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AGREEMENT

BETWEEN THE

TRENTON, NEW JERSEY, Trenton BOARD OF EDUCATION

AND THE

( PARAPROFESSIONALS )

REPRESENTED BY THE

INTERNATIONAL UNION OF ELECTRICAL,

RADIO AND MACHINE WORKERS, AFL-CIO

LOCAL NO. 423

September 1, 1979 - August 31, 1982

PARAPROFESSIONALS

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School Calendar For - 1979-80

A G R E E M E N T

AGREEMENT made this 10th day of October, 1979 by and between:

TRENTON, NEW JERSEY BOARD OF EDUCATION  
(Hereinafter referred to as the "Board")

-and its-

PARAPROFESSIONALS, represented by the  
INTERNATIONAL UNION OF ELECTRICAL, RADIO  
AND MACHINE WORKERS, AFL-CIO, LOCAL #423,  
having its offices at 900 Beatty Street,  
Trenton, New Jersey; (hereinafter referred  
to as the "Union").

ARTICLE I

PURPOSE

It is the intent and purpose of the parties hereto to set forth herein the Agreement covering rates of pay, hours of work, and conditions of employment to be observed by the parties hereto and to secure closer and more harmonious relations between said parties.

ARTICLE II

RECOGNITION

The Board recognizes the Union as the exclusive bargaining agent for all Teachers' Aides, Community Agents, Reading Aides, Medical Aides, Social Work Aides, Math Aides, Learning Disability Aides, Video-Tape Operators (hereinafter referred to as Paraprofessionals) for the purpose of collective bargaining in respect to wages, rates of pay, hours of employment, and other conditions of employment.

ARTICLE III - A

UNION SECURITY

1. All employees covered by this agreement, within the unit herein defined, as Paraprofessionals, who are now members of the union, and all employees covered by this agreement, within the unit herein defined, as Paraprofessionals, who are or will have been employed by the Trenton Board of Education after the date of execution of this Agreement, as a condition of continued employment, shall make application to become members of the Union on their respective dates of employment, or the date of this agreement, whichever is later.
2. All of the foregoing employees shall, as a condition of employment, remain members of the Union, in good standing as herein defined, during the term of this agreement.
3. New employees shall be required to become members of the Union and to maintain such membership as a condition of their employment.
4. The Board shall furnish to the Union a list of new and separated employees covered by this agreement.
5. A member in good standing with the Union is one who is in good standing according to the Constitution and By-Laws of the Union as may be determined by the Union with respect to initiation fees and dues.

ARTICLE III - B

CHECKOFF

For the duration of this Agreement, the Board shall deduct from the pay each month, the monthly Union dues and initiation fees, if payment is

payable, for those employees in the bargaining unit whose written and signed authorizations are received by the Board.

The Board shall forward a check for the total of such deductions to the Financial Secretary of the Union before the 25th day of the month for which the deductions are made. The following dues deduction authorization shall be in the form as follows:

IUE - LOCAL NO. 423

TO: (Name of Employer and Location)

(Effective Date)

I authorize and direct you to check off from my pay each month an amount equal to IUE Local #423 membership dues, including initiation fee (if payable) and to promptly remit same to Local #423 International Union of Electrical, Radio and Machine Workers, (Affiliated with the AFL-CIO).

This checkoff is valid and is not revocable until:

- (a) The expiration of contract, or
- (b) One year from signature

The revocation shall be effective only if I give you and Local #423 International Union of Electrical, Radio and Machine Workers written notice of individual certified, return receipt requested.

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Signature of Employee)

\_\_\_\_\_  
INITIATION DUES

\_\_\_\_\_  
TRANSFER

\_\_\_\_\_  
DUES

#### ARTICLE IV

##### PROBATIONARY PERIOD

Employees hired on or after the effective date of the Agreement shall be considered probationary for one year from date of hire. At the completion of his probationary period, the employee's seniority shall be computed back to his original date of hire. During the probationary period an employee may be discharged or disciplined by the Board without recourse by the Union. The Board and the Union by mutual consent may extend in any given case the probationary period, which in no event shall exceed thirty (30) additional calendar days.

Probationary employees shall be allowed all rights under the terms and conditions of the agreement except as set forth above. All probationary employees will start at minimum salaries or beginning salaries.

#### ARTICLE V

##### MANAGEMENT

###### Recognition of Rights and Functions of Management

Subject to the provisions of this Agreement, the Union agrees that supervision, management and control of the Board's operations are exclusively the function of the Board and that the Board has the right to make such reasonable rules and regulations as it considers necessary or advisable for the orderly and efficient conduct of its operations.

Not by way of limitation, but by way of example, it is the exclusive prerogative of the Board to make all reasonable rules and regulations as it considers necessary or advisable, and to from time to time modify, change or add to such rules and regulations; to select and assign all executives,

staff, and supervisory personnel; to determine all qualifications of new employees, and the methods by which such qualifications are to be determined; to assign Union members as the Board shall in its exclusive judgment determine proper; to fix all or any assignments as to wages and hours which need not be uniform.

Subject always to the right of the Union to bargain collectively with the Board with respect to salary guides, grievances, and other terms and conditions of employment, the exercise by the Board of any one or more of its exclusive prerogatives, as set forth above, shall not at any time be subject to collective bargaining, or to review in accordance with the grievance and arbitration procedure provided in this Agreement.

#### ARTICLE VI

##### STRIKE AND LOCKOUTS

1. During the term of this Agreement there shall be no strike, stoppage, refusal to work, sitdown, picketing, boycott or any other interference with or interruption of the normal conduct of the Board's operations by the Union or its members, nor shall there be any lockout by the Board.
2. Should an unauthorized strike or stoppage of work by Union members occur, the Union obligates itself, within thirty-six (36) hours after receipt of notice thereof from the Board, to endeavor in good faith to order an immediate return to their work of its members who have stopped work. Upon failure of the workers to return to work within the said thirty-six (36) hours, the Board may, at its option, consider that the workers have abandoned their employment. Compliance by the Union with this provision in good faith should be deemed full compliance with the Union's obligation hereunder.



ARTICLE VII

NOTICE OF DISCHARGE

1. Employees shall be discharged only for just cause.
2. The school representative and the Union office shall be notified in writing of all discharges together with the reason at the time of such discharge.
3. If the Union claims that a discharge is improper, it must file a written complaint with the Board within five (5) working days after receipt of notice of such discharge.
4. Any dispute with respect thereto shall be taken up in accordance with the Grievance and Arbitration procedure hereinafter set forth.
5. If any discharge is found to be unfair or discriminatory, the employee shall be reinstated with full seniority rights and retroactive pay for all time lost, unless the parties agree otherwise.
6. In the event of any suspension or other matters involving retroactive pay, the procedures shall be the same as above.

ARTICLE VIII

LEAVE OF ABSENCE

1. All employees, upon request, may or may not be granted a personal leave of absence for a stated period of time, with the privilege of renewal. Employees on leave of absence who fail to return to work at the expiration of their leave shall forfeit all seniority and rights under this agreement unless they can show reasonable cause for their failure to return to work.
2. Any union member being elected or delegated to any Union activities necessitating a temporary leave of absence shall be granted same and at the end of such leave shall be reinstated to their former job and rate, plus any increase granted in their absence.

3. Employees on leave of absence may apply for an extension of their leave by applying at least three (3) days prior to the expiration of their leave.
4. All military leaves shall be dealt with in accordance with applicable federal and local regulations.

#### ARTICLE IX

##### WORKING CONDITIONS

1. Paraprofessionals shall indicate their presence for duty by placing their signature in the appropriate column on the faculty sign-in, sign-out roster, or in the case of the high school by use of the automatic or manual check-in and check-out procedure.
2. The regular school day for assigned teaching, planning and consultation functions including arrival and departure shall consist of no more than seven (7) hours which shall include a lunch period.
3. Any paraprofessional who is required to work in a regular assignment beyond the regular teaching in-school work day as defined in paragraph 2 above, shall be compensated.
4. Paraprofessionals may be used to supervise students. However consistent with the regulations of the county superintendent they shall not be required to accept the responsibility for the primary instruction of the students.

#### ARTICLE X

##### SALARIES

1. The salary guides annexed hereto shall be in effect as of September 1, 1979 to June 30, 1982.
2. Paraprofessionals shall receive their letter of intent and salary status for the ensuing year no later than April 30.

3. In determining the step of each employee, if regular work has been performed prior to February 1 in any year the employee shall have credit as if he had worked the full year. If an employee is employed subsequent to February 1 in any one year the work performed until June 30 of that year shall not count toward qualifying the employee to the next step in the salary schedule.

#### ARTICLE XI

#### GRIEVANCE PROCEDURE

Adjustment of all complaints, controversies, disputes or grievances between the parties, or between the Board and an employee, relating to the interpretation, operation, application or performance of the terms of this agreement or relating to wages, hours or conditions of employment, controversy, dispute or grievance involving a claimed breach of any of the terms or conditions of this agreement shall be handled in the following manner:

1. Be undertaken between the immediate supervisor, school representative, and aggrieved paraprofessional. If the dispute is not adjusted within twenty-four (24) hours, it shall:
2. Be undertaken for adjustment by the School Superintendent or a Representative of the School Superintendent, Union Chairman, School Representative, and aggrieved Paraprofessional. If the dispute is not adjusted within forty-eight (48) hours it shall be reduced to writing, signed by the aggrieved party and School Representative, and shall:
3. Be undertaken for adjustment by the Board or its representative of the Board of Education, Chairman and Representatives of the Union. If the grievance or dispute is not resolved, the matter shall be referred to arbitration in accordance with the Rules and Regulations of the American Arbitration Association. The decision of the arbitrator shall be binding.

4. The costs for the services of an arbitrator, if any, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Union.
5. If the written grievance is not filed within thirty (30) school days after the paraprofessional knew or should have known of the act or condition on which the grievance is based, then the grievance shall be waived.
6. No reprisals of any kind shall be taken by the Board or by any member of the Administration against any party in interest, any School Representative, any member of the Paraprofessional's Union or any participant in the Grievance procedure by reason of such participation.
7. The Paraprofessionals Grievance Committee shall consist of not more than five (5) Paraprofessionals elected by the Paraprofessionals Union. They will be afforded such time off with pay as maybe required for meetings with the School Board, any member of the School Board, or the Administration.
  - (a) to attend regularly scheduled grievance meetings of the Administration or the Board with members of the Paraprofessionals Grievance Committee.
  - (b) to attend meetings pertaining to discharge or other urgent matters which cannot be reasonably delayed.
  - (c) any member of the Paraprofessionals Union Grievance Committee shall have the right to visit schools for the purpose of transacting legitimate business of the Paraprofessionals Grievance Committee, after permission is given by his Principal, which permission shall not be unreasonably withheld.

## ARTICLE XII

### SENIORITY

1. Seniority shall be defined as the employee's length of continuous service in the Paraprofessional Unit beginning with his date of hire.
2. Seniority shall cease upon voluntary termination, discharge for cause, and failure to return to work when called within seven (7) calendar days by registered mail to the employee's last known address.

3. All layoffs shall be in accordance with seniority.
4. Employees shall be eligible for recall when on layoff for a period up to two (2) years or 24 months from the date of layoff.
5. All Union officers and School Representatives shall be deemed to have super seniority insofar as layoffs are concerned during the term of office to which they are elected. They will return to their regular standing on the seniority list upon termination of office.
6. The Board shall send notification to the Union each month of all new hires, terminations and layoffs, showing name, address, date of hire, job title and rate.
7. Layoffs and recalls shall be on seniority basis
8. Seniority shall mean that the employee last hired shall be the first person to be recalled.
9. The Board will not hire new workers until all workers with seniority right, who have been laid off, have been offered employment as above provided.
10. The Board will give the Union and the employee to be laid off written notice of the layoff at least thirty (30) calendar days prior to the layoff.
11. Layoffs shall be conducted as follows:
  - (a) The Board shall determine which positions are to be affected by a layoff
  - (b) The Board shall notify, in writing, those Paraprofessionals affected thirty (30) calendar days in advance of the layoff
  - (c) The affected Paraprofessional/s shall then displace the least senior Paraprofessional/s in the Bargaining Unit

ARTICLE XIII

VACANCIES, PROMOTIONS

1. All vacancies shall be posted in every school clearly setting forth a description of and the qualifications for the position, including the duties and the filing dates for application.
2. When school is in session, such notices shall be posted as far in advance as practicable, ordinarily at least fifteen (15) school days before the final date when applications must be submitted and in no event less than five (5) school days before such date.
3. Paraprofessionals who desire to apply for such vacancies shall submit their applications in writing to the Superintendent within the time limit specified in the notice. All applications shall be acknowledged in writing from the Superintendent's Office.
4. All jobs shall be filled by the senior, qualified employee.
5. Effective September 1, 1979, those persons who are promoted from a ten (10) month position to a twelve (12) month position shall receive a promotional increment plus two-tenths (2/10) of the present ten (10) month salary or the minimum starting salary of the new position whichever is greater.

ARTICLE XIV

LEAVE POLICIES

1. Sick Leave

(a) Paraprofessionals shall be allowed fifteen (15) days' leave because of personal illness per year. Twelve (12) month employees shall be allowed eighteen (18) day's leave because of personal illness per year. The unused portion of such sick leave at the end of any year shall be cumulative.

(b) In case of continued illness, the Board of Education may grant an additional leave under such circumstances and conditions they determine.

## 2. Illness in Immediate Family

(a) Up to a total of three (3) days per year shall be allowed for illness in the immediate family with no loss of pay. Immediate family shall mean spouse, child, parent, brother, sister, or other relative living in the same household.

(b) To all Paraprofessionals returning to the Trenton Public School System from leave, previously accumulated unused sick leave days will be restored to that at which they left.

(c) Paraprofessionals shall be given a written accounting of accumulated sick leave days no later than September 30 of each school year.

### (d) Caring for Sick Member of Immediate Family

A leave of absence, without pay, of up to one (1) year shall be granted for the purpose of caring for a sick member of the Paraprofessional's immediate family, as defined above, after the Paraprofessional has submitted proof satisfactory to the Superintendent that such leave is necessary.

## 3. Death in Family

All employees shall be allowed five (5) days without loss of pay at the time of death in the immediate family. Immediate family shall mean spouse, child, parent, brother, sister, or other relative living in the same household at the time of death.

## 4. Death of Others

With the approval of the Superintendent of School, an employee shall be

allowed an absence of one (1) day with no loss of pay for the death of others.

5. Personal Business or Religious Holidays

Three (3) days per year shall be allowed for either personal business or religious holidays. Personal business days shall be approved, in advance, by the Superintendent.

6. Marriage of Employee or in Immediate Family

One (1) day shall be allowed with no loss of pay.

7. Court Order

Absence by reason of subpoena shall result in no deduction from salary provided the subpoena is filed with the Secretary-Business Administrator, except where the employee is a party to the suit in which case full deduction shall be made.

8. Jury Duty

Employees subpoenaed for jury duty shall receive full pay less fee received for such service.

9. Maternity Leave

Any female Paraprofessional shall, upon request, be granted a leave of absence without pay for maternity purposes or adoption of a child for a period of not more than two (2) years.

1. Any pregnant Paraprofessional shall be entitled to continue working as long as she is physically able to do so, and to return to her duties when physically able. At the beginning of the seventh (7) month of pregnancy, the Paraprofessional's personal physician shall issue a certificate stating that the Paraprofessional is physically able to continue her duties. Concurrence



of the personal physician and the school medical director may be required by the Board to establish the initial date for the maternity leave.

2. Any Paraprofessional adopting an infant child may receive similar leave which shall commence upon her receiving de facto custody of said infant.

3. The Paraprofessional requesting such leave as stated above shall indicate a tentative return-to-work date on a leave request form provided, and re-confirmation of such return-to-work date shall occur at least thirty (30) days prior to such return.

10. Educational Conferences - Work Shops and Conventions

Designated Paraprofessionals upon request shall be allowed, with no loss of pay to attend the above mentioned programs when scheduled by the Paraprofessional Union, provided that not more than a total of thirty (30) working days are used for such requests in any one school year.

11. Vacations and Holidays

(a) Paraprofessionals who work as twelve (12) month employees annually, shall take their annual vacation between the close of school in June through the Friday preceding Labor Day, at times approved by their immediate supervisor. Exceptions due to seasonal necessities in school business must have the approval of the immediate supervisor.

(b) The number of annual vacation days allowed to Paraprofessionals who work as twelve (12) month employees shall be based on the total number of years of employment with the Trenton Public School System. However,

leave time granted by the Board of Education shall not be calculated in years of employment for vacation purposes.

(c) Annual vacation allowances for Paraprofessionals who are twelve (12) month employees shall be made according to the following schedule:

<u>Length of Employment</u>	<u>Number of Annual Vacation Days</u>
6 months to 1 year	6 days
1 year to 5 years	10 days
5 years to 15 years	15 days
15 years and over	20 days

(d) Paraprofessionals attaining their years of service during the months of June, July and August shall be eligible for vacation days.

(e) Each Paraprofessional shall be entitled to the specified holidays outlined on the approved school calendar.

(f) If a holiday falls during a Paraprofessional's vacation period, the employee shall be entitled to an extra vacation day.

ARTICLE XV

BLUE CROSS - BLUE SHIELD

RIDER J

MAJOR MEDICAL

1. The Board shall pay the premiums for each Paraprofessional and for full family coverage for medical benefits under the New Jersey Blue Cross Hospital Service Plan, and the New Jersey Blue Shield Medical-Surgical Plan, Rider J and Major Medical for each type plan. Also, the dental plan for Paraprofessionals and family members.
2. Effective September 1, 1979 the Board shall provide a family prescription plan co-pay \$1.25.

ARTICLE XVI

PARAPROFESSIONAL PERFORMANCE EVALUATION & PERSONNEL FILES

1. (a) Paraprofessional performance shall be regularly evaluated by members of the supervisory and administrative staff, authorized and competent to make such evaluations. When such evaluation involves visitation, it shall be done openly and with the knowledge of the employee being observed. Every written evaluation of the performance of any employee shall be signed by the individual who makes the evaluation.

(b) Paraprofessionals shall be rated Satisfactory or Unsatisfactory. If rated Unsatisfactory, it is the obligation of the supervisor to make specific recommendations for improvement and provide assistance to the Paraprofessional. After a reasonable time, the supervisor shall re-evaluate the paraprofessional. In the event of a strong difference of opinion, the paraprofessional evaluated Unsatisfactory may request evaluation be made by another supervisor from within the system.

(c) The Board will not use any type of mechanical or electronic device for the purpose of monitoring or recording the performance of any employee.

(d) Evaluations shall not be placed in the paraprofessional's files unless the paraprofessional has had the opportunity to read the material. The paraprofessional shall acknowledge that he has read such material by affixing his signature on the copy to be filed. Such signature shall merely signify that he has read the material and is not to be construed that he agrees with its contents, and shall be given a carbon copy of such evaluation. In the event that paraprofessional does not agree with the

contents of his evaluation, he will have the right to pursue the grievance procedure for adjustment of his dispute regarding his evaluation.

(e) Any employee represented by the Union shall have the right to inspect all items in his personnel file. He shall also have the right to include in his file any information or material which he considers germane.

(f) The Board agrees to treat these personnel files confidential.

#### ARTICLE XVII

##### PROFESSIONAL PROTECTION

1. The Board assumes responsibility for any assault to the Paraprofessional or his person while acting properly in the discharge of his duties or within the scope of his employment under the direction of the Board or its designee.
2. The Board shall render all reasonable assistance to the Paraprofessional in connection with the incident by law enforcement and judicial authority.
3. Paraprofessionals shall immediately report cases of assault suffered by them in connection with their employment to their Security Coordinator in writing.
4. This report shall be forwarded to the Board which shall comply with all reasonable requests from the Paraprofessional for information in its possession relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the Paraprofessional, the police and the courts.

5. If criminal or civil proceedings are brought against a Paraprofessional alleging that he committed an assault in connection with his employment, such Paraprofessional may request the Board to furnish legal counsel to defend him in such proceeding. If the Board does not approve such counsel and the Paraprofessional prevails in the proceeding, then the Board shall reimburse the Paraprofessional for reasonable counsel fees incurred by him in defending the proceedings.

6. Whenever a Paraprofessional is absent from school as a result of personal injury, caused by an assault arising out and in the course of his employment, compensable under the New Jersey Workmen's Compensation laws, he shall be paid in full salary for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or accumulated sick leave.

Salary payments allowable under this section with reference to such injury shall be made for absence during the waiting period for which no temporary laws, and during but not beyond the period for which the Paraprofessional is entitled to receive such injury a temporary disability benefit under the said Workmen's Compensation laws. Any amount of salary payable pursuant to this section shall be reduced by the amount of any Workmen's Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the Paraprofessional examined by a physician designated by the Board for the purpose of establishing the length of time during which the Paraprofessional is temporarily disabled from performing his duties; and, in the event there is no adjudication in the

appropriate Workmen's Compensation proceeding of the period of temporary disability, the opinion of the said physician as to the said period shall control.

ARTICLE XVIII

TERMINATION OR MODIFICATION

This Agreement shall remain in full force and effect from September 1, 1979 to midnight August 31, 1982, and shall thereafter be continued for one (1) year unless notice of modifications or termination is given by registered mail by either party at least sixty (60) days before the expiration of this Agreement.

ARTICLE XIX

Wherever an employee during his working day is required to move from school to school he or she as the case may be shall, in accordance with the Board policy, be paid at the rate per mile consistent with Board policy for use of his or her car in so moving from school to school.

Negotiations shall begin not more than fifteen (15) days after such notice.

BOARD OF EDUCATION  
OF THE CITY OF TRENTON, NEW JERSEY

INTERNATIONAL UNION  
OF ELECTRICAL, RADIO AND  
MACHINE WORKERS, AFL-CIO,  
LOCAL #423

Peter Costanzo  
Anthony P. ...  
Michael P. ...  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Joseph L. Lanie, Jr. - Pres  
Hilgo DiKronowitz  
Mary Jones  
Anna E. Vispatti  
Kelby Jean Spearman  
Margaret H. Rocchini  
Narda Melillo  
Beatrice C. Shelton

PARAPROFESSIONAL

SALARY GUIDE

10 Month Employee

1979-80

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$ 6,625	\$ 7,725	\$ 8,425	\$ 9,125
6,925	8,025	8,725	9,425
7,225	8,325	9,025	9,725
7,525	8,625	9,325	10,025
7,825	8,925	9,625	10,325
8,125	9,225	9,925	10,625
8,425	9,525	10,225	10,925
8,725	9,825	10,525	11,225
9,025	10,125	10,825	11,525
9,325	10,425	11,125	11,825
9,625	10,725	11,425	12,125
9,925	11,025	11,725	12,425
10,225	11,325	12,025	12,725
10,525	11,625	12,325	13,025
10,825	11,925	12,625	13,325

\* With degree and certificate to be placed on paraprofessional guide when employed as a paraprofessional.

\*\*With degree and certificate to be placed on teachers guide when employed as a teacher.

Effective September 1, 1979 Paraprofessionals are to receive an increment of \$300.00 and an additional \$450.00 for a total of \$750.00 applied to their existing salary.



PARAPROFESSIONAL

SALARY GUIDE

1980-81

10 Month Employee

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$ 7,075	\$ 8,175	\$ 8,875	\$ 9,575
7,375	8,475	9,175	9,875
7,675	8,775	9,475	10,175
7,975	9,075	9,775	10,475
8,275	9,375	10,075	10,775
8,575	9,675	10,375	11,075
8,875	9,975	10,675	11,375
9,175	10,275	10,975	11,675
9,475	10,575	11,275	11,975
9,775	10,875	11,575	12,275
10,075	11,175	11,875	12,575
10,375	11,475	12,175	12,875
10,675	11,775	12,475	13,175
10,975	12,075	12,775	13,475
11,275	12,375	13,075	13,775

\* With degree and certificate to be placed on paraprofessional guide when employed as a paraprofessional.

\*\*With degree and certificate to be placed on teachers guide when employed as a teacher.

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PARAPROFESSIONAL

SALARY GUIDE

10 Month Employee

1981-82

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$ 7,525	\$ 8,625	\$ 9,325	\$10,025
7,325	8,925	9,625	10,325
8,125	9,225	9,925	10,625
8,425	9,525	10,225	10,925
8,725	9,825	10,525	11,225
9,025	10,125	10,825	11,525
9,325	10,425	11,125	11,825
9,625	10,725	11,425	12,125
9,925	11,025	11,725	12,425
10,225	11,325	12,025	12,725
10,525	11,625	12,325	13,025
10,825	11,925	12,625	13,325
11,125	12,225	12,925	13,625
11,425	12,525	13,225	13,925
11,725	12,825	13,525	14,225

\* With degree and certificate to be placed on paraprofessional guide when employed as a paraprofessional.

\*\*With degree and certificate to be placed on teachers guide when employed as a teacher.

Effective September 1, 1981 Paraprofessionals are to receive an increment of \$300.00 and an additional \$450.00 for a total of \$750.00 applied to their existing salary.

PARAPROFESSIONAL

SALARY GUIDE - 12 Months

1979-80

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$7,350	\$9,050	\$9,750	\$10,450
8,310	9,410	10,110	10,810
8,670	9,770	10,470	11,170
9,030	10,130	10,830	11,530
9,390	10,490	11,190	11,890
9,750	10,850	11,550	12,250
10,110	11,210	11,910	12,610
10,470	11,570	12,270	12,970
10,830	11,930	12,630	13,330
11,190	11,190	12,990	13,690
11,550	11,640	13,350	14,050
11,910	13,010	13,710	14,410
12,279	13,370	14,070	14,770
12,630	13,730	14,430	15,130
12,990	14,090	14,790	15,490

WITH DEGREE AND CERTIFICATE TO BE PLACED ON PARAPROFESSIONAL GUIDE WHEN EMPLOYED AS A PARAPROFESSIONAL.

WITH DEGREE AND CERTIFICATE TO BE PLACED ON TEACHERS GUIDE WHEN EMPLOYED AS A TEACHER.

Effective September 1, 1979 Paraprofessionals are to receive an increment of \$360.00 and an additional \$600.00 for a total of \$960.00 applied to their existing salary.

PARAPROFESSIONAL

SALARY GUIDE - 12 Months

1980-81

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$8,490	\$9,590	\$10,290	\$10,990
8,350	9,950	10,650	11,350
8,210	10,310	11,010	11,710
9,570	10,670	11,370	12,070
9,930	11,030	11,730	12,430
10,290	11,390	12,090	12,790
10,650	11,750	12,450	13,150
11,010	12,110	12,810	13,510
13,370	12,470	13,170	13,870
11,730	12,830	13,530	14,230
12,090	13,190	13,890	14,590
12,450	13,550	14,250	14,950
12,810	13,910	14,610	15,310
13,170	14,270	14,970	15,670
13,530	14,630	15,330	16,030

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PARAPROFESSIONAL

SALARY GUIDE - 12 Months

1981-82

<u>STEP</u>	<u>30 CREDITS</u>	<u>60 CREDITS</u>	<u>90 CREDITS</u>
\$9,030	\$10,130	\$10,830	\$11,530
9,390	10,490	11,190	11,890
9,750	10,850	11,550	12,250
10,110	11,210	11,910	12,610
10,470	11,570	12,270	12,770
10,830	11,930	12,630	13,330
11,190	12,290	12,990	13,690
11,550	12,650	13,350	14,050
11,910	13,010	13,710	14,310
12,270	13,370	14,070	14,770
12,630	13,730	14,430	15,130
12,990	14,090	14,790	15,490
13,350	14,450	15,150	15,850
13,710	14,810	15,510	16,210
14,070	15,170	15,870	16,570

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TRENTON PUBLIC SCHOOLS  
Trenton, New Jersey

School Calendar for 1979 - 80

1979

Tuesday	September 4	Orientation - New Staff
Wednesday	September 5	Orientation - Entire Staff
Thursday	September 6	Schools Open
Monday	October 8	Columbus Day Observance - Schools Closed
Thursday	November 8	NJEA Convention - Schools Closed
Friday	November 9	NJEA Convention - Schools Closed
Monday	November 12	Veterans' Day - Schools Closed
Wednesday	November 21	Schools Closed - after 4-hour session for Thanksgiving Recess
Monday	November 26	Schools Re-open
Friday	December 21	Schools Closed - after 4-hour session for Winter Vacation

1980

Wednesday	January 2	Schools Re-open
Tuesday	January 15	Schools Closed - Martin Luther King's Birthday
Friday	February 15	Schools Closed - Midwinter Recess
Monday	February 18	Schools Closed - Midwinter Recess
Thursday	April 3	Schools Closed at end of day - Spring Vacation
Monday	April 14	Schools Re-open
Monday	May 26	Schools Closed - Memorial Day
Thursday	June 19	4-hour Session - Last Day for Pupils
Friday	June 20	4-hour Session - Last Day for Teachers

September	17	
October	22	
November	17	
December	15	
January	21	
February	19	
March	21	
April	16	
May	21	
June	14	
	<u>183</u>	Pupils
	185	Teachers

TRENTON PUBLIC SCHOOLS  
Trenton, New Jersey

Calendar - 1980-1981