

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE TRENTON BOARD OF EDUCATION
 AND
 THE TRENTON BUSINESS AND TECHNICAL
 EMPLOYEES' ASSOCIATION

1. Promotional Increments. Any employee promoted shall have his/her salary in the new position determined by advancing two steps on the old position guide then moving to the step on the new guide which is equal to or next higher than the figure after the aforesaid adjustment.

2. Supermaximum. Additional pay for college credits shall be provided to employees hired after September 1, 1987 only if those credits are earned while employed in the District.

4. Vacations. Any vacation of 3 consecutive work days or more must be requested of the immediate supervisor at least 10 days in advance.

5. Overtime. Add Art. III, Section 6
 All overtime assigned under Sections 4 and 5 shall be assigned by the immediate supervisor and approved by the appropriate Assistant Superintendent.

6. Retirement. A. Effective July 1, 1987, post retirement health benefits shall be provided for employees (individual only) retiring after age 55 with at least 25 years service to the District until the employee is eligible for Medicare.

B. Effective July 1, 1987, credit for unused sick days in accordance with the present formula may be obtained upon retirement after 20 years of service to the District.

7. Dental. Effective July 1, 1987, full family dental coverage will be provided through either Delta Dental or DSO.

8. Uniforms. If the Board requires an employee to wear a uniform (including special shoes), the Board shall either provide said uniform and shoes to employees or annually pay employees an allowance of \$75.00 for uniform and \$50.00 for shoes to be paid by February 1 of each year. This provision shall be retroactive to July 1, 1986.

July 1, 1987 - June 30, 1989

9. Salaries. Any and all stipends and supermaximum payments have been included in calculation of base salaries and placement hereunder. There will be no further stipends paid over and above salaries.

For 1986-87, salary placement shall be determined as shown on Attachment A, and the difference shall be paid in a lump sum retroactively.

Salary guides for the years 1987-88 and 1988-89 are attached as exhibits B and C respectively. In 1987-88, employees shall advance one step on their salary guide, and in 1988-89, they shall advance another step. If movement requires addition of a step during the term of this contract, the step shall be calculated by increasing the last step by the average increment percentage for that guide.

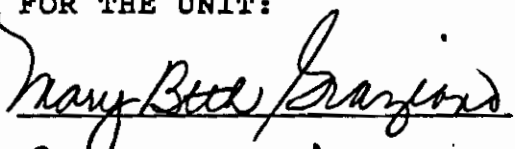
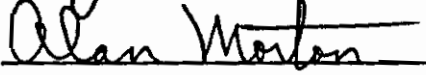

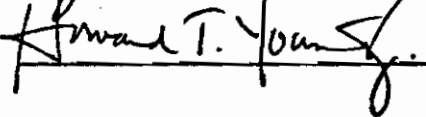
Assignment of titles to salary guides shall be as set forth on attachment D.

10. This agreement is subject to ratification by the Board and the Unit's members.

FOR THE BOARD:


DANIEL J. GRAZIANO, JR.

FOR THE UNIT:

MEMBERSHIP AND TITLES OF ASSN.

<u>NAME</u>	<u>TITLE</u>
Clara Bell	Truck/Bus Driver (10 months)
Jack Bendel	Storekeeper
Michele Brian	Communications & Supply Clerk
Prudence Brown	Computer Services Assistant
Helen Chatman	Cafeteria Operator II
Joseph Connerton	Commissary Operator V
Joan Connors	Data Processing Specialist
Delores Delisa	Cafeteria Operator II
Thomas DiPietro	Shop Clerk
Steve Duda	Truck/Bus Driver (12 months)
Blanche Farber	Business Services Assistant/Budgets
Anthony Fiasco	Principal Accountant/Cafeteria
Mary Beth Graziano	Business Services Assistant/Accounts Payable
Donald Hartman	Truck Driver Supply
Roy Hasty	Truck Driver Supply
Charles Hoilman	Programmer Analyst
John Holling	Truck/Bus Driver (12 months)
Peggy Immordino	Principal Bookkeeper
Milton Jones	Truck/Bus Driver (10 months)
Debbie Konscol	Truck/Bus Driver (10 months)
Stanley Langcaskey	Foreman/Garage Mechanic
Harry Lee	Assistant Chief of Security
Donald Leonard	Assistant Storekeeper
Andrea Lewis	Data Processing Specialist
Claudia Lewis	Communications & Supply Clerk
Sara Markley	Truck/Bus Driver (10 months)
LaVerne Mitchell	Principal Accountant/Business Services
Alan Morton	Business Services Assistant/Payroll
Robert Neely	Truck Driver Supply
John Patarecity	Communications & Supply Specialist
Norris Patton	Truck/Bus Driver (10 months)
	Transportation Dispatcher (new title)
Barbara Peters	Truck/Bus Driver (12 months)
Debbie Phoenix	Data Processing Specialist
Mary Pontani	Cafeteria Operator II
Herbert Raheming	Truck/Bus Driver (12 months)
Naomi Randolph	Truck/Bus Driver (10 months)
Rubin Rivera	Truck/Bus Driver (10 months)
Mary Jane Russell	Cafeteria Operator I
Constance Rutherford	Cafeteria Operator II
David Sanderson	Trainer/Locker Room Attendant
Gloria Sanderson	Television Technician
Rose Springsteen	Cafeteria Operator III
Alethea Stroman	Principal Bookkeeper
Mary Ann Stutz	Payroll Clerk
John Vig	Assistant Commissary Operator IV
Andy Vispetti	Automobile/Bus Mechanic
Michael Zuzov	Business Services Analyst
Margaret Mihalow	Cafeteria Operator II

NAME	SAL. STE. #	85-86	86-87	86-87 STEPS
Euzov	3	38,122	40,663	16
Farber	2	28,732	31,069	6
Connerton	4	25,591	26,990	4
Fiasco	6	23,451	24,747	8
Graziano	2	24,422	26,800	1
Patarescity	9	22,359	23,553	12
Morton	2	34,735	37,099	12
Lewis	9	18,957	20,133	8
Phoenix	9	20,879	21,923	10
Hoilman	1	32,412	34,508	7
Lee	5	23,923	25,201	7
Vig	6	25,607	27,437	11
Stutz	10	17,641	18,818	8
Stroman	10	15,520	16,729	5
Immordino	10	16,829	18,094	7
Brian	14	12,629	13,687	6
Lewis	14	10,253	11,250	1
Bendel	7	22,211	23,411	8
Sanderson	14	13,142	13,800	6
Leonard	9	20,527	21,776	10
Hartman	10	19,416	21,168	11
Hasty	10	17,531	18,818	8
Young	15	9,932	10,556	2
Sanderson	11	17,500	18,375	9
Langcaskey	6	24,384	25,613	9
Vispetti	8	22,296	23,726	12
DiPietro	9	21,111	22,647	11
Neely	10	17,051	18,094	7
Bell	16	13,384	14,201	15
Holling	12	17,789	19,213	13
Randolph	16	9,115	9,593	5
Markley	16	10,504	11,223	9
Peters	12	15,534	16,423	9
Raheming	12	16,143	17,080	10
Jones	16	9,288	9,977	6
Paton	16	14,560	15,360	17
Duda	12	17,721	19,213	13
Konscol	16	8,165	8,574	2
Rivera	16	10,165	10,791	8
Russell	14	11,955	12,655	4
Chatman	14	14,892	16,011	10
Delisa	14	11,082	11,700	2
Pontani	14	12,090	13,161	5
Rutherford	14	12,452	13,161	5
Springsteen	13	20,190	21,350	10
Mihalow	14	12,599	13,229	5
Brown	2	31,029	32,961	8
Mitchell	6		26,509	10
Connors	9		18,614	6
Total		865,820	967,684	

• OFF GUIDE 86-87

A

1987-88
 Selam
 Guild

1	29,940	27,765	27,040	25,599	21,136	20,053	18,970	16,754	15,698	14,672
2	30,838	28,598	27,881	26,357	21,876	20,755	19,634	17,340	16,326	15,259
3	31,763	29,456	28,687	27,148	22,642	21,481	20,321	17,947	16,979	15,889
4	32,716	30,340	29,548	27,962	23,434	22,233	21,032	18,575	17,658	16,504
5	33,697	31,250	30,434	28,801	24,254	23,011	21,768	19,225	18,364	17,164
6	34,708	32,188	31,347	29,665	25,103	23,816	22,530	19,898	19,029	17,881
7	35,749	33,154	32,287	30,555	25,982	24,650	23,319	20,594	19,853	18,565
8	36,821	34,149	33,256	31,472	26,891	25,513	24,135	21,315	20,658	19,308
9	37,926	35,173	34,254	32,416	27,832	26,406	24,980	22,061	21,484	20,080
10	39,064	36,228	35,282	33,388	28,806	27,330	25,854	22,831	22,343	20,883
11	40,236	37,315	36,340	34,390	29,814	28,287	26,759	23,632	23,237	21,718
12	41,443	38,434	37,430	35,422	30,857	29,277	27,696	24,459	24,156	22,587
13	42,686	39,587	38,553	36,485	31,937	30,302	28,665	25,315	25,133	23,490
14	43,967	40,775	39,710	37,580	33,055	31,363	29,668	26,201	26,138	24,430
15	45,286	41,998	40,901	38,707	34,212	32,461	30,706	27,118	27,184	25,407
16		43,258	42,128	39,868	35,409	33,587	31,781	28,067	28,271	26,423
17		44,556	43,292	41,064	36,648	34,773	32,893	29,049	29,402	27,480

B

1	13,697	12,312	15,390	11,543	10,414	8,413	18,970	16,754	15,698	14,672
2	14,245	12,804	16,006	12,005	10,831	8,750	19,634	17,340	16,326	15,259
3	14,815	13,316	16,646	12,485	11,264	9,100	20,321	17,947	16,979	15,889
4	15,408	13,849	17,312	12,984	11,715	9,464	21,032	18,575	17,658	16,504
5	16,024	14,403	18,004	13,503	12,184	9,843	21,768	19,225	18,364	17,164
6	16,665	14,979	18,724	14,043	12,671	10,237	22,530	19,898	19,029	17,881
7	17,332	15,578	19,473	14,605	13,178	10,646	23,319	20,594	19,853	18,565
8	18,025	16,201	20,252	15,189	13,705	11,072	24,135	21,315	20,658	19,308
9	18,746	16,849	21,062	15,797	14,253	11,515	24,980	22,061	21,484	20,080
10	19,496	17,523	21,904	16,429	14,833	11,976	25,854	22,831	22,343	20,883
11	20,276	18,224	22,780	17,086	15,416	12,455	26,759	23,632	23,237	21,718
12	21,087	18,953	23,691	17,769	16,033	12,953	27,696	24,459	24,156	22,587
13	21,930	19,711	24,639	18,480	16,674	13,471	28,665	25,315	25,133	23,490
14	22,807	20,499	25,625	19,219	17,341	14,010	29,668	26,201	26,138	24,430
15	23,719	21,319	26,650	19,988	18,035	14,570	30,706	27,118	27,184	25,407
16	24,668	22,172	27,716	20,788	18,756	15,153	31,781	28,067	28,271	26,423
17	25,655	23,059	28,825	21,620	19,506	15,759	32,893	29,049	29,402	27,480
18						16,389				

1988-89 Sales Guide

1	30,838	28,598	27,051	26,357	21,770	20,655	19,539	17,257	16,169	15,112
2	31,763	29,456	28,687	27,148	22,532	21,378	20,223	17,861	16,816	15,716
3	32,716	30,340	29,548	27,962	23,321	22,126	20,911	18,486	17,489	16,345
4	33,697	31,250	30,434	28,801	24,157	22,900	21,664	19,133	18,189	16,939
5	34,708	32,188	31,347	29,665	24,982	23,702	22,422	19,803	18,917	17,679
6	35,749	33,154	32,287	30,555	25,856	24,532	23,207	20,496	19,674	18,386
7	36,821	34,149	33,256	31,472	26,761	25,391	24,019	21,213	20,461	19,171
8	37,928	35,173	34,254	32,416	27,698	25,980	24,860	21,955	21,279	19,886
9	39,064	36,228	35,282	33,388	28,667	26,620	25,730	22,723	22,130	20,681
10	40,236	37,315	36,340	34,390	29,670	27,312	26,531	23,518	23,015	21,508
11	41,443	38,434	37,438	35,422	30,708	28,137	27,563	24,341	23,936	22,368
12	42,686	39,587	38,553	36,485	31,782	30,157	28,528	25,193	24,893	23,263
13	43,967	40,775	39,710	37,580	32,895	31,212	29,526	26,075	25,889	24,194
14	45,286	41,998	40,901	38,707	34,046	32,304	30,559	26,988	26,925	25,162
15	46,645	43,258	42,128	39,868	35,238	33,435	31,629	27,933	28,002	26,168
16		44,556	43,392	41,064	36,471	34,605	32,736	28,911	29,122	27,215
17		45,893	44,594	42,296	37,747	35,816	33,882	29,923	30,287	28,304
18			46,039							
19										
20										
21										
22										
23										
24										
25										
26										
27										
28										
29										
30										
31										
32										
33										
34										
35										
36										
37										
38										
39										
40										
41										
42										
43										
44										
45										
46										
47										
48										
49										
50										
51										
52										
53										
54										
55										
56										
57										
58										
59										
60										
61										
62										
63										
64										
65										
66										
67										
68										
69										
70										
71										
72										
73										
74										
75										
76										
77										
78										
79										
80										
81										
82										
83										
84										
85										
86										
87										
88										
89										
90										
91										
92										
93										
94										
95										
96										
97										
98										
99										
100										

D

SALARY GUIDES

- 1 Programmer Analyst
- 2 Computer Services Assistant
Business Services Assistant
- 3 Business Services Analyst
- 4 Commissary Operator V
- 5 Assistant Chief of Security
- 6 Foreman Garage Mechanic
Principal Accountant/Cafeteria
Principal Accountant/Business Services
Assistant Commissary Operator IV
- 7 Storekeeper
- 8 Automobile/Bus Mechanic
- 9 Shop Clerk
Data Processing Specialist
Communications & Supply Specialist
Assistant Storekeeper
- 10 Truck Driver/Supply
Payroll Clerk
Principal Bookkeeper
- 11 Trainer/Locker Room Attendant
- 12 Truck/Bus Driver (12 months)
- 13 Cafeteria Operator III
- 14 Cafeteria Operator II & I
Television Technician
Communications & Supply Clerk
- 15 Stock Clerk
- 16 Truck/Bus Driver (10 months)

20

1986-87
Salary
Grants

28,900	1	16,808	25,108	34,700	20,800	19,450	19,400	16,250	15,200	14,300	13,350	12,000	15,000	11,250	10,150	8,200
29,187	2	27,604	26,883	25,441	21,818	20,131	19,004	16,819	15,913	14,872	13,884	12,480	15,900	11,250	10,150	8,200
30,450	3	28,417	27,819	26,304	21,861	20,436	19,211	17,408	16,516	15,467	14,419	12,970	16,224	11,700	10,574	8,523
31,713	4	29,228	28,510	26,990	22,370	21,058	20,401	18,017	17,210	16,084	15,017	13,570	16,872	12,450	11,317	9,274
32,976	5	30,039	29,201	27,680	22,876	21,560	20,915	18,522	17,698	16,579	15,511	14,070	17,380	12,960	11,817	9,783
34,239	6	30,850	29,892	28,370	23,381	22,065	21,420	19,029	18,188	17,064	16,000	14,570	17,890	13,470	12,317	10,292
35,502	7	31,661	30,583	29,060	23,886	22,565	21,925	19,536	18,678	17,550	16,482	15,040	18,400	13,980	12,817	10,801
36,765	8	32,472	31,274	29,750	24,391	23,065	22,430	20,041	19,173	18,041	16,973	15,540	18,910	14,490	13,317	11,310
38,028	9	33,283	31,965	30,440	24,896	23,565	22,935	20,546	19,678	18,541	17,473	16,040	19,420	14,990	13,817	11,820
39,291	10	34,094	32,656	31,130	25,401	24,065	23,440	21,051	20,183	19,046	18,000	16,540	19,930	15,490	14,317	12,330
40,554	11	34,905	33,347	31,820	25,906	24,565	23,945	21,556	20,688	19,549	18,500	17,040	20,440	15,990	14,817	12,840
41,817	12	35,716	34,038	32,510	26,411	25,065	24,450	22,061	21,193	20,054	19,000	17,540	20,950	16,490	15,317	13,350
43,080	13	36,527	34,729	33,200	26,916	25,565	24,955	22,566	21,698	20,559	19,500	18,040	21,460	16,990	15,817	13,860
44,343	14	37,338	35,420	33,890	27,421	26,065	25,460	23,071	22,203	21,064	20,000	18,540	21,970	17,490	16,317	14,370
45,606	15	38,149	36,111	34,580	27,926	26,565	25,965	23,576	22,708	21,569	20,500	19,040	22,480	17,990	16,817	14,880
46,869	16	38,960	36,802	35,270	28,431	27,065	26,470	24,081	23,213	22,074	21,000	19,540	22,990	18,490	17,317	15,390
48,132	17	39,771	37,493	35,960	28,936	27,565	26,975	24,586	23,720	22,579	21,500	20,040	23,500	18,990	17,817	15,900
49,395	18	40,582	38,184	36,650	29,441	28,065	27,480	25,091	24,227	23,084	22,000	20,540	24,010	19,490	18,317	16,410
50,658	19	41,393	38,875	37,340	29,946	28,565	27,985	25,596	24,732	23,589	22,500	21,040	24,520	19,990	18,817	16,920
51,921	20	42,204	39,566	38,030	30,451	29,065	28,490	26,101	25,239	24,094	23,000	21,540	25,030	20,490	19,317	17,430
53,184	21	43,015	40,257	38,720	30,956	29,565	28,995	26,606	25,744	24,600	23,500	22,040	25,540	20,990	19,817	17,940
54,447	22	43,826	40,948	39,410	31,461	30,065	29,500	27,111	26,249	25,105	24,000	22,540	26,050	21,490	20,317	18,450
55,710	23	44,637	41,639	40,100	31,966	30,565	29,995	27,616	26,754	25,610	24,500	23,040	26,560	21,990	20,817	18,960
56,973	24	45,448	42,330	40,790	32,471	31,065	30,490	28,121	27,259	26,115	25,000	23,540	27,070	22,490	21,317	19,470
58,236	25	46,259	43,021	41,480	32,976	31,565	30,995	28,626	27,804	26,620	25,500	24,040	27,580	22,990	21,817	19,980
59,500	26	47,070	43,712	42,170	33,481	32,065	31,490	29,131	28,349	27,125	26,000	24,540	28,090	23,490	22,317	20,490
60,763	27	47,881	44,403	42,860	33,986	32,565	31,995	29,636	28,854	27,630	26,500	25,040	28,600	23,990	22,817	21,000
62,026	28	48,692	45,094	43,550	34,491	33,065	32,490	30,141	29,359	28,135	27,000	25,540	29,110	24,490	23,317	21,510
63,289	29	49,503	45,785	44,240	34,996	33,565	32,995	30,646	29,864	28,640	27,500	26,040	29,620	24,990	23,817	22,020
64,552	30	50,314	46,476	44,930	35,501	34,065	33,490	31,151	30,369	29,145	28,000	26,540	30,130	25,490	24,317	22,530
65,815	31	51,125	47,167	45,620	36,006	34,565	33,995	31,656	30,874	29,650	28,500	27,040	30,640	25,990	24,817	23,040
67,078	32	51,936	47,858	46,310	36,511	35,065	34,490	32,161	31,379	30,155	29,000	27,540	31,150	26,490	25,317	23,550
68,341	33	52,747	48,549	47,000	37,016	35,565	34,995	32,666	31,894	30,660	29,500	28,040	31,660	26,990	25,817	24,060
69,604	34	53,558	49,240	47,690	37,521	36,065	35,490	33,171	32,409	31,165	30,000	28,540	32,170	27,490	26,317	24,570
70,867	35	54,369	49,931	48,380	38,026	36,565	35,995	33,676	32,914	31,670	30,500	29,040	32,680	27,990	26,817	25,080
72,130	36	55,180	50,622	49,070	38,531	37,065	36,490	34,181	33,419	32,175	31,000	29,540	33,190	28,490	27,317	25,590
73,393	37	55,991	51,313	49,760	39,036	37,565	36,995	34,686	33,924	32,680	31,500	30,040	33,700	28,990	27,817	26,100
74,656	38	56,802	52,004	50,450	39,541	38,065	37,490	35,191	34,429	33,185	32,000	30,540	34,210	29,490	28,317	26,610
75,919	39	57,613	52,695	51,140	40,046	38,565	37,995	35,696	34,934	33,690	32,500	31,040	34,720	29,990	28,817	27,120
77,182	40	58,424	53,386	51,830	40,551	39,065	38,490	36,201	35,437	34,195	33,000	31,540	35,230	30,490	29,317	27,630
78,445	41	59,235	54,077	52,520	41,056	39,565	38,995	36,706	35,942	34,700	33,500	32,040	35,740	30,990	29,817	28,140
79,708	42	60,046	54,768	53,210	41,561	40,065	39,490	37,211	36,445	35,205	34,000	32,540	36,250	31,490	30,317	28,650
80,971	43	60,857	55,459	53,900	42,066	40,565	39,995	37,716	36,950	35,710	34,500	33,040	36,760	31,990	30,817	29,160
82,234	44	61,668	56,150	54,590	42,571	41,065	40,490	38,221	37,453	36,215	35,000	33,540	37,270	32,490	31,317	29,670
83,497	45	62,479	56,841	55,280	43,076	41,565	40,995	38,726	38,158	36,720	35,500	34,040	37,780	32,990	31,817	30,180
84,760	46	63,290	57,532	55,970	43,581	42,065	41,490	39,231	38,663	37,225	36,000	34,540	38,290	33,490	32,317	30,690
86,023	47	64,101	58,223	56,660	44,086	42,565	41,995	39,736	39,168	37,730	36,500	35,040	38,800	33,990	32,817	31,200
87,286	48	64,912	58,914	57,350	44,591	43,065	42,490	40,241	39,673	38,235	37,000	35,540	39,310	34,490	33,317	31,710
88,549	49	65,723	59,605	58,040	45,096	43,565	42,995	40,746	40,168	38,740	37,500	36,040	39,820	34,990	33,817	32,220
89,812	50	66,534	60,296	58,730	45,601	44,065	43,490	41,251	40,673	39,245	38,000	36,540	40,330	35,490	34,317	32,730
91,075	51	67,345	60,987	59,420	46,106	44,565	43,995	41,756	41,178	39,750	38,500	37,040	40,840	35,990	34,817	33,240
92,338	52	68,156	61,678	60,110	46,611	45,065	44,490	42,261	41,683	40,255	39,000	37,540	41,350	36,490	35,317	33,750
93,601	53	68,967	62,369	60,800	47,116	45,565	44,995	42,766	42,188	40,760	39,500	38,040	41,860	36,990	35,817	34,260
94,864	54	69,778	63,060	61,490	47,621	46,065	45,490	43,271	42,693	41,265	40,000	38,540	42,370	37,490	36,317	34,770
96,127	55	70,589	63,751	62,180	48,126	46,565	45,995	43,776	43,199	41,770	40,500	39,040	42,880	37,990	36,817	35,280
97,390	56	71,400	64,442	62,870	48,631	47,065	46,490	44,281	43,704	42,275	41,000	39,540	43,390	38,490	37,317	35,790
98,653	57	72,211	65,133	63,560	49,136	47,565	46,995	44,786	44,211	42,780	41,500	40,040	43,900	38,990	37,817	36,300
99,916	58	73,022	65,824	64,250	49,641	48,065	47,490	45,291	44,716	43,285	42,000	40,540	44,410	39,490	38,317	36,810
101,179	59	73,833	66,515	64,940	50,146	48,565	47,995	45,796	45,211	43,790	42,500	41,040	44,920	39,990	38,817	37,320
102,442	60	74,644	67,206	65,630	50,651	49,065	48,490	46,291	45,716	44,295	43,000	41,540	45,430	40,490	39,317	37,830
103,705	61	75,455	67,897	66,320	51,156	49,565	48,995	46,796	46,221	44,800	43,500	42,040	45,940	40,990	39,817	38,340
104,968	62	76,266	68,588	67,010	51,661	50,065	49,490	47,291	46,736	45,305	44,000	42,540	46,450	41,490	40,317	38,850
106,231	63	77,077	69,279	67,700	52,166	50,565	49,995	47,796	47,251	45,810	44,500	43,040	46,960	41,990	40,817	39,360
107,494	64	77,888	69,970	68,390	52,671	51,065	50,490	48,291	47,766	46,315	45,000	43,540	47,470	42,490	41,317	39,870
108,757	65	78,699	70,661	69,080	53,176	51,565	50,995	48,796	48,221	46,820	45,500	44,040	47,980	42,990	41,817	40,380
110,020	66	79,510	71,352	69,770	53,681	52,065	51,									