

AGREEMENT

between the

**BOARD OF EDUCATION OF THE MERCER COUNTY SPECIAL SERVICES
SCHOOL DISTRICT**

**MERCER COUNTY SPECIAL SERVICES
PRINCIPALS AND SUPERVISORS ASSOCIATION**

Covering the period

July 1, 2013 through June 30, 2016

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PREAMBLE

This Agreement, entered into this 1st day of July, 2010, by and between the Board of Education of the Mercer County Special Services School District (hereinafter referred to as the "Board") and the Mercer County Special Services Principals, and Supervisors Association (hereinafter referred to as the "Association").

ARTICLE I

- 1.1 The Board hereby recognizes the Mercer County Special Services Principals, and Supervisors Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel under contract by the Board:

**Principals
Supervisors**

but excluding coordinators, directors and other central office administrators.

- 1.2 Unless otherwise indicated, the term "employee" when used hereinafter in the Agreement shall refer to all members included in the unit as defined above and references to "employees" shall be deemed to include both male and female. When the terms "principal(s)", and "supervisor(s)" are used in this Agreement, they shall refer only to the named category of employee.

ARTICLE II GRIEVANCE PROCEDURE

2:1 Definition

- 2:1.1 "Grievance" is a claim by an employee based upon an interpretation, application or violation of this Agreement, Board policies or administrative decisions affecting the terms and conditions of the employment of said employee. As used in the Article, the term "employee" shall mean (a) an individual employee, (b) a group of employees having the same grievance, (c) the Association.
- 2:1.2 A grievance to be considered under this procedure must be initiated by the employee at the discussion level of Step I within twenty-five (25) school days of its occurrence.

2:2 Procedure

- 2:2.1 Failure at any step in this procedure to appeal a decision respecting a grievance to the next step within the specified time limits shall be deemed to be acceptance of the un-appealed decision.

2:2.2 It is understood that employees 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 be fully determined.

Step I

2:2.3 Any employee who decides either alone or with assistance of the Association that he/she has a grievance shall discuss it with his/her immediate supervisor in an attempt to resolve the matter informally at that level. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee, or no decision is rendered within ten (10) school days of such discussion, the employee shall set forth his/her grievance in writing to his/her immediate supervisor, specifying:

- a. The nature of the grievance and the date of its occurrence.**
- b. The results of the previous discussion.**
- c. His/her dissatisfaction with the decisions previously rendered.**
- d. Relief sought.**

The immediate supervisor shall communicate his/her decision to the grievant and his/her representative in writing within seven (7) school days of receipt of the written grievance.

Step II

2:2.4 The employee no later than ten (10) school days after the receipt of the immediate supervisor's decision may appeal the immediate supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent of Schools shall be made in writing within a period not to exceed fifteen (15) school days. The Superintendent shall communicate his decision in writing to the employee, immediate supervisor and the Association. If the grievant or the Association requests a meeting at the Superintendent's level, the Superintendent or his/her representative shall conduct a meeting and render a decision within the time limits set forth herein.

Step III

2:2.5 If the grievance is not resolved to the employee's satisfaction, he/she, no later than ten (10) school days after receipt of the Superintendent of School's decision, may appeal to the Board by submission in writing through the Superintendent of Schools who shall forward the appeal within seven (7) calendar days of his/her receipt, to the Board. The Board shall review the grievance and shall, at the option of the Board, hold a hearing with the employee and render a written decision in any case within fifteen (15) school days of the receipt of such grievance by the Board, or within fifteen (15) school days of the date of the hearing with the employee, whichever comes first.

**ARTICLE III
ASSOCIATION RIGHTS**

3:1 Use of Building

The Association and its representatives shall have the right to use school buildings at reasonable hours for meetings.

3:2 Use of Equipment

The Association shall have the right to use school facilities and equipment including typewriters, duplicating equipment, calculating machines and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. No equipment shall be removed from school property without permission of the immediate supervisor. The Association shall pay for the reasonable costs of all material and supplies incident to such use and shall pay for any damage to, or loss or theft of school property while being used by the Association.

3:3 The Association shall have the right to use interschool mail for Association related purposes only.

**ARTICLE IV
EMPLOYEE WORK YEAR**

4:1.1 When the efficient and effective completion of the regular or assigned responsibilities of an employee necessitate his/her presence on school property, the employee shall be considered engaged in his/her regular or assigned duties.

4:1.2 The Board retains the right to determine time base, i.e. percent of year and percent of day, for positions covered under this contract. Positions may be converted to twelve months or less than a twelve month time base without negotiations. If a position is converted, either to a twelve month or less than twelve month time base, all other terms and conditions must be negotiated with the Association if not already addressed in this agreement.

4:1.3 Twelve month supervisors will receive vacation, sick and personal time equivalent to any other twelve month employee in this contract. Employees working less than twelve months will receive sick and personal time on a pro-rated basis based on the percent of time hired and the number of months working.

**ARTICLE V
WORK HOURS AND WORK LOAD**

- 5:1.1 Compensation for services provided which are separate from contractual obligations shall be based on rates approved by the Board of Education, unless covered by other sections of this agreement.

**ARTICLE VI
VACATION/HOLIDAY TIME**

6:1 Vacation

- 6:1.1 Twelve (12) month employees shall receive twenty-two (22) vacation days per year. A year is defined as the period of July 1 – June 30. Twelve (12) month employees who terminate employment prior to June 30, will have their vacation prorated at the rate of 1.83 days per full calendar month worked that year.
- 6:1.2 Vacation days not used may be credited for succeeding years except that no employee may carry more than twenty-two (22) unused vacation days on June 30 of any year.
- 6:1.3 Use of vacation credit shall be subject to the approval of the Superintendent. Scheduling of vacation time shall be subject to the needs of the district, the need for an employee's service and the interrelationship of vacation schedules of all employees.
- 6:1.4 No vacation credit shall be granted for periods of unexcused absence or leave without pay.
- 6:1.5 Upon retirement or death, an employee or the employee's estate will be compensated for accrued vacation days at their current per diem rate.
- 6:1.6 Employees may elect to have the Board purchase accrued vacation time, and must apply in writing by April 30th, on forms provided by the Board. Effective July 1, 2013, the Board may buy back the following vacation days at the current per diem rate:

Employees hired prior to July 1, 2013	
Years in district as a Principal or Supervisor	Number of Days
After two years	10
Employees hired July 1, 2013 or later:	
Years in district as a Principal or Supervisor	Number of Days
After two years	5

6:2 Holidays

6:2.1 Holidays for twelve-month employees shall be legal and other holidays declared by the Board of Education. There will be a minimum of sixteen (16) holidays per year.

6:2.2 If any of the days described in section 6:2.1 are used for student or teacher sessions, another day shall be given in lieu of the holiday.

**ARTICLE VII
LEAVES OF ABSENCE**

7:1 Sick Leave

7:1.1 All twelve month employee will receive vacation, sick and personal time equivalent to any other twelve month employee in this contract. Employees working less than twelve months will receive sick and personal time on a pro-rated basis based on the percent of time hired and the number of months working.

7:1.2 Employees hired after July 1, 2007 will not be able to bring unused accumulated sick leave from their previous school district. However, upon beginning in the unit, they will receive the prescribed number of sick days, and in the case of a catastrophic illness, will be eligible to receive up to 50 days from the sick bank. The bank available would be reduced each successive year as the employee is given their contractual sick leave days, until the employee has been given 50 contractual sick leave days.

7:1.3 The Board shall pay to each employee or his/her estate an amount of pay for unused accumulated sick leave if the conditions of 7:1.4 have been met. Current employees with 12 or more years in the district will receive 50% of their daily rate of pay to a maximum of \$22,000. All new hires after July 1, 2007 with 12 or more years in the district will receive 50% of their daily rate of pay to a maximum of \$15,000 for sick days earned only in this district.

7:1.4 Employees shall be entitled upon retirement to lump sum payment for unused accumulated sick leave days subject to the following conditions:

- a. The employee shall have retired from employment with the Mercer County Special Services School District and all employment covered by the New Jersey Teacher Pension Annuity Fund or the New Jersey Public Employees Retirement System.

- b. Credit for sick leave accumulated during the fiscal year of retirement shall be limited to prorating the number of annual days available versus the number of days employed during the fiscal year. Twelve (12) month employees shall receive 1.16 sick leave days per full month worked. Ten (10) month employees shall receive 1.2 sick leave days per full month worked.

7:2 Personal Leave

- 7:2.1 All twelve (12) month employees shall be allowed four (4) days personal leave with full pay per year. Employees working less than twelve months will receive personal days on a pro-rated basis based on the percent of time hired and the number of months worked.
- 7:2.2 Requests for leave are subject to the advance approval of the superintendent.
- 7:2.3 All personal leave days which are not used by the employee during that year, will be converted to sick leave and added to the employee's accumulated sick leave account.

7:3 Disability Due to Pregnancy

- 7:3.1 Pregnant employees shall apply for a disability leave of absence. Such leave may be granted commencing with the period of actual disability and terminating with the end of disability. The following conditions shall apply to pregnancy disability leaves.
- 7:3.2 The employee shall notify the Superintendent of her pregnancy as soon as possible after medical confirmation.
- 7:3.3 Upon request of the Board, request for maternity leave shall include a statement from a physician confirming the pregnancy and anticipated date of birth.
- 7:3.4 Exact dates of leave will be arranged with consideration of both medical evidence and administrative feasibility. The Board of Education reserves the right to regulate the termination dates of anticipated disability leaves in order to preserve educational continuity. When this occurs, an employee who is placed on an involuntary unpaid leave shall be entitled to all sick leave during the period of actual disability.
- 7:3.5 A statement from a physician certifying that an employee is physically able to return to duty may be required by the Board before the employee is permitted to return from maternity leave.

- 7:3.6** An employee's return date to employment may be extended for a reasonable period of time at her request and upon approval by the Board for reasons associated with pregnancy, birth or related medical causes.
- 7:3.7** A disability leave of absence may not be extended beyond the end of the school year in which the leave is obtained.
- 7:3.8** Except as provided above, no employee shall be barred from returning to duty after the birth of her child solely because there has not been a certain time lapse between the birth and her desired date of return.
- 7:3.9** No employee shall be removed from her duties during pregnancy except upon the following reasons:
- a. The Board has found that her performance has noticeably declined.
 - b. The pregnant employee is found to be medically unable to continue working by her own physician and the Board's physician, or where these physicians disagree, by a physician jointly selected by the Board of Education and the employee.
- 7:3.10** An employee granted disability leave may, at her discretion, elect to use all or part of her accumulated sick leave during the period of actual disability and receive full pay and benefits.

7:4 Childcare Leave

- 7:4.1** The Board shall grant voluntary unpaid leaves of absence for the purpose of childcare of an infant to those employees who fulfill the requirements set out below. Approval is conditioned upon adequate staffing as determined by the Board of Education.
- 7:4.2** Childcare leaves shall begin either:
- a. At the beginning of a school year and prior to the beginning of the actual disability;
 - b. Immediately following the pregnancy disability period; or
 - c. At a date during the school year, upon request of the employee and with the approval of the administration to minimize disruptions in the continuity of the educational program.

Childcare leaves shall normally terminate at the end of the school year in which they begin. An earlier termination date may be established at the request of the employee and with the approval of the administration; such date shall be set by the administration to minimize disruptions in the continuity of the educational program.

- 7:4.3** Extensions of childcare leave may be for one-half school year or one full school year at the request of the employee and the approval of the Board. Extensions beyond one full year will only be granted in extreme emergencies at the discretion of the Board. Commencement and termination dates shall be agreed upon between the Board and the employee, and shall be set to minimize disruptions to the continuity of the educational program. Such extensions shall be available only to tenured employees.
- 7:4.4** An employee desiring unpaid leave of absence shall apply no less than ninety (90) calendar days before the anticipated delivery date of the infant. Said application shall not constitute a waiver of the rights outlined in 7:3.10 above.
- 7:4.5** In the case of an adoption, notice shall be given to the employee's supervisor when the employee is approved by the adopting agency. In cases of adoption, application shall be made for a specific leave period as soon as the employee is informed of the anticipated date of physical custody of the child.
- 7:4.6** To be eligible for a salary increment, an employee must work at least ninety (90) days in the school year that the leave commences or terminates.
- 7:4.7** An employee, on a voluntary unpaid leave of absence, shall not be eligible to receive or accrue benefits except as statutorily required.
- 7:4.8** Employees on childcare leave shall notify the Board of their intent to return following their leave no later than seventy-five (75) calendar days prior to the scheduled end of their leave. Tenured administrators requesting an extension under 7:4.3 above, shall submit their request no later than seventy-five (75) calendar days prior to the scheduled end of their leave.

7.5 **Bereavement Leave**

- 7:5.1** Leave of absence without loss of pay not exceeding ten (10) days per year shall be granted for the following purposes subject to the limitations per category stated herein.
- a. Leaves of absence without loss of pay not to exceed eight (8) days per year with no more than five (5) for a single occurrence shall be granted when a death occurs in the immediate family. Immediate family is defined to mean: spouse, civil union partner, parent, step-parent, parent-in-law, child, step-child, son/daughter-in-law, sibling, sibling-

in-law, grandparent, grandchild, and/or any other member of the employee's immediate household.

- b. Two days leave of absence per year without loss of pay to attend a funeral of a close friend or relative not a member of the "immediate family" shall be granted upon request, not to exceed more than one day per occurrence.
- c. Additional days with pay may be granted by the Superintendent when unfortunate circumstances may warrant additional days. Decisions rendered by the Superintendent under this section shall be final and binding.

7:6 An employee may request leave without pay, but the Board determination shall be final and binding.

7.7 Procedure

7:7.1 All applications for leave shall be presented in writing on forms provided by the Board, except sick leave and bereavement leave shall be by telephone notice to the Board where the opportunity for prior written application is not feasible.

7:7.2 Reduction of 1/20th of the monthly salary shall be made for each day of unexcused absence.

7:7.3 Abuse of sick leave and other absences shall be subject to disciplinary action.

ARTICLE VIII EMPLOYMENT AND PROMOTIONS

8:1. Opportunity will be given to an employee to apply for available positions in the district by posting notices in the district's school buildings.

8:2 Notice of any vacancies shall be posted in each school center of each building used by the District at least ten (10) days before the final date by which applications must be submitted. Any copy of said notice shall be mailed to the Association President.

8:3 All contracts for professional staff shall contain a mutual severance notice clause of sixty calendar days.

ARTICLE IX USE OF AUTO

9:1.1 Approved use of personal autos for district business shall be reimbursed at the current State approved rate.

**ARTICLE X
PERSONNEL AND PROPERTY INTERESTS**

- 10:1 The Board of Education and the Association recognize the mutual rights and responsibilities of the Board and its employees pursuant to N.J.S.A. 18A:6-1.
- 10:2 The Board shall reimburse employees for the costs of replacement or repair of any clothing, eyeglasses, contact lenses or other personal property on the person damaged or destroyed by a student or stolen by a student or other person while the employee was acting in the discharge of his/her duties within the scope of his/her employment but such reimbursement shall not exceed \$400.00 per occurrence. No reimbursement shall be made for stolen money or jewelry other than watches. In order to claim reimbursement for stolen property, an employee must have:
- a. submitted a police report, and
 - b. submitted an insurance claim.

Reimbursement for stolen property will be limited to \$200.00. Employees shall exercise good judgment in the choice of clothing and other personal property worn during professional activities. Vandalism against employee automobiles caused by district students when the automobile is in a parking lot designated for district use, or parked in the street when no lot is available, is also reimbursable under this section to the maximum of \$400.00 per occurrence or to the amount of the deductible under the employee's auto insurance, whichever is less. An incident report indicating the place, date, time, witnesses, and other individual(s) responsible must be filed along with the request for any reimbursement under this section.

**ARTICLE XI
INSURANCE PROTECTION**

- 11:1 Insurance Protection
- 11:1.1 Consistent with applicable law and regulations, employees who are eligible for and elect to receive Benefits shall contribute toward the cost of the premium for such Benefits as required by law. Consistent with applicable law and regulations, the Board will pay for the remainder of the cost of the premium for such Benefits as allowed under a plan or its equivalent.
- 11:1.2 Consistent with applicable law and regulations, the Board shall offer a flexible spending account plan ("FSA Plan") for participation by all employees. The terms and conditions of the FSA Plan will be determined by the designated FSA Plan administrator/provider.

- 11:1.3 The Board shall provide health insurance benefits through the School Employee Health Benefits Program (SEHBP) of Direct Ten or its equivalent, and current HMO choices or their equivalent and NJ Direct High Deductible Plans.
- 11:1.4 The Board shall provide a prescription drug plan, with contraceptives, to employees and their dependents. Effective July 1, 2010, the co-pay shall be \$10.00 generic, \$5.00 mail order and \$15.00 name brand.
- 11:1.5 Effective July 1, 2010, the Board shall pay all dental premiums for all employees and the dental rider regarding the maximum annual benefit shall increase to Fifteen Hundred (\$1,500.00) Dollars
- 11:1.6 The Board agrees to continue to pay the full cost of a Disability Insurance Plans at the state rate.
- 11:1.7 Health Insurance Waiver Incentive Payments

Subject to restrictions involving multiple coverages pursuant to applicable law and regulations, the Board will make the following payments to employees who voluntarily waive their medical, prescription and/or dental insurance coverage.

	<u>Medical</u>	<u>Prescription</u>	<u>Dental</u>
Single	\$1,000	\$ 400	\$150
Parent/Child	\$1,500	\$ 600	\$250
Husband/Wife	\$2,000	\$ 800	\$350
Family	\$3,000	\$1,000	\$350

Payments will be made in two (2) equal parts in December and in May, based on proof of alternate coverage. The December payment will reflect any eligible months from July 1st through December 31st. The May payment will reflect any eligible months from January 1st through June 30th. Re-enrollments in any of the plans will be governed by the rules of the carrier. Employees that choose the cash option must reapply each year. Proof of other coverage must be submitted with each request for the cash option. Employees will be eligible for immediate re-enrollment due to life circumstance changes.

The Board will create and maintain Section 125 programs for participants. Requests for payment will be made in accordance with the rules set forth by the Board of Education.

**ARTICLE XII
MISCELLANEOUS PROVISIONS**

12:1 Separability

12:1.1 If any provision of this agreement or any application of this Agreement 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.

12:2 Compliance Between Individual Contract and Master Agreement

12:2.1 Any individual contract between the Board and any individual employee heretofore or hereinafter 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 shall be controlling.

12:3 Printing Agreement

12:3.1 Copies of this Agreement shall be printed at the expense of the Board after agreement with the Association on format within sixty (60) days after the Agreement is signed. The Agreement shall be presented to all employees now employed, or hereinafter employed.

12:4 Notice

12:4.1 Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions(s) of this Agreement, either party shall do so by email or registered letter at the following addresses:

- a. If by the Association to Board;
Mercer County Special Services School District
1020 Old Trenton Road, Second Floor
Hamilton, New Jersey 08690
- b. If by Board to Association;
Home address of the President

**ARTICLE XIII
SALARIES**

- 13:1 The salaries of all employees covered by this agreement are set forth in the schedules and are attached hereto and made part hereof. Placement of the salary guides upon initial employment shall be subject to the discretion of the Superintendent and approved by the Board of Education.
- 13:2 Employees hired (i.e. on the payroll) before January 1st, shall receive one year of credit for movement on the salary guide. Employees hired on or after January 1st, do not receive any credit for movement on the salary guide.
- 13:3 Employees will be reimbursed for the cost of tuition for courses, workshops, seminars or conferences for professional development or to acquire technology resources to be used in the discharge of duties. The course, workshop, seminar, conference or resource must be approved by the Superintendent (and Board of Education when applicable), prior to attendance or purchase. Tuition reimbursement shall be at the rate per credit at Rutgers, The State University. Total costs will not exceed \$12,000.00 in any contract year.
- 13:4 Employees shall be entitled to one incremental step for experience on salary guides for each full year of satisfactory performance of duties as determined by the Superintendent based on established evaluation procedures and upon approval of the Board.
- 13:5 Effective July 1, 2004 the Board of Education will pay one-hundred (100%) of the New Jersey Principal and Supervisor Association dues for all bargaining unit members of the New Jersey Principal and Supervisor Association.
- 13:6 Longevity

Effective for the duration of this contract, all employees' hired prior to 07/01/2007 shall have their current longevity amounts frozen at the 2009/2010 amount determined from the cumulative amounts as listed below:

	2007-2008	2008-2009	2009-2010
9 Yrs. in District:	\$1900	\$2000	\$2100
10 Yrs. in Admin in District	\$1900	\$2000	\$2100
15 Yrs. in Admin in District	\$1900	\$2000	\$2100
20 Yrs. in Admin in District	\$1900	\$2000	\$2100
25 Yrs. in Admin in District	\$1900	\$2000	\$2100

30 Yrs. in Admin in District \$1900 \$2000 \$2100
 Employees hired 07/01/2007 or later shall receive the additional amounts
 as listed below (not cumulative):

10 Yrs. in Admin in District \$1900
 15 Yrs. in Admin in District \$2000
 20 Yrs. in Admin in District \$2100

SALARY RANGES

2013/2014– 2015/2016

2013/2014	Principals	Supervisors
Minimum	\$100,511	\$85,289
Maximum	\$148,860	\$125,704
2014/2015	Principals	Supervisors
Minimum	\$100,511	\$85,289
Maximum	\$152,433	\$128,721
2015/2016	Principals	Supervisors
Minimum	\$100,511	\$85,289
Maximum	\$156,091	\$131,810

Salary increases are as follows:	2013-2014	2.4%
	2014-2015	2.4%
	2015-2016	2.4%

The range for 220 day supervisors shall be 11/12 of these figures. The range for 200 day supervisors shall be 10/12 of these figures.

**ARTICLE XIV
DURATION OF AGREEMENT**

This agreement shall be effective as of July 1, 2013 and shall continue until June 30, 2016.


IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by the duly authorized officers.

**Mercer County Special Services
Board of Education**

**Mercer County Special Services
Principals/Supervisors Association**



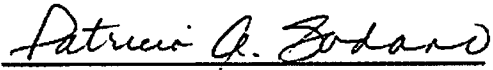
President



President



Secretary



Secretary negotiations Chairperson

Date: 8/2/2013

Date: 7/31/13

2013-2014 School Year Salary (2.4% increase, *longevity frozen for employees hired prior to 7/1/2007)

FIRST NAME	LAST NAME	POSITION	BASE SALARY	LONGEVITY	TOTAL SALARY
Christine	Sevilla	Principal	133,625		133,625
Patricia	Sodano	Principal	148,860	8,400 *	157,260
Jeanne	Radimer	Principal	148,860	8,400 *	157,260
Brian	Kozakowski	Principal	107,000		107,000
Linda	DeLoretto	Supervisor	120,557	2,100 *	122,657
Michael	Dillon	Supervisor	87,336		87,336
Maryann	Moller	Supervisor	106,036	2,100 *	108,136
Gail	Roberts	Supervisor	125,704	4,200 *	129,904
Tina	Yurcho	Supervisor	108,036	2,100 *	108,136
Totals per column:			1,084,014	27,300	1,111,314

7/1/13-7/31/13

2014-2015 School Year Salary (2.4% increase, *longevity frozen for employees hired prior to 7/1/2007)

FIRST NAME	LAST NAME	POSITION	BASE SALARY	LONGEVITY	TOTAL SALARY
Christine	Sevilla	Principal	136,832		136,832
Patricia	Sodano	Principal	152,433	8,400.00 *	160,833
Brian	Kozakowski	Principal	109,568		109,568
Linda	DeLoretto	Supervisor	123,450	2,100.00 *	125,550
Michael	Dillon	Supervisor	89,432		89,432
Maryann	Moller	Supervisor	108,581	2,100.00 *	110,681
Gail	Roberts	Supervisor	128,721	4,200.00 *	132,921
Tina	Yurcho	Supervisor	108,581	2,100.00 *	110,681
Totals per column:			957,598	18,900	976,498

2015-2016 School Year Salary (2.4% increase, *longevity frozen for employees hired prior to 7/1/2007)

FIRST NAME	LAST NAME	POSITION	BASE SALARY	LONGEVITY	TOTAL SALARY
Christine	Sevilla	Principal	140,116		140,116
Patricia	Sodano	Principal	156,091	8,400 *	164,491
Brian	Kozakowski	Principal	112,198		112,198
Linda	DeLoretto	Supervisor	126,413	2,100 *	128,513
Michael	Dillon	Supervisor	91,578		91,578
Maryann	Moller	Supervisor	111,187	2,100 *	113,287
Gail	Roberts	Supervisor	131,810	4,200 *	136,010
Tina	Yurcho	Supervisor	111,187	2,100 *	113,287
Totals per column:			980,580	18,900	999,480