

AGREEMENT

BETWEEN

THE ELSINBORO TOWNSHIP BOARD OF EDUCATION

AND

THE ELSINBORO EDUCATION ASSOCIATION

COVERING THE PERIOD

July 1, 2007

To

June 30, 2010

TABLE OF CONTENTS

	Preamble	Page 3
Article I	Recognition	Page 3
Article II	Negotiation Procedure	Page 3
Article III	Employee Rights	Page 3
Article IV	Association Rights and Privileges	Page 4
Article V	Employees' Employment-Retirement	Page 4
Article VI	Salaries	Page 5
Article VII	Temporary Leave of Absence	Page 7
Article VIII	Insurance Protection	Page 7
Article IX	Grievance Procedure	Page 9
Article X	Fair Dismissal Charge	Page 11
Article XI	Employee Evaluation	Page 12
Article XII	Work Day	Page 14
Article XIII	Conditions Applicable to all Employees	Page 15
Article XIV	Miscellaneous	Page 15
Article XV	Employee-Administration Liaison	Page 18
Article XVI	The Employees' Work Year	Page 19
Article XVII	Extra-Curricular Salary Guides	Page 19
Article XVIII	Duration of Agreement	Page 19
	Salary Guides	Page 21

The Elsinboro Township Board of Education (hereinafter called the “Board”) and the Elsinboro Education Association (hereinafter called the “Association”) hereby enter into this agreement.

ARTICLE I: RECOGNITION

- A. The Board hereby recognizes the Elsinboro Education Association as the exclusive and sole representative for collective negotiations for all certified teaching personnel and nurse under contract to the Board.
- B. Unless otherwise indicated, the term “employees” when used hereafter in the Agreement shall refer to all professional teachers represented by the Association in the negotiating unit as above defined.

ARTICLE II: NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123 Public Laws 1974 in a good faith effort to reach agreement.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III: EMPLOYEE RIGHTS

- A. Whenever any employee is required to appear before the Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his/her office, position, or employment or the salary or any increments pertaining thereto, then he/she shall be given three (3) school days prior written notice of the reason for such meeting or interview and shall be entitled to have a person or persons of his/her own choosing present to advise him/her during such meeting or interview.
- B. No employee shall be disciplined, reprimanded, reduced in rank or compensation without just cause. Any such action asserted by the Board or any agent thereof shall be progressively applied and subject to the grievance procedure.

ARTICLE IV: ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Association and its representatives shall have the right to use school building, with the permission of the Chief School Administrator. Such approval shall not be unreasonably or arbitrarily denied. Meetings shall not be held during the hours that children are in attendance.
- B. With the approval of the school administrator, the Association shall have the right to use school facilities and equipment, including computers, copiers, and all types of audiovisual equipment, other duplication equipment and calculating machines at reasonable times after school hours when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident for such use and for any repair necessitated as a result of such use.
- C. With the approval of the Chief School Administrator, representatives of the Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt regular school operations.
- D. The Association shall have in the school building the use of a bulletin board in the employees' lounge.
- E. The Association shall have the right to use the school mailbox for Association business.
- F. The rights and privileges of the employee representatives as set forth in the Agreement shall be granted only to the organization designated as the representative pursuant to Chapter 123, Public laws 1974, and to no other organizations.

ARTICLE V: EMPLOYEES' EMPLOYMENT – RETIREMENT

- A. The Board shall determine the initial placement on the salary guide, provided the placement is not higher than the employee would be placed if all prior public school service credits were honored.

- B. Employees shall be notified of their contract and salary status for the ensuing year no later than April 30.
- C. Contracts must be returned, signed or unsigned, on or before June 1st. (N.J.S.A. 18A:27-12)
- D. All employees shall be given tentative written notice of their class or subject assignments and room assignments for the forthcoming year by July 15.
- E. Upon retirement into the TPAF system (Teachers Pension and Annuity Fund), if the employee provides the school board with written notice no later than March 31 of the calendar year prior to the retirement and after fifteen years of district service, he/she will be paid the following: \$50/unused sick day for the first 1-50 days and \$25/unused sick days for 51-100 days.

ARTICLE VI: SALARIES

- A. The salaries of all employees covered by the Agreement are set forth in the Salary Schedules which are attached hereto and made a part hereof.
- B. The factors which determine a teacher's salary or placement on the salary guide are the following:
 - (1) degree status
 - (2) years of teaching experience in public education
- C. Subject to the following, an employee shall be reimbursed for the tuition costs he/she pays for approved graduate/undergraduate level coursework.

The written approval of the school administrator and the school board must be obtained prior to commencing any coursework and approval will only be granted for coursework directly related to teaching and/or the employee's school assignment(s) at accredited colleges and universities.

Reimbursement will be limited to tuition for up to three (3) graduate/undergraduate courses per year at the per credit tuition at New Jersey state colleges. A grade of "B" or better must be earned,

and only (1) course may be taken during any semester when school is in session.

Reimbursement will be made on February 1st and August 1st immediately following completion of the coursework if the employee is then a teaching employee under contract with the school district and submits a voucher of a college or university transcript and receipt which reflects payment to the institution.

Reimbursement will be approved providing such expenses are not otherwise compensable from grants, VA or other organizations while an employee of the Board.

A sum of \$4,000 for each year of this agreement will be allocated for the staff reimbursement program and will be divided evenly by staff members who apply by:

August 1st for 1st semester courses
January 1st for 2nd semester courses
May 1st for summer courses

Said cap will be waived if courses are mandated by the state.

Under this provision, horizontal placement on the salary schedule shall be for graduate level courses only. Existing unit member placement shall not be affected by this provision.

Teachers who submit verification of attainment will be placed on their new column of the guide on September 1 following the receipt of transcript.

- D.
1. Employees shall be paid salary in 20 equal payments.
 2. Employees shall receive their final checks on the last working day in June, provided that all obligations have been met, as determined by the Chief School Administrator.
 3. The Board will offer employees the opportunity to have a portion of their month's salary deposited in the Salem County Federal Employees Credit Union.
 4. Employees shall receive their paychecks on the 15th and last day of the month.

5. When a payday falls on or during a school holiday, vacation, or weekend, employees shall receive their pay on the last pervious working day.

ARTICLE VII: TEMPORARY LEAVE OF ABSENCE

As of the beginning of the school year, employees shall be entitled to the following non-accumulative leaves of absence with full pay each school year:

- A. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours, to be approved by the Chief School Administrator, or a minimum of two (2) work days notice. No more than two (2) employees shall be granted personal leave for the same date. However, in an emergency situation, the Chief School Administrator may waive the restrictions in this paragraph and the requirement of advanced notice.
- B. Up to five (5) consecutive days leave shall be granted at any one time starting the day after death of an employee's spouse, child, grandchild, or parent. Up to three (3) consecutive days at any one time in the event of death in an employee's family starting the day after the day of death of the following: child-in-law, parent-in-law, sibling, sibling-in-law, or grandparent.
- C. Two (2) professional days shall be granted for the purpose of visiting other schools, attending meetings, conferences, or workshops of an educational nature with the written approval of the Chief School Administrator. Written request must be submitted at least two (2) weeks prior to the day requested.

ARTICLE VIII: INSURANCE PROTECTION

- A. The Board reserves the right to choose carriers for health care insurance. Benefits to be provided shall be at least equal to that provided under the N.J. State Health Benefits program unless negotiated otherwise.

The Board shall pay the full premium for single coverage for each employee. If the employee elects coverage other than single

coverage, the Board shall pay a maximum of \$200.00 per family health care coverage per month and a maximum of \$100.00 per month for husband and wife or parent and child coverage.

The Board shall pay the cost of the full-time employee's coverage as provided under the traditional plan. If the employee elects coverage by an HMO or PPO, the Board shall pay up to the cost it provides for employees covered under the traditional program of the health benefits carrier; additional cost (if any) of the alternate plan, over the cost of the traditional plan, shall be paid for by the employee. Any additional premium shall be collected by payroll deductions from the employee.

- B. The Board reserves the right to choose the carrier for dental insurance. The Board shall provide full family dental insurance plan for full-time employees, the benefits of which shall be equal to those provided by the State Health Benefits Dental Plan unless negotiated otherwise. The cost to the Board shall not exceed \$950/year. If the cost to the Board for dental plan exceeds the rate agreed of cost, any additional premiums shall be collected by payroll deductions by the employee.
- C. The Board reserves the right to choose carrier for the prescription program. The Board shall provide a full family prescription plan for full time employees. The benefits of the plan shall be at least equal to those provided by the State Health Benefits Plan- Prescription Plan unless negotiated otherwise. The Board will contribute an amount per category (single, family, etc.) equal to the 2000-01 prescription rates plus 50% of the difference between the employers current contribution (at 2000-01 rates) and the full cost of the current prescription card premiums at the 2007-08 rates. Any additional premium shall be collected by payroll deductions from the employee.
- D. The Board shall provide to each full-time employee reimbursement for optical expense of up to \$200.00. This reimbursement shall be for optical expenses of the employee and/or any eligible member of their family. The total reimbursement shall not exceed \$200.00. Payments to the employee will be made upon submission of a statement of charges not later than June 1 of each year. If the employee is a member of the Health Benefits HMO group, the Board's reimbursement for eyeglasses/contacts will be up to \$200.00 less the HMO reimbursement. The cost of an examination is covered under HMO.
- E. For Each employee who remains in the employ of the Board for the full school year, the Board shall make payment of insurance

premiums to provide insurance coverage for the full twelve (12) month period, commencing July 1st and ending June 30th.

- F. The Board shall provide to each employee a description of the Health Care Insurance coverage provided under this Article, which shall include a clear description of conditions and limits of coverage as listed above.
- G. All insurance provisions regarding health, prescription, dental and optical insurances shall be subject to renegotiations in the event of federally mandated insurance requirements becoming effective.
- H. The Board will create a 125 account. Employees will be able to deposit pre-tax monies into this account for medical expenses.

ARTICLE IX: GRIEVANCE PROCEDURE

A. Definition

- 1. A grievance shall mean a complaint by a member of the negotiating unit that there has been a violation, misinterpretation of inequitable application of any of the provisions of the Agreement, Board Policies or Administrative decision affecting him/her.
- 2. A grievance to be considered under this procedure must be initiated in writing within ten (10) school days from the date when the grievant knew of its occurrence.
- 3. An “employee grievant” is the person or persons making the complaint.
- 4. A “party in interest” is the person or persons making the complaint and any person who might be required to take action or against whom action might take in order to resolve the complaint.

B. Rights of Members to Representation

- 1. Any party in interest may be represented at all stages of the grievance procedure by himself/herself, or at his/her option, by a representative of his/her own choosing. Such representatives may be selected or approved by the Association.

2. When an employee is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the written grievance to the Chief School Administrator or at a later level, be notified by the Chief School Administrator that the grievance is in existence and shall be notified of the result.

C. Procedure

1. a. Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits shall permit the employee grievant to proceed to the next step. Failure at any step within the specified time limits shall be deemed to be waiver of further appeal of the decision.
 - b. It is understood that any employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
2. (Level One) Any employee grievant who has a grievance shall discuss it first with the Chief School Administrator, in an attempt to resolve the matter formally at that level, who shall give his/her decision within ten (10) school days.
3. (Level Two) If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) school days after receipt of the Chief School Administrator's decision, may request a review by the Board of Education. This request shall be submitted in writing through the Chief School Administrator who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, or at the request of the employee grievant, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and the Association within twenty (20) school days of receipt of the appeal by the Chief School Administrator, or if a hearing is held, within twenty (20) school days of the date of the hearing. The referred to hearing shall

be held within fifteen (15) school days after receipt of the appeal notice.

4. If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant, he/she or the Association may request the appointment of an arbitrator, such a request to be made known to the Chief School Administrator within twenty (20) school days of the receipt of the Board's action.
5. The following procedure shall be used to secure the services of an arbitrator.
 - a. Either party may request that PERC (Public Employment Relations Commission) submit a roster of persons qualified to function as an arbitrator for the matter at issue.
 - b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted roster, they may request that PERC submit a second roster of names.
 - c. If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted roster, then PERC will be requested by either party to designate an arbitrator. The recommendations of the arbitrator shall be binding on both parties.
6. The costs for the services of the arbitrator, including per diem expenses, if any, and the actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the parties incurring same.

ARTICLE X: FAIR DISMISSAL CHARGE

- A. On or before April 30th each year, the Board shall give to each nontenured employee continuously employed since the proceeding September 30th either:

1. A written offer of a contract for employment for the next succeeding year
 - or
 2. A written notice that such employment shall not be offered.
- B. Any nontenured employee who has received a notice of non-employment or notice of termination may within fifteen (15) days thereafter in writing request a statement of reasons for such non-employment which statement shall be given to the employee in writing within thirty (30) days after the receipt of such request.
- C. Any nontenured employee who has received such notice shall be entitled to an informal appearance before the Board, provided a written request for an informal appearance is received in the office of the Secretary of the Board within the (10) days after receipt by the employee of the statement of reasons.
- D. The Board shall issue its written determination as to the employment or nonemployment of said nontenure employee for the next succeeding school year within three (3) days after completion of the informal appearance.
- E. If the employee desires to accept such employment, he/she shall notify the Board of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided herein. In default of such notice, the Board shall not be required to continue the employment of the employee. The Board's receipt of such acceptance shall be acknowledged.

ARTICLE XI: EMPLOYEE EVALUATION

- A. 1. All monitoring or observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee. The use of audio, video and/or similar recording or transmitting devices may be used with the permission of the employee. Viewing of or listening to the resulting product/tapes shall be restricted to the CSA, the employee and legal representatives of either party, unless agreed to in writing by the CSA and the employee.
2. An employee shall be given a copy of any class visit or evaluation report prepared by his/her evaluator at least one (1) day before any conference to discuss it. No such report shall be submitted to the

central office, placed in the employee's file or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete form.

- B.
 - 1. An employee shall have the right, upon request, to review the contents of his/her personnel file and to receive copies contained therein. At least once every three (3) years an employee shall have the right to indicate those documents and/or materials in his/her file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Chief School Administrator and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed.
 - 2. 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 such material. The employee shall have the right to submit a written answer to such material and include it in his/her file.
 - 3. Although the Board agrees to protect the confidence of such 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.
- C. Any complaints regarding an employee made to any member of the administration by any parent, student, or any other person which are used in any manner in evaluating an employee shall be promptly investigated and called to the attention of the employee. The employee shall be given the opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association at any meeting or conferences regarding such complaint.
- D. Supervisory reports shall be presented in accordance with the following procedures:
 - 1. Such reports shall be addressed to the employee.
 - 2. Such reports shall include:
 - a. Strengths of the employee as evidenced during the period since the previous report.

- b. Weakness of the employee as evidenced during the period since the previous report.
 - c. Specific suggestions as to measures which the employee might take to improve his/her performance in each of the areas wherein weaknesses have been indicated.
- 3. Frequency of reports shall be as follows:
 - a. Nontenured employees shall be observed a minimum of three (3) times a year or when deemed necessary by the Chief School Administrator.
 - b. Tenured employees shall be observed one (1) time a year or when deemed necessary by the Chief School Administrator.
- 4. Comprehensive yearly evaluations shall be done for each member of the staff.

ARTICLE XII: WORK DAY

- A. The work day shall not exceed six (6) hours and fifty-five (55) minutes per day. This time shall include:
 - All Duties
 - 4 – 50 minute prep periods per week (except in the event of an emergency that requires the attention of the nurse, the 4th prep period may be cancelled. In that event, the administration shall attempt to re-schedule a new preparation later in the week if possible).
 - 1 – 30 minute duty-free lunch period per day
 - Not more than 350 minutes of instruction in any one day.
- B. Employees shall not be required to “clock in” or “clock out” by hours. They shall indicate their presence for duty by initialing in the appropriate column.
- C. Employees may leave the building during their duty-free lunch periods, with the permission of the Chief School Administrator.

- D. Employees that are denied their scheduled prep periods due to a daily emergency shall be reimbursed \$25 for each lost period.

ARTICLE XIII: CONDITIONS APPLICABLE TO ALL EMPLOYEES

Employees shall not be required to perform the following non-instructional duties:

- A. Collection of, accounting for, or custodial responsibility for any money collected from students outside the regular school program.
- B. Correcting the standardized tests used at the direction of the Board or the Administration.

ARTICLE XIV: MISCELLANEOUS

- A. The Association agrees that it will not engage in any job action, sanction activities, or other types of boycotts nor will it condone any such activities on the part of its membership providing the Board continues to negotiate in good faith as determined by PERC procedure under Public Laws 123 as amended.
- B. 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 application shall continue in full force and effect.

C. REPRESENTATION FEE

- 1. Purpose of Fee
 - a. If any employee does not become a member of the Association during any membership year (i.e. from September 1 to the following August 31) which is covered in whole or in part by the agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost if services rendered by the Association as majority representative.

2. Amount of Fee

a. Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged but the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

b. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee shall be set up to 85% of that amount as the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be changed to the maximum allowed, said change to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

3. Deduction and Transmission of Fee

a. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph b. below, the full amount of the representation fee and promptly transmit the amount so deducted to the Association.

b. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in

question. The deductions will begin with the first paycheck paid: (a) 10 days after receipt aforesaid list by the Board; or (b) 30 days after the employee begins his employment in a bargaining unit position unless the employee previously served in a bargaining unit position, and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid 10 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

c. Termination of Employment

If an employee who is required to pay a representation fee terminated his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

d. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

e. Changes

The Association will notify the Board in writing of any changes in the list provided for the paragraph a. above and/or the amount of the representation fee and such changes will be reflected in any deductions made more than 10 days after the Board receives said notice.

f. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and date of employment for all such employees.

4. Indemnification

a. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that: (a) the Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and (b) if the Association so requests in writing, the Board will surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and cooperate fully with the Association in gathering evidence, securing witness and in all other aspects of said defense.

b. Exception

It is expressly understood that paragraph a. above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE XV: EMPLOYEE-ADMINISTRATION LIASON

- A. In order to facilitate better employee-Board communications, a committee consisting of two (2) members of the Association , the Chief School Administrator, and two (2) members of the Board will meet to exchange ideas and views on any subjects that may be deemed appropriate.
- B. The committee shall establish its own rules of procedure and shall provide for a chairperson who shall be responsible for the arrangement and conduct of meetings.
- C. It is agreed that three (3) meetings be scheduled during the calendar year. If additional meetings are thought to be necessary by either party, written request for the additional meeting(s) should be submitted to the CSA and the EEA representative for their mutual scheduling.

ARTICLE XVI: THE EMPLOYEES' WORK YEAR

The work year for employees covered by this Agreement should consist of:

180 days for the purpose of pupil instruction,
one (1) day for the employees' orientation prior to the opening of school for pupils
one (1) day for the closing duties after the closing of school for pupils, if deemed
necessary by the Chief School Administrator, and
four (4) days for the purpose of in-service training.

The Board may schedule one (1) or two (2) additional in-service days above the current 185 day work year, if determined by the Board to be needed, and shall pay each participating teacher one two-hundredth (1/200) of their annual salary for each in-service day they attend. Attendance is not voluntary. The days will be schedule on weekdays within seven (7) calendar days of Labor Day, and shall be equal to a regular work day in duration.

ARTICLE XVII: EXTRA-CURRICULAR SALARY GUIDES

Teacher-in-Charge	\$1,500	
Newsletter editor	\$125/issue	(up to 4 issues)

A form will be available for teachers to apply to the Board for compensation for other extra-curricular positions

ARTICLE XVIII: DURATION OF AGREEMENT

This agreement shall be effective July 1, 2007 and shall continue in effect until June 30, 2010 or until a successor Agreement is negotiated.

- A. The Board agrees to salary increases in the amount of 4.00% for 2007-08, 4.00% for 2008-09, and 4.00% for 2009-10, as reflected in the attached salary guides.

B. In witness whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year noted below.

BOARD OF EDUCATION
TOWNSHIP OF ELSINBORO

ELSINBORO EDUCATION
ASSOCIATION

By: _____ 11/5/07
President Date

By: _____ 11/1/07
President Date

By: _____ 11/5/07
Board Secretary Date

Attest: _____ 11/1/07
Secretary Date

ELSINBORO 2007-08

YEAR 1

Step	BA	BA+15	BA+30	MA
1	40,708	41,208	41,608	42,008
2	41,825	42,325	42,725	43,125
3	42,943	43,443	43,843	44,243
4	44,061	44,561	44,961	45,361
5	45,178	45,678	46,078	46,478
6	46,296	46,796	47,196	47,596
7	47,414	47,914	48,314	48,714
8	48,613	49,113	49,513	49,913
9	49,766	50,266	50,666	51,066
10	50,919	51,419	51,819	52,219
11	52,037	52,537	52,937	53,337
12	53,155	53,655	54,055	54,455
13	54,273	54,773	55,173	55,573
14	55,390	55,890	56,290	56,690
15	56,508	57,008	57,408	57,808
16	57,646	58,146	58,546	58,946
17	59,475	59,975	60,375	60,775
18	61,304	61,804	62,204	62,604
19	63,133	63,633	64,033	64,433
20	64,977	65,477	65,877	66,277

ELSINBORO 2008-09

YEAR 2

Step	BA	BA+15	BA+30	MA
1	41,887	42,387	42,787	43,187
2	43,004	43,504	43,904	44,304
3	44,122	44,622	45,022	45,422
4	45,240	45,740	46,140	46,540
5	46,357	46,857	47,257	47,657
6	47,475	47,975	48,375	48,775
7	48,593	49,093	49,493	49,893
8	49,792	50,292	50,692	51,092
9	50,945	51,445	51,845	52,245
10	52,098	52,598	52,998	53,398
11	53,216	53,716	54,116	54,516
12	54,334	54,834	55,234	55,634
13	55,452	55,952	56,352	56,752
14	56,569	57,069	57,469	57,869
15	57,687	58,187	58,587	58,987
16	58,825	59,325	59,725	60,125
17	60,654	61,154	61,554	61,954
18	62,483	62,983	63,383	63,783
19	64,312	64,812	65,212	65,612
20	66,156	66,656	67,056	67,456

ELSINBORO 2009-10

YEAR 3

Step	BA	BA+15	BA+30	MA
1	43,148	43,648	44,048	44,448
2	44,265	44,765	45,165	45,565
3	45,383	45,883	46,283	46,683
4	46,501	47,001	47,401	47,801
5	47,618	48,118	48,518	48,918
6	48,736	49,236	49,636	50,036
7	49,854	50,354	50,754	51,154
8	51,053	51,553	51,953	52,353
9	52,206	52,706	53,106	53,506
10	53,359	53,859	54,259	54,659
11	54,477	54,977	55,377	55,777
12	55,595	56,095	56,495	56,895
13	56,713	57,213	57,613	58,013
14	57,830	58,330	58,730	59,130
15	58,948	59,448	59,848	60,248
16	60,086	60,586	60,986	61,386
17	61,915	62,415	62,815	63,215
18	63,744	64,244	64,644	65,044
19	65,573	66,073	66,473	66,873
20	67,417	67,917	68,317	68,717