

4/16/91

AGREEMENT BETWEEN
MIDDLESEX COUNTY EDUCATIONAL SERVICES COMMISSION
AND THE
MIDDLESEX COUNTY EDUCATIONAL SERVICES ASSOCIATION
September 1, 1990 through August 31, 1992

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PREAMBLE

This Agreement is entered into this 19th day of April, 1991 by and between the MIDDLESEX COUNTY EDUCATIONAL SERVICES COMMISSION, hereinafter referred to as the "Commission", and the MIDDLESEX COUNTY EDUCATIONAL SERVICES ASSOCIATION, hereinafter referred to as the "Association."

ARTICLE I

RECOGNITION

The Commission recognizes the Association as the exclusive and sole representative for collective negotiations concerning all terms and conditions of employment for certificated personnel and all paraprofessionals employed by the Commission, excluding, however, all managerial, supervisory, confidential, secretarial and custodial employees and substitutes.

Unless otherwise indicated, the term "employees" when used in this Agreement, shall refer to certificated and paraprofessional personnel in the negotiating unit as defined above, except that the term "teachers" shall refer to certificated employees only. References to male employees shall include female employees.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

The parties agree to enter into negotiations for a successor agreement in accordance with NJSA 34:13A-1 et. seq., as amended, and applicable rules of the Public Employment Relations Commission.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

A "grievance is a claim by an employee or the Association based upon the interpretation, application or alleged violation of this Agreement or policies or administrative decisions affecting the terms and conditions of employment of an employee or group of employees.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of the employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with

the terms of this Agreement, and that the Association be given the opportunity to be present at such adjustment and to state its views.

3. To be considered under this procedure, a grievance must be initiated by the grievant within seven (7) business office work days of the time the grievant knew or should have known of its occurrence.

C. Procedure

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
2. In the event a grievance is filed at such time that it cannot be processed through all 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 party in interest, 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.
3. It is understood that the aggrieved employee shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations

of the Commission until such grievance and any effect thereof shall have been fully determined.

4. Level One

Any employee who has a grievance shall discuss it first with his immediate supervisor/principal in an attempt to resolve the matter informally at that level. If it remains unresolved, an employee with a grievance shall file the grievance in writing with the Association. Within five (5) business office work days after receiving the written grievance, the Association may refer it to the Principal or immediate supervisor specifying:

- a. The nature of the grievance and the provision or provisions of the Agreement violated;
- b. The nature and extent of the loss, injury or detriment alleged to have been suffered; and
- c. The relief and/or adjustment sought.

The Principal or immediate supervisor shall communicate his decision to the employee in writing within ten (10) business office work days of receipt of the written grievance.

5. Level Two

If the aggrieved employee is not satisfied with the disposition of this grievance at Level One, or if no decision has been rendered within ten (10) business office work days after the grievance was delivered to the Principal, or immediate supervisor, the aggrieved employee may within five (5) business office work days after the grievance was

delivered to the Principal or immediate supervisor, whichever is sooner, request in writing that the Association submit the grievance within fifteen (15) business office work days to the Superintendent. The Superintendent shall communicate her decision to the employee in writing within ten (10) business office work days of receipt of the written grievance.

6. Level Three

If the aggrieved employee is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) business office work days after the grievance was delivered to the Superintendent, the aggrieved employee may, within five (5) business office work days of receipt or non-receipt of the Superintendent's decision, request in writing that the Association submit the grievance within fifteen (15) business office work days to the Commission's Board of Directors. The Board, or the Executive Committee shall review the grievance and, if the employee so requests, at the time of submission of the grievance to the Board, hold a hearing with the employee. The Board shall render a decision in writing within thirty (30) business office work days of the hearing or, if no hearing is requested, within thirty (30) business office work days of receipt of the written grievance.

7. Level Four

If the aggrieved employee is not satisfied with the disposition of his grievance at Level Three, or if no hearing

is held and no decision has been rendered within thirty (30) business office work days after the grievance was delivered to the Commission's Board of Directors, the aggrieved employee may, within five (5) business office work days of the expiration of such time limits, whichever is sooner, request in writing that the Association submit the grievance to arbitration within fifteen (15) business office work days.

- a. Grievances referred to arbitration shall be limited to the interpretation, application or alleged violation of specific provisions of the Agreement.
 - b. A request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association.
 - c. The arbitrator shall not add to, subtract from or alter the Agreement. His decision shall be in writing and shall be submitted to the Commission and the Association and shall be advisory only.
 - d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Commission and the Association. Any other expenses incurred shall be paid by the party incurring same.
8. Any grievant may be represented at all stages of the grievance procedure by himself or, at his option, by a representative

selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

9. No reprisals of any kind shall be taken by the Commission, its administrators, or the Association against any grievant or his representative by reason of his participation in the grievance procedure.

ARTICLE IV

EMPLOYEE RIGHTS

Whenever an employee is required to appear before the Commission or any committee thereof concerning any matter which could adversely affect the continuation of the employee in the employee's position or employment or the salary or any increments pertaining thereto, then the employee shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent the employee during such meeting or interview.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during work hours in negotiations or grievance meetings, the employee shall suffer no loss of pay.

- B. The Association shall have the use of a bulletin board in mutually agreed upon locations. Copies of all material to be posted shall be given to the Principal's or immediate supervisor's office.
- C. Upon approval by the Principal, or immediate supervisor, the Association may use the building, mailboxes and school equipment provided that such use shall be at no cost to the Commission. In the event equipment is damaged, the Association shall pay for the repair.
- D. The Commission shall forward to the Association President, at the Association's current address, all minutes of meetings within ten (10) days of the acceptance of same.

ARTICLE VI

SALARY

- A. Salary guides for employees covered by this Agreement are set forth in Schedules "A" which are attached hereto and made a part hereof.
- B. Employees may individually elect to have ten percent (10%) of their monthly salary deducted from their pay and accumulated to their credit. These funds shall be paid to the employee on the last working day in June. These funds shall be deposited in an interest bearing account in a mutually agreeable institution which shall be selected on an annual basis.
- C. Employees must be paid for ninety-four (94) or more work days in any school year to qualify for step advancement on the salary guide.

- D. Employees who retire, file formal retirement papers, and draw pension checks (TPAF or PERS) shall be eligible to convert accumulated sick leave days into terminal leave pay by multiplying the number of accumulated sick leave days times twenty (\$20.00) dollars and dividing the product by four (4). Terminal leave paychecks shall be issued to the employee between July 1 and July 30 following retirement.
- E. The Commission agrees to deduct such monies as authorized by the employee for a tax sheltered program that has been authorized to do business in the Commission's facilities. This selection shall be limited to three tax shelter companies.
- F. Mileage reimbursement for required use of personal automobiles between work sites shall be twenty (\$.20) cents per mile plus tolls.

ARTICLE VII

TUITION REIMBURSEMENT

- A. The Commission will reimburse full-time employees for the cost of tuition for graduate and undergraduate level courses as follows:
 - 1. The course must be approved by the Superintendent in writing and in advance as being a subject matter course, either in a field in which the employee is teaching or is certified or is of benefit to the Commission.
 - 2. The course may be at either the graduate or undergraduate level of credit, provided the teacher holds a standard teaching certificate or the aide is working toward a teaching

certificate. Undergraduate courses which are essentially a repetition of one previously taken will not be approved.

3. The employee will be required to obtain a grade of B or better to be eligible for reimbursement.
 4. Reimbursement will be limited to sixty (60%) percent of the graduate credit rate charged by Rutgers, The State University, for a maximum of six (6) credits per semester per employee. The Commission's total expenditure for tuition reimbursement shall not exceed ten thousand dollars (10,000) per school year.
 5. If the number of credits submitted for tuition reimbursement in any school year will cost more than ten thousand dollars (\$10,000) then the employees to be reimbursed will be selected on a first come first served basis.
- B. Employees who take college courses for credit while in the employ of the Commission shall have the transcript of credit or official report of grade form recorded in their files in the Superintendent's Office.
- C. In special cases, where the Commission may wish to have an employee become certified to teach a particular subject for which no one on staff is qualified, or may wish to have an employee take a specific kind of training course to meet some need of the school, it will pay the full expense of such training.

ARTICLE VIII

STAFF EVALUATION

- A. All monitoring or observation of the work performance of staff shall be conducted in accordance with applicable laws.
- B. All tenured teachers shall be observed and evaluated a minimum of once yearly and all non-tenured teachers shall be observed at least three (3) times a year and evaluated at least once a year.
- C. The Superintendent shall designate certificated personnel responsible for the formal written evaluation of teachers and aides. Staff will be advised of the titles of such individuals.
- D. A staff member shall be given a copy of any formal observation report prepared by his/her evaluators within ten (10) school days of the observation and a conference will be held to discuss it. If the staff member wishes he/she may request additional conference time prior to the observation forms being placed in his file. No such observation report shall be submitted to the Central Office, placed in the staff member's file or otherwise acted upon without an opportunity for a conference with the staff member. The staff member shall sign the observation form as an acknowledgement of having seen the report and comments.
- E. A conference shall be held no sooner than three (3) school days after receipt by the staff member of the written observation report.
- F. The staff member shall have the right to submit a written answer to such material in space provided on the evaluation form and his

answer shall be reviewed by the Superintendent or her designee and attached to the file copy.

- G. All employees shall have the right, upon reasonable advance notice, to review personally the contents of his or her personnel file in the presence of the Superintendent or her designee.
- H. No material derogatory to an employee's conduct, service, character or personality shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent or her designee and attached to the file copy.
- I. Although the Commission agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.

ARTICLE IX

LEAVES OF ABSENCE

A. Sick Leave

Employees shall be entitled to one (1) sick leave day per month, i.e., ten-month employee ten (10) days, etc., each year unused sick

leave days shall be accumulated from year to year with no maximum limit.

B. Personal Leave

1. Employees may be granted up to two (2) days noncumulative leave of absence for legal, business or household matters that require absence during school hours. Such absence will be allowed with pay provided application with reason is made through the Principal, or immediate supervisor, to the Superintendent in writing five (5) days in advance. The Superintendent's approval/disapproval will be given three (3) days in advance. Notification with reason shall be submitted on the first day the employee returns to work in the event of emergencies.
2. Employees shall not use such personal days immediately prior to or immediately following a school holiday or vacation. All unused personal days in any year shall be added to the employee's accumulated sick leave.

C. Clarification of Ten (10) Sick Days and Two (2) Personal Days

1. Staff will be charged with either a full sick day or a full personal day or a half sick day or a half personal day.
2. Staff leaving work before 11:30 a.m. will be charged with a full sick day or personal day.
3. Staff leaving after 11:30 a.m. will be charged with a half day sick day or half day personal.
4. Less than five (5) days full-time staff will be credited with sick days and personal days as follows:
 - a. Full day five (5) day per week schedule = 10 sick days and 2 personal days

- b. Full day four (4) day per week schedule = 8 sick days and 2 personal days
- c. Full day three (3) day per week schedule = 6 sick days and 2 personal days
- d. Full day two (2) day per week schedule = 4 sick days and 2 personal days
- e. Full day one (1) day per week schedule = 2 sick days and 2 personal days

D. Bereavement Leave

- 1. Up to five (5) additional days' leave may be granted in event of death of any employee's spouse, child, parent, mother/father-in-law, grandparent, grandchild, brother, sister, or any other member of the immediate household.
- 2. In the event of the death of an employee the Association may designate two (2) representatives to attend the funeral without loss of pay, up to a maximum of one day per occurrence.

E. Maternity Leave

Employees may apply for leave of absence without pay for disability due to pregnancy and/or child care leave subject to the following conditions:

- 1. An employee requesting leave for disability due to pregnancy must notify the Principal, or immediate supervisor, as soon as possible after medical confirmation of such pregnancy. A mutually agreeable beginning date of such leave shall be established by the Commission and the employee on the advice of her physician, but the Commission may remove the employee from her duties if she is unable or unwilling to perform all

of her job responsibilities. Disputes as to physical incapacity shall be decided by the employee's physician and the Commission's physician or, in the event of a disagreement, by a third physician jointly selected by the Commission and the employee or by the Middlesex County Medical Society if no agreement is reached on the selection of a third physician.

2. The employee shall return to work, unless extended leave for child care has been granted, as soon as she is physically able to perform her duties. The Commission may require a certification from the employee's physician as to her medical and physical fitness. The employee shall notify the Principal, or immediate supervisor, as promptly as possible of the date of her anticipated return to work.
3. An employee may use any or all of her accumulated sick leave for disability due to pregnancy. The Commission has the right to require proof of such disability.
4. Leaves of absence for disability due to pregnancy shall not extend beyond the end of the contract school year in which the leave is obtained in the case of non-tenured employees.
5. A tenured employee may apply for a twelve (12) month child care leave, which period shall include the period of disability and the balance of the current school year plus such additional time as may be required to have the leave terminate by September 1. Employees granted such leave must notify the Commission no later than February 15th of their

intent to return in September. In no event shall such leave exceed twenty-four (24) months.

6. Failure to return to work promptly upon recovery from disability due to pregnancy or to give the required notice of intent to return from child care leave shall be deemed a resignation from employment.
 7. Any employee adopting an infant child may receive similar leave on the terms set forth above, except that application for such leave shall be made at least three (3) months prior to the anticipated custody date. Leave will commence with the pay period immediately preceding the employee receiving de facto custody of the child or earlier if necessary to fulfill the requirements for the adoption. The Commission reserves the right to set the term of the leave within reasonable limits in the best interest of the Commission.
- F. School shall be closed for up to two (2) days during which the N.J.E.A. convention is in session.
- G. Employees on extended leaves of absence without pay shall not be eligible for the economic benefits contained in this Agreement.

ARTICLE X

HEALTH INSURANCE

- A. 1. The Commission agrees to pay the premium costs for medical, surgical, outpatient and Major Medical group insurance coverage for employees and their dependents employed prior to

May 1, 1991, and working twenty (20) hours or more per week, subject to acceptance by the carrier.

2. The Commission agrees to pay the premium costs for medical, surgical, outpatient and Major Medical group insurance coverage for employees employed on or after May 1, 1991, working twenty (20) hours or more per week, subject to acceptance by the carrier. Employees employed on or after May 1, 1991, working twenty (20) hours or more per week will be eligible for dependent medical, surgical, outpatient and Major Medical group insurance coverage after three (3) years of continuous employment or attainment of tenure.

B. 1. The Commission shall pay the premium cost for the group dental insurance program for the employee and for the employee's dependents for those employees working twenty (20) hours or more per week who were employed prior to May 1, 1991.

2. Employees working twenty (20) or more hours per week who are employed on or after May 1, 1991, will be eligible for single and dependent coverage after three (3) years of continuous employment or the attainment of tenure.

C. 1. The Commission shall pay the Central Valley School and Regional Day School employee's single coverage only premium cost for eligible employees working twenty (20) hours or more per week with a \$1.00 co-pay deductible prescription plan from September 1, 1990 to April 30, 1991.

2. Effective May 1, 1991, the co-pay shall increase to \$3.00 for all eligible employees working twenty (20) hours or more in all Commission programs.
 3. Employees employed on or after May 1, 1991, working twenty (20) hours or more shall be eligible for single coverage prescription coverage, at a \$3.00 co-pay after three (3) years of continuous employment or attainment of tenure.
- D. Employees may continue enrollment in the group insurance program at the employee's expense when on Commission-approved unpaid leave of absence.
- E. The Commission reserves the right to select alternative carriers providing comparable coverage.

ARTICLE XI

WORK DAY AND WORK YEAR

- A. The in-school work year for teachers and aides shall not exceed one hundred eighty-seven (187) days.
- B. Central Valley and Regional Day Schools
1. The in-school work day for teachers shall be six (6) hours and forty-five (45) minutes, including a thirty (30) minute duty-free lunch period.
 2. The in-school work day for aides shall be six (6) hours including a thirty (30) minute duty-free lunch period. Additional time, if required by the Administration, will be paid at the individual employee's hourly straight time rate.

C. 192/193 Program

1. All full-time employees shall work a minimum of thirty (30) hours and a maximum of thirty-five (35) hours. The weekly schedule shall be an exclusive function of Administration. Teachers may be scheduled to have student contact time on Wednesday afternoon.
2. All employees working thirty (30) or more hours per week shall have a thirty (30) minute duty-free lunch.
3. All full-time employees shall have two hundred twenty-five (225) minutes of paid preparation per week included in their schedule. This time may be scheduled before, during or after the instructional day and shall not include "dead time" of ten (10) minutes or less after lunch.
4. All teachers shall be required to attend in-service training releasing no later than 4:00 p.m. one (1) day per month.

ARTICLE XII

DUES DEDUCTION

- A. The Commission agrees to deduct from the salaries of its employees, dues for the Middlesex County Educational Services Association, the Middlesex County Education Association, the New Jersey Education Association or the National Education Association, or any one or any combination of such Associations, as said employees individually and voluntarily authorize the Commission to deduct. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (N.J.S.A. 52:14-15, 9e) and under rules

established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Middlesex County Educational Services Association by the 30th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate Association or Associations.

- B. Each of the Associations named above shall certify to the Commission in writing the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Commission written notice thirty (30) days prior to the effective date of such change.
- C. Any employee may have such deductions discontinued by prior written notice to the Commission effective January 1 or July 1 of any year.
- D. The Association shall indemnify, protect and save the Commission harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Commission in reliance upon payroll deduction authorization cards submitted by the individuals or the Association to the Commission.

ARTICLE XIII

SCHOOL CALENDAR

The Superintendent shall advise the President of the Association of the next year's calendar prior to making recommendations to the Commission for its adoption.

ARTICLE XIV

MISCELLANEOUS

- A. The Commission and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the Middlesex County Educational Services Commission 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, age, national origin, sex, domicile, or marital status.
- B. This Agreement constitutes Commission policy for the term of said Agreement and the Commission shall carry out the commitments contained herein and give them full force and effect as Commission policy.
- C. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- D. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

- E. Anything to the contrary notwithstanding, nothing in this Agreement shall be deemed to constitute a waiver by the Commission of, or to deny or restrict the Commission in the exercise of the rights, responsibilities, or authority granted to it under applicable statutes. The parties recognize that the assignment, transfer, and promotion of personnel is a management function vested by law exclusively in the Commission.
- F. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or certified mail at the following addresses:
1. If by Association to Commission:
220 Old New Brunswick Rd.
Piscataway, New Jersey 08854
 2. If by Commission to Association:
At the current address of the
President or at the President's
school address during the school year.
- G. This Agreement incorporates the entire understanding of the parties on all negotiable matters and shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.
- H. Staff members will be provided with a written statement regarding insurance and workers compensation on all Commission approved activities.

ARTICLE XV

DURATION OF AGREEMENT

This Agreement shall be effective as of September 1, 1990, and shall continue in effect through August 31, 1992.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their proper officers.

MIDDLES COUNTY EDUCATIONAL
SERVICES ASSOCIATION

MIDDLESEX COUNTY EDUCATIONAL
SERVICES COMMISSION

President

President

Secretary

Secretary

SCHEDULE A

SALARY GUIDE

1990-1991

CENTRAL VALLEY AND REGIONAL DAY

	<u>BA</u>	<u>MA</u>	<u>M+30</u>
1	\$ 24,500	\$ 25,500	\$ 26,500
2	25,300	26,300	27,300
3	25,825	26,825	27,825
4	26,350	27,350	28,350
5	26,975	27,975	28,975
6	27,675	28,675	29,675
7	28,325	29,325	30,325
8	29,000	30,000	31,000
9	29,975	30,975	31,975
10	32,000	33,000	34,000
11	34,850	35,850	36,850

Teachers will be paid for curriculum and detention work at the rates of eighteen dollars (\$18.00) and eleven dollars and fifty cents (\$11.50) per hour respectively.

SCHEDULE A

SALARY GUIDE

1991-1992

CENTRAL VALLEY AND REGIONAL DAY

	<u>BA</u>	<u>MA</u>	<u>M+30</u>
1	\$ 26,080	\$ 27,080	\$ 28,080
2	26,930	27,930	28,930
3	27,490	28,490	29,490
4	28,050	29,050	30,050
5	28,710	29,710	30,710
6	29,460	30,460	31,460
7	30,150	31,150	32,150
8	30,870	31,870	32,870
9	31,910	32,910	33,910
10	34,060	35,060	36,060
11	34,850	35,850	36,850
12	37,700	38,700	39,700

Teachers will be paid for curriculum and detention work at the rates of nineteen dollars (\$19.00) and twelve dollars (\$12.00) per hour respectively.

SCHEDULE A
 SALARY GUIDE
 192/193

	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 23,400	\$ 24,845
2	23,750	25,195
3	24,100	25,545
4	24,450	25,895
5	24,950	26,395
6	25,550	26,995
7	26,250	27,695
8	--	28,375

Hourly employees will be paid monthly.

The hourly rates of pay for part-time employees covered by the Agreement are:

	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 16.00	\$ 16.50
2	16.75	17.25
3	17.25	18.25

SCHEDULE A
SALARY GUIDE
AIDES

	<u>1990-1991</u>	<u>1991-1992</u>
1	\$ 7,200	\$ 7,400
2	7,739	7,848
3	8,066	8,436
4	8,393	8,792
5	8,720	9,148
6	9,074	9,505
7	9,450	9,890
8	10,083	10,300
9	--	10,990

