,115	27,515
13	25,983	26,383	26,783	26,983	27,183	27,383	27,583	27,783	27,983	28,383
14	28,655	29,055	29,455	29,655	29,855	30,055	30,255	30,455	30,655	31,055
15	29,674	30,074	30,474	30,674	30,874	31,074	31,274	31,474	31,674	32,074

Van Driver (10 Months); Bus Driver

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	16,841	17,241	17,641	17,841	18,041	18,241	18,441	18,641	18,841	19,241
2	17,141	17,541	17,941	18,141	18,341	18,541	18,741	18,941	19,141	19,541
3	17,441	17,841	18,241	18,441	18,641	18,841	19,041	19,241	19,441	19,841
4	17,741	18,141	18,541	18,741	18,941	19,141	19,341	19,541	19,741	20,141
5	18,833	19,233	19,633	19,833	20,033	20,233	20,433	20,633	20,833	21,233
6	19,691	20,091	20,491	20,691	20,891	21,091	21,291	21,491	21,691	22,091
7	20,544	20,944	21,344	21,544	21,744	21,944	22,144	22,344	22,544	22,944
8	21,397	21,797	22,197	22,397	22,597	22,797	22,997	23,197	23,397	23,797
9	22,450	22,850	23,250	23,450	23,650	23,850	24,050	24,250	24,450	24,850
10	23,469	23,869	24,269	24,469	24,669	24,869	25,069	25,269	25,469	25,869
11	24,335	24,735	25,135	25,335	25,535	25,735	25,935	26,135	26,335	26,735
12	25,156	25,556	25,956	26,156	26,356	26,556	26,756	26,956	27,156	27,556
13	26,024	26,424	26,824	27,024	27,224	27,424	27,624	27,824	28,024	28,424
14	28,696	29,096	29,496	29,696	29,896	30,096	30,296	30,496	30,696	31,096
15	29,715	30,115	30,515	30,915	31,315	31,715	32,115	32,515	32,915	33,315
16	30,416	30,816	31,216	31,616	32,016	32,416	32,816	33,216	33,616	34,016

**EXPERIENCE CHART
VAN DRIVERS 12 MONTHS
BUS DRIVERS**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4-6	4	4	4	4	4	4
E	7	5-7	5	5	5	5	5
F	8	8	6	6-8	6	6	6
G	9	9	7	9	7	7-9	7
H	10	10	8	10	8	10	8
I	11	11	9	11	9	11	9
J	12	12	10	12	10	12	10
K	13	13	11	13	11	13	11
L	14	14	12	14	12	14	12
M	15	15	13	15	13	15	13
N	16	16	14	16	14	16	14
		17	15	17	15	17	15
						18	16

Van Driver (12 Months)

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	17,809	18,209	18,609	18,809	19,009	19,209	19,409	19,609	19,809	20,209
2	18,109	18,509	18,909	19,109	19,309	19,509	19,709	19,909	20,109	20,509
3	18,954	19,354	19,754	19,954	20,154	20,354	20,554	20,754	20,954	21,354
4	19,793	20,193	20,593	20,793	20,993	21,193	21,393	21,593	21,793	22,193
5	20,918	21,318	21,718	21,918	22,118	22,318	22,518	22,718	22,918	23,318
6	21,777	22,177	22,577	22,777	22,977	23,177	23,377	23,577	23,777	24,177
7	22,631	23,031	23,431	23,631	23,831	24,031	24,231	24,431	24,631	25,031
8	23,484	23,884	24,284	24,484	24,684	24,884	25,084	25,284	25,484	25,884
9	24,559	24,959	25,359	25,559	25,759	25,959	26,159	26,359	26,559	26,959
10	25,595	25,995	26,395	26,595	26,795	26,995	27,195	27,395	27,595	27,995
11	26,462	26,862	27,262	27,462	27,662	27,862	28,062	28,262	28,462	28,862
12	27,546	27,946	28,346	28,546	28,746	28,946	29,146	29,346	29,546	29,946
13	28,699	29,099	29,499	29,699	29,899	30,099	30,299	30,499	30,699	31,099
14	31,896	32,296	32,696	32,896	33,096	33,296	33,496	33,696	33,896	34,296
15	32,474	32,874	33,274	33,474	33,674	33,874	34,074	34,274	34,474	34,874

Van Driver (12 Months)

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,551	18,951	19,351	19,551	19,751	19,951	20,151	20,351	20,551	20,951
2	18,851	19,251	19,651	19,851	20,051	20,251	20,451	20,651	20,851	21,251
3	19,151	19,551	19,951	20,151	20,351	20,551	20,751	20,951	21,151	21,551
4	19,990	20,390	20,790	20,990	21,190	21,390	21,590	21,790	21,990	22,390
5	21,115	21,515	21,915	22,115	22,315	22,515	22,715	22,915	23,115	23,515
6	21,974	22,374	22,774	22,974	23,174	23,374	23,574	23,774	23,974	24,374
7	22,828	23,228	23,628	23,828	24,028	24,228	24,428	24,628	24,828	25,228
8	23,681	24,081	24,481	24,681	24,881	25,081	25,281	25,481	25,681	26,081
9	24,756	25,156	25,556	25,756	25,956	26,156	26,356	26,556	26,756	27,156
10	25,792	26,192	26,592	26,792	26,992	27,192	27,392	27,592	27,792	28,192
11	26,659	27,059	27,459	27,659	27,859	28,059	28,259	28,459	28,659	29,059
12	27,743	28,143	28,543	28,743	28,943	29,143	29,343	29,543	29,743	30,143
13	28,896	29,296	29,696	29,896	30,096	30,296	30,496	30,696	30,896	31,296
14	32,093	32,493	32,893	33,093	33,293	33,493	33,693	33,893	34,093	34,493
15	33,286	33,686	34,086	34,286	34,486	34,686	34,886	35,086	35,286	35,686

Van Driver (12 Months)

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	19,131	19,531	19,931	20,131	20,331	20,531	20,731	20,931	21,131	21,531
2	19,431	19,831	20,231	20,431	20,631	20,831	21,031	21,231	21,431	21,831
3	19,731	20,131	20,531	20,731	20,931	21,131	21,331	21,531	21,731	22,131
4	20,031	20,431	20,831	21,031	21,231	21,431	21,631	21,831	22,031	22,431
5	21,156	21,556	21,956	22,156	22,356	22,556	22,756	22,956	23,156	23,556
6	22,015	22,415	22,815	23,015	23,215	23,415	23,615	23,815	24,015	24,415
7	22,869	23,269	23,669	23,869	24,069	24,269	24,469	24,669	24,869	25,269
8	23,722	24,122	24,522	24,722	24,922	25,122	25,322	25,522	25,722	26,122
9	24,797	25,197	25,597	25,797	25,997	26,197	26,397	26,597	26,797	27,197
10	25,833	26,233	26,633	26,833	27,033	27,233	27,433	27,633	27,833	28,233
11	26,700	27,100	27,500	27,700	27,900	28,100	28,300	28,500	28,700	29,100
12	27,784	28,184	28,584	28,784	28,984	29,184	29,384	29,584	29,784	30,184
13	28,937	29,337	29,737	29,937	30,137	30,337	30,537	30,737	30,937	31,337
14	32,134	32,534	32,934	33,134	33,334	33,534	33,734	33,934	34,134	34,534
15	33,327	33,727	34,127	34,527	34,927	35,327	35,727	36,127	36,527	36,927
16	34,118	34,518	34,918	35,318	35,718	36,118	36,518	36,918	37,318	37,718

Secretary/Clerk Classification

- Group I: Head Clerks: Payroll; Purchasing (12 months)
- Group IIA: Statistical Clerk; Accounting Clerk; Billing (12 months)
- Group IIB: Secretaries to: Directors; Coordinators; High School Principals; Middle School Principals and Elementary Principals (12 months)
[previous Groups II-B; III and partial IV]
- Group III: Clerks (12 months): Superintendent's Office; Business Office; Accounting; Special Services; Typist; Records; Payroll; Reproduction; Data Entry; Bookkeeper; Purchasing; Switchboard Operator; Sub-Teacher; Key punch Operators; Satellite Bookkeeper (12 months); K-8
- Group IV: Clerks (10 months); Elementary Clerks; Library Clerks (10 months) K-8
- Group V: Clerical Aides (10 months)

**EXPERIENCE CHART
CLERK I**

98-99	99-00		00-01		01-02	
A 1	1	1	1	1	1	1
B 2	2	2	2	2	2	2
C 3	3	3	3	3	3	3
D 4	4	4	4	4	4	4
E 5	5	5	5	5	5	5
F 6	6	6	6	6	6	6
G 7-12	7	7	7	7	7	7
H 13	8-13	8	8	8	8	8
I 14	14	9	9-14	9	9	9
J 15	15	10	15	10	10-15	10
K 16	16	11	16	11	16	11
L 17	17	12	17	12	17	12
M 18	18	13	18	13	18	13
N 19	19	14	19	14	19	14
	20	15	20	15	20	15
					21	16

Clerk I

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,210	21,610	22,010	22,210	22,410	22,610	22,810	23,010	23,210	23,610
2	21,477	21,877	22,277	22,477	22,677	22,877	23,077	23,277	23,477	23,877
3	21,807	22,207	22,607	22,807	23,007	23,207	23,407	23,607	23,807	24,207
4	22,784	23,184	23,584	23,784	23,984	24,184	24,384	24,584	24,784	25,184
5	23,922	24,322	24,722	24,922	25,122	25,322	25,522	25,722	25,922	26,322
6	25,117	25,517	25,917	26,117	26,317	26,517	26,717	26,917	27,117	27,517
7	26,323	26,723	27,123	27,323	27,523	27,723	27,923	28,123	28,323	28,723
8	27,733	28,133	28,533	28,733	28,933	29,133	29,333	29,533	29,733	30,133
9	29,306	29,706	30,106	30,306	30,506	30,706	30,906	31,106	31,306	31,706
10	30,988	31,388	31,788	31,988	32,188	32,388	32,588	32,788	32,988	33,388
11	32,673	33,073	33,473	33,673	33,873	34,073	34,273	34,473	34,673	35,073
12	34,486	34,886	35,286	35,486	35,686	35,886	36,086	36,286	36,486	36,886
13	37,294	37,694	38,094	38,294	38,494	38,694	38,894	39,094	39,294	39,694
14	38,618	39,018	39,418	39,618	39,818	40,108	40,218	40,418	40,618	40,018
15	39,364	39,764	40,164	40,364	40,564	40,764	40,964	41,164	41,364	41,764

Clerk I

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,407	21,807	22,207	22,407	22,607	22,807	23,007	23,207	23,407	23,807
2	21,674	22,074	22,474	22,674	22,874	23,074	23,274	23,474	23,674	24,074
3	22,004	22,404	22,804	23,004	23,204	23,404	23,604	23,804	24,004	24,404
4	22,981	23,381	23,781	23,981	24,181	24,381	24,581	24,781	24,981	25,381
5	24,119	24,519	24,919	25,119	25,319	25,519	25,719	25,919	26,119	26,519
6	25,314	25,714	26,114	26,314	26,514	26,714	26,914	27,114	27,314	27,714
7	26,520	26,920	27,320	27,520	27,720	27,920	28,120	28,320	28,520	28,920
8	27,930	28,330	28,730	28,930	29,130	29,330	29,530	29,730	29,930	30,330
9	29,503	29,903	30,303	30,503	30,703	30,903	31,103	31,303	31,503	31,903
10	31,185	31,585	31,985	32,185	32,385	32,585	32,785	32,985	33,185	33,585
11	32,870	33,270	33,670	33,870	34,070	34,270	34,470	34,670	34,870	35,270
12	34,683	35,083	35,483	35,683	35,883	36,083	36,283	36,483	36,683	37,083
13	37,491	37,891	38,291	38,491	38,691	38,891	39,091	39,291	39,491	39,891
14	38,815	39,215	39,615	39,815	40,015	40,215	40,415	40,615	40,815	41,215
15	40,348	40,748	41,148	41,348	41,548	41,748	41,948	42,148	42,348	42,748

Clerk I

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,448	21,848	22,248	22,448	22,648	22,848	23,048	23,248	23,448	23,848
2	21,715	22,115	22,515	22,715	22,915	23,115	23,315	23,515	23,715	24,115
3	22,045	22,445	22,845	23,045	23,245	23,445	23,645	23,845	24,045	24,445
4	23,022	23,422	23,822	24,022	24,222	24,422	24,622	24,822	25,022	25,422
5	24,160	24,560	24,960	25,160	25,360	25,560	25,760	25,960	26,160	26,560
6	25,355	25,755	26,155	26,355	26,555	26,755	26,955	27,155	27,355	27,755
7	26,561	26,961	27,361	27,561	27,761	27,961	28,161	28,361	28,561	28,961
8	27,971	28,371	28,771	28,971	29,171	29,371	29,571	29,771	29,971	30,371
9	29,544	29,944	30,344	30,544	30,744	30,944	31,144	31,344	31,544	31,944
10	31,226	31,626	32,026	32,226	32,426	32,626	32,826	33,026	33,226	33,626
11	32,911	33,311	33,711	33,911	34,111	34,311	34,511	34,711	34,911	35,311
12	34,724	35,124	35,524	35,724	35,924	36,124	36,324	36,524	36,724	37,124
13	37,532	37,932	38,332	38,532	38,732	38,932	39,132	39,332	39,532	39,932
14	38,856	39,256	39,656	39,856	40,056	40,256	40,456	40,656	40,856	41,256
15	40,389	40,789	41,189	41,589	41,989	42,389	42,789	43,189	43,589	43,989
16	41,357	41,757	42,157	42,557	42,957	43,357	43,757	44,157	44,557	44,957

**EXPERIENCE CHART
CLERK II A**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7-12	7 7	7 7	7 7
H 13	8-13 8	8 8	8 8
I 14	14 9	9-14 9	9 9
J 15	15 10	15 10	10-15 10
K 16	16 11	16 11	16 11
L 17	17 12	17 12	17 12
M 18	18 13	18 13	18 13
N 19	19 14	19 14	19 14
	20 15	20 15	20 15
			21 16

Clerk IIA

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	20,141	20,541	20,941	21,141	21,341	21,541	21,741	21,941	22,141	22,541
2	20,409	20,809	21,209	21,409	21,609	21,809	22,009	22,209	22,409	22,809
3	20,739	21,139	21,539	21,739	21,939	22,139	22,339	22,539	22,739	23,139
4	21,716	22,116	22,516	22,716	22,916	23,116	23,316	23,516	23,716	24,116
5	22,854	23,254	23,654	23,854	24,054	24,254	24,454	24,654	24,854	25,254
6	24,048	24,448	24,848	25,048	25,248	25,448	25,648	25,848	26,048	26,448
7	25,255	25,655	26,055	26,255	26,455	26,655	26,855	27,055	27,255	27,655
8	26,664	27,064	27,464	27,664	27,864	28,064	28,264	28,464	28,664	29,064
9	28,237	28,637	29,037	29,237	29,437	29,637	29,837	30,037	30,237	30,637
10	29,919	30,319	30,719	30,919	31,119	31,319	31,519	31,719	31,919	32,319
11	31,604	32,004	32,404	32,604	32,804	33,004	33,204	33,404	33,604	34,004
12	33,418	33,818	34,218	34,418	34,618	34,818	35,018	35,218	35,418	35,818
13	36,225	36,625	37,025	37,225	37,425	37,625	37,825	38,025	38,225	38,625
14	37,549	37,949	38,349	38,549	38,749	38,949	39,149	39,349	39,549	39,949
15	38,268	38,668	39,068	39,268	39,468	39,668	39,868	40,068	40,268	40,668

Clerk IIA

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	20,338	20,738	21,138	21,338	21,538	21,738	21,938	22,138	22,338	22,738
2	20,606	21,006	21,406	21,606	21,806	22,006	22,206	22,406	22,606	23,006
3	20,936	21,336	21,736	21,936	22,136	22,336	22,536	22,736	22,936	23,336
4	21,913	22,313	22,713	22,913	23,113	23,313	23,513	23,713	23,913	24,313
5	23,051	23,451	23,851	24,051	24,251	24,451	24,651	24,851	25,051	25,451
6	24,245	24,645	25,045	25,245	25,445	25,645	25,845	26,045	26,245	26,645
7	25,452	25,852	26,252	26,452	26,652	26,852	27,052	27,252	27,452	27,852
8	26,861	27,261	27,661	27,861	28,061	28,261	28,461	28,661	28,861	29,261
9	28,434	28,834	29,234	29,434	29,634	29,834	30,034	30,234	30,434	30,834
10	30,116	30,516	30,916	31,116	31,316	31,516	31,716	31,916	32,116	32,516
11	31,801	32,201	32,601	32,801	33,001	33,201	33,401	33,601	33,801	34,201
12	33,615	34,015	34,415	34,615	34,815	35,015	35,215	35,415	35,615	36,015
13	36,422	36,822	37,222	37,422	37,622	37,822	38,022	38,222	38,422	38,822
14	37,746	38,146	38,546	38,746	38,946	39,146	39,346	39,546	39,746	40,146
15	39,255	39,625	40,025	40,225	40,425	40,625	40,825	41,025	41,225	41,625

Clerk IIA

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	20,379	20,779	21,179	21,379	21,579	21,779	21,979	22,179	22,379	22,779
2	20,647	21,047	21,447	21,647	21,847	22,047	22,247	22,447	22,647	23,047
3	20,977	21,377	21,777	21,977	22,177	22,377	22,577	22,777	22,977	23,377
4	21,954	22,354	22,754	22,954	23,154	23,354	23,554	23,754	23,954	24,354
5	23,092	23,492	23,892	24,092	24,292	24,492	24,692	24,892	25,092	25,492
6	24,286	24,686	25,086	25,286	25,486	25,686	25,886	26,086	26,286	26,686
7	25,493	25,893	26,293	26,493	26,693	26,893	27,093	27,293	27,493	27,893
8	26,902	27,302	27,702	27,902	28,102	28,302	28,502	28,702	28,902	29,302
9	28,475	28,875	29,275	29,475	29,675	29,875	30,075	30,275	30,475	30,875
10	30,157	30,557	30,957	31,157	31,357	31,557	31,757	31,957	32,157	32,557
11	31,842	32,242	32,642	32,842	33,042	33,242	33,442	33,642	33,842	34,242
12	33,656	34,056	34,456	34,656	34,856	35,056	35,256	35,456	35,656	36,056
13	36,463	36,863	37,263	37,463	37,663	37,863	38,063	38,263	38,463	38,863
14	37,787	38,187	38,587	38,787	38,987	39,187	39,387	39,587	39,787	40,187
15	39,266	39,666	40,066	40,466	40,866	41,266	41,666	42,066	42,466	42,866
16	40,206	40,606	41,006	41,406	41,806	42,206	42,606	43,006	43,406	43,806

**EXPERIENCE CHART
CLERK II B**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7-12	7	7	7	7	7	7
H	13	8-13	8	8	8	8	8
I	14	14	9	9-14	9	9	9
J	15	15	10	15	10	10-15	10
K	16	16	11	16	11	16	11
L	17	17	12	17	12	17	12
M	18	18	13	18	13	18	13
N	19	19	14	19	14	19	14
		20	15	20	15	20	15
						21	16

Clerk IIB

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,527	18,927	19,327	19,527	19,727	19,927	20,127	20,327	20,527	20,927
2	18,794	19,194	19,594	19,794	19,994	20,194	20,394	20,594	20,794	21,194
3	19,218	19,618	20,018	20,218	20,418	20,618	20,818	21,018	21,218	21,618
4	19,996	20,396	20,796	20,996	21,196	21,396	21,596	21,796	21,996	22,396
5	21,137	21,537	21,937	22,137	22,337	22,537	22,737	22,937	23,137	23,537
6	22,333	22,733	23,133	23,333	23,533	23,733	23,933	24,133	24,333	24,733
7	23,607	24,007	24,407	24,607	24,807	25,007	25,207	25,407	25,607	26,007
8	25,022	25,422	25,822	26,022	26,222	26,422	26,622	26,822	27,022	27,422
9	26,704	27,104	27,504	27,704	27,904	28,104	28,304	28,504	28,704	29,104
10	28,400	28,800	29,200	29,400	29,600	29,800	30,000	30,200	30,400	30,800
11	30,040	30,440	30,840	31,040	31,240	31,440	31,640	31,840	32,040	32,440
12	31,909	32,309	32,709	32,909	33,109	33,309	33,509	33,709	33,909	34,309
13	34,340	34,740	35,140	35,340	35,540	35,740	35,940	36,140	36,340	36,740
14	35,936	36,336	36,736	36,936	37,136	37,336	37,536	37,736	37,936	38,336
15	36,615	37,015	37,415	37,615	37,815	38,015	38,215	38,415	38,615	39,015

Clerk IIB

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,724	19,124	19,524	19,724	19,924	20,124	20,324	20,524	20,724	21,124
2	18,991	19,391	19,791	19,991	20,191	20,391	20,591	20,791	20,991	21,391
3	19,415	19,815	20,215	20,415	20,615	20,815	21,015	21,215	21,415	21,815
4	20,193	20,593	20,993	21,193	21,393	21,593	21,793	21,993	22,193	22,593
5	21,334	21,734	22,134	22,334	22,534	22,734	22,934	23,134	23,334	23,734
6	22,530	22,930	23,330	23,530	23,730	23,930	24,130	24,330	24,530	24,930
7	23,804	24,204	24,604	24,804	25,004	25,204	25,404	25,604	25,804	26,204
8	25,219	25,619	26,019	26,219	26,419	26,619	26,819	27,019	27,219	27,619
9	26,901	27,301	27,701	27,901	28,101	28,301	28,501	28,701	28,901	29,301
10	28,597	28,997	29,397	29,597	29,797	29,997	30,197	30,397	30,597	30,997
11	30,237	30,637	31,037	31,237	31,437	31,637	31,837	32,037	32,237	32,637
12	32,106	32,506	32,906	33,106	33,306	33,506	33,706	33,906	34,106	34,506
13	34,537	34,937	35,337	35,537	35,737	35,937	36,137	36,337	36,537	36,937
14	36,133	36,533	36,933	37,133	37,333	37,533	37,733	37,933	38,133	38,533
15	37,530	37,930	38,330	38,530	38,730	38,930	39,130	39,330	39,530	39,930

Clerk IIB

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,765	19,165	19,565	19,765	19,965	20,165	20,365	20,565	20,765	21,165
2	19,032	19,432	19,832	20,032	20,232	20,432	20,632	20,832	21,032	21,432
3	19,456	19,856	20,256	20,456	20,656	20,856	21,056	21,256	21,456	21,856
4	20,234	20,634	21,034	21,234	21,434	21,634	21,834	22,034	22,234	22,634
5	21,375	21,775	22,175	22,375	22,575	22,775	22,975	23,175	23,375	23,775
6	22,571	22,971	23,371	23,571	23,771	23,971	24,171	24,371	24,571	24,971
7	23,845	24,245	24,645	24,845	25,045	25,245	25,445	25,645	25,845	26,245
8	25,260	25,660	26,060	26,260	26,460	26,660	26,860	27,060	27,260	27,660
9	26,942	27,342	27,742	27,942	28,142	28,342	28,542	28,742	28,942	29,342
10	28,638	29,038	29,438	29,638	29,838	30,038	30,238	30,438	30,638	31,038
11	30,278	30,678	31,078	31,278	31,478	31,678	31,878	32,078	32,278	32,678
12	32,147	32,547	32,947	33,147	33,347	33,547	33,747	33,947	34,147	34,547
13	34,578	34,978	35,378	35,578	35,778	35,978	36,178	36,378	36,578	36,978
14	36,174	36,574	36,974	37,174	37,374	37,574	37,774	37,974	38,174	38,574
15	37,571	37,971	38,371	38,771	39,171	39,571	39,971	40,371	40,771	41,171
16	38,469	38,869	39,269	39,669	40,069	40,469	40,869	41,269	41,669	42,069

**EXPERIENCE CHART
CLERK III**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7-12	7 7	7 7	7 7
H 13	8-13 8	8 8	8 8
I 14	14 9	9-14 9	9 9
J 15	15 10	15 10	10-15 10
K 16	16 11	16 11	16 11
L 17	17 12	17 12	17 12
M 18	18 13	18 13	18 13
N 19	19 14	19 14	19 14
	20 15	20 15	20 15
			21 16

Clerk III

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	17,947	18,347	18,747	18,947	19,147	19,347	19,547	19,747	19,947	20,347
2	18,247	18,647	19,047	19,247	19,447	19,647	19,847	20,047	20,247	20,647
3	18,758	19,158	19,558	19,758	19,958	20,158	20,358	20,558	20,758	21,158
4	19,733	20,133	20,533	20,733	20,933	21,133	21,333	21,533	21,733	22,133
5	20,871	21,271	21,671	21,871	22,071	22,271	22,471	22,671	22,871	23,271
6	22,065	22,465	22,865	23,065	23,265	23,465	23,665	23,865	24,065	24,465
7	23,289	23,689	24,089	24,289	24,489	24,689	24,889	25,089	25,289	25,689
8	24,699	25,099	25,499	25,699	25,899	26,099	26,299	26,499	26,699	27,099
9	26,327	26,727	27,127	27,327	27,527	27,727	27,927	28,127	28,327	28,727
10	28,010	28,410	28,810	29,010	29,210	29,410	29,610	29,810	30,010	30,410
11	29,712	30,112	30,512	30,712	30,912	31,112	31,312	31,512	31,712	32,112
12	32,803	33,203	33,603	33,803	34,003	34,203	34,403	34,603	34,803	35,203
13	33,512	33,912	34,312	34,512	34,712	34,912	35,112	35,312	35,512	35,912
14	35,185	35,585	35,985	36,185	36,385	36,585	36,785	36,985	37,185	37,585
15	35,845	36,245	36,645	36,845	37,045	37,245	37,445	37,645	37,845	38,245

Clerk III

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	18,355	18,755	19,155	19,355	19,555	19,755	19,995	20,155	20,355	20,755
2	18,655	19,055	19,455	19,655	19,855	20,055	20,255	20,455	20,655	21,055
3	18,955	19,355	19,755	19,955	20,155	20,355	20,555	20,755	20,955	21,355
4	19,930	20,330	20,730	20,930	21,130	21,330	21,530	21,730	21,930	22,330
5	21,068	21,468	21,868	22,068	22,268	22,468	22,668	22,868	23,068	23,468
6	22,262	22,662	23,062	23,262	23,462	23,662	23,862	24,062	24,262	24,662
7	23,486	23,886	24,286	24,486	24,686	24,886	25,086	25,286	25,486	25,886
8	24,896	25,296	25,696	25,896	26,096	26,296	26,496	26,696	26,896	27,296
9	26,524	26,924	27,324	27,524	27,724	27,924	28,124	28,324	28,524	28,924
10	28,207	28,607	29,007	29,207	29,407	29,607	29,807	30,007	30,207	30,607
11	29,909	30,309	30,709	30,909	31,109	31,309	31,509	31,709	31,909	32,309
12	33,000	33,400	33,800	34,000	34,200	34,400	34,600	34,800	35,000	35,400
13	33,709	34,109	34,509	34,709	34,909	35,109	35,309	35,509	35,709	36,109
14	35,382	35,782	36,182	36,382	36,582	36,782	36,982	37,182	37,382	37,782
15	36,741	37,141	37,541	37,741	37,941	38,141	38,341	38,541	38,741	39,141

Clerk III

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	19,071	19,471	19,871	20,071	20,271	20,471	20,671	20,871	21,071	21,471
2	19,371	19,771	20,171	20,371	20,571	20,771	20,971	21,171	21,371	21,771
3	19,671	20,071	20,471	20,671	20,871	21,071	21,271	21,471	21,671	22,071
4	19,971	20,371	20,771	20,971	21,171	21,371	21,571	21,771	21,971	22,371
5	21,109	21,509	21,909	22,109	22,309	22,509	22,709	22,909	23,109	23,509
6	22,303	22,703	23,103	23,303	23,503	23,703	23,903	24,103	24,303	24,703
7	23,527	23,927	24,327	24,527	24,727	24,927	25,127	25,327	25,527	25,927
8	24,937	25,337	25,737	25,937	26,137	26,337	26,537	26,737	26,937	27,337
9	26,565	26,965	27,365	27,565	27,765	27,965	28,165	28,365	28,565	28,965
10	28,248	28,648	29,048	29,248	29,448	29,648	29,848	30,048	30,248	30,648
11	29,950	30,350	30,750	30,950	31,150	31,350	31,550	31,750	31,950	32,350
12	33,041	33,441	33,841	34,041	34,241	34,441	34,641	34,841	35,041	35,441
13	33,750	34,150	34,550	34,750	34,950	35,150	35,350	35,550	35,750	36,150
14	35,423	35,823	36,223	36,423	36,623	36,823	37,023	37,223	37,423	37,823
15	36,782	37,182	37,582	37,982	38,382	38,782	39,182	39,582	39,982	40,382
16	37,660	38,060	38,460	38,860	39,260	39,660	40,060	40,460	40,860	41,260

**EXPERIENCE CHART
CLERK IV**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7-12	7	7	7	7	7	7
H	13	8-13	8	8	8	8	8
I	14	14	9	9-14	9	9	9
J	15	15	10	15	10	10-15	10
K	16	16	11	16	11	16	11
L	17	17	12	17	12	17	12
M	18	18	13	18	13	18	13
N	19	19	14	19	14	19	14
		20	15	20	15	20	15
						21	16

Clerk IV

YEAR 1

1999-00 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,497	14,897	15,297	15,497	15,697	15,897	16,097	16,297	16,497	16,897
2	14,764	15,164	15,564	15,764	15,964	16,164	16,364	16,564	16,764	17,164
3	15,201	15,601	16,001	16,201	16,401	16,601	16,801	17,001	17,201	17,601
4	15,652	16,052	16,452	16,652	16,852	17,052	17,252	17,452	17,652	18,052
5	16,183	16,583	16,983	17,183	17,383	17,583	17,783	17,983	18,183	18,583
6	16,727	17,127	17,527	17,727	17,927	18,127	18,327	18,527	18,727	19,127
7	17,264	17,664	18,064	18,264	18,464	18,664	18,864	19,064	19,264	19,664
8	17,781	18,181	18,581	18,781	18,981	19,181	19,381	19,581	19,781	20,181
9	18,643	19,043	19,443	19,643	19,843	20,043	20,243	20,443	20,643	21,043
10	19,514	19,914	20,314	20,514	20,714	20,914	21,114	21,314	21,514	21,914
11	20,453	20,853	21,253	21,453	21,653	21,853	22,053	22,253	22,453	22,853
12	21,656	22,056	22,456	22,656	22,856	23,056	23,256	23,456	23,656	24,056
13	24,264	24,664	25,064	25,264	25,464	25,664	25,864	26,064	26,264	26,664
14	29,001	29,401	29,801	30,001	30,201	30,401	30,601	30,801	31,001	31,401
15	29,507	29,907	30,307	30,507	30,707	30,907	31,107	31,307	31,507	31,907

Clerk IV

YEAR 2

2000-01 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,694	15,094	15,494	15,694	15,894	16,094	16,294	16,494	16,694	17,094
2	14,961	15,361	15,761	15,961	16,161	16,361	16,561	16,761	16,961	17,361
3	15,398	15,798	16,198	16,398	16,598	16,798	16,998	17,198	17,398	17,798
4	15,849	16,249	16,649	16,849	17,049	17,249	17,449	17,649	17,849	18,249
5	16,380	16,780	17,180	17,380	17,580	17,780	17,980	18,180	18,380	18,780
6	16,924	17,324	17,724	17,924	18,124	18,324	18,524	18,724	18,924	19,324
7	17,461	17,861	18,261	18,461	18,661	18,861	19,061	19,261	19,461	19,861
8	17,978	18,378	18,778	18,978	19,178	19,378	19,578	19,778	19,978	20,378
9	18,840	19,240	19,640	19,840	20,040	20,240	20,440	20,640	20,840	21,240
10	19,711	20,111	20,511	20,711	20,911	21,111	21,311	21,511	21,711	22,111
11	20,650	21,050	21,450	21,650	21,850	22,050	22,250	22,450	22,650	23,050
12	21,853	22,253	22,653	22,853	23,053	23,253	23,453	23,653	23,853	24,253
13	24,461	24,861	25,261	25,461	25,661	25,861	26,061	26,261	26,461	26,861
14	29,198	29,598	29,998	30,198	30,398	30,598	30,798	30,998	31,198	31,598
15	30,244	30,644	31,044	31,244	31,444	31,644	31,844	32,044	32,244	32,644

Clerk IV

YEAR 3

2001-02 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	14,735	15,135	15,535	15,735	15,935	16,135	16,335	16,535	16,735	17,135
2	15,002	15,402	15,802	16,002	16,202	16,402	16,602	16,802	17,002	17,402
3	15,439	15,839	16,239	16,439	16,639	16,839	17,039	17,239	17,439	17,839
4	15,890	16,290	16,690	16,890	17,090	17,290	17,490	17,690	17,890	18,290
5	16,421	16,821	17,221	17,421	17,621	17,821	18,021	18,221	18,421	18,821
6	16,965	17,365	17,765	17,965	18,165	18,365	18,565	18,765	18,965	19,365
7	17,502	17,902	18,302	18,502	18,702	18,902	19,102	19,302	19,502	19,902
8	18,019	18,419	18,819	19,019	19,219	19,419	19,619	19,819	20,019	20,419
9	18,881	19,281	19,681	19,881	20,081	20,281	20,481	20,681	20,881	21,281
10	19,752	20,152	20,552	20,752	20,952	21,152	21,352	21,552	21,752	22,152
11	20,691	21,091	21,491	21,691	21,891	22,091	22,291	22,491	22,691	23,091
12	21,894	22,294	22,694	22,894	23,094	23,294	23,494	23,694	23,894	24,294
13	24,502	24,902	25,302	25,502	25,702	25,902	26,102	26,302	26,502	26,902
14	29,239	29,639	30,039	30,239	30,439	30,639	30,839	31,039	31,239	31,639
15	30,285	30,685	31,085	31,485	31,885	32,285	32,685	33,085	33,485	33,885
16	31,000	31,400	31,800	32,200	32,600	33,000	33,400	33,800	34,200	34,600

**EXPERIENCE CHART
CLERK V**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7-10	7	7	7	7	7	7
H	11	8-11	8	8	8	8	8
I	12	12	9	9-12	9	9	9
J	13	13	10	13	10	10-13	10
K	14	14	11	14	11	14	11
L	15	15	12	15	12	15	12
M	16	16	13	16	13	16	13
		17	14	17	14	17	14
						18	15

Clerk V (Clerical Aides - 10 Months)

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	13,407	13,807	14,207	14,407	14,607	14,807	15,007	15,207	15,407	15,807
2	13,674	14,074	14,474	14,674	14,874	15,074	15,274	15,474	15,674	16,074
3	13,974	14,374	14,774	14,974	15,174	15,374	15,574	15,774	15,974	16,374
4	14,279	14,679	15,079	15,279	15,479	15,679	15,879	16,079	16,279	16,679
5	14,561	14,961	15,361	15,561	15,761	15,961	16,161	16,361	16,561	16,961
6	14,877	15,277	15,677	15,877	16,077	16,277	16,477	16,677	16,877	17,277
7	15,572	15,972	16,372	16,572	16,772	16,972	17,172	17,372	17,572	17,972
8	16,334	16,734	17,134	17,334	17,534	17,734	17,934	18,134	18,334	18,734
9	16,916	17,316	17,716	17,916	18,116	18,316	18,516	18,716	18,916	19,316
10	17,485	17,885	18,285	18,485	18,685	18,885	19,085	19,285	19,485	19,885
11	18,545	18,945	19,345	19,545	19,745	19,945	20,145	20,345	20,545	20,945
12	19,610	20,010	20,410	20,610	20,810	21,010	21,210	21,410	21,610	22,010
13	21,858	22,258	22,658	22,858	23,058	23,258	23,458	23,658	23,858	24,258
14	22,185	22,585	22,985	23,185	23,385	23,585	23,785	23,985	24,185	24,585

Clerk V (Clerical Aides - 10 Months)

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	13,604	14,004	14,404	14,604	14,804	15,004	15,204	15,404	15,604	16,004
2	13,871	14,271	14,671	14,871	15,071	15,271	15,471	15,671	15,871	16,271
3	14,171	14,571	14,971	15,171	15,371	15,571	15,771	15,971	16,171	16,571
4	14,476	14,876	15,276	15,476	15,676	15,876	16,076	16,276	16,476	16,876
5	14,758	15,158	15,558	15,758	15,958	16,158	16,358	16,558	16,758	17,158
6	15,074	15,474	15,874	16,074	16,274	16,474	16,674	16,874	17,074	17,474
7	15,769	16,169	16,569	16,769	16,969	17,169	17,369	17,569	17,769	18,169
8	16,531	16,931	17,331	17,531	17,731	17,931	18,131	18,331	18,531	18,931
9	17,113	17,513	17,913	18,113	18,313	18,513	18,713	18,913	19,113	19,513
10	17,682	18,082	18,482	18,682	18,882	19,082	19,282	19,482	19,682	20,082
11	18,742	19,142	19,542	19,742	19,942	20,142	20,342	20,542	20,742	21,142
12	19,807	20,207	20,607	20,807	21,007	21,207	21,407	21,607	21,807	22,207
13	22,055	22,455	22,855	23,055	23,255	23,455	23,655	23,855	24,055	24,455
14	22,740	23,140	23,540	23,740	23,940	24,140	24,340	24,540	24,740	25,140

Clerk V (Clerical Aides - 10 Months)

YEAR 3

2000-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	13,645	14,045	14,445	14,465	14,845	15,045	15,245	15,445	15,645	16,045
2	13,912	14,312	14,712	14,912	15,112	15,312	15,512	15,712	15,912	16,312
3	14,212	14,612	15,012	15,212	15,412	15,612	15,812	16,012	16,212	16,612
4	14,517	14,917	15,317	15,517	15,717	15,917	16,117	16,317	16,517	16,917
5	14,799	15,199	15,599	15,799	15,999	16,199	16,399	16,599	16,799	17,199
6	15,115	15,515	15,915	16,115	16,315	16,515	16,715	16,915	17,115	17,515
7	15,810	16,210	16,610	16,810	17,010	17,210	17,410	17,610	17,810	18,210
8	16,572	16,972	17,372	17,572	17,772	17,972	18,172	18,372	18,572	18,972
9	17,154	17,554	17,954	18,154	18,354	18,554	18,754	18,954	19,154	19,554
10	17,723	18,123	18,523	18,723	18,923	19,123	19,323	19,523	19,723	20,123
11	18,783	19,183	19,583	19,783	19,983	20,183	20,383	20,583	20,783	21,183
12	19,848	20,248	20,648	20,848	21,048	21,248	21,448	21,648	21,848	22,248
13	22,096	22,496	22,896	23,096	23,296	23,496	23,696	23,896	24,096	24,496
14	22,781	23,181	23,581	23,781	23,981	24,181	24,381	24,581	24,781	25,181
15	23,308	23,708	24,108	24,308	24,508	24,708	24,908	25,108	25,308	25,708

**EXPERIENCE CHART
COOK**

98-99		99-00		00-01		01-02	
A	1	1	1	1	1	1	1
B	2	2	2	2	2	2	2
C	3	3	3	3	3	3	3
D	4	4	4	4	4	4	4
E	5	5	5	5	5	5	5
F	6	6	6	6	6	6	6
G	7	7	7	7	7	7	7
H	8	8	8	8	8	8	8
I	9	9	9	9	9	9	9
J	10	10	10	10	10	10	10
		11	11	11	11	11	11
						12	12

Camden Food Service Cook

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,269	12,669	13,069	13,269	13,469	13,669	13,869	14,069	14,269	14,669
2	12,768	13,168	13,568	13,768	13,968	14,168	14,368	14,568	14,768	15,168
3	13,301	13,701	14,101	14,301	14,501	14,701	14,901	15,101	15,301	15,701
4	13,873	14,273	14,673	14,873	15,073	15,273	15,473	15,673	15,873	16,273
5	14,484	14,884	15,284	15,484	15,684	15,884	16,084	16,284	16,484	16,884
6	15,466	15,866	16,266	16,466	16,666	16,866	17,066	17,266	17,466	17,866
7	16,545	16,945	17,345	17,545	17,745	17,945	18,145	18,345	18,545	18,945
8	17,822	18,222	18,622	18,822	19,022	19,222	19,422	19,622	19,822	20,222
9	19,230	19,630	20,030	20,230	20,430	20,630	20,830	21,030	21,230	21,630
10	21,361	21,761	22,161	22,361	22,561	22,761	22,961	23,161	23,361	23,761
11	21,676	22,076	22,476	22,676	22,876	23,076	23,276	23,476	23,676	24,076

Camden Food Service Cook

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,466	12,866	13,266	13,466	13,666	13,866	14,066	14,266	14,466	14,866
2	12,965	13,365	13,765	13,965	14,165	14,365	14,565	14,765	14,985	15,365
3	13,498	13,898	14,298	14,498	14,698	14,898	15,098	15,298	15,498	15,898
4	14,070	14,470	14,870	15,070	15,270	15,470	15,670	15,870	16,070	16,470
5	14,681	15,081	15,481	15,681	15,881	16,081	16,281	16,481	16,681	17,081
6	15,663	16,063	16,463	16,663	16,863	17,063	17,263	17,463	17,663	18,063
7	16,742	17,142	17,542	17,742	17,942	18,142	18,342	18,542	18,742	19,142
8	18,019	18,419	18,819	19,019	19,219	19,419	19,619	19,819	20,019	20,419
9	19,427	19,827	20,227	20,427	20,627	20,827	21,027	21,227	21,427	21,827
10	21,558	21,958	22,358	22,558	22,758	22,958	23,158	23,358	23,558	23,958
11	22,218	22,618	23,018	23,218	23,418	23,618	23,818	24,018	24,218	24,618

Camden Food Service Cook

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	12,507	12,907	13,307	13,507	13,707	13,907	14,107	14,307	14,507	14,907
2	13,006	13,406	13,806	14,006	14,206	14,406	14,606	14,806	15,006	15,406
3	13,539	13,939	14,339	14,539	14,739	14,939	15,139	15,339	15,539	15,939
4	14,111	14,511	14,911	15,111	15,311	15,511	15,711	15,911	16,111	16,511
5	14,722	15,122	15,522	15,722	15,922	16,122	16,322	16,522	16,722	17,122
6	15,704	16,104	16,504	16,704	16,904	17,104	17,304	17,504	17,704	18,104
7	16,783	17,183	17,583	17,783	17,983	18,183	18,383	18,583	18,783	19,183
8	18,060	18,460	18,860	19,060	19,260	19,460	19,660	19,860	20,060	20,460
9	19,468	19,868	20,268	20,468	20,668	20,868	21,068	21,268	21,468	21,868
10	21,599	21,999	22,399	22,599	22,799	22,999	23,199	23,399	23,599	23,999
11	22,259	22,659	23,059	23,259	23,459	23,659	23,859	24,059	24,259	24,659
12	22,773	23,173	23,573	23,773	23,973	24,173	24,373	24,573	24,773	25,173

**EXPERIENCE CHART
GENERAL WORKER**

98-99	99-00	00-01	01-02
A 1	1 1	1 1	1 1
B 2	2 2	2 2	2 2
C 3	3 3	3 3	3 3
D 4	4 4	4 4	4 4
E 5	5 5	5 5	5 5
F 6	6 6	6 6	6 6
G 7	7 7	7 7	7 7
H 8	8 8	8 8	8 8
I 9	9 9	9 9	9 9
J 10	10 10	10 10	10 10
	11 11	11 11	11 11
			12 12

Camden Food Service General Worker

YEAR 1

1999-00 Camden City (Camden)
Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,107	11,507	11,907	12,107	12,307	12,507	12,707	12,907	13,107	13,507
2	11,624	12,024	12,424	12,624	12,824	13,024	13,224	13,424	13,624	14,024
3	12,195	12,595	12,995	13,195	13,395	13,595	13,795	13,995	14,195	14,595
4	12,806	13,206	13,606	13,806	14,006	14,206	14,406	14,606	14,806	15,206
5	13,788	14,188	14,588	14,788	14,988	15,188	15,388	15,588	15,788	16,188
6	14,867	15,267	15,667	15,867	16,067	16,267	16,467	16,667	16,867	17,267
7	16,017	16,417	16,817	17,017	17,217	17,417	17,617	17,817	18,017	18,417
8	17,281	17,681	18,081	18,281	18,481	18,681	18,881	19,081	19,281	19,681
9	19,193	19,593	19,993	20,193	20,393	20,593	20,793	20,993	21,193	21,593
10	19,453	19,853	20,253	20,453	20,653	20,853	21,053	21,253	21,453	21,853

Camden Food Service General Worker

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,304	11,704	12,104	12,304	12,504	12,704	12,904	13,104	13,304	13,704
2	11,821	12,221	12,621	12,821	13,021	13,221	13,421	13,621	13,821	14,221
3	12,392	12,792	13,192	13,392	13,592	13,792	13,992	14,192	14,392	14,792
4	13,003	13,403	13,803	14,003	14,203	14,403	14,603	14,803	15,003	15,403
5	13,985	14,385	14,785	14,985	15,185	15,385	15,585	15,785	15,985	16,385
6	15,064	15,464	15,864	16,064	16,264	16,464	16,664	16,864	17,064	17,464
7	16,214	16,614	17,014	17,214	17,414	17,614	17,814	18,014	18,214	18,614
8	17,478	17,878	18,278	18,478	18,678	18,878	19,078	19,278	19,478	19,878
9	19,390	19,790	20,190	20,390	20,590	20,790	20,990	21,190	21,390	21,790
10	19,940	20,340	20,740	20,940	21,140	21,340	21,540	21,740	21,940	22,340

Camden Food Service General Worker

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,345	11,745	12,145	12,345	12,545	12,745	12,945	13,145	13,345	13,745
2	11,862	12,262	12,662	12,862	13,062	13,262	13,462	13,622	13,862	14,262
3	12,433	12,833	13,233	13,433	13,633	13,833	14,033	14,233	14,433	14,833
4	13,044	13,444	13,844	14,044	14,244	14,444	14,644	14,844	15,044	15,444
5	14,026	14,426	14,826	15,026	15,226	15,426	15,626	15,826	16,026	16,426
6	15,105	15,505	15,905	16,105	16,305	16,505	16,705	16,905	17,105	17,505
7	16,255	16,655	17,055	17,255	17,455	17,655	17,855	18,055	18,255	18,655
8	17,519	17,919	18,319	18,519	18,719	18,919	19,119	19,319	19,519	19,919
9	19,431	19,831	20,231	20,431	20,631	20,831	21,031	21,231	21,431	21,831
10	19,981	20,381	20,781	20,981	21,181	21,381	21,581	21,781	21,981	22,381
11	20,438	20,838	21,238	21,438	21,638	21,838	22,038	22,238	22,438	22,838

**EXPERIENCE CHART
STOCK PERSONS**

98-99	99-00	00-01	01-02
1	1 1	1 1	1 1
2	2 2	2 2	2 2
3	3 3	3 3	3 3
4	4 4	4 4	4 4
5	5 5	5 5	5 5
6	6 6	6 6	6 6
7	7 7	7 7	7 7
8	8 8	8 8	8 8
9	9 9	9 9	9 9
10	10 10	10 10	10 10
11	11 11	11 11	11 11
12	12 12	12 12	12 12
13	13 13	13 13	13 13
14	14 14	14 14	14 14
15	15 15	15 15	15 15

Stock Persons

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	21,470	21,870	22,270	22,470	22,670	22,870	23,070	23,270	23,470	23,870
2	22,569	22,969	23,369	23,569	23,769	23,969	24,169	24,369	24,569	24,969
3	23,667	24,067	24,467	24,667	24,867	25,067	25,267	25,467	25,667	26,067
4	24,766	25,166	25,566	25,766	25,966	26,166	26,366	26,566	26,766	27,166
5	25,864	26,264	26,664	26,864	27,064	27,264	27,464	27,664	27,864	28,264
6	26,963	27,363	27,763	27,963	28,163	28,363	28,563	28,763	28,963	29,363
7	28,061	28,461	28,861	29,061	29,261	29,461	29,661	29,861	30,061	30,461
8	29,160	29,560	29,960	30,160	30,360	30,560	30,760	30,960	31,160	31,560
9	30,259	30,659	31,059	31,259	31,459	31,659	31,859	32,059	32,259	32,659
10	31,357	31,757	32,157	32,357	32,557	32,757	32,957	33,157	33,357	33,757
11	32,456	32,856	33,256	33,456	33,656	33,856	34,056	34,256	34,456	34,856
12	33,554	33,954	34,354	34,554	34,754	34,954	35,154	35,354	35,554	35,954
13	34,653	35,053	35,453	35,653	35,853	36,053	36,253	36,453	36,653	37,053
14	35,751	36,151	36,551	36,751	36,951	37,151	37,351	37,551	37,751	38,151
15	37,192	37,592	37,992	38,192	38,392	38,592	38,792	38,992	39,192	39,592

Stock Persons

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	22,280	22,680	23,080	23,280	23,480	23,680	23,880	24,080	24,280	24,680
2	23,379	23,779	24,179	24,379	24,579	24,779	24,979	25,179	25,379	25,779
3	24,447	24,877	25,277	25,477	25,677	25,877	26,077	26,277	26,477	26,877
4	25,576	25,976	26,376	26,576	26,776	26,976	27,176	27,376	27,576	27,976
5	26,674	27,074	27,474	27,674	27,874	28,074	28,274	28,474	28,674	29,074
6	27,773	28,173	28,573	28,773	28,973	29,173	29,373	29,573	29,773	30,173
7	28,871	29,271	29,671	29,871	30,071	30,271	30,471	30,671	30,871	31,271
8	29,970	30,370	30,770	30,970	31,170	31,370	31,570	31,770	31,970	32,370
9	31,069	31,469	31,869	32,069	32,269	32,469	32,669	32,869	33,069	33,469
10	32,167	32,567	32,967	33,167	33,367	33,567	33,767	33,967	34,167	34,567
11	33,266	33,666	34,066	34,266	34,466	34,666	34,866	35,066	35,266	35,666
12	34,364	34,764	35,164	35,364	35,564	35,764	35,964	36,164	36,364	36,764
13	35,463	35,863	36,263	36,463	36,663	36,863	37,063	37,263	37,463	37,863
14	36,561	36,961	37,361	37,561	37,761	37,961	38,161	38,361	38,561	38,961
15	38,122	38,522	38,922	39,122	39,322	39,522	39,722	39,922	40,122	40,522

Stock Persons

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	23,360	23,760	24,160	24,360	24,560	24,760	24,960	25,160	25,360	25,760
2	24,459	24,859	25,259	25,459	25,659	25,859	26,059	26,259	26,459	26,859
3	25,557	25,957	26,357	26,557	26,757	26,957	27,157	27,357	27,557	27,957
4	26,656	27,056	27,456	27,656	27,856	28,056	28,256	28,456	28,656	29,056
5	27,754	28,154	28,554	28,754	28,954	29,154	29,354	29,554	29,754	30,154
6	28,853	29,253	29,653	29,853	30,053	30,253	30,453	30,653	30,853	31,253
7	29,951	30,351	30,751	30,951	31,151	31,351	31,551	31,751	31,951	32,351
8	31,050	31,450	31,850	32,050	32,250	32,450	32,650	32,850	33,050	33,450
9	32,149	32,549	32,949	33,149	33,349	33,549	33,749	33,949	34,149	34,549
10	33,247	33,647	34,047	34,247	34,447	34,647	34,847	35,047	35,247	35,647
11	34,346	34,746	35,146	35,346	35,546	35,746	35,946	36,146	36,346	36,746
12	35,444	35,844	36,244	36,444	36,644	36,844	37,044	37,244	37,444	37,844
13	36,543	36,943	37,343	37,543	37,743	37,943	38,143	38,343	38,543	38,943
14	37,641	38,041	38,441	38,641	38,841	39,041	39,241	39,441	39,641	40,041
15	39,075	39,475	39,875	40,075	40,275	40,475	40,675	40,875	41,075	41,475

**EXPERIENCE CHART
TRUCK DRIVER**

98-99	99-00	00-01	01-02
1	1 1	1 1	1 1
2	2 2	2 2	2 2
3	3 3	3 3	3 3
4	4 4	4 4	4 4
5	5 5	5 5	5 5
6	6 6	6 6	6 6
7	7 7	7 7	7 7
8	8 8	8 8	8 8
9	9 9	9 9	9 9
10	10 10	10 10	10 10
11	11 11	11 11	11 11
12	12 12	12 12	12 12
13	13 13	13 13	13 13
14	14 14	14 14	14 14
15	15 15	15 15	15 15

Food Service Truck Driver; Truck Driver Helper

YEAR 1

**1999-00 Camden City (Camden)
Salary Guide**

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,321	11,721	12,121	12,321	12,521	12,721	12,921	13,121	13,321	13,721
2	12,109	12,509	12,909	13,109	13,309	13,509	13,709	13,909	14,109	14,509
3	13,091	13,491	13,891	14,091	14,291	14,491	14,691	14,891	15,091	15,491
4	14,074	14,474	14,874	15,074	15,274	15,474	15,674	15,874	16,074	16,474
5	15,057	15,457	15,857	16,057	16,257	16,457	16,657	16,857	17,057	17,457
6	16,040	16,440	16,840	17,040	17,240	17,440	17,640	17,840	18,040	18,440
7	17,023	17,423	17,823	18,023	18,223	18,423	18,623	18,823	19,023	19,423
8	18,006	18,406	18,806	19,006	19,206	19,406	19,606	19,806	20,006	20,406
9	18,988	19,388	19,788	19,988	20,188	20,388	20,588	20,788	20,988	21,388
10	19,971	20,371	20,771	20,971	21,171	21,371	21,571	21,771	21,971	22,371
11	20,954	21,354	21,754	21,954	22,154	22,354	22,554	22,754	22,954	23,354
12	21,937	22,337	22,737	22,937	23,137	23,337	23,537	23,737	23,937	24,337
13	22,920	23,320	23,720	23,920	24,120	24,320	24,520	24,720	24,920	25,320
14	23,903	24,303	24,703	24,903	25,103	25,303	25,503	25,703	25,903	26,303
15	24,886	25,286	25,686	25,886	26,086	26,286	26,486	26,686	26,886	27,286
OFF	36,169	36,569	36,969	37,169	37,369	37,569	37,769	37,969	38,169	38,569
OFF	36,171	36,571	36,971	37,171	37,371	37,571	37,771	37,971	38,171	38,571

Food Service Truck Driver; Truck Driver Helper

YEAR 2

2000-01 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,439	11,839	12,239	12,439	12,639	12,839	13,039	13,239	13,439	13,839
2	12,227	12,627	13,027	13,227	13,427	13,627	13,827	14,027	14,227	14,627
3	13,209	13,609	14,009	14,209	14,409	14,609	14,809	15,009	15,209	15,609
4	14,192	14,592	14,992	15,192	15,392	15,592	15,792	15,992	16,192	16,592
5	15,175	15,575	15,975	16,175	16,375	16,575	16,775	16,975	17,175	17,575
6	16,158	16,558	16,958	17,158	17,358	17,558	17,758	17,958	18,158	18,558
7	17,141	17,541	17,941	18,141	18,341	18,541	18,741	18,941	19,141	19,541
8	18,124	18,524	18,924	19,124	19,324	19,524	19,724	19,924	20,124	20,524
9	19,106	19,506	19,906	20,106	20,306	20,506	20,706	20,906	21,106	21,506
10	20,089	20,489	20,889	21,089	21,289	21,489	21,689	21,889	22,089	22,489
11	21,102	21,502	21,902	22,102	22,302	22,502	22,702	22,902	23,102	23,502
12	22,126	22,526	22,926	23,126	23,326	23,526	23,726	23,926	24,126	24,526
13	23,150	23,550	23,950	24,150	24,350	24,550	24,750	24,950	25,150	25,550
14	24,174	24,574	24,974	25,174	25,374	25,574	25,774	25,974	26,174	26,574
15	26,266	26,666	27,066	27,266	27,466	27,666	27,866	28,066	28,266	28,666
OFF	37,073	37,473	37,873	38,073	38,273	38,473	38,673	38,873	39,073	39,473
OFF	37,076	37,476	37,876	38,076	38,276	38,476	38,676	38,876	39,076	39,476

Food Service Truck Driver; Truck Driver Helper

YEAR 3

2001-02 Camden City (Camden)

Salary Guide

Step	NC	15	30	45	60	75	90	105	120	DEGREE
1	11,640	12,040	12,440	12,640	12,840	13,040	13,240	13,440	13,640	14,040
2	12,428	12,828	13,228	13,428	13,628	13,828	14,028	14,228	14,428	14,828
3	13,411	13,811	14,211	14,411	14,611	14,811	15,011	15,211	15,411	15,811
4	14,394	14,794	15,194	15,394	15,594	15,794	15,994	16,194	16,394	16,794
5	15,377	15,777	16,177	16,377	16,577	16,777	16,977	17,177	17,377	17,777
6	16,360	16,760	17,160	17,360	17,560	17,760	17,960	18,160	18,360	18,760
7	17,343	17,743	18,143	18,343	18,543	18,743	18,943	19,143	19,343	19,743
8	18,326	18,726	19,126	19,326	19,526	19,726	19,926	20,126	20,326	20,726
9	19,308	19,708	20,108	20,308	20,508	20,708	20,908	21,108	21,308	21,708
10	20,291	20,691	21,091	21,291	21,491	21,691	21,891	22,091	22,291	22,691
11	21,303	21,703	22,103	22,303	22,503	22,703	22,903	23,103	23,303	23,703
12	22,328	22,728	23,128	23,328	23,528	23,728	23,928	24,128	24,328	24,728
13	23,352	23,752	24,152	24,352	24,552	24,752	24,952	25,152	25,352	25,752
14	24,292	24,692	25,092	25,292	25,492	25,692	25,892	26,092	26,292	26,692
15	26,922	27,322	27,722	27,922	28,122	28,322	28,522	28,722	28,922	29,322
OFF	38,000	38,400	38,800	39,000	39,200	39,400	39,600	39,800	40,000	40,400
OFF	38,002	38,402	38,802	39,002	39,202	39,402	39,602	39,802	40,002	40,402

SCHEDULE "B"

	<u>1999-2000</u>	<u>2000-2001</u>	<u>2001-2002</u>
Bus Drivers	\$11.51	\$11.51	\$11.83
Clerical Aides; Computer Aides; Community School Coordinators; Instructional Assistants; Bus Aides	\$14.69	\$14.69	\$15.09
Secretaries; Clerks	\$15.73	\$15.73	\$16.16
Security Guards; Parent Coordinators	\$18.48	\$18.48	\$18.98
SMT, Chairperson	---	\$31.53	\$32.40
SMT, Recorder	---	\$31.53	\$32.40

Grievance Number *

EMPLOYEE GRIEVANCE

Type or Print

Name of Grievant _____ Home Phone # _____

Home Address of Grievant _____

Job Title and Assignment _____

School/Work Location _____ Phone # _____

Principal/Supervisor _____

Director or other Administrator
with whom grievance is filed _____

Results of informal meeting:

Detailed statement of grievance:

Contractual Article(s) violated:

Resolution desired (specify injury; economic loss; or other):

Signature of Grievant

Date

Distribution:

Principal/Immediate Supervisor
Superintendent/designee
Board Secretary
Employee Organization
Grievant

Grievance Number *

EMPLOYEE GRIEVANCE

Decision of Principal/Supervisor:

To be completed by the Principal/Supervisor within the timeline specified in the appropriate agreement after receipt of the written grievance.

Type or Print

Name of Grievant _____

Date Written Grievance Received _____

Decision of Principal/Supervisor:

Signature of Principal/Supervisor

Date

.....
Grievant: Appeal to Superintendent: Yes _____ No _____
.....

Superintendent's Decision

Date Grievant's written answer received: _____

Decision of Superintendent:

Signature of Superintendent

Date

.....
Grievant: Request Review by Board: Yes _____ No _____
.....

Distribution:

- Principal/ Supervisor
- Superintendent/designee
- Board Secretary
- Employee Organization
- Grievant

**CAMDEN BOARD OF EDUCATION/CAMDEN EDUCATION ASSOCIATION
GRIEVANCE "TIME LINE" EXTENSION/WAIVER REQUEST FORM**

Grievant's Name: _____

I. Grievance #: _____

II. Reason for time extension request (check one)

- more time needed to investigate grievance
- have not had time to meet with Grievance Committee
- time needed to discuss possible settlement
- other _____

III. Length of time requested (check one)

- no more than 5 days
- no more than 10 days
- no more than 15 days
- other _____

IV. Position Title (Board of Education/CEA) _____

V. Signature _____ Date _____

Note: This form will only be used when the contract "time lines" cannot be met.
Request for grievance extension must be made prior to the deadlines.
CEA/BOE will acknowledge the request for extension by signing this form below.

Signature _____ Date _____

**CAMDEN BOARD OF EDUCATION
MEDICAL CERTIFICATE**

_____ is a patient under my care. He/she has the following medical condition:
(print name)

(Please state the nature of the illness)

and needs to be absent from _____ to _____

He/she can return to work on _____.

He/she cannot return to work (explain) _____

The information contained in this report is confidential and will be so maintained by the Board.

Signature _____ Date _____

Print Name

*This form is to be completed when an employee has been absent for more than five consecutive days and submitted directly to the Director of Personnel by the employee in compliance with Article XIV of the Agreement between the Camden Education Association and the Camden Board of Education.

CAMDEN CITY SCHOOLS

CERTIFICATION FOR BEREAVEMENT LEAVE

I, _____, hereby certify that I used 5 3 1 days
(Print Name) (Circle One)

bereavement leave on _____ for the death of
Specify Month/Day/Year

my _____
Specify Relationship To You; e.g. father, mother, if co-worker or student identify

whose full name is _____. My _____
Specify Relative

died on _____ His/her home address was
Month/Day/Year

Full Address: Street/Town -City/State

I hereby certify, to the best of my knowledge, that the foregoing statements made by me are true and I understand that if they are willfully false, I am subject to discipline.

Employee Signature

Date

THIS FORM SHOULD BE ATTACHED TO THE REQUEST FOR ABSENCE/LEAVE FORM (YELLOW)

DPC:da

8/97

CAMDEN CITY SCHOOLS

TUITION REIMBURSEMENT SUPPORT STAFF AGREEMENT

I _____ agree to accept \$ _____ tuition monies
(print name)

subject to the following conditions:

1. I acknowledge that I must receive at least a grade of "C" or better. I agree to submit an official transcript promptly upon completion of the course(s).
2. I agree that I must remain in the active employ of the Board for three (3) full academic years after completion of the course(s) for which tuition is paid. I agree that I am liable to repay the full amount of the tuition monies received if I do not complete the full employment year following the taking of the course, except if dismissed for cause or non-renewal.

Employee's Signature

Print Name

Date

Witness

Date

cc: Personnel File

Return signed Agreement to the:

Office of Personnel Services
201 N. Front Street, 6th Floor
Camden, New Jersey 08102

SIDE-BAR AGREEMENT

The Board and the Camden Education Association agree to the following side-bars for the 1999-2002 Contract. (Teacher and/or Support Units).

1. Emergency Sick Leave (Teachers and Support)

An employee may request emergency sick leave on a written request to the Superintendent. The Board shall then develop and/or review procedures for the use of emergency sick leave. The Superintendent, or his designee has the right to grant or deny any request for emergency sick leave, which determination shall not be grievable or arbitrable.

2. BSIP Stipends (Teachers)

Those employees who were appointed BSIP Reading or Math Teachers, (J. Catalano; E. Powell; R. Savar; and M. Zinman) shall continue to receive the annual stipend of \$465 during the term of this Agreement if they received the stipend during the 1993-1996 Contract and if they perform the duties of BSIP Math or Reading Teacher in each year of the current Agreement.

3. The Labor Management Committee

The Labor and Management Committee shall develop mutually agreed upon language by September 2000, to provide for an option of shifts for SLEO and media personnel.

**ADDENDUM TO 1999 - 2001
CONTRACT BETWEEN
CAMDEN BOARD OF EDUCATION
AND
CAMDEN EDUCATION ASSOCIATION
MARCH 8, 2001**

**1999-2000;
2000-2001**

	MIN	2	3	4	5	6
BASKETBALL						
Head	3,990	4,321	4,664	4,934	5,389	5,964
First Asst.	2,500	2,620	2,778	3,110	3,259	3,537
Fresh. Asst.	2,424	2,561	2,655	2,792	3,088	3,390
VOLLEYBALL						
Head	2,620	2,826	3,086	3,330	3,578	4,900
First Asst.	1,768	1,840	1,933	2,117	2,351	2,669
SOCCER						
Head	2,620	2,826	3,086	3,330	3,578	4,900
First Asst.	1,768	1,840	1,933	2,117	2,351	2,669

2000-2002

	MIN	2	3	4	5	6
BASKETBALL						
Head	4,100	4,440	4,792	5,070	5,537	6,128
First Asst.	2,569	2,692	2,854	3,196	3,349	3,634
Fresh. Asst.	2,491	2,631	2,728	2,869	3,173	3,483
VOLLEYBALL						
Head	2,692	2,904	3,171	3,422	3,679	5,035
First Asst.	1,817	1,891	1,986	2,175	2,416	2,742
SOCCER						
Head	2,692	2,904	3,171	3,422	3,679	5,035
First Asst.	1,817	1,891	1,986	2,175	2,416	2,742

3/8/01 Karen Murry
3/8/01 Joyce Beverly-Scott