

f-3129

THIS BOOK DOES
NOT CIRCULATE

01-12

Agreement

Between

Hamilton Township School Service

Personnel Association

Installation

and

Board of Education of

Hamilton Township

•

Effective Date

July 1, 1974 through June 30, 1977

•

Agreement Date

August 12, 1975



LIBRARY
Institute of Management and
Labor Relations

Jul 7 1976

RUTGERS UNIVERSITY

Agreement

Between

**Hamilton Township School Service
Personnel Association**

and

**Board of Education of
Hamilton Township**

•

Effective Date

July 1, 1974 through June 30, 1977

•

Agreement Date

August 12, 1975

TABLE OF CONTENTS

Appointment Notice	16
Arbitration, Procedure for Securing Services ..	10
Cafeteria Review Committee	21
Call-In Time	12
Car Allowance	19
Clothing Allowance	20
Dues	21
Grievance Procedure	7
Holidays	19
Management Functions	20
Medical Benefits	18
Miscellaneous Provisions	21
Night Premium	19
Overtime	12
Probationary Period	14
Promotions	14
Reassignments	14
Recognition	7
Resignation	15
Salary Scale, Cafeteria Staff	11
Custodial Staff	11
Rates 1974-1975	24
1975-1976	25
1976-1977	26
Cafeteria Operators	27
Sick Leave	16
Summer Hours	13
Temporary Leave	16
Term of Contract	23
Vacations	18
Work Week	12

**HAMILTON TOWNSHIP SCHOOL SERVICE
PERSONNEL ASSOCIATION**

OFFICERS

President

ANGELO J. COMPAGNI

Vice-President

MARTIN P. KURPAS

Secretary

HENRY COLE

Treasurer

FRANK HELLIS

NEGOTIATIONS COMMITTEE

Chairman

MARTIN P. KURPAS

ANGELO COMPAGNI

HUGH BEARCE

FRANK HELLIS

MARIE SORIERO

MARIE MAHER

Consultants

PAUL McBRIDE, NJEA Representative
ROBERT PARSONS, NJEA Representative

**BOARD OF EDUCATION OF
HAMILTON TOWNSHIP**

President

MRS. GRACE J. GUIDO

Vice-President

PAUL R. ASHMORE

CARL F. AMOROSO ELMER B. KOVACS
GERALD M. CROW CARL MOLDOVAN
DONALD F. DONAHUE JOHN P. NORTON
CHARLES V. STANLEY

Superintendent

PETER A. HARTMAN

Deputy Superintendent

CARLISLE H. KRAMER

Assistant Superintendent/Board Secretary

LOUIS E. TRIVERIO

Board Attorney

HENRY F. GILL

NEGOTIATIONS COMMITTEE

Chairman

PAUL R. ASHMORE

ELMER B. KOVACS

CARL MOLDOVAN

Director of Personnel

THOMAS FITZPATRICK

Consultant

RAYMOND CASSETTA

Educational Labor Relations Specialist

Metzler Associates

ARTICLE I — RECOGNITION

1. Unit

The Board of Education recognizes the Association as the majority representative and exclusive bargaining agent for all Custodial Engineer I and II, Custodian Grades 1 through 5, Utility Custodian, Custodian Helper, Assistant Custodian 1 and 2, Cafeteria Operator and regularly assigned hourly cafeteria personnel.

Employees excluded from the unit are part-time personnel, Substitute Cafeteria Personnel, Custodial Foreman, Craft Personnel, Supervisors, field maintenance and warehousemen, professionals, secretarial and clerical personnel, and all others not specifically included above.

2. Definition of Employee

Unless otherwise indicated, the term employee when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as defined above, and reference to male employees shall include female employees.

ARTICLE II — GRIEVANCE PROCEDURE

1. Definitions

A. A grievance is a claim by an employee that he has suffered a loss or injury as a result of misinterpretation, misapplication or violation of this Agreement, policies, or administrative decisions.

B. An aggrieved person is the person or persons making the claim.

C. All days referred to in this procedure shall be calendar days.

2. Purpose

The purpose of this procedure is to secure equitable solutions to grievances at the lowest possible administrative level.

3. Procedure

A. Grievances should be processed as rapidly as possible; therefore, the number of days indicated at each administrative level should be considered as a maximum and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

B. Step One

An employee with a grievance shall first discuss it with either the Supervisor of Buildings and Grounds or the Cafeteria Supervisor within five (5) days of its occurrence, either directly or through a chosen representative, with the objective of resolving the matter informally.

C. Step Two

If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no disposition has been rendered within five (5) days he may, within ten (10) days of its occurrence, appeal the grievance in writing to the Supervisor of Buildings and Grounds or Cafeteria Supervisor on appropriate grievance form who shall render a decision in writing within five (5) days.

D. Step Three

If the aggrieved person is not satisfied with the disposition of his grievance at

Step Two or if no disposition has been rendered within seven (7) days after presentation of the written grievance, he may appeal the grievance in writing to the Superintendent or his designee, who shall render a decision in writing within five (5) days.

E. Step Four

If the grievance cannot be resolved at Step Three, it shall be presented to the Board of Education within thirteen (13) days of presentation to the Superintendent. The Board of Education will then attempt to resolve the grievance, within a period not to exceed twenty (20) days. The Board of Education will communicate its decision in writing to the employee and his immediate supervisor.

F. Step Five

If the decision of the Board does not resolve the grievance to the satisfaction of the aggrieved and only if the grievance pertains to the violation of this agreement and the Association wishes arbitration, it shall notify the Board through the Superintendent or his designee within fifteen (15) days of the receipt of the Board's decision.

a. Additionally excluded from arbitration are those areas in which the right of appeal beyond the Board of Education is prescribed by law and matters on which the Board is not empowered to act.

b. Furthermore, no grievance shall be taken to arbitration that impinges upon the

right of the Board of Education to appoint, promote, assign, and transfer.

4. Procedure for Securing the Services of An Arbitrator

- A. A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question. The rules of the American Arbitration Association shall be adhered to.
- B. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties. The recommendation of the arbitrator shall be binding. Only the Board, the aggrieved, and his representatives shall be given copies of the arbitrator's report of findings, reasons, and recommendations.

5. Miscellaneous

- A. An aggrieved person may be represented at all stages of the grievance procedure, by himself, or at his option, by another person of his own choosing, to appear with him or for him pursuant to Chapter 123, 1974, Public Laws of New Jersey.
- B. Each party shall bear the total cost incurred by itself. Fees and expenses of the arbitrator shall be borne equally by the parties.
- C. There will be no suspension of grievance procedure when schools are not in session, except by mutual consent of the parties in writing.

ARTICLE III — SALARY SCALE

1. The salaries of all Custodial Staff, Cafeteria Operator and regularly assigned hourly cafeteria personnel covered by this Agreement are set forth on Pages 24, 25, 26 and 27, which are attached hereto and made a part of.

2. Custodial Staff

A. The rates below are to be used only when four (4) utility custodians on each shift are previously deployed and an additional man is needed. It is never to be used for the utility custodian when deployed in a position higher than utility custodian.

The following rates per day shall be paid after five (5) consecutive work days in the higher grade:

Custodian Grade 4	\$2.00 per day
Custodian Grade 3	\$3.00 per day
Custodian Grade 2	\$4.00 per day
Custodian Engineer II	\$6.00 per day
Custodian Engineer I	\$8.00 per day

B. Where three (3) day men exist in a building, a position of Custodian Grade 5 should be established for the second man with the most qualification and seniority.

3. Cafeteria Staff

Any person taking over for the Cafeteria Operator shall receive minimum operator's salary for the class school after five (5) consecutive work days.

4. All employees shall be adjusted fully to the adopted schedule at the end of this three-year Agreement.

ARTICLE IV — WORK WEEK, OVERTIME, CALL-IN TIME

1. The work week shall consist of five (5) consecutive days, Monday to Friday, of between three (3) and eight (8) working hours as specified below.
2. All employees shall be entitled to one and a-half ($1\frac{1}{2}$) times the hourly rate for all work in excess of forty (40) hours. Hourly rate is determined by dividing regularly scheduled weekly hours into regular weekly base rate.
3. Holidays, sick time and authorized leaves with pay will be counted as a day worked.
4. Any employee called into work for any period of time other than his regularly scheduled work day after he has left his place of employment shall be given not less than three (3) hours' work at one and a-half ($1\frac{1}{2}$) times his regular rate. For emergency calls by police, burglar alarms, or fires, employees will be given a minimum of one (1) hour's pay at one and a-half ($1\frac{1}{2}$) times the regular hourly rate per occurrence with the option to take three (3) hours' work as indicated above.
5. All employees required to work on listed holidays or Sundays due to non-school activities shall be paid at the applicable double time rate.
6. When overtime is to be paid for a worker needed in a school due to absence, custodians in that building shall be given first preference.
7. **Regular Working Hours:**
Day Custodians — Eight (8) hours, exclusive of lunch.

Assistant Custodian 1 — Five and a-half (5½) hours exclusive of lunch.

Assistant Custodian 2 — Split shift, Monday, Wednesday, Thursday, five (5) hours; Tuesday, Friday, six (6) hours. (Assistant Custodian 2 works one-half hour less per week than Assistant Custodian 1 due to split shift assignment during the regular school year.)

Night Custodian — Eight (8) hours including a twenty-minute lunch break (to be eaten in the building.)

Late Shift — Eight (8) hours including a twenty-minute lunch break (to be eaten in the building).

Cafeteria Personnel:

Elementary Operator—six (6) hours.

Secondary Operator — Seven (7) hours.

Hourly Personnel — From three (3) to seven (7) hours as assigned.

Flexible scheduling shall remain where necessary as established by past practice.

8. Summer Working Hours:

Summer working hours will take effect the day after the last teacher day in June and end on the day before the first teacher day in September.

Day Custodian — Eight (8) hours including a lunch break from 12:00 Noon to 12:30 p.m.

Night Custodian — Eight (8) hours including a twenty-minute lunch break (to be eaten in the building).

Assistant Custodian 1 and 2 — Five (5) hours excluding lunch.

9. The work year for custodial personnel will be from July 1 through June 30.
10. The work year for cafeteria personnel will be from September 1 through June 30, when cafeterias are in operation.
11. Hourly cafeteria employees in lay-off status shall have recall rights on the basis of seniority within the system from the last date of continuous employment. Such rights shall remain in effect for one calendar year from the date of layoff. Employees shall be notified of recall opportunity by registered mail, return receipt requested, to their last reported address and shall have five (5) days from the date of receipt of notice to accept the vacancy. Employees refusing to accept the vacancy shall move to the last position on the recall list.

ARTICLE V — PROBATIONARY PERIOD AND RESIGNATION

1. Probationary Period

All new employees filling permanent vacancies shall be appointed by the Board of Education within ninety (90) days and the employee's seniority shall start the first day of employment. Said ninety (90) day period shall be considered the probationary period.

2. Promotions or Reassignments

An employee shall be probationary for the first ninety (90) days on a new job and shall retain his seniority in his previous position during this probationary period.

3. Salary Scale

An employee prior to January 1 for twelve-month personnel and February 1 for ten-month personnel of any school year may be given full credit for one (1) full year of service for increment purposes only. There will be no part year increments granted.

4. Resignation

A. An employee who is resigning from his position shall give two (2) weeks' notice.

B. Earned vacation shall be paid according to the full months worked unless the two (2) week notice has not been given.

ARTICLE VI — PROMOTION PROCEDURE

1. The position posted shall be given to the employee with:

A. Qualifications

B. Seniority

C. Physical Fitness

2. In the event that no acceptable bids as per Section A above are received from within the unit for the job, the Board of Education may fill the job by hiring a new employee.

3. All positions which become vacant and are to be filled shall be posted within a reasonable time but not less than ten (10) days prior to the closing date for receiving application. Promotional jobs shall not be advertised after June 15 nor before September 1.

4. Employees bidding down will be placed on the appropriate salary scale at the beginning of the next pay period, and shall be excluded from the bidding procedure for one (1) year from the date of entry on the new job.

ARTICLE VII — APPOINTMENT NOTICE

Appointment notices for all employees shall be issued on or before June 15 for the following school year.

ARTICLE VIII — SICK LEAVE AND TEMPORARY LEAVE

1. All newly appointed employees will be granted sick time at the rate of one (1) day per month remaining in the school year.
2. Thereafter, all employees shall be granted one (1) day per month for the number of months in their contract, which shall be accumulative.
3. Employees will be entitled to the following non-accumulative leaves of absence:

A. Personal illness*

Pay-roll provisions:

Twelve school days plus accumulation—full pay (12-month employees).

Ten school days plus accumulation—full pay (10-month employees).

- ### B. Personal illness, not exceeding twenty school days beyond accumulation, upon approval of the Board of Education.

Pay-roll provisions:

Twenty school days beyond accumulation—full pay minus substitute pay.

- ### P. Personal illness, in excess of accumulation plus twenty school days, upon approval of the Board of Education.

Pay-roll provisions:

No pay.

C. Illness in immediate** family.

Pay-roll provisions:

- a. Three school days—full pay.
- b. Seven additional school days—full pay less substitute pay.
- c. After ten school days—no pay.

D. Death in family.***

Pay-roll provisions:

- a. For immediate family — five school days—full pay.
- b. For other than immediate family members — specifically, grandparents, uncles, aunts and immediate in-laws — one school day — full pay.
- c. After five school days (for a.) and one school day (for b.) — no pay.

E. Marriage

Pay-roll provisions:

- a. Three school days—full pay.
- b. After three school days—no pay.

X. Absences not covered by regulations

Pay-roll provisions:

No allowance—full pay deduction.

G. Subpoena by court

Pay-roll provisions:

Full pay for each day that presence is required by subpoena, except where he is a party to suit.

* After an absence of three consecutive school days due to illness, the employee must furnish a doctor's certificate.

** Immediate family shall be interpreted to

mean father, mother, husband, wife, brother, sister, child, and those related by blood or marriage permanently residing within the household of the employee.

*** Family interpreted as for C. above.

4. The Board may at its option grant other leaves of absence without pay.

ARTICLE IX — MEDICAL BENEFITS

All employees covered by this Agreement shall be entitled to the following medical benefits at the Board's expense:

1. The Board of Education shall pay the full amount of the cost of Blue Cross, Blue Shield, Rider J, and Major Medical for all employees in this Agreement.
2. The Board of Education shall pay 100% of the January 1, 1974 rate per month of the Family Plan for Blue Cross, Blue Shield, Rider J, and Major Medical for all employees' families who are eligible.

ARTICLE X — VACATIONS

All employees shall receive the following vacation benefits, with the exception of Cafeteria employees, for full years of service completed as of June 30 of the previous school year. However, any employee who received the full ten (10) days vacation allowance for his first year of employment will be given credit for that year for determining vacation eligibility:

Less than 1 year	1 working day per month, up to 10 days
1 year to 8 years	10 working days
9 years to 17 years	15 working days
18 years and over	20 working days

ARTICLE XI — HOLIDAYS

1. The Holiday Schedule for Custodial Staff members shall be per list presented by the Board of Education (not less than eighteen (18) days).
2. The following is the paid Holiday Schedule for Cafeteria hourly workers: (16 days total per year.)
 - N.J.E.A. Convention — 2 days
 - Thanksgiving Recess — 2 days
 - Christmas Recess — 5 days
 - New Year's Day
 - Martin Luther King Day
 - Washington's Birthday
 - Good Friday
 - Easter Monday
 - Memorial Day
3. Cafeteria Operators' holiday schedule shall be in accordance with the school calendar.

ARTICLE XII — NIGHT PREMIUM

The following night premium shall be paid to all employees working nights during the regular work week, holidays, and weekends (Saturday and Sunday).

3:00 P.M. to 11:00 P.M. shift—\$1.60 per night
11:00 P.M. to 7:00 A.M. shift—\$2.70 per night

ARTICLE XIII—CAR ALLOWANCE

Utility Custodian shall be paid a car allowance at the rate of \$200 per year.

ARTICLE XIV — CLOTHING ALLOWANCE

1. The Board shall provide work clothing for cafeteria employees as follows:
 - A. Upon completion of the probationary period following initial employment within the district, five (5) complete uniforms.
 - B. Replacement uniforms will be provided when worn out or damaged uniforms are turned in for replacement on an annual basis.
2. The Board shall provide oven mittens for use in each kitchen.
3. The Board shall provide work clothing for custodial employees as follows:
 - A. Upon completion of the probationary period following initial employment within the district, three (3) complete uniforms.
 - B. Replacement uniforms will be provided when worn out or damaged uniforms are turned in for replacement on an annual basis.
4. The Board will pay five dollars (\$5.00) per year for each employee toward the purchase of safety work shoes, provided proof of purchase is given to the Supervisor of Buildings and Grounds.

ARTICLE XV — MANAGEMENT FUNCTIONS

Subject to the provisions of this Agreement, the Board of Education reserves all rights and functions vested in it pursuant to applicable laws and regulations and such other functions as normally and customarily exercised by the Board of Education in the management of the affairs of the school district.

ARTICLE XVI — CAFETERIA REVIEW COMMITTEE

A committee composed of two (2) members appointed by the Association and two (2) members appointed by the Board shall be established prior to October 1, 1975. The purpose of the committee will be to study the current method of compensating cafeteria operators and suggest alternative methods if a majority of the committee agrees that an alternative method is necessary or would be beneficial to both parties. The recommendations of the committee shall be submitted to both the Board and the Association no later than January 15, 1976. Both the Association and the Board shall respond, with rationale, prior to February 15, 1976.

ARTICLE XVII — ASSOCIATION DUES

1. The Board of Education will deduct the monthly membership dues from each employee who individually submits a written authorization for such deduction. These dues shall be remitted to the Treasurer of the Association.
2. The Association shall indemnify, protect, and save the Board harmless from any and all claims or suits arising as a result of the dues collected and transmitted as per Section A above.

ARTICLE XVIII — MISCELLANEOUS PROVISIONS

1. Separability

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 applications shall continue in full force and effect.

2. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter to the following Addresses:

A. If by Association, the Board at
Greenwood School
2069 Greenwood Avenue
Trenton, New Jersey 08609

B. If by Board, to Association at an address registered with the Superintendent of Schools.

3. Modification

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.

4. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

5. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any other organization other than the Association for the duration of this Agreement.

ARTICLE XIX — TERM OF CONTRACT

This Agreement between the Board of Education of Hamilton Township in the County of Mercer, New Jersey and the Hamilton Township School Service Personnel Association shall be effective as of July 1, 1975, except for the salary provisions which shall be retroactive to July 1, 1974 for employees of record on August 12, 1975, the date of adoption of the agreement by the Hamilton Twp. Board of Education, and shall continue in effect until June 30, 1977. Negotiation of a successor Agreement shall begin on or about October 1, prior to the expiration of this Agreement.

In witness whereof, the parties hereto have caused this Agreement to be signed by the respective Presidents, attested by their respective secretaries, all on the day and year first above written.

HAMILTON TOWNSHIP SCHOOL SERVICE PERSONNEL ASSOCIATION

by: ANGELO J. COMPAGNI, President

attest: HENRY COLE, Secretary

HAMILTON TOWNSHIP BOARD OF EDUCATION

by: GRACE GUIDO, President

attest: LOUIS TRIVERIO, Secretary

SALARY SCHEDULES — 1974 - 75

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help	Asst. Cust. I	Asst. Cust. II
0	8140	7700	7590	7480	7480	7370	7260	7150	6985	3355	3355
1	8360	7920	7810	7700	7700	7590	7480	7370	7205	3495	3495
2	8580	8140	8030	7920	7920	7810	7700	7590	7425	3630	3630
3	8800	8360	8250	8140	8140	8030	7920	7810	7645	3770	3770
4	9020	8580	8470	8360	8360	8250	8140	8030	7865	3905	3905
5	9240	8800	8690	8580	8580	8470	8360	8250	8085	4045	4045
6	9460	9020	8910	8800	8800	8690	8580	8470	8305	4180	4180
7	9680	9240	9130	9020	9020	8910	8800	8690	8525	4320	4320
8	9900	9460	9350	9240	9240	9130	9020	8910	8745	4455	4455
9	10120	9680	9570	9460	9460	9350	9240	9130	8965	4595	4595
10	10340	9900	9790	9680	9680	9570	9460	9350	9185	4730	4730
11	10560	10120	10010	9900	9900	9790	9680	9570	9405	4870	4870
12	10780	10340	10230	10120	10120	10010	9900	9790	9625	5005	5005
13	11000	10560	10450	10340	10340	10230	10120	10010	9845	5145	5145
14	11220	10780	10670	10560	10560	10450	10340	10230	10065	5280	5280
15										5420	5420
16										5555	5555
17										5695	5695

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES — 1975 - 76

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help	Asst. Cust. I	Asst. Cust. II
0	8635	8155	8035	7915	7915	7795	7675	7555	7375	3505	3505
1	8875	8395	8275	8155	8155	8035	7915	7795	7615	3655	3655
2	9110	8635	8515	8395	8395	8275	8155	8035	7855	3805	3805
3	9350	8875	8755	8635	8635	8515	8395	8275	8095	3955	3955
4	9590	9110	8995	8875	8875	8755	8635	8515	8335	4105	4105
5	9830	9350	9230	9110	9110	8995	8875	8755	8575	4255	4255
6	10070	9590	9470	9350	9350	9230	9110	8995	8815	4405	4405
7	10310	9830	9710	9590	9590	9470	9350	9230	9050	4555	4555
8	10550	10070	9950	9830	9830	9710	9590	9470	9290	4705	4705
9	10790	10310	10190	10070	10070	9950	9830	9710	9530	4855	4855
10	11030	10550	10430	10310	10310	10190	10070	9950	9770	5005	5005
11	11270	10790	10670	10550	10550	10430	10310	10190	10010	5155	5155
12	11510	11030	10910	10790	10790	10670	10550	10430	10250	5305	5305
13	11750	11270	11150	11030	11030	10910	10790	10670	10490	5455	5455
14	11990	11510	11390	11270	11270	11150	11030	10910	10730	5605	5605
15	12230	11750	11630	11510	11510	11390	11270	11150	10970	5755	5755
16										5905	5905
17										6055	6055
18										6205	6205

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES — 1976 - 77

Exp.	Cust. Eng. I	Cust. Eng. II	Cust. Grade 1	Cust. Grade 2	Cust. Util. Cust.	Cust. Grade 3	Cust. Grade 4	Cust. Grade 5	Cust. Help	Asst. Cust. I	Asst. Cust. II
0	8895	8390	8260	8135	8135	8005	7880	7755	7560	3560	3560
1	9150	8640	8515	8390	8390	8260	8135	8005	7815	3720	3720
2	9405	8895	8770	8640	8640	8515	8390	8260	8070	3875	3875
4	9660	9150	9025	8895	8895	8770	8640	8515	8325	4035	4035
4	9915	9405	9280	9150	9150	9025	8895	8770	8580	4195	4195
5	10170	9660	9530	9405	9405	9280	9150	9025	8835	4355	4355
6	10420	9915	9785	9660	9660	9530	9405	9280	9085	4510	4510
7	10675	10165	10040	9915	9915	9785	9660	9530	9340	4670	4670
8	10930	10420	10295	10165	10165	10040	9915	9785	9595	4830	4830
9	11185	10675	10550	10420	10420	10295	10165	10040	9850	4990	4990
10	11440	10930	10805	10675	10675	10550	10420	10295	10105	5145	5145
11	11695	11185	11055	10930	10930	10805	10675	10550	10360	5305	5305
12	11945	11440	11310	11185	11185	11055	10930	10805	10610	5465	5465
13	12200	11695	11565	11440	11440	11310	11185	11055	10865	5625	5625
14	12455	11945	11820	11695	11695	11565	11440	11310	11120	5785	5785
15	12710	12200	12075	11945	11945	11820	11695	11565	11375	5940	5940
16	12965	12455	12330	12200	12200	12075	11945	11820	11630	6100	6100
17										6260	6260
18										6420	6420
19										6575	6575

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.

SALARY SCHEDULES — CAFETERIA OPERATORS

Exp.	1974 - 75				1975 - 76				
	D	C	B	A	Exp.	D	C	B	A
0	2880	3210	3540	3870	0	2960	3320	3680	4040
1	3045	3375	3705	4035	1	3140	3500	3860	4220
2	3210	3540	3870	4200	2	3320	3680	4040	4400
3	3375	3705	4035	4365	3	3500	3860	4220	4580
4	3540	3870	4200	4530	4	3680	4040	4400	4760
5	3705	4035	4365	4695	5	3860	4220	4580	4940
6	3870	4200	4530	4860	6	4040	4400	4760	5120
7	4035	4365	4695	5025	7	4220	4580	4940	5300
8	4200	4530	4860	5190	8	4400	4760	5120	5480
					9	4580	4940	5300	5660

Exp.	1976 - 77				Class	No. of Platters
	D	C	B	A		
0	2950	3330	3710	4090	D	0-75
1	3140	3520	3900	4285	C	76-175
2	3330	3710	4090	4475	B	176-300
3	3520	3900	4285	4665	A	301-500
4	3710	4090	4475	4855		
5	3900	4285	4665	5045		
6	4090	4475	4855	5235		
7	4285	4665	5045	5425		
8	4475	4855	5235	5620		
9	4665	5045	5425	5810		
10	4855	5235	5620	6000		

Rates for Hourly Cafeteria Workers

1974-75	\$2.59
1975-76	\$2.82
1976-77	\$2.99

The Board of Education reserves the right to withhold any/or all increments and/or adjustments for inefficiency or other good cause.