

Settlement Highlights

Two year agreement covering 2008-09 and 2009-10

General Provisions:

- ⊗ No change in health benefit levels or premium payments for the duration of the contract.
- ⊗ Most terms of the contract, with the exception of those attachments contained in this packet or modifications required by the PERC Scope of Negotiations decision, remain the same.
- ⊗ No increase in the number of steps on any salary guide.
- ⊗ All staff members move two years closer to maximum. There is basically a two year jump in salaries as a result.
- ⊗ All staff who were employed in the District during 2007-08 will receive retroactive payments. Retirees will receive a pension adjustment for their retroactive increase.

Salary Provisions

Year One (2008-2009):

- ⊗ All Staff members will receive the increment that would have been paid in the 2008-09 school year.
- ⊗ Staff members at the maximum step of their salary guide on 2007-08 will receive a salary increase of 2.3%.
- ⊗ All staff members who were to go through the "bubble steps" in 2008-09 will receive the full payment.
- ⊗ All staff members move to the next step of the guide for 2008-09.

Year Two (2009-2010):

- Total salary account for the 2008-09 year increased by 4%.
- Attached salary guides developed based upon that increase.

NOTE: Because this is a two-year contract, P.E.A. has been advised that the provisions of the "Neptune Township Decision" do not apply. Therefore, should the 2010-11 contract not be resolved by September, 2011, increments, longevity, etc. will be paid effective September 15, 2011.

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Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools

Subject: Use of School Facilities and Equipment

The parties agree to modify Article 8:3-1 to read "... typewriters, duplicating equipment, calculating machines, computers, and all types of audiovisual and electronic equipment ...".

Agreed by:


For the Paterson Education Association

2/23/09
Date


For the Paterson Public Schools

2/23/09
Date

Page 1 of 1

TENTATIVE AGREEMENT NO. _____

to the Contract Agreement between the

PATERSON STATE-OPERATED SCHOOL DISTRICT

and the

PATERSON EDUCATION ASSOCIATION

ARTICLE 6 – EMPLOYEE WORK YEAR

6:1-4 shall be added and shall read as follows:

6:1-4 Delayed Openings

The parties agree that on occasion, for the safety of students and staff as well as for enhanced educational considerations, conditions exist which require the State District Superintendent of Schools to announce a delayed opening of district facilities.

6:1-4.1


When schools open under the condition of a delayed opening, the district will continue to provide appropriate instruction using modified scheduling techniques and all schools will conform to state regulations regarding attendance.

6:1-4.2


On a day where a delayed opening has been implemented, all periods, including lunch and preparation periods, shall be reduced and shall be of equal length. The length of homeroom shall be determined by the building administrator.

6:1-4.3

While the requirements of Article 7 and its subsections shall remain in force, Principals will have the authority to consider individual circumstances under the emergent conditions which exist with respect to sign-in requirements.


For the District

Date: 3/30/09


For the Association

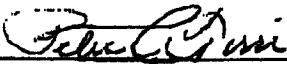
Date: 3/30/09

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Vacation Schedules


The parties agree to modify Article 7:3-6.2-2 by deleting "registrar" and replace with "building administrator".

Agreed by:



For the Paterson Education Association

Date 2/23/09



For the Paterson Public Schools

Date 2/23/09

TENTATIVE AGREEMENT NO. _____

to the Contract Agreement between the

PATERSON STATE-OPERATED SCHOOL DISTRICT

and the

PATERSON EDUCATION ASSOCIATION

ARTICLE 12 - SALARIES

12:4-1 shall be amended to read as follows:

Whenever a teacher shall have acquired an advanced degree or equivalency from a certified college or university, approved by the State Department of Education, by reason of taking such accredited courses in a field approved by the State District Superintendent of Schools, as will make a direct contribution toward increased efficiency in his/her particular field in the schools, such teacher, upon the recommendation of the State District Superintendent of Schools, and the approval of the Board, shall receive an immediate increase in accordance with Schedule A of this Agreement. Advanced placement on the salary guide shall not be granted for any advanced degrees and equivalency for podiatric or chiropractic and related coursework and degrees.

and related coursework, unless directly related to a staff member's teaching assignment (as determined by the Director of Personnel at the time)

PEM
For the District
[Signature]

[Signature]
For the Association

Date: *3/23/09*

Date: *3/23/09*

The Decision by the Director of Personnel will be subject to the grievance Procedure.

Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools

Subject: Employee Requests for Transfers or Reassignments

The parties agree that Article 13:3 shall be modified by deleting "...April 1 ..."
and replacing it with "... May 1 ...".

Agreed by:



For the Paterson Education Association

Date 2/23/09



For the Paterson Public Schools

Date 2/23/09

Page 1 of 1

**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Employee Assignment, Promotion and Reassignment

The parties agree to delete Article 13:7-2.5 and replace it as follows:

"In the case of existing positions, said posting shall occur ten (10) calendar days prior to the date upon which the vacancy will occur. The District shall also email to all staff members an indication that the posting announcement that can be viewed on the District's website. This email will be sent to the staff the day that the notice is mailed to the individual buildings.

Agreed by:

John C. Pisci
For the Paterson Education Association

2/23/09
Date

Eileen J. Payer
For the Paterson Public Schools

2-23-09
Date

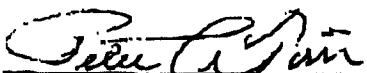
**Statement of Modification of the Collective Bargaining Agreement
Between the
Paterson Education Association and the Paterson Public Schools**

Subject: Recognition Clause:

The parties agree to change all references to Board employed Security Guards and Security Officers to "District Security Officers".


The parties further agree to add the "Analysts" position and the "Athletic Trainers" position to Recognition Clause.

Agreed by:



For the Paterson Education Association

3/23/09
Date



For the Paterson Public Schools

2-23-09
Date

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2008-2010
Salary Guides

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Security Officers				Non-certificated Dental Assistants				
2007-08	2008-09	2009-10		2007-08	2008-09	2009-10		
Base Year Salary Guide				Base Year Salary Guide				
Step	Step	Step	Step	Step	Step	Step	Step	
		1	32,779			1	23,397	
1	32,779 ⇨	2	33,078		1	23,208 ⇨	2	23,887
2	33,078 ⇨	3	33,379		2	23,737 ⇨	3	24,387
3	33,379 ⇨	4	33,679		3	24,265 ⇨	4	25,826
4	33,679 ⇨	5	33,979		4	25,699 ⇨	5	27,266
5	33,979 ⇨	6	34,279		5	27,133 ⇨	6	28,705
6	34,279 ⇨	7	34,579		6	28,588 ⇨	7	30,144
7	34,579 ⇨	8	34,879		7	30,002 ⇨	8	31,583
8	34,879 ⇨	9	35,179		8	31,436 ⇨	9	33,022
9	35,179 ⇨	10	35,479		9	32,870 ⇨	10	34,482
10	35,479 ⇨	11	35,779		10	34,306 ⇨	11	35,901
11	35,779 ⇨	12	36,079		11	35,739 ⇨	12	37,340
12	36,079 ⇨	12	36,379		12	37,173 ⇨	13	38,779
		12	36,679		13	38,607 ⇨	14	41,841
		12	36,979		14	40,984 ⇨	14	41,841
		12	37,279		14	40,984 ⇨	14	41,841
		12	37,579					
		12	37,879					
		12	38,179					
		12	38,479					
		12	38,779					
		12	39,079					
		12	39,379					
		12	39,679					
		12	39,979					
		12	40,279					
		12	40,579					
		12	40,879					
		12	41,179					
		12	41,479					
		12	41,779					
		12	42,079					
		12	42,379					
		12	42,679					
		12	42,979					
		12	43,279					
		12	43,579					
		12	43,879					
		12	44,179					
		12	44,479					
		12	44,779					
		12	45,079					
		12	45,379					
		12	45,679					
		12	45,979					
		12	46,279					
		12	46,579					
		12	46,879					
		12	47,179					
		12	47,479					
		12	47,779					
		12	48,079					
		12	48,379					
		12	48,679					
		12	48,979					
		12	49,279					
		12	49,579					
		12	49,879					
		12	50,179					
		12	50,479					
		12	50,779					
		12	51,079					
		12	51,379					
		12	51,679					
		12	51,979					
		12	52,279					
		12	52,579					
		12	52,879					
		12	53,179					
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		12	61,879					
		12	62,179					
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		12	70,279					
		12	70,579					
		12	70,879					
		12	71,179					
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		12	73,279					
		12	73,579					
		12	73,879					
		12	74,179					
		12	74,479					
		12	74,779					
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		12	77,779					
		12	78,079					
		12	78,379					
		12	78,679					
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		12	79,879					
		12	80,179					
		12	80,479					
		12	80,779					
		12	81,079					
		12	81,379					
		12	81,679					
		12	81,979					
		12	82,279					
		12	82,579					
		12	82,879					
		12	83,179					
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		12	89,179					
		12	89,479					
		12	89,779					
		12	90,079					
		12	90,379					
		12	90,679					
		12	90,979					
		12	91,279					
		12	91,579					
		12	91,879					
		12	92,179					
		12	92,479					
		12	92					

Instructional Assistants I.A. 1 (0-29 Credits)				Instructional Assistants I.A. 2 (30-59 Credits)			
2007-08	2008-09	2009-10	Step	2007-08	2008-09	2009-10	Step
Base Year Salary Guide				Base Year Salary Guide			
Step	Step	Step	Step	Step	Step	Step	Step
1	22,984	23,284	23,101	1	24,718	23,219	1
2	23,284	23,584	23,402	2	25,018	23,521	2
3	23,584	23,884	23,704	3	25,318	23,824	3
4	23,884	24,184	24,006	4	25,618	24,126	4
5	24,184	24,484	24,306	5	25,918	24,426	5
6	24,484	24,784	24,606	6	26,218	24,726	6
7	24,784	25,084	24,926	7	26,518	25,026	7
8	25,084	25,384	25,226	8	26,818	25,326	8
9	25,384	25,684	25,526	9	27,118	25,626	9
10	25,684	25,984	25,826	10	27,418	25,926	10
11	25,984	26,284	26,126	11	27,718	26,226	11
12	26,284	26,584	26,426	12	28,018	26,526	12
13	26,584	26,884	26,726	13	28,318	26,826	13
14	26,884	27,184	27,026	14	28,618	27,126	14
Longevity Steps remain the same as 2007-08				Longevity Steps remain the same as 2007-08			

Proposed Instructional Assistant Salary Guides PATERSON EDUCATION ASSOCIATION

Instructional Assistants (I.A. 3 (50-89 Credits))				Instructional Assistants (I.A. 4 (50-120 Credits))			
2007-08	2009-09	2009-10	Step	2007-08	2009-09	2009-10	Step
Base Year Salary Guide				Base Year Salary Guide			
Step	Step	Step	Step	Step	Step	Step	Step
1	26,889	27,189	27,020	1	29,058	29,058	1
2	27,189	27,489	27,321	2	29,358	29,358	2
3	27,489	27,789	27,822	3	29,658	29,658	3
4	27,789	28,089	28,224	4	29,958	29,958	4
5	28,089	28,389	28,591	5	30,258	30,258	5
6	28,389	28,689	28,891	6	30,558	30,558	6
7	28,689	28,989	29,161	7	30,858	30,858	7
8	28,989	29,289	29,434	8	31,158	31,158	8
9	29,289	29,589	30,034	9	31,458	31,458	9
10	29,589	29,889	30,434	10	31,758	31,758	10
11	29,889	30,189	30,834	11	32,058	32,058	11
12	30,189	30,489	31,234	12	32,358	32,358	12
13	30,489	30,789	31,634	13	32,658	32,658	13
14	30,789	31,089	32,034	14	32,958	32,958	14
Longevity Steps remain the same as 2007-08				Longevity Steps remain the same as 2007-08			

Instructional Assistants		I.A. 5 (Certificate Holders)		2009-10	
2007-08	2008-09	2008-09	2009-10		
Base Year Salary Guide					
Step		Step		Step	
1	29,867	1	29,867	1	29,808
2	29,967	2	29,967	2	30,109
3	30,267	3	30,267	3	30,410
4	30,567	4	30,567	4	30,711
5	30,867	5	30,867	5	31,012
6	31,167	6	31,167	6	31,313
7	31,467	7	31,467	7	31,614
8	31,767	8	31,767	8	31,915
9	32,067	9	32,067	9	32,216
10	32,367	10	32,367	10	32,517
11	32,667	11	32,667	11	32,818
12	32,967	12	32,967	12	33,119
13	33,267	13	33,267	13	33,420
14	33,567	14	33,567	14	33,721
Longevity Steps remain in the same as 2007-08					

Proposed Instructional Assistant Salary Guides PATERSON EDUCATION ASSOCIATION

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School Community Program Coordinator				School Community Program Coordinator			
(10 Month Employees)				(12 Month Employees)			
2007-08				2008-09			
Base Year Salary Guide				Base Year Salary Guide			
Step			Step	Step			Step
1	30,884	⇨	1	33,976	⇨	1	34,132
2	31,386	⇨	2	34,505	⇨	2	34,668
3	31,846	⇨	3	35,033	⇨	3	35,198
4	33,102	⇨	4	36,416	⇨	4	36,560
5	34,216	⇨	5	37,641	⇨	5	37,810
6	35,394	⇨	6	38,938	⇨	6	39,111
7	36,574	⇨	7	40,236	⇨	7	40,414
8	37,757	⇨	8	41,537	⇨	8	41,719
9	38,932	⇨	9	42,829	⇨	9	43,016
10	40,115	⇨	10	44,131	⇨	10	44,322
11	41,288	⇨	11	45,423	⇨	11	45,619
12	42,470	⇨	12	46,722	⇨	12	46,923
13	43,652	⇨	13	48,022	⇨	13	48,227
14	44,828	⇨	14	49,316	⇨	14	49,528
15	46,009	⇨	15	50,605	⇨	15	50,830
16	47,191	⇨	16	51,895	⇨	16	52,014
16	48,373	⇨	16	53,184	⇨	16	53,204
Longevity steps remain the same as in 2007-08				Longevity steps remain the same as in 2007-08			

Proposed School-Community
Program Coordinators Salary Guides

PATERSON EDUCATION ASSOCIATION

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Administrative Secretaries				School Secretaries			
2007-08	2008-09	2009-10		2007-08	2008-09	2009-10	
BASE YEAR				BASE YEAR			
Step	Step	Step	Step	Step	Step	Step	Step
3	XXXXX ⇨	XXXXX ⇨	XXXXX	3	XXXXX ⇨	XXXXX	XXXXX
4	XXXXX ⇨	XXXXX ⇨	27,469	4	XXXXX ⇨	XXXXX	26,653
5	XXXXX ⇨	XXXXX ⇨	27,770	5	XXXXX ⇨	XXXXX	26,954
6	27,336 ⇨	27,636 ⇨	28,071	6	26,523 ⇨	26,823 ⇨	27,255
7	27,636 ⇨	27,936 ⇨	28,317	7	27,123 ⇨	27,423 ⇨	27,493
8	27,936 ⇨	28,181 ⇨	28,250	8	27,360 ⇨	27,360 ⇨	28,369
9	28,181 ⇨	28,111 ⇨	30,163	9	27,360 ⇨	27,823 ⇨	29,305
10	30,041 ⇨	30,041 ⇨	31,115	10	28,263 ⇨	29,168 ⇨	30,210
11	30,870 ⇨	30,870 ⇨	32,046	11	29,168 ⇨	30,088 ⇨	31,115
12	31,699 ⇨	31,699 ⇨	32,796	12	30,088 ⇨	30,970 ⇨	31,842
13	32,545 ⇨	32,645 ⇨	42,444	13	30,970 ⇨	31,894 ⇨	41,209
14	42,259 ⇨	42,259 ⇨	48,988	14	31,894 ⇨	41,028 ⇨	47,601
15	47,881 ⇨	47,881 ⇨	49,880	15	41,028 ⇨	46,531 ⇨	47,601
16	46,914 ⇨	47,691 ⇨	49,886	16	45,553 ⇨	46,531 ⇨	47,601
Longevity Steps remain as in current Agreement				Longevity Steps remain as in current Agreement			

Specialist		2008-09		2009-10		2007-08		2008-09		2009-10	
BASE YEAR		Step		Step		BASE YEAR		Step		Step	
Step		1	28,895	2	29,195	1	28,033	1	32,882	1	33,044
2	28,895	2	29,195	3	29,495	2	29,334	2	33,182	2	33,345
3	29,485	3	29,495	4	29,795	3	29,635	3	33,492	3	33,646
4	29,795	4	29,795	5	30,095	4	29,936	4	33,792	4	33,947
5	30,095	5	30,095	6	30,395	5	30,237	5	34,092	5	34,248
6	30,395	6	30,395	7	30,695	6	30,538	6	34,392	6	34,549
7	30,695	7	30,695	8	31,000	7	30,839	7	34,692	7	34,850
8	31,000	8	31,000	9	31,300	8	31,179	8	34,992	8	35,103
9	31,300	9	31,300	10	31,600	9	31,479	9	35,292	9	35,356
10	31,600	10	31,600	11	31,900	10	31,779	10	35,592	10	35,619
11	31,900	11	31,900	12	32,200	11	32,079	11	35,892	11	36,079
12	32,200	12	32,200	13	32,500	12	32,379	12	36,192	12	36,389
13	32,500	13	32,500	14	32,800	13	32,679	13	36,492	13	36,699
14	32,800	14	32,800	15	33,100	14	32,979	14	36,792	14	36,999
15	33,100	15	33,100	16	33,400	15	33,279	15	37,092	15	37,299
Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement		Longevity Steps remain as in current Agreement	

Executive Secretary/		Employees Benefits Specialist		
2007-08	2008-09	2009-10		
BASE YEAR				
Step	Step	Step		Step
1	42,384 ⇨	42,304 ⇨	1	42,549
2	42,848 ⇨	42,846 ⇨	2	42,832
3	42,946 ⇨	42,946 ⇨	3	43,139
4	43,246 ⇨	43,246 ⇨	4	43,434
5	43,546 ⇨	43,546 ⇨	5	43,735
6	43,846 ⇨	43,846 ⇨	6	44,036
7	44,146 ⇨	44,146 ⇨	7	44,338
8	44,507 ⇨	44,507 ⇨	8	44,700
9	47,247 ⇨	47,247 ⇨	9	47,448
10	47,750 ⇨	47,750 ⇨	10	47,954
11	50,343 ⇨	50,343 ⇨	11	50,555
12	51,702 ⇨	51,702 ⇨	12	51,820
13	52,531 ⇨	52,531 ⇨	13	52,752
14	63,816 ⇨	63,816 ⇨	14	64,078
15	70,647 ⇨	72,272 ⇨	15	73,754
		72,272 ⇨	16	73,754
			17	73,754
Longevity Steps remain as in current Agreement				

PATERSON EDUCATION ASSOCIATION

Proposed Secretarial Salary Guides

Teacher Salary Guides																	
BASE YEAR																	
2007-08																	
Step	EA	BA+30	MA	MIA+30	PHD	Step	EA	BA+30	MA	MIA+30	PHD	Step	EA	BA+30	MA	MIA+30	PHD
1	48,905	49,065	50,565	52,065	53,565	1	46,885	49,085	50,585	52,085	53,585	1	48,062	50,511	52,041	53,572	55,102
2	47,165	49,565	51,065	52,565	54,065	2	47,165	49,565	51,065	52,565	54,065	2	48,382	50,811	52,341	53,872	55,402
3	47,855	50,055	51,555	53,055	54,555	3	47,855	50,055	51,555	53,055	54,555	3	48,682	51,111	52,641	54,172	55,702
4	48,165	50,565	52,065	53,565	55,065	4	48,165	50,565	52,065	53,565	55,065	4	49,182	51,531	53,062	54,592	56,122
5	49,885	51,085	52,585	54,085	55,585	5	49,185	51,585	53,085	54,585	56,085	5	50,203	52,661	54,182	55,712	57,242
6	49,165	51,565	53,065	54,565	56,065	6	49,885	52,085	53,585	55,085	56,585	6	50,713	53,182	54,692	56,223	57,753
7	49,885	52,085	53,585	55,085	56,585	7	50,165	52,565	54,065	55,565	57,065	7	51,223	53,672	55,202	56,733	58,263
8	50,165	52,565	54,065	55,565	57,065	8	50,885	53,285	54,785	56,285	57,785	8	51,733	54,182	55,712	57,243	58,773
9	50,885	53,085	54,585	56,085	57,585	9	51,165	53,565	55,065	56,565	58,065	9	52,243	54,692	56,223	57,753	59,284
10	51,165	53,565	55,065	56,565	58,065	10	51,885	54,285	55,785	57,285	58,785	10	52,763	55,202	56,733	58,263	59,794
11	51,885	54,085	55,585	57,085	58,585	11	52,184	54,584	56,084	57,584	59,084	11	54,303	56,762	58,289	59,813	61,344
12	53,184	55,584	57,084	58,584	60,084	12	54,778	57,178	58,678	60,178	61,678	12	55,951	58,380	59,910	61,441	62,971
13	54,779	57,179	58,679	60,179	61,679	13	61,378	63,778	65,278	66,778	68,278	13	62,885	65,114	66,644	68,175	69,705
14	61,379	63,779	65,279	66,779	68,279	14	70,878	73,278	74,778	76,278	77,778	14	72,358	74,807	76,338	77,868	79,399
15	70,879	73,279	74,779	76,279	77,779	15	80,268	81,723	83,258	84,782	86,327	15	81,122	83,627	85,182	86,758	88,324
16	87,261	89,661	91,161	92,661	94,161	16	89,268	91,723	93,258	94,792	96,327	16	91,122	93,627	95,182	96,758	98,324

000284

High School Teacher Assistant to the Principal

2007-08	2008-09											2009-10																
	BASE YEAR			Step			BA+30			MA			MA+30			BA			BA+30			MA			MA+30			
Step	BA	BA+30	MA	MA+30	⇌	Step	BA	BA+30	MA	MA+30	⇌	Step	BA	BA+30	MA	MA+30	⇌	Step	BA	BA+30	MA	MA+30	⇌	Step	BA	BA+30	MA	MA+30
3	60,967	61,957	63,942	64,912	⇌	3	60,967	61,957	63,942	64,912	⇌	4	62,809	63,803	65,803	66,803	⇌	4	62,809	63,803	65,803	66,803	⇌	5	64,001	64,995	66,995	67,973
4	62,364	63,344	65,028	66,308	⇌	4	62,354	63,344	65,028	66,308	⇌	5	63,741	64,731	66,416	67,699	⇌	5	63,741	64,731	66,416	67,699	⇌	6	65,393	66,386	68,076	69,373
5	63,741	64,731	66,416	67,699	⇌	5	65,128	66,118	67,802	69,094	⇌	6	66,514	67,506	69,190	70,487	⇌	6	66,514	67,506	69,190	70,487	⇌	7	68,784	69,778	71,465	72,771
6	65,128	66,118	67,802	69,094	⇌	6	66,514	67,506	69,190	70,487	⇌	7	68,289	69,281	70,965	72,255	⇌	7	68,289	69,281	70,965	72,255	⇌	8	70,982	71,965	73,646	74,957
7	66,514	67,506	69,190	70,487	⇌	7	68,289	69,281	70,965	72,255	⇌	8	70,078	71,067	72,752	74,042	⇌	8	70,078	71,067	72,752	74,042	⇌	9	72,555	73,544	75,225	76,531
8	67,902	68,896	70,580	71,861	⇌	8	69,289	70,281	71,965	73,255	⇌	9	71,067	72,056	73,740	75,030	⇌	9	71,067	72,056	73,740	75,030	⇌	10	73,646	74,635	76,316	77,621
9	69,289	70,281	71,965	73,255	⇌	9	70,965	71,957	73,642	74,932	⇌	10	72,752	73,740	75,424	76,714	⇌	10	72,752	73,740	75,424	76,714	⇌	11	75,225	76,214	77,895	79,201
10	70,676	71,667	73,352	74,642	⇌	10	72,555	73,544	75,225	76,515	⇌	11	74,342	75,330	77,014	78,304	⇌	11	74,342	75,330	77,014	78,304	⇌	11	76,815	77,804	79,485	80,791
11	72,064	73,056	74,740	76,030	⇌	11	73,942	74,932	76,616	77,906	⇌	11	75,699	76,688	78,372	79,662	⇌	11	75,699	76,688	78,372	79,662	⇌	11	78,165	79,154	80,835	82,141

Longevity Steps remain the same as in 2007-08

Proposed H.S. Teacher Assistant to the Principal
Salary Grids

PATERSON EDUCATION ASSOCIATION