

AGREEMENT

BETWEEN

VINELAND BOARD OF EDUCATION

AND

AMALGAMATED LOCAL NO. 2327 - UAW, AFL/CIO

JULY 1, 2010 - JUNE 30, 2013

INDEX

Recognition, Article I . . . . .	2
Definitions . . . . .	3
Negotiations Procedures, Article II . . . . .	4
Grievance Procedures, Article III . . . . .	5
Employee Rights and Privileges, Article IV. . . . .	9
Union Rights and Privileges, Article V . . . . .	10
Anniversary Date, Article VI . . . . .	11
Promotional Increases, Article VII . . . . .	11
Just Cause Provision, Article VIII . . . . .	11
Overtime, Article IX . . . . .	12
Employment Procedures, Article X . . . . .	12
Facilities and Equipment, Article XI . . . . .	14
Separations and Demotions, Article XII . . . . .	16
Employee Evaluation Article XIII. . . . .	16
Work Year, Article XIV . . . . .	16
Salary Guide, Article XV . . . . .	17
Work Hours, Article XVI . . . . .	22
Health Care Insurance Program, Article XVII . . . . .	23
Holidays, Article XVIII . . . . .	25
Longevity, Article XIX . . . . .	27
Complaint Procedure, Article XX . . . . .	27
Deductions from Salary, Article XXI . . . . .	28
Sick Leave, Article XXII . . . . .	30
Leaves of Absence/Personal Day, Article XXIII . . . . .	33
Seniority Assignment of Bus Routes, Article XXIV . . . . .	38
Representation Fee (Agency Shop), Article XXV . . . . .	40
Miscellaneous Provisions, Article XXVI . . . . .	43
Nondiscrimination . . . . .	43
Board Policy . . . . .	43
Travel Allowance . . . . .	43
Separability . . . . .	43
Compliance Between Individual Contract & Master Agreement . . . . .	43
Court Attendance . . . . .	44
Bus Breakdowns . . . . .	44
Bus Layovers . . . . .	44
Meal Reimbursement . . . . .	44
Printing Agreement . . . . .	44
Notice . . . . .	45
Health & Safety . . . . .	45
Workshops . . . . .	45
Educational Interpreters for the Auditorily Handicapped . . . . .	45
Certification of Interpreters for the Auditorily Handicapped . . . . .	45
Surveillance Cameras . . . . .	45
Chairperson of Local . . . . .	46
Bomb Scares . . . . .	46
Workers Carrying Beepers . . . . .	46
Civil Unions . . . . .	46
Bus Drivers Extra Trips . . . . .	46
Management Rights, Article XXVII . . . . .	47
Duration of Agreement, XXVIII . . . . .	48
APPENDIX A: Salary Guides	

ARTICLE I

Recognition

- A. Pursuant to N.J.S.A. 34:13A-1 et seq., the New Jersey Employer-Employee Relations Act, the Board recognizes Amalgamated Local No. 2327 - UAW, AFL/CIO, hereinafter referred to as the Union, as the sole and exclusive bargaining agent for all employees covered by this agreement in all matters pertaining to wages and other terms and conditions of employment.
  
- B. The provisions of this agreement shall apply to all of the following full-time and part-time employees; excepting substitute/temporary employees.
  - 1. FOOD SERVICE
    - (a) Senior Cooks
    - (b) Assistant Cooks
    - (c) Food Service Workers
  
  - 2. PUPIL TRANSPORTATION
    - (a) School Bus Drivers
    - (b) Mechanical Repairers
    - (c) Mechanical Repairer Helpers
    - (d) Mechanical Repairers Bilingual
    - (e) Bus Attendant
  
  - 3. MAINTENANCE
    - (a) Building Maintenance and Building Service Workers
    - (b) Senior Building Maintenance Workers
    - (c) Recreation Maintenance Workers
    - (d) Maintenance and Construction Plumbers and Steam fitters
    - (e) Maintenance Repairers
    - (f) Maintenance Repairers - Plumbers, Carpenters, Painters, Electricians
    - (g) Building Maintenance Workers foreman
    - (h) Air Conditioning - Heating Mechanic
    - (i) Equipment Operators
  
  - 4. AIDES
  
  - 5. SECURITY GUARDS, ATTENDANCE OFFICERS, COMMUNITY AIDE
  
  - 6. AIDES/EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED
  
  - 7. EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED

C. The provisions of this agreement shall not apply to the following employees:

1. Managerial Executives
2. Professional Employees
3. Supervisors within the meaning of the New Jersey Employer-Employee Relations Act.
4. Substitute/Temporary

D. Definitions

1. EMPLOYEE

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

2. SUBSTITUTE/TEMPORARY EMPLOYEE

Substitute/Temporary shall be considered as any employee(s) doing unit work on a per diem or hourly basis. Substitutes/Temporary shall not be permitted to fill vacant positions for more than ninety (90) consecutive days.

3. PERMANENT EMPLOYEE

An employee who has acquired Civil Service permanent status in his position after the satisfactory completion of a probationary period.

4. PROVISIONAL EMPLOYEE

An employee appointed to a permanent position pending the regular appointment of an eligible person from a special re-employment, regular re-employment or employment list.

5. PART-TIME EMPLOYEE

An employee whose regular hours of duty are less than the regular or normal work week for that class of work.

ARTICLE II

NEGOTIATIONS PROCEDURES

- A. Collective negotiations concerning terms and conditions of employment shall begin on or before ninety (90) days prior to the expiration date of the agreement.
- B. During negotiations the Board and the Union negotiating teams shall have the right to present relevant data to exchange points of view and to make proposals and counter proposals.
- C. This agreement shall not be modified in whole or in part by the parties, except in writing duly executed by both parties.
- D. The parties agree to conduct themselves in accordance with Chapter 123-PL1974 on matters affecting terms and conditions of employment.
- E. The Board of Education shall retain all rights consistent with Civil Service Laws and Regulations.
- F. The Board of Education reserves the right to establish new positions and their salary ranges.
- G. In the event that during the contract period any changes occur affecting terms and conditions of employment, said changes shall be negotiated according to PERC regulations.

ARTICLE III  
Grievance Procedures

A. Definitions

1. A grievance is an allegation by an employee, employees or the Union that there is a violation in the interpretation, application or administration of the terms of this agreement. A grievance may also be an allegation by an employee, employees or the Union concerning an administrative decision of the principal or immediate supervisor. Such grievance may be appealed up to and including Level Three; the decision of the Superintendent shall be final with respect to grievances concerning administrative decisions.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purposes

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. If at any level a response from the appropriate party is not rendered within the specified time limits of that level, the grievance shall automatically proceed to the next level. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable

harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. (a) Any aggrieved person may be represented at all stages of the grievance procedure beyond Level One, at his/her option, with a representative selected or approved by the Union.
- (b) If a grievance affects a group or class of employees, the Union may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three.

4. (a) Level One

An employee with a grievance shall first discuss it with his principal or immediate superior with the objective of resolving the matter informally at this level.

- (b) Level Two

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee, within five (5) school days the employee shall set forth their grievance in writing to the principal, specifying:

- (1) the nature of the grievance
- (2) the contract article, work rule, school policy, extent of injury, loss or inconvenience.
- (3) the remedy that the employee is seeking to resolve their grievance.

The supervisor or principal shall render their decision to the employee in writing within five (5) school days of receipt of the written grievance.

- (c) Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, they shall file the grievance with the Superintendent or his designee within five (5) days.

The Superintendent or his designee will render their decision within ten (10) days after receipt of the grievance.

(d) Level Four

If the aggrieved person is not satisfied with the disposition of their grievance at Level Three, they shall file the grievance with the Board of Education Secretary within ten (10) school days. The Board of Education, at its sole option, shall conduct a hearing before the full Board or a Committee of the Board. A decision shall be rendered by the Board within thirty (30) days of referral of the grievance.

Only one (1) grievance will be presented at the meeting with a thirty (30) minute limitation to the grievance presentation.

(e) Level Five

If the aggrieved person is not satisfied with the disposition of their grievance at Level Four, the Union may request a review by a third party. Such request must be made in writing to the Board of Education through the Superintendent's office within ten (10) days of the said Union's receipt of the Board's decision. The Board of Education shall not be required to give reasons for its decision and the Board's decision in the following matters shall be final and not subject to appeal to an arbitrator:

- (1) Any matter subject to any N.J. Civil Service Laws, rules or regulations or any matter within the jurisdiction of the N.J. Civil Service Commission. If Civil Service determines that it has jurisdiction, there shall be no further appeal under the grievance procedure. The matter will be subject to a Civil Service Settlement Conference and if not resolved at that level shall proceed to a formal Civil Service Hearing.
- (2) A complaint of a probationary employee who has not been offered permanent employment.
- (3) If the matter is not subject to NJ Civil Service, the aggrieved person will proceed



with their grievance to arbitration as set forth in Section 5.

5. (a) The following procedure will be used to secure the services of an arbitrator:
  - (1) A joint 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.
  - (2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
  - (3) 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 list, the American Arbitration Association may be requested by either person to designate an arbitrator.
- (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 or any policy of the Board of Education. The recommendation of the arbitrator shall be advisory on the parties until such time that the Board of Education rejects the decision of the arbitrator. Grievances submitted to Level Five subsequent to such rejection shall be binding on the parties.

### C. Miscellaneous

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. (a) Failure at any level of the procedure to appeal a grievance to the next level within the

specified time limits shall be deemed to be acceptance of the decision rendered at that level.

- (b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to function in their duties until such grievance or any effect thereof shall be fully determined.

#### ARTICLE IV

##### EMPLOYEE RIGHTS AND PRIVILEGES

- A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that it shall not discriminate against any employee with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Union or the processing of any grievance.
- B. Whenever any employee is required to appear before any administrator, supervisor or the Board of Education concerning any matter which will adversely affect the continuation of that employee in his/her position, employment or the salary or any increments pertaining thereto, then she/he shall be given prior written notice of the meeting and the reasons for such meeting or interview and shall be entitled to have a representative present to advise her/him and represent her/him during such meeting or interview. Any suspension of an employee pending charges shall be in accordance with State Laws and regulations. This does not apply to informal conferences involving administrative directives.
- C. No employee shall be prevented from wearing pins or other identification of membership in the Union or its affiliates except if it becomes a safety hazard.
- D. Employees who are suspended without pay but found innocent at conclusion of the Civil Service disciplinary process shall be reimbursed for withheld pay.
- E. If the Superintendent, or her designee, determines that involuntary transfer(s) of employees should be implemented, it will provide the Union with advance notice before any such proposed change(s) are scheduled to take effect. At the request of the Union, the Superintendent, or her designee, will meet to discuss the proposed change(s), alternatives to proposed change(s) and minimizing the effects on senior employees and the

effects of such change(s) on employees. However, the Superintendent, or her designee, retains the right to transfer employees provided the transfer is not for disciplinary reasons.

## ARTICLE V

### UNION RIGHTS AND PRIVILEGES

- A. The Board, subject to law and subject to its policies, agrees to furnish to the Union in response to a reasonable request such available information that may assist said Union and the Board in the determination of proper subject matter for negotiations or grievances.
- B. Whenever any representative of the Union or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay. Only those employees with an interest in or with direct knowledge pertinent to subject matter shall be present at any meeting or conference.
- C. Subject to the approval of the Superintendent of Schools, the Union and its representatives shall have the right to use school buildings at reasonable times and reasonable intervals in accordance with existing Board policy concerning the use of school buildings. No such activities of the said Union or its direct or indirect representative shall interfere with or in any way interrupt normal school activities.
- D. The Union shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary subject to the approval of the Superintendent of Schools. Said Union shall have access and use of existing bulletin boards within the immediate work areas of affected employees.
- E. The rights and privileges of the Union and its representatives as set forth in this Agreement shall be granted only to the said Union as the exclusive representative of the unit employees.
- F. Leave to Conduct Union Business  
Employee(s) appointed by the Union shall, upon written request from the Union, be permitted to receive a leave of absence without pay to perform Union activities for a period not to exceed one year. While on such leave,

employee(s) will continue to accrue seniority and to receive PERS credit pursuant to Chapter 368, P.L. 2005 and Division of Pension regulations regarding leave for Union service. The Union shall be responsible for the cost of the Employer's portion of the pension contributions during the leave of absence. The Union shall also be responsible for the cost of the Employer's costs associated with the Employee's health benefits coverage during the leave of absence, if said Employee is enrolled in a Health Benefit Plan. Such leave may be extended for additional time periods by agreement of the parties. No more than one Employee shall be granted such leave of absence at one time. The minimum period of leave to conduct Union business pursuant to this paragraph shall be ninety (90) days. All leaves pursuant to this paragraph shall be without pay by the Vineland Board of Education

#### ARTICLE VI

##### ANNIVERSARY DATE

All employee anniversary dates shall be effective as of July 1 of each year.

#### ARTICLE VII

##### PROMOTIONAL INCREASES

When an employee is granted a promotion, as is defined from one classification to the next, that employee shall be granted one increment at the rate of the new classification. The date of promotion shall then be considered the anniversary date for the purpose of future salary increments in the new classification.

#### ARTICLE VIII

##### JUST CAUSE PROVISIONS

No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public and shall be subject to the grievance procedures herein set forth.

ARTICLE IX

OVERTIME

- A. All employees shall be paid time and one-half for all hours actually worked beyond forty (40) hours in any one (1) week. In calculating said forty (40) hours per week, all vacation days, holidays and personal leave days shall be counted and included for purposes of calculating overtime. All sick days shall not be counted and included for the purposes of calculating overtime.
- B. All overtime will be rounded off to the nearest 15 minutes at the end of each day period. This will be remunerated at the rate of time and one-half the hourly salary.
- C. All overtime remuneration shall be at the proper rate and payment made no later than the second regular pay day if possible.
- D. Overtime that is available shall be allocated based upon seniority on a rotating basis within each school or work location and within each job classification within each school or work location on each separate shift.
- E. Security Guards and Attendance Officers to be paid time and one-half for all hours actually worked beyond the contractually defined work week but not less than forty (40) hours, vacations days, holidays and personal leave days shall be counted and included for purposes of calculating overtime. All sick days shall not be counted and included for the purposes of calculating overtime.

ARTICLE X

EMPLOYMENT PROCEDURES

- A. Employment of personnel will be in accordance with applicable provisions of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereafter promulgated by the Civil Service Commission.

B. Promotional Posting

Vacancies in promotional positions in the maintenance department, which the Board intends to fill, are to be posted with notice to the office of Amalgamated Local 2327 UAW. Maintenance employees who desire to apply for the open position shall apply for such within five (5) working days of the date of announcement. In filling the positions, the Board shall utilize experience, ability, aptitude, qualification, attendance, and special job description qualification as the criteria for promotion. When all of the aforementioned items are substantially equal, seniority will be considered. The selection of the employee to be promoted shall be made by the Board and shall not be subject to the Grievance Procedure.

C. Posting of aides/food service full-time vacancies. Whenever a full-time position becomes vacant or available in the aide or food service classification, where less than full-time positions exist, part-time aides and food service employees shall be notified of the full-time vacancies so that those individuals, should they so elect, may apply for the full-time positions in accordance with established Board procedures.

D. All full-time job vacancies shall be posted by way of notice on bulletin boards in each building office with a copy of each job posting to be sent to a union designee through the inter-school mail system and a copy to Local 2327 UAW.

E. Food service workers. During the life of this contract, the number of food service workers working less than five (5) hours per day shall not exceed forty (40) for the first year of the contract; Forty-five (45) for the second year of the contract; and fifty (50) for the third year of the contract. Increases to 45 and 50 shall not take place until new school(s) are built.

As the Board constructs new facilities, the parties to this contract agree to negotiate the ratio of full-time to part-time food service workers.

The Board will offer full time Food Service positions, if available, to part time Food Service Workers, based on seniority.

F. The Board of Education shall furnish the Union each pay

day, the names and addresses and job positions of all new hirees and the Board shall further advise each new hiree that it is important for him/her to report to the Local 2327 UAW within ten (10) days of employment.

- G. Snow Day: When the Board of Education District Office is closed due to snow/inclement weather, twelve-month employees called in will receive their regular rate of pay.
- H. Classroom Aides will assist students with food items.

#### ARTICLE XI

##### Facilities and Equipment

All employees where applicable shall be provided with the appropriate equipment necessary to do a high quality of work.

1. Bus drivers shall be provided with the necessary implements and available space for washing and cleaning vehicles.
2. All employees shall be provided proper lavatory and rest room facilities.
3. Return of Buses

Bus drivers returning from field trips later than 10:00 p.m. will be permitted to take their buses home provided said buses are parked on the driver's property and not on a public street, and returned the next calendar day not later than 7:00 a.m. This procedure shall apply unless due to special circumstances, different instructions are provided by the Coordinator of Pupil Transportation Services.

4. Bus drivers who are required to drive a school bus to the New Jersey State Inspection Station and who are required to spend more than one and one-half (1 1/2) hours at the inspection station, shall be compensated at their normal hourly driving rate for all time spent at the inspection station in excess of one and one-half (1 1/2) hours. The individual bus driver must provide proof of time spent at the inspection station.
5. Transportation department to assign school buses without regard to seniority in order to permit uniform wear and tear of bus fleet. If the

assignment is done for any other purpose it shall be subject to the grievance procedure.

SECURITY GUARDS AND ATTENDANCE OFFICERS:

1. The Board shall pay for the cost of security guards uniforms.
2. Attendance officers to be provided a jacket identifying them as school district employees.

MAINTENANCE PERSONNEL

The Board shall provide an annual allowance for steel toed shoes in the amount of \$200.00. These employees will be required to wear steel toed shoes on the job. Failure to comply with this requirement will result in disciplinary action.

In order to receive the annual allowance for steel toed shoes, the employee must present an original receipt for reimbursement, not a copy. The original receipt will be maintained by the Board. Should the employee require use of the receipt, the receipt will be made available to the employee.

UNIFORM ALLOWANCE GARAGE MECHANICS

Garage Mechanics shall receive \$150.00 per year for steel toed shoes. The Board shall also purchase one winter work jacket per year for Garage Mechanics.

FOOD SERVICE WORKERS:

The Board shall provide an annual allowance for supportive work shoes in the amount of \$100.00. These employees will be required to wear supportive work shoes while on the job. Failure to comply with this requirement will result in disciplinary action.

In order to receive the annual allowance for supportive work shoes, the employee must present an original receipt for reimbursement, not a copy. The original receipt will be maintained by the Board. Should the employee require use of the receipt, the receipt will be made available to the employee.



ARTICLE XII

SEPARATIONS AND DEMOTIONS

The separation, lay-off, demotion, suspension, removal, resignation and/or reinstatement of unit personnel shall be in accordance with applicable provision of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereinafter promulgated by the Civil Service Commission.

ARTICLE XIII

EMPLOYEE EVALUATION

A. Frequency and Review

Evaluation shall be made at least once each year for all employees who have worked at least three (3) months during the rating period. Each employee shall be given a copy of his performance evaluation and shall have the opportunity to review such evaluation with the supervisor who made the evaluation prior to its being placed in his/her personnel file. In the event an employee disagrees with his/her performance evaluation, the employee may note his/her objection or provide a rebuttal which shall be placed in his/her personnel file together with the performance evaluation.

B. No Separate File

An employee shall have the right to inspect his/her official file kept in the personnel office.

Although the Board agrees to protect the confidentiality of personnel references and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.

ARTICLE XIV

WORK YEAR

A. Ten (10) month employees

The work year for the following shall be in accordance with the teachers' work year (185 days):

1. Aides
2. Educational Interpreters for the auditorily handicapped

3. Attendance Officers
4. Bus Attendants

The above employees' work year shall be the same as the teachers' work year, which shall include any in-service days required pursuant to the teachers' calendar. On days that students are not in school, such as in-service days, these employees shall work a normal workday which shall not be less than four (4) hours in duration.

The following ten month employees shall work 184 days per year:

1. All food service personnel
  2. School bus drivers
  3. Security Guards
- B. Twelve (12) month employees (July 1 - June 30)
1. Mechanics and helpers
  2. Plant operations and maintenance personnel

#### ARTICLE XV

The Vineland Board of Education and the Union agree that the following sums of money shall be utilized for salary increases for the years indicated:

#### Salary Guide

- A. During the term of this Agreement wages shall be increased as follows:

July 1, 2010	2%
July 1, 2011	2%
July 1, 2012	2%

These wage increase represent total new money and are all inclusive of Guide increases New Wage Guides shall be developed in accordance with this understanding.

Further, the following adjustment to Salary Guides shall be made:

#### Skilled Maintenance Transportation Salary Guides:

Transportation #2 employees shall be placed on the salary guide for Skilled Maintenance #1. Transportation #2 salary guide shall then be deleted.

Transportation #4 employees shall be placed on the salary guide for Skilled Maintenance #2. Transportation #4 salary

guide shall then be deleted.

Transportation #3 salary guide shall be deleted.

Aides Salary Guides

Aides #6 shall be the highest paid on the salary guide.

Aides #5 shall be 90% of the salary of Aides #6.

Aides #2 shall be 80% of the salary of Aides #6.

There shall be no change to Aides #1 and Aides #3.

Aides #4 shall be deleted.

- B. Placement on Salary Guides will not result in any employee making less than his/her current salary.
- C. Employees whose current salary is above the Salary Guide will receive the across the board increase.
- D. The attached Salary Guides have been mutually agreed upon by the parties.

The Scattergram for the successor contract to this agreement shall be based upon actual salary.

All employees working outside of their job classification shall receive the rate of pay of the higher classification only after working in said higher classification for a period of five (5) days in any one contract year.

Aides - any new hirees without forty-eight (48) college credits shall be assigned to Aides #1 Guide.

Employees are to be paid in accordance with the salary guide but not less than the minimum nor more than the maximum based on the appropriate classification and creditable experience. Increments shall be made effective on the employee's anniversary date as set forth in Article VI; additional salary adjustments shall be deemed the employee's general wage adjustment and shall be effective on July 1st of each respective year. Personnel employed less than full time shall be paid a pro-rated amount based on the scheduled work period within the appropriate classification.

SALARY GUIDES ATTACHED HERETO AS APPENDIX A.

E. Additional Pay for Black Seal Boiler License

Qualified employees who possesses a valid, current Black Seal Boiler License, and who verifies such to the Secretary of the Board of Education shall be entitled to \$1,000.00 per year added to his/her annual salary. Employees who apply for such entitlement after the start of the fiscal year shall be

eligible for a prorated portion of the amount shown. Initial payments shall begin in the month following the month in which verification is made. It is the employee's responsibility to renew such license and to apply for the entitlement. Payments shall terminate on the date of expiration of licenses not properly renewed and verified.

Those employees currently receiving a stipend for Black Seal Boiler license as of September 1, 2001, shall be grandfathered and shall continue to receive said stipend. The parties have agreed to a list of said grandfathered employees.

Those employees not listed on the grandfather list and all future hires after September 1, 2001, obtaining a Black Seal License will receive the \$1,000.00 per year stipend only if working in the job titles of Custodian, Supervisor of Building Services, Building Maintenance Worker, Senior Building Maintenance Worker and Senior Custodian.

F. Seven-Hour Instructional Aides(Educational Aides)

All new hirees as seven-hour classroom aides shall be required to possess a high school diploma, plus a minimum of forty-eight (48) college credits or an associates degree. The forty-eight (48) college credits shall be in education related courses only.

G. Bilingual Interpreters

The parties recognize that there are certain aides who on occasion are utilized as English/Spanish translators. During those times when said aides serve as translators, they shall receive their normal hourly rate of pay and shall receive an additional one-half (1/2) of their hourly rate of pay. Said additional compensation shall be received only for that time when the aide actually serves as a translator and shall be with the approval and verification of the school principal.

H. Aides/interpreters for the Auditorily Handicapped

Those employees working part-time as aides and part-time as interpreters for the auditorily handicapped shall be paid at the rate of four (4) hours per day as interpreter, and three (3) hours per day as aide.

I. Shift Differential

1. Contract year 2007-2008:

All employees working during the second shift shall be compensated an additional thirty (\$.30) cents per hour for each

hour worked during the second shift.  
All employees working during the third shift shall be compensated an additional forty (\$.40) cents per hour for each hour worked during the third shift.

2. Contract year 2008-2009:

All employees working during the second shift shall be compensated an additional thirty-five (\$.35) cents per hour for each hour worked during the second shift. All employees working during the third shift shall be compensated an additional forty-five (\$.45) cents per hour for each hour worked during the third shift.

3. Contract year 2009-2010:

All employees working during the second shift shall be compensated an additional forty (\$.40) cents per hour for each hour worked during the second shift.

All employees working during the third shift shall be compensated an additional fifty (\$.50) cents per hour for each hour worked during the third shift.

J. Shift Differential for Maintenance Personnel (Pool Maintenance)

The maintenance personnel who are responsible for the swimming pool maintenance at the High School work a shift from 3:30 a.m. until 12:00 noon. These individuals shall receive the shift differential applicable to the third shift for all hours worked during the period of time from 3:30 a.m. until 7:00 a.m. All hours worked after 7:00 a.m. shall be paid at the normal rate of pay.

K. Diesel Mechanics

Those Diesel Mechanics receiving an ASE certification shall receive a stipend of \$500.00 per year. In order to receive said stipend, the employee must pass three of the six ASE tests, not including the air conditioning test. The employee will pay for the ASE test, however, if the employee successfully completes the tests, the Board shall reimburse the employee a sum not to exceed \$250.00.

L. Certified Pool Operator

Those individuals designated as Certified Pool Operator by the Board of Education shall receive a stipend of \$300.00 per year.

M. Seniority for Shift Preference

If an employee satisfies all job title qualifications, then in

that event, seniority shall control for selection of shift preference.

N. Advance Degrees for Instructional Aides

Those Instructional Aides (on Aides Salary Guides No. 2 and No. 5) shall receive an additional stipend of \$400.00 per year for an Associates Degree. Those Aides on Salary Guides No. 2 and No. 5 having a Bachelors Degree shall receive a stipend of \$600.00 per year.

The Associates Degree or Bachelors Degree must be related to the employee's job title. The employee must present a copy of the transcript or diploma in order to receive the stipend as noted.

Those Instructional Aides seeking payment pursuant to this paragraph shall have the responsibility of providing the Board of Education with proof of either an Associates Degree or a Bachelors Degree as noted above. Payment pursuant to this paragraph shall not begin until the employee has presented proof of degree completion. There shall be no retroactive payments.

O. New Employment Placement on Salary Guide:

Any employee hired with experience out of district will be placed no higher than Step 4 on the appropriate salary guide. No new employee shall be placed on a salary step higher than a current employee in the same title with same in-district years of experience. Any additional credit for out of district service above Step 4 (which is equal to 4 years out of district experience) will be awarded as follows: the employee in addition to receiving the normal salary step as provided under the collective bargaining agreement shall receive one(1) additional salary step per year until the years granted for out of district experience is reached.

Q. In order to advance on the salary guide, an employee must have worked more than 50% of the work year as required for that job title in the year immediately preceding the date projected to advance on the salary guide. For the purposes of this provision, the work year shall include any paid status of the employee.

R. Instructional Aides:

Any instructional aides employed by the Board of Education as

of September 1, 2007 or any other current employee of the Board, employed as of September 1, 2007 who obtains either a bachelors degree or associates degree in education shall be placed on the Aides Guide #6 at the step closest to, but not higher than the current step of the salary guide of that employee. For purposes of this paragraph, the closest, but higher step shall be determined by the dollar value of that step.

## ARTICLE XVI

### WORK HOURS

Except for part-time personnel whose working hours are prorated, the work day of employees covered by this agreement shall be as follows:

#### 1. AIDES

- (a) Aides working a seven (7) hour day shall receive a thirty (30) minute uninterrupted lunch period to be included within the seven (7) hour day.

#### 2. FOOD SERVICE PROGRAM

- (a) Senior Cooks - Eight (8) hours excluding a thirty (30) minute uninterrupted lunch period. All Senior Cooks must possess a Serve Safe Certification.  
(Also, note that applicable Wage Guide shall be adjusted to reflect eight (8) hour work day.)
- (b) Assistant Cooks - Seven (7) hours excluding a thirty (30) minute uninterrupted lunch period. (This language is intended to match up with a Wage Guide to be based upon seven (7) hours).
- (c) Food Service Workers the work day for food service workers shall either be 8, 7, 6, or 3.5 hours per day, excluding a thirty (30) minute uninterrupted lunch period.

#### 3. PUPIL TRANSPORTATION SERVICES

- (a) Mechanics and helpers - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.
- (b) School Bus Drivers - Bus drivers shall be paid

on an hourly basis as per the salary guides attached hereto. Bus drivers shall be paid in accordance with a package based upon hours driven. The package hours shall include 1.25 hours per day which includes completion of pre-trip bus inspections; refueling bus; maintaining route sheets and seating charts on file; cleaning and washing bus; meetings and parent conferences not to exceed thirty (30) minutes per day; completing required reports; lateness due to bad weather breakdowns; or disciplinary problems.

Four (4) bus driver workshops shall be held annually. The length of the workshop shall coincide with the driver's hourly package.

- (c) Pension Credit. All additional run hours for school bus drivers which are continuous during the school year shall be calculated into the base salary such that pension credit is provided, contingent upon approval of the pension bureau.

4. MAINTENANCE

- (a) Maintenance - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.

Work schedules showing the employees shifts, work days and hours shall be established and posted in work locations by the school principal and/or immediate supervisor.

One (1) uninterrupted ten (10) minute break period shall be permitted each work day for all full-time employees.

ARTICLE XVII

Health Care Insurance Program

1. New Jersey Health Benefits Plan

At the option of each eligible full-time, permanent employee whose regular work week is twenty (20) hours or more, the Board of Education agrees to provide hospitalization insurance which includes traditional coverage, preferred provider organization and health maintenance organization through New Jersey State



Health Benefits Plan as exists or as modified by the State Health Benefit Program (or and substantially equal health benefit plan), including any changes in co-pays or deductibles that may be implemented by the State Health Benefits Program for all employees and eligible dependents covered by this Agreement. In order for an employee hired after May 21, 2010 to be eligible for coverage, he or she will be required to work not less than twenty-five (25) hours per week.

2. Prescription Drug Plan

The Board of Education shall furnish an individual employee/spouse, parent/child and/or family full premium prescription-drug insurance policy to all eligible and desirous employees whose regular work week is twenty (20) hours or more.

Plan to be a formulary plan with a \$10.00 generic co-pay/ \$20.00 preferred brand co-pay and \$35.00 non-preferred brand co-pay. All mail ordered co-pays shall be identical as the above.

The Board to pay the full premium costs for such insurance for the duration of this contract.

3. Dual Health Insurance Coverage:

Subject to the Rules and Regulations of the New Jersey State Health Benefits Commission, eligible Employees enrolled in the health insurance coverage plan provided in Article VII Section 1 may elect, if eligible, to waive all coverage, provided proof of coverage through another source can be demonstrated. Employees who waive all coverage shall receive an end-of-year payment in the amount of twenty-five (25%) percent of the applicable premium for the insurance plan or \$5,000 whichever is less, in lieu of insurance, based on the number of months that the insurance was waived during the year.

Should a change of life event occur, i.e., death of spouse or divorce from spouse, then in that event, the employee shall be permitted to re-enroll in the Board's health insurance plan without penalty.

This plan option will be in compliance with Section 125 of the Internal Revenue Code, cash payments made pursuant to this are taxable to the employee(s) electing cash in lieu of health and hospitalization insurance. This option is governed under the Vineland Board of Education Cafeteria Plan effective as of July 1, 1996. (Copy on File).

4. Any employee who has reached sixty-five (65) years of age and is covered under Medicare shall receive the cost of Medicare

payments equal to, but not exceeding the cost of insurance coverage granted to other employees covered by this agreement.

5. For the duration of this agreement, the Union shall make available to permanent personnel whose regular work week is twenty (20) hours or more, disability insurance. Said insurance shall be Hartford Insurance Company, the premiums for which shall, during the period of this contract be two per cent (2%) of the gross pay.
6. Cost Contribution. Employees shall contribute to the costs of the Health Benefits Insurance plan coverages. All employees who participate in the plan shall pay one and one-half (1½%) percent of his/her annual base wages for such coverages.
7. Change of Insurance Provider. The Board may, at its option, change any of the existing insurance plans or carriers providing such benefits, so long as the level of benefits provided to the employees and their eligible dependents is substantially equal to the coverages currently being provided. The Board further reserves the right, at its option, to self-insure any of said plans and coverages so long as the level of benefits provided to the employees and their eligible dependents is substantially equal to the coverages currently being provided. Prior notice of intent to make the change must be made to employees of any change in the above described within thirty (30) days.

#### ARTICLE XVIII

##### HOLIDAYS and VACATIONS

A. All employees covered by this agreement shall be granted paid holidays according to the schedule listed below, except that hourly workers shall receive no compensation for these days:

<u>Holiday</u>	2010-2011	2011-2012	2012-2013
Independence Day	July 5, 2010	July 4, 2011	July 4, 2012
Labor Day	Sept 6, 2010	Sept 5, 2011	Sept 3, 2012
Columbus Day	Oct 11, 2010	Oct 10, 2011	Oct 8, 2012
Election Day	Nov 2, 2010	Nov 6, 2011	Nov 6, 2012
Veterans' Day	Nov 11, 2010	Nov 11, 2011	Nov 12, 2012
Thanksgiving Day	Nov 25, 2010	Nov 24, 2011	Nov 22, 2012
Day after Thanksgiving	Nov 26, 2010	Nov 25, 2011	Nov 23, 2012
Christmas Eve	Dec 24, 2010	Dec 24, 2011	Dec 24, 2012
Christmas Day	Dec 25, 2010	Dec 25, 2011	Dec 25, 2012
New Year's Eve	Dec 31, 2010	Dec 31, 2011	Dec 31, 2012
New Year's Day	Jan 1, 2011	Jan 1, 2012	Jan 1, 2013
M.L. King's Birthday	Jan 17, 2011	Jan 16, 2012	Jan 21, 2013
Lincoln's Birthday	Feb 18, 2011	Feb 17, 2012	Feb 15, 2013
President's Day	Feb 21, 2011	Feb 20, 2012	Feb 18, 2013

Good Friday	Apr 22, 2011	Apr 6, 2012	Mar 29, 2013
Easter Monday	Apr 25, 2011	Apr 9, 2012	Apr 1, 2013
Memorial Day	May 30, 2011	May 28, 2012	May 27, 2013

B. Observance of legal holidays will be as above described except in any instance where the date for the declared holiday is changed by executive order or legislation. Said holiday shall be observed accordingly. As per statute, Sunday holidays are observed on Monday.

C. Should a holiday fall on a Saturday, those employees working forty (40) hours per week shall receive, in lieu of the holiday, a compensatory day to be taken during the annual Christmas holiday period while the schools within the District are closed to students, or during the summer vacation period while schools are not in session to include not in session for summer school.

D. The holiday schedule may be adjusted by the Board of Education as required by the school calendar. The parties acknowledge that the exact dates of the above noted holidays may change based upon the school calendar.

E. Vacation Days: Vacation for employees covered by this contract shall be granted as follows:

<u>12 Month Employees:</u>		<u>10 Month Employees</u>	
<u>Years</u>	<u>Days Awarded</u>	<u>Years</u>	<u>Days Awarded</u>
0 to 10	one day per month (12 days max.)	0 to 10	one day per month(12 days max.)
11-15	15 days	11-15	12.5 days
16	16 days	16	13 days
17	17 days	17	14 days
18	18 days	18	15 days
19	19 days	19	16 days
20 or more	20 days	20 or more	17 days

All employees will accrue one day's vacation for each month worked, posted at the beginning of each month. In order to accrue vacation days, employees must be in a paid status.

The conditions under which vacation time may be taken are set forth in Board Policy 4433.1.

Twelve Month Employees shall be permitted to utilize vacation days during the first two years of employment only as accrued on a monthly basis; thereafter, in each succeeding year they will be granted vacation at any time after July 1<sup>st</sup> based upon completion of the years identified under vacation days. Vacation leave credited in advance is in anticipation of continued employment. Upon termination of employment, an employee shall reimburse the Board for vacation days used in excess of his or her pro-rated and

accumulated entitlements. Vacation allowance for twelve (12) month employees must be taken during the months of July and/or August immediately following the year in which earned/granted, or at such times as directed by the Board, or when possible, at other mutually agreed times.

F. Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of school district business, employees may request to carry such days into the succeeding year only. Such request must be approved by the Assistant Superintendent for Business Administration Board Secretary.

#### ARTICLE XIX

##### LONGEVITY

All longevity is eliminated effective June 30, 2007.

#### ARTICLE XX

##### COMPLAINT PROCEDURE

A. Procedural Requirements

Any complaints regarding an employee made to any members of the administration by any parent, student or other person which does or may influence evaluation of an employee shall be processed according to the procedure outlined below.

B. Meeting with Principal or Immediate Supervisor

The principal or immediate supervisor shall meet with the employee to apprise the employee of the full nature of the complaint and they shall attempt to resolve the matter informally without the need to be represented by the Union.

C. Rights of Representation

The employee shall have the right to be represented by the Union at any meetings or conferences regarding such complaint beyond the informal meeting referred to above.

ARTICLE XXI  
DEDUCTION FROM SALARY

A. The Union Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees dues for the Union, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (NJSA 52:14-15.9e) as amended, and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by said Union within a reasonable time following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the Union.
2. The Union named above shall certify to the Board, in writing, the current rate of its membership dues. If said Union changes the rate of its membership dues, said Union shall give the Board written notice prior to August 1 of each school year.

B. Credit Union Checkoff

Employees may individually elect to have monies deducted from their pay for deposit in the 65 Family Federal Credit Union and/or the Cumco Credit Union. Upon authorization by the Credit Union and the employee, said deductions shall be made each pay period and transmitted to the credit union subsequent to said pay period. Deductions may be changed no more than two (2) times during a fiscal year.

The Board shall make payments by payroll deduction to the Cumco Credit Union, if requested by an employee.

C. Education Fund

Effective July 1, 1991, the Board of Education agrees to pay one-half (1/2) of one per cent (1%) of the total earnings of all employees covered by this Agreement to the Local 2327 UAW Vineland Board Education Fund. The purpose of said Fund is to enable members of the Union to pursue their individual educational goals and for such other educational endeavors to be undertaken by the Union.

Payment shall be made by the Board of Education on a monthly basis on or before the 15th day of the month following each month for which the payment is being made.

Payments pursuant to this provision shall be directed to Local 2327 UAW, Vineland Board of Education Fund, 598-600 Shiloh Pike, Bridgeton, NJ 08303.

Each year, the Union shall provide an accounting to the Board of Education as to how the Education Fund was spent.

D. UAW V-CAP

During the life of this Agreement, the Board agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes or has executed the following "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form; provided further however, that the Board will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file an unrevoked "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the Board before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the Board from the employees first union dues period in the first month following receipt of the checkoff authorization card and shall continue until the checkoff authorization is revoked in writing. The Board agrees to remit said deductions promptly to UAW V-CAP, in the care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The Board further agrees to furnish UAW V-CAP with the name, address, social security number, and date of last Authorization of those employees for whom deductions have

been made. The Board further agrees to furnish UAW V-CAP with a monthly and year to date report of each such employee's deductions.

E. The Union shall provide to the Board of Education an annual accounting on the Union Education and Union Disability Funds.

F. Indemnification

1. Liability

The Union 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 Union 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 Union so requests in writing, the Board will surrender to the Union full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Union in gathering evidence, security witnesses and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 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 XXII

### SICK LEAVE

All employees shall be entitled to sick leave with pay (based on their aggregate years of service).

A. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-

time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every fiscal year thereafter. It shall be accumulative with no maximum limit. Part-time permanent employees and those employees working less than 12 months shall be entitled to sick leave on a prorated basis.

2. An employee who has been reemployed shall be credited with the total accrued sick leave at the termination of his previous employment.
3. Employees on disability must exhaust all available sick time before going on disability leave, however, an employee is not required to use vacation days or personal days.

B. Definition of Sick Leave

Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee or absence caused by death in the immediate family of such employee.

C. Reporting of absence on Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. Normally this shall constitute a doctor's note.
  - (a) An employee who has been absent on sick leave for periods totaling more than fifteen (15) days in one calendar year consisting of periods of less than five (5) days shall have his or her sick leave record reviewed by the Board and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one (1) day or less, only one submission of such proof shall be necessary for a period of six (6) months.
  - (b) The Board may require proof of illness of an employee on sick leave whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.



2. In the case of leave of absence due to exposure to contagious disease, a certification from a doctor shall be required.
3. In the case of an employee attending a member of the employee's immediate family, reasonable proof of same shall be required.
4. In the case of death in the immediate family, reasonable proof of same shall be required.
5. The Board may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined at the expense of the Board, by a physician designated by the Board. Such examination shall establish whether the employee is capable of performing normal duties and that his/her return will not jeopardize the health of other employees.

D. Accumulated Sick Leave Upon Retirement

1. Any permanent employee employed by the Board of Education for a minimum of fifteen (15) years immediately preceding retirement shall be granted a retirement or terminal payment according to the following:
  - (a) Ten month employees shall receive payment equal to one-two hundredths ( $1/200$ ) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the employee.
  - (b) Twelve month employees shall receive payment according to one-two hundredths and fortieths ( $1/240$ ) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the employee.
2. The weighted allowance mentioned above shall be computed as follows: fifty per cent (50%) of sick leave days accumulated, not to exceed a maximum of \$10,500.00 upon retirement.

E. Absence Without Leave

Any unauthorized absence of an employee from duty shall be an absence without leave and may be cause for disciplinary action including removal.

F. Sick Leave for Bus Drivers

Bus drivers who have accumulated sick leave and are absent due to illness shall be paid on the basis of their total daily pay for regular runs permanently assigned to the drivers at that time.

ARTICLE XXIII

LEAVES OF ABSENCE/PERSONAL DAY

A. Leaves of Absence Without Pay

A leave of absence may be granted without pay to an employee for a period not to exceed twelve (12) months at any one time.

Such leave of absence may be renewed for an additional period not to exceed twelve (12) months.

A leave of absence without pay for a probationary employee shall be restricted to exceptional situations and shall not exceed sixty (60) days nor be continued beyond the termination of the temporary appointment or position itself. In no case shall an employee receive entitlements while on leave which she/he could not receive while in active employment.

1. Military Leave

(a) A permanent employee who enters upon active duty with the military or naval service in time of war or emergency shall be granted a leave of absence for the period of such service and three months thereafter.

(1) In case of service-connected illness or wound which prevents her/him from returning to her/his employment, such leave shall be extended until three months after recovery, but not beyond the expiration of two years after the date of discharge.

(2) An employee who voluntarily continues in the military service beyond the time when he may

be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned her/his employment and resigned.

- (b) A permanent employee who enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) shall be granted a leave of absence for such period of training. Such leave is not considered military leave.
- (c) An employee with probationary status who enters upon active duty with the Armed Forces or who, pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) either enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training, shall be recorded as having resigned.
- (d) A permanent employee who is a member of the National Guard or Naval Militia or of a reserve component of any of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to all regular approved leave.
- (e) A full-time temporary or provisional employee who is a member of the National Guard or Naval Militia or of a reserve component of the Armed Forces of the United States who is required to undergo field training or annual active duty for training shall be granted a leave of absence with pay as provided by regulation.

## 2. Maternity Leave

A maternity leave of absence shall be treated as an extended leave which is granted for personal illness or disability with the following added stipulations:

- (a) As soon as an employee becomes aware of her pregnancy, she shall forthwith notify the Superintendent of Schools in writing of the predicted date of birth and indicate the tentative

schedule of the anticipated period of absence for maternity leave.

The employee may continue to work until the state of her health or the welfare of the pupils determine that a leave of absence commence. This determination shall be made after a conference with the employee and consultation between the immediate supervisor and the Superintendent of Schools. Where disagreement regarding the dates for the commencement of leave of absence arises, the Superintendent of Schools shall consult with the School Medical Officer prior to making a decision.

- (b) A period of one working month (20 school days) immediately preceding delivery of the child and one working month immediately following the birth date shall be the maximum entitlement of sick leave days. There will be no allowance for days during the months of July and August for ten month employees. All emoluments due to the individual employee under sick leave provisions shall be provided during this period.
- (c) Prolonged absence before or after the authorized sick leave period, except when mitigated by continuing illness arising from or associated with child-bearing, shall be treated as extended leave and will be granted without pay.

B. Leaves of Absence With or Without Pay

1. Educational Leave

A permanent employee may be granted an educational leave with or without pay as established by the Board regulations. The purpose of such leave is to permit an employee to pursue special work or training related to his employment and which will improve his competence and capacity in the district. Such training must be of direct value to the Board and limited to increasing knowledge or skills not directly available through in-service training. The Board shall reimburse an employee for tuition costs for any approved course or training.

2. Jury/Witness Leave

An employee shall be given time off when:

- (a) Performing jury duty

- (b) Summoned to appear as a witness before a court, legislative committee or judicial or quasi-judicial body unless the appearance is as a party to the litigation in a matter unrelated to his capacity as an employee of the school district.
- (c) Performing emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or the President of the United States.

3. Disability Leave: Sick Leave Injury

Any employee who is disabled because of occupational injury or disease may be granted a leave of absence with full or partial pay. Any amount of salary or wages paid or payable to an employee for disability leave shall be reduced by the amount of workmen's compensation award under the New Jersey Worker's Compensation Act for temporary disability.

- (a) Such leave shall not be granted beyond one (1) year from the date of injury or illness.
- (b) Medical or other proof relating to the injury or illness and the continued disability of the employee shall be provided.

4. Union Business

A Union member may be granted a leave of absence without pay to hold an elected office in the U.A.W., Amalgamated Local #2327 for a minimum of six (6) months and a maximum of two (2) years.

C. Leave of Absence With Pay

An employee may need to be absent from assigned duty due to a personal emergency situation or to attend to a personal matter which is, by its nature, of such pressing importance that it can only be performed during work hours. The total allowance of temporary leaves of absence under this Article shall not in the aggregate exceed three (3) days per year for ten (10) month employees (two with no reason) and four (4) days per year for twelve (12) month employees (three with no reason).

Said personal days without reason shall not be taken on the day before or the day after a school holiday, federal or state holiday. Additionally, the employee must provide a minimum of

three (3) days notice prior to taking said personal day without reason.

The Board will grant temporary leaves of absence with pay in order for the employee to attend to an emergency or personal matter according to the following:

- (1) Any legal matter in which the employee, the employee's spouse, employee's child or any member of the employee's household is a party; at the time of said request, the employee may be required to submit the name of the attorney and/or indicate the place where such business is to be conducted for purposes of verification.
- (2) Marriage of the employee.
- (3) Death or illness of an immediate family member.
- (4) Death of a relative other than a member of the immediate family
- (5) Observance of any religious holiday(s) mandated by one's faith where such observance prevents the employee from working on said day(s).
- (6) Death of an intimate friend
- (7) Attendance at the marriage of a member of the immediate family.
- (8) Participation in graduation ceremonies or college orientation of self, spouse or child.
- (9) Home emergency, i.e., catastrophe, fire, storm damage.
- (10) Any other personal emergency at the discretion of the Superintendent of Schools.

Notice of a desire for temporary leave shall be filed with the Superintendent through the employee's supervisor on the form provided for such purpose. The reason shall be indicated by the employee checking the appropriate space on the form or by specifying a reason where the list does not provide for same. This must reach the office of the Superintendent of Schools not less than five (5) work days in advance of the date(s) requested. (A waiver of this time limit may be approved by the Superintendent in an emergency.)

Employees may convert all unused temporary or personal leave days available in any school year to accumulated sick leave. Once such days are converted to accumulated sick leave, said days cannot later be utilized for temporary and/or personal leave days.

#### ARTICLE XXIV

##### Seniority Assignment of Bus Routes

###### A. Basic Route Packages

- 1.) Basic route packages which include kindergarten routes will be assigned before the beginning of the school year by seniority and consideration of the skill, ability and qualifications to perform the work.
- 2.) Those drivers wishing to be placed on the list of those considered shall apply in writing to the transportation coordinator not later than August 1. Thereafter, the administration, at its discretion, shall determine the assignment of routes.
- 3.) Selection made by the drivers shall be final and may not be changed by them. When the driver selects his/her route package for the coming school year, the driver will be notified whether or not this route package has a paid lay-over time. Should the route package have a paid lay-over time, and during the course of the year a driver is needed to drive an extra run, the driver will not be paid for that run. Extra routes will be assigned on a rotating basis between all drivers who do not have a middle school included in their route package.
- 4.) Special education and handicapped routes shall be exempt from this seniority provisions, however, during the school year, notification shall be made to bus drivers of openings for these routes so that interested drivers may notify the transportation office of their desire to be considered. Final decision as to selection of drivers for these routes rest with the Board.
- 5.) Once bus routes are selected by bus drivers, the bus routes shall not be changed between full-time drivers.

###### B. ATHLETIC TRIPS AND FIELD TRIPS

- 1.) Athletic trips and field trips shall be assigned on a rotational basis according to seniority, providing the driver has a valid telephone number at their residence.

- 2.) Drivers wishing to be placed on the list of those to be considered for such trips shall notify the transportation coordinator in writing not later than August 1.
  - 3.) If a trip is offered and rejected, for whatever reason, the driver's name will be placed at the bottom of the rotation list. However, if the driver has accepted a trip and then cancels that trip for whatever reason, that driver will forfeit the right to that trip and the next available trip.
  - 4.) In the event that a trip is canceled after the bus driver has reported for the assignment, the driver shall be paid for one hour and assigned the next scheduled trip.
- C. All bus trips within the City of Vineland and all bus trips outside the City of Vineland shall be paid at the same rate.
- D. Bus drivers who are assigned field trips or extra-curricular trips shall be provided money in advance for payment of tolls and/or parking.



ARTICLE XXV

REPRESENTATION FEE (AGENCY SHOP)

A. Purpose of Fee

If an employee does not become a member of the U.A.W., Amalgamated Local 2327, during any membership year (i.e. from July 1 to the following June 30) which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Union for that membership year.

The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.

B. Amount of Fee

1. Notification

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

2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Union as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Union to its own members and the representation fee may 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 increased to the maximum allowed, said increase to become effective as of the beginning of the Union membership year immediately following the effective date of the change.

C. Deduction and Transportation of Fee

1. Notification

Once during each membership year covered in whole or in

part by this Agreement, the Union will submit to the Board a list of those employees who have not become members of the Union for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph 2 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Union.

2. 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) Ten (10) days after receipt of the aforesaid list by the Board; or
- (b) Thirty (30) days after the employee begins his or her employment in the 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 ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Termination of employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Union 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.

4. Procedure

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

5. Changes

The Union will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.

6. 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 Union a list of all employee who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

D. Indemnification

1. Liability

The Union 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 Union 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 Union so requests in writing, the Board will surrender to the Union full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Union in gathering evidence, securing witnesses and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 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 XXVI

Miscellaneous Provisions

A. NONDISCRIMINATION

The Board and the Union agree that there shall be no discrimination and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, sex or marital or civil union status unless it is a bona fide occupational requirement.

B. BOARD POLICY

This agreement constitutes Board policy for the term of said agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

C. TRAVEL ALLOWANCE

Senior cook or authorized designated employee shall be paid travel allowance in the amount of \$200.00.

The allowance shall be paid in two equal installments each year in February and in June.

D. 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.

E. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement.

If any individual contract contains any language inconsistent with the agreement, this agreement during its duration shall be controlling.

F. COURT ATTENDANCE

Attendance officers, security guards and/or bus drivers who are required to appear in municipal court because of employment related incidents, excluding traffic violations, shall be paid at their hourly rate of pay. An official document from the Court attesting to Court attendance must be provided by the employee to receive payment.

G. BUS BREAKDOWNS

Bus drivers shall be reimbursed for additional time, verified by the Coordinator of Pupil Transportation Services, which is added to the normal daily runs due to breakdowns. This reimbursement shall be at the hourly rate of pay or \$14.15 per hour for employees grandfathered pursuant to this contract.

H. BUS LAYOVERS

When an abbreviated session is scheduled for intermediate and primary schools only, bus drivers shall be reimbursed for layover time, verified by the Coordinator of Pupil Transportation Services, between their intermediate/primary afternoon runs and secondary afternoon runs. This reimbursement shall be at the employee's hourly rate of pay.

I. MEAL REIMBURSEMENT

School bus drivers and aides shall be reimbursed for meals on field trips as per applicable New Jersey Statutes and regulations. This payment shall be limited to bus drivers and aides only.

The driver must leave by 11:30 a.m. in order to receive payment for lunch and return after 6:00 p.m. in order to receive payment for supper.

The bus driver or aide must present a paid receipt from the food vendor in order to be reimbursed for the lunch and dinner meals.

J. PRINTING AGREEMENT

Copies of this agreement shall be printed by personnel of the Board on in-house printing equipment within thirty (30) days after the agreement is signed.

K. NOTICE

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provisions of this agreement, either party shall do so by registered letter or ordinary mail at the following address:

1. If by the Union to the Vineland Board of Education, at the Board of Education offices, 625 Plum Street, Vineland, New Jersey 08360.
2. If by the Board to U.A.W., Amalgamated Local #2327, 598-600 Shiloh Pike, Bridgeton, NJ 08302  
Telephone: (856) 451-9900; Fax No. (856) 451-9911.

L. HEALTH AND SAFETY

The Vineland Board of Education shall endeavor to provide conditions of work which are both safe and healthy in conformity with all Federal, State and local laws.

M. WORKSHOPS

The Board of Education agrees to include in its Workshops topics regarding health, safety and training of employees.

N. EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED

The parties recognize that the Board utilizes certain interpreters and the Board internally shall refer to those individuals as such. The parties further recognize that the Department of Personnel of the State of New Jersey may refer to these individuals by way of a different title, and the Board has no authority over the Department of Personnel.

O. CERTIFICATION OF INTERPRETERS FOR THE AUDITORILY HANDICAPPED

All individuals who provide educational interpreting services, sign language interpreting, oral interpreting or cued speech transliteration to students who are deaf, hard of hearing or deaf/blind in Grades Preschool through 12 shall hold the Educational Interpreter Endorsement as required by N.J.A.C. 6A:9-13.18.

P. SURVEILLANCE CAMERAS

Surveillance cameras which were installed by the Board in the work place shall not be used solely for the purposes of evaluating an employees' work performance. The Board reserves the right to use the surveillance cameras for the purposes for

security purposes, discipline purposes or any other purpose as outlined in the Board of Education Policies and Regulations. The parties agree to be bound by the Board of Education's Policies and regulations regarding the use of surveillance cameras.

Q. CHAIRPERSON OF LOCAL

The Chairperson of Local 2327 may be granted leave of absence with pay as requested during his/her term of office subject to approval by the Superintendent or his designee. Such approval shall not be unreasonably withheld.

R. BOMB SCARES

All bomb scares shall be handled in accordance with Board policy and by qualified personnel only.

S. WORKERS CARRYING BEEPERS

Workers carrying beepers to be identified by name to receive two (2) additional hours per week. Should any worker not respond to a beeper call three (3) times in any one (1) year, that worker will lose this additional stipend for a period of six (6) months. A list of workers to be paid for carrying beepers is attached to this agreement.

T. CIVIL UNIONS

All benefits available to Association members, including certificated personnel and clerical staff, and their eligible dependents and all references in this Agreement to members of the families of Association members shall be deemed to cover those persons specifically referenced and/or protected under New Jersey statutes relating to domestic partners and civil unions, N.J.S.A.26:8A-1 et. seq. and N.J.S.A. 37:1-28 et. seq., respectively. All benefits and coverage extended by this Agreement shall be subject to such statutes and conditions set forth by third-party benefit providers in any agreements which the Board of Education maintains with said third-party benefit providers."

U. BUS DRIVER EXTRA TRIPS

Bus Drivers responsible for extra-curricular and/or sports trips will be permitted to attend the event and meals along with the school staff assigned to the students. The only exception would be if on-site parking is not available. At all times the driver will remain with their assigned group or the bus they are operating at the event.

High School Shuttle Drivers that work a full school day schedule and accept an evening field trip must be afforded a minimum of 30 uninterrupted minutes for a meal break at some point during the school day.

ARTICLE XXVII

MANAGEMENT RIGHTS

A. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and the United States, including but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Board and its properties and facilities and to determine the methods of operation to be offered by its employees and to direct the on-the-job activities of its Employees;
2. To determine the standards of selection of employment and to hire all employees and subject to the provisions of Law, to determine their qualifications and condition for continued employment or assignment and to promote and transfer employees as defined in the Collective Bargaining Agreement;
3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to Law;
4. To relieve its employees from duty because of lack of work, lack of funding or legal cause;
5. To maintain the efficiency of its operation;
6. To determine the amount of overtime to be worked;
7. To determine the methods, means and personnel by which its operations are to be conducted;
8. To determine the content of work assignments; and
9. To exercise complete control and discretion over its organization and the technology of performing its work.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities of the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection herewith shall be limited only by the specific and express terms of the Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and the United States.



ARTICLE XXVIII  
DURATION OF AGREEMENT

This agreement shall remain in full force and effect for a three (3) year period from July 1, 2010 to and including June 30, 2013. This agreement may be extended by mutual consent of the employer and Union after the aforementioned termination date.

FOR THE EMPLOYER:

ATTEST:

VINELAND BOARD OF EDUCATION

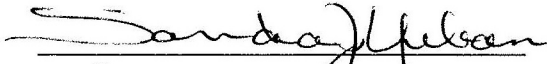
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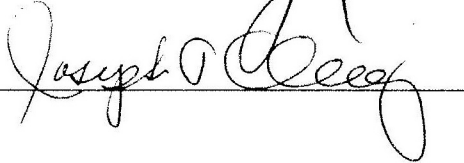


\_\_\_\_\_  
PRESIDENT OF THE BOARD

  
\_\_\_\_\_  
SECRETARY OF THE BOARD

FOR THE UNION:

  
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DATED: *June 8, 2011 etc*

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Aides #1			
	2010-2011	FTE	Total
1	\$ 11,925		\$ -
2	\$ 12,043	22.57000	\$ 271,808
3	\$ 12,364	7.27000	\$ 89,887
4	\$ 12,694		\$ -
5	\$ 13,033	0.96000	\$ 12,511
6	\$ 13,380		\$ -
7	\$ 13,737		\$ -
8	\$ 14,104		\$ -
9	\$ 14,480		\$ -
10	\$ 14,866		\$ -
11	\$ 15,263		\$ -
12	\$ 15,670		\$ -
13	\$ 16,088		\$ -
14	\$ 16,517		\$ -
15	\$ 16,959	2.00000	\$ 33,919
16	\$ 17,413		\$ -
17	\$ 17,880		\$ -
18	\$ 18,358		\$ -
19	\$ 18,851	0.82000	\$ 15,457
20	\$ 19,404		\$ -
21	\$ 19,973		\$ -
22	\$ 20,561		\$ -
23	\$ 21,166		\$ -
24	\$ 24,483		\$ -
	33.62000		\$ 423,583

Aides #1			
	2011-2012	FTE	Total
1	\$ 12,044		\$ -
2	\$ 12,163		\$ -
3	\$ 12,284	22.57000	\$ 277,245
4	\$ 12,611	7.27000	\$ 91,685
5	\$ 12,948		\$ -
6	\$ 13,293	0.96000	\$ 12,762
7	\$ 13,648		\$ -
8	\$ 14,012		\$ -
9	\$ 14,386		\$ -
10	\$ 14,770		\$ -
11	\$ 15,163		\$ -
12	\$ 15,568		\$ -
13	\$ 15,983		\$ -
14	\$ 16,410		\$ -
15	\$ 16,847		\$ -
16	\$ 17,298	2.00000	\$ 34,597
17	\$ 17,761		\$ -
18	\$ 18,237		\$ -
19	\$ 18,725		\$ -
20	\$ 19,228	0.82000	\$ 15,767
21	\$ 19,792		\$ -
22	\$ 20,373		\$ -
23	\$ 20,972		\$ -
24	\$ 21,589		\$ -
25	\$ 24,973		\$ -
	33.62000		\$ 432,055

Aides #1			
	2012-2013	FTE	Total
1	\$ 12,165		\$ -
2	\$ 12,285		\$ -
3	\$ 12,407		\$ -
4	\$ 12,529	22.57000	\$ 282,789
5	\$ 12,864	7.27000	\$ 93,519
6	\$ 13,207		\$ -
7	\$ 13,559	0.96000	\$ 13,017
8	\$ 13,921		\$ -
9	\$ 14,292		\$ -
10	\$ 14,673		\$ -
11	\$ 15,065		\$ -
12	\$ 15,467		\$ -
13	\$ 15,879		\$ -
14	\$ 16,303		\$ -
15	\$ 16,738		\$ -
16	\$ 17,184		\$ -
17	\$ 17,644	2.00000	\$ 35,289
18	\$ 18,116		\$ -
19	\$ 18,602		\$ -
20	\$ 19,099		\$ -
21	\$ 19,612	0.82000	\$ 16,082
22	\$ 20,188		\$ -
23	\$ 20,780		\$ -
24	\$ 21,391		\$ -
25	\$ 22,021		\$ -
26	\$ 25,473		\$ -
	33.62000		\$ 440,696

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Aides #2			Aides #2			Aides #2		
2010-2011	FTE	Total	2011-2012	FTE	Total	2012-2013	FTE	Total
1 \$ 16,911	19.00000	\$ 321,313	1 \$ 17,080		\$ -	1 \$ 17,251		\$ -
2 \$ 17,079		\$ -	2 \$ 17,249	19.00000	\$ 327,739	2 \$ 17,422		\$ -
3 \$ 17,579	4.00000	\$ 70,314	3 \$ 17,420		\$ -	3 \$ 17,594	19.00000	\$ 334,294
4 \$ 18,093	4.00000	\$ 72,372	4 \$ 17,930	4.00000	\$ 71,720	4 \$ 17,769		\$ -
5 \$ 18,623	4.00000	\$ 74,490	5 \$ 18,455	4.00000	\$ 73,819	5 \$ 18,289	4.00000	\$ 73,155
6 \$ 19,152		\$ -	6 \$ 18,995	4.00000	\$ 75,980	6 \$ 18,824	4.00000	\$ 75,296
7 \$ 19,682	30.00000	\$ 590,450	7 \$ 19,535		\$ -	7 \$ 19,375	4.00000	\$ 77,500
8 \$ 20,211	7.00000	\$ 141,478	8 \$ 20,075	30.00000	\$ 602,259	8 \$ 19,926		\$ -
9 \$ 20,741	4.00000	\$ 82,963	9 \$ 20,615	7.00000	\$ 144,308	9 \$ 20,477	30.00000	\$ 614,304
10 \$ 21,270	1.00000	\$ 21,270	10 \$ 21,156	4.00000	\$ 84,622	10 \$ 21,028	7.00000	\$ 147,194
11 \$ 21,800		\$ -	11 \$ 21,696	1.00000	\$ 21,696	11 \$ 21,579	4.00000	\$ 86,315
12 \$ 22,329		\$ -	12 \$ 22,236		\$ -	12 \$ 22,130	1.00000	\$ 22,130
13 \$ 22,859		\$ -	13 \$ 22,776		\$ -	13 \$ 22,681		\$ -
14 \$ 23,389	1.00000	\$ 23,389	14 \$ 23,316		\$ -	14 \$ 23,232		\$ -
15 \$ 23,918	1.00000	\$ 23,918	15 \$ 23,856	1.00000	\$ 23,856	15 \$ 23,782		\$ -
16 \$ 25,262		\$ -	16 \$ 24,396	1.00000	\$ 24,396	16 \$ 24,333	1.00000	\$ 24,333
			17 \$ 25,767		\$ -	17 \$ 24,884	1.00000	\$ 24,884
						18 \$ 26,283		\$ -
Off Guide \$ 25,419	6.00000	\$ 152,515	Off Guide \$ 25,928	6.00000	\$ 155,565	Off Guide \$ 26,446	6.00000	\$ 158,676
Off Guide \$ 26,221	4.00000	\$ 104,883	Off Guide \$ 26,745	4.00000	\$ 106,980	Off Guide \$ 27,280	4.00000	\$ 109,120
Off Guide \$ 30,112	15.00000	\$ 451,678	Off Guide \$ 30,714	15.00000	\$ 460,711	Off Guide \$ 31,328	15.00000	\$ 469,925
	<u>100.00000</u>	<u>\$ 2,131,032</u>		<u>100.00000</u>	<u>\$ 2,173,653</u>		<u>100.00000</u>	<u>\$ 2,217,126</u>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Aides #3	Interpreter 2010-2011	(Certified) FTE	Total
1	\$ 31,556		\$ -
2	\$ 31,868		\$ -
3	\$ 32,828		\$ -
4	\$ 33,816		\$ -
5	\$ 34,835		\$ -
6	\$ 35,884	1.00000	\$ 35,884
7	\$ 36,964		\$ -
8	\$ 38,078		\$ -
9	\$ 39,224		\$ -
10	\$ 40,405		\$ -
11	\$ 46,963	6.00000	\$ 281,776
<u>7.00000</u>			<u>\$ 317,660</u>

Aides #3	Interpreter 2011-2012	(Certified) FTE	Total
1	\$ 31,871		\$ -
2	\$ 32,187		\$ -
3	\$ 32,506		\$ -
4	\$ 33,484		\$ -
5	\$ 34,493		\$ -
6	\$ 35,532		\$ -
7	\$ 36,601	1.00000	\$ 36,601
8	\$ 37,704		\$ -
9	\$ 38,839		\$ -
10	\$ 40,009		\$ -
11	\$ 41,213		\$ -
12	\$ 47,902	6.00000	\$ 287,412
<u>7.00000</u>			<u>\$ 324,013</u>

Aides #3	Interpreter 2012-2013	(Certified) FTE	Total
1	\$ 32,190		\$ -
2	\$ 32,509		\$ -
3	\$ 32,831		\$ -
4	\$ 33,156		\$ -
5	\$ 34,154		\$ -
6	\$ 35,183		\$ -
7	\$ 36,242		\$ -
8	\$ 37,334	1.00000	\$ 37,334
9	\$ 38,458		\$ -
10	\$ 39,616		\$ -
11	\$ 40,809		\$ -
12	\$ 42,038		\$ -
13	\$ 48,860	6.00000	\$ 293,160
<u>7.00000</u>			<u>\$ 330,494</u>

Aides #4	Interpreter 2010-2011	(Non-Certified) FTE	Total
1	\$ 22,485		\$ -
2	\$ 23,157		\$ -
3	\$ 23,849		\$ -
4	\$ 24,562		\$ -
5	\$ 25,296		\$ -
6	\$ 26,052		\$ -
7	\$ 26,831		\$ -
8	\$ 27,633		\$ -
9	\$ 28,459		\$ -
10	\$ 33,032		\$ -
<u>-</u>			<u>\$ -</u>

Aides #4	Interpreter 2011-2012	(Non-Certified) FTE	Total
1	\$ 22,934		\$ -
2	\$ 23,620		\$ -
3	\$ 24,326		\$ -
4	\$ 25,053		\$ -
5	\$ 25,802		\$ -
6	\$ 26,573		\$ -
7	\$ 27,368		\$ -
8	\$ 28,186		\$ -
9	\$ 29,028		\$ -
10	\$ 33,693		\$ -
<u>-</u>			<u>\$ -</u>

Aides #4	Interpreter 2012-2013	(Non-Certified) FTE	Total
1	\$ 23,393		\$ -
2	\$ 24,092		\$ -
3	\$ 24,812		\$ -
4	\$ 25,554		\$ -
5	\$ 26,318		\$ -
6	\$ 27,105		\$ -
7	\$ 27,915		\$ -
8	\$ 28,749		\$ -
9	\$ 29,609		\$ -
10	\$ 34,367		\$ -
<u>-</u>			<u>\$ -</u>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Aides #5 (Autistic/Behaviorally Disabled/One-on-One/Braille - 185 days) 2010-2011			Aides #5 (Autistic/Behaviorally Disabled/One-on-One/Braille - 185 days) 2011-2012			Aides #5 (Autistic/Behaviorally Disabled/One-on-One/Braille) 2012-2013		
	FTE	Total		FTE	Total		FTE	Total
1 \$	19,025	26.00000 \$ 494,653	1 \$	19,215	\$ -	1 \$	19,408	\$ -
2 \$	19,213	3.00000 \$ 57,640	2 \$	19,406	26.00000 \$ 504,546	2 \$	19,600	\$ -
3 \$	19,776	4.00000 \$ 79,103	3 \$	19,598	3.00000 \$ 58,793	3 \$	19,794	26.00000 \$ 514,637
4 \$	20,355	35.00000 \$ 712,412	4 \$	20,171	4.00000 \$ 80,685	4 \$	19,990	3.00000 \$ 59,969
5 \$	20,950	7.00000 \$ 146,653	5 \$	20,762	35.00000 \$ 726,660	5 \$	20,575	4.00000 \$ 82,299
6 \$	21,546	5.00000 \$ 107,731	6 \$	21,369	7.00000 \$ 149,586	6 \$	21,177	35.00000 \$ 741,194
7 \$	22,142	4.00000 \$ 88,567	7 \$	21,977	5.00000 \$ 109,885	7 \$	21,797	7.00000 \$ 152,577
8 \$	22,738	2.00000 \$ 45,475	8 \$	22,585	4.00000 \$ 90,339	8 \$	22,417	5.00000 \$ 112,083
9 \$	23,333	3.00000 \$ 70,000	9 \$	23,192	2.00000 \$ 46,385	9 \$	23,036	4.00000 \$ 92,146
10 \$	23,929	1.00000 \$ 23,929	10 \$	23,800	3.00000 \$ 71,400	10 \$	23,656	2.00000 \$ 47,312
11 \$	24,525	\$ -	11 \$	24,408	1.00000 \$ 24,408	11 \$	24,276	3.00000 \$ 72,828
12 \$	25,121	1.00000 \$ 25,121	12 \$	25,015	\$ -	12 \$	24,896	1.00000 \$ 24,896
13 \$	25,716	2.00000 \$ 51,433	13 \$	25,623	1.00000 \$ 25,623	13 \$	25,516	\$ -
14 \$	26,312	1.00000 \$ 26,312	14 \$	26,231	2.00000 \$ 52,461	14 \$	26,135	1.00000 \$ 26,135
15 \$	26,908	\$ -	15 \$	26,838	1.00000 \$ 26,838	15 \$	26,755	2.00000 \$ 53,511
16 \$	28,420	1.00000 \$ 28,420	16 \$	27,446	\$ -	16 \$	27,375	1.00000 \$ 27,375
			17 \$	28,988	1.00000 \$ 28,988	17 \$	27,995	\$ -
						18 \$	29,568	1.00000 \$ 29,568
Off Guide \$	31,510	3.00000 \$ 94,529	Off Guide \$	32,140	3.00000 \$ 96,419	Off Guide \$	32,783	3.00000 \$ 98,348
		98.00000 \$ 2,051,978			98.00000 \$ 2,093,017			98.00000 \$ 2,134,877

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Aides #6	Instr Aides (Minimum of Assoc Degree in Education - 185 days) 2010-2011			Aides #6	Instr Aides (Minimum of Assoc Degree in Education - 185 days) 2011-2012			Aides #6	Instr Aides (Minimum of Assoc Degree in Education - 185 days) 2012-2013		
		FTE	Total			FTE	Total			FTE	Total
1	\$ 21,139		\$ -	1	\$ 21,350		\$ -	1	\$ 21,564		\$ -
2	\$ 21,348	12.00000	\$ 256,180	2	\$ 21,562		\$ -	2	\$ 21,777		\$ -
3	\$ 21,973	9.00000	\$ 197,758	3	\$ 21,775	12.00000	\$ 261,303	3	\$ 21,993		\$ -
4	\$ 22,616	13.00000	\$ 294,011	4	\$ 22,413	9.00000	\$ 201,713	4	\$ 22,211	12.00000	\$ 266,529
5	\$ 23,278	4.00000	\$ 93,113	5	\$ 23,069	13.00000	\$ 299,892	5	\$ 22,861	9.00000	\$ 205,748
6	\$ 23,940	14.00000	\$ 335,162	6	\$ 23,744	4.00000	\$ 94,975	6	\$ 23,530	13.00000	\$ 305,889
7	\$ 24,602	1.00000	\$ 24,602	7	\$ 24,419	14.00000	\$ 341,865	7	\$ 24,219	4.00000	\$ 96,875
8	\$ 25,264		\$ -	8	\$ 25,094	1.00000	\$ 25,094	8	\$ 24,907	14.00000	\$ 348,702
9	\$ 25,926		\$ -	9	\$ 25,769		\$ -	9	\$ 25,596	1.00000	\$ 25,596
10	\$ 26,588		\$ -	10	\$ 26,444		\$ -	10	\$ 26,285		\$ -
11	\$ 27,250	2.00000	\$ 54,500	11	\$ 27,120		\$ -	11	\$ 26,973		\$ -
12	\$ 27,912		\$ -	12	\$ 27,795	2.00000	\$ 55,590	12	\$ 27,662		\$ -
13	\$ 28,574		\$ -	13	\$ 28,470		\$ -	13	\$ 28,351	2.00000	\$ 56,701
14	\$ 29,236		\$ -	14	\$ 29,145		\$ -	14	\$ 29,039		\$ -
15	\$ 29,898		\$ -	15	\$ 29,820		\$ -	15	\$ 29,728		\$ -
16	\$ 31,578	1.00000	\$ 31,578	16	\$ 30,496		\$ -	16	\$ 30,417		\$ -
				17	\$ 32,209	1.00000	\$ 32,209	17	\$ 31,105		\$ -
								18	\$ 32,853	1.00000	\$ 32,853
		56.00000	\$ 1,286,903			56.00000	\$ 1,312,641			56.00000	\$ 1,338,894

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #1			
	2010-2011	FTE	Total
1	\$ 20,498		\$ -
2	\$ 20,700	1.00000	\$ 20,700
3	\$ 21,339	5.00000	\$ 106,694
4	\$ 21,997	4.00000	\$ 87,988
5	\$ 22,675	4.00000	\$ 90,701
6	\$ 23,374	9.00000	\$ 210,370
7	\$ 24,095	1.00000	\$ 24,095
8	\$ 24,838	2.00000	\$ 49,677
9	\$ 25,604	11.00000	\$ 281,648
10	\$ 26,393	1.00000	\$ 26,393
11	\$ 27,207	7.00000	\$ 190,448
12	\$ 28,045	2.00000	\$ 56,090
13	\$ 28,910	1.00000	\$ 28,910
14	\$ 29,801	1.00000	\$ 29,801
15	\$ 30,792	1.00000	\$ 30,792
16	\$ 31,819	1.00000	\$ 31,819
17	\$ 32,880		\$ -
18	\$ 33,976	1.00000	\$ 33,976
19	\$ 35,108	3.00000	\$ 105,325
20	\$ 36,278	2.00000	\$ 72,557
21	\$ 37,487	2.00000	\$ 74,975
22	\$ 38,737	4.00000	\$ 154,948
23	\$ 40,027	2.00000	\$ 80,054
24	\$ 41,362	1.00000	\$ 41,362
25	\$ 48,762	2.00000	\$ 97,524
		<u>68.00000</u>	<u>\$ 1,926,845</u>

Maintenance #1			
	2011-2012	FTE	Total
1	\$ 20,703		\$ -
2	\$ 20,907		\$ -
3	\$ 21,114	1.00000	\$ 21,114
4	\$ 21,766	5.00000	\$ 108,828
5	\$ 22,437	4.00000	\$ 89,747
6	\$ 23,129	4.00000	\$ 92,515
7	\$ 23,842	9.00000	\$ 214,578
8	\$ 24,577	1.00000	\$ 24,577
9	\$ 25,335	2.00000	\$ 50,670
10	\$ 26,116	11.00000	\$ 287,281
11	\$ 26,921	1.00000	\$ 26,921
12	\$ 27,751	7.00000	\$ 194,257
13	\$ 28,606	2.00000	\$ 57,212
14	\$ 29,488	1.00000	\$ 29,488
15	\$ 30,397	1.00000	\$ 30,397
16	\$ 31,408	1.00000	\$ 31,408
17	\$ 32,456	1.00000	\$ 32,456
18	\$ 33,537		\$ -
19	\$ 34,655	1.00000	\$ 34,655
20	\$ 35,810	3.00000	\$ 107,431
21	\$ 37,004	2.00000	\$ 74,008
22	\$ 38,237	2.00000	\$ 76,474
23	\$ 39,512	4.00000	\$ 158,047
24	\$ 40,828	2.00000	\$ 81,655
25	\$ 42,189	1.00000	\$ 42,189
26	\$ 49,737	2.00000	\$ 99,474
		<u>68.00000</u>	<u>\$ 1,965,382</u>

Maintenance #1			
	2012-2013	FTE	Total
1	\$ 20,910		\$ -
2	\$ 21,117		\$ -
3	\$ 21,326		\$ -
4	\$ 21,537	1.00000	\$ 21,537
5	\$ 22,201	5.00000	\$ 111,005
6	\$ 22,886	4.00000	\$ 91,542
7	\$ 23,591	4.00000	\$ 94,365
8	\$ 24,319	9.00000	\$ 218,869
9	\$ 25,069	1.00000	\$ 25,069
10	\$ 25,842	2.00000	\$ 51,684
11	\$ 26,639	11.00000	\$ 293,026
12	\$ 27,459	1.00000	\$ 27,459
13	\$ 28,306	7.00000	\$ 198,142
14	\$ 29,178	2.00000	\$ 58,356
15	\$ 30,078	1.00000	\$ 30,078
16	\$ 31,005	1.00000	\$ 31,005
17	\$ 32,036	1.00000	\$ 32,036
18	\$ 33,105	1.00000	\$ 33,105
19	\$ 34,208		\$ -
20	\$ 35,349	1.00000	\$ 35,349
21	\$ 36,527	3.00000	\$ 109,580
22	\$ 37,744	2.00000	\$ 75,488
23	\$ 39,002	2.00000	\$ 78,004
24	\$ 40,302	4.00000	\$ 161,208
25	\$ 41,644	2.00000	\$ 83,288
26	\$ 43,033	1.00000	\$ 43,033
27	\$ 50,732	2.00000	\$ 101,464
		<u>68.00000</u>	<u>\$ 2,004,690</u>

Vineland Board of Education  
 Local 2327  
 Salary Guides 2010-2013

Maintenance #2			Maintenance #2			Maintenance #2		
2010-2011	FTE	Total	2011-2012	FTE	Total	2012-2013	FTE	Total
1 \$	21,042	\$ -	1 \$	21,253	\$ -	1 \$	21,465	\$ -
2 \$	21,251	\$ -	2 \$	21,463	\$ -	2 \$	21,678	\$ -
3 \$	21,944	\$ -	3 \$	21,676	\$ -	3 \$	21,893	\$ -
4 \$	22,661	\$ -	4 \$	22,383	\$ -	4 \$	22,109	\$ -
5 \$	23,400	\$ -	5 \$	23,114	\$ -	5 \$	22,831	\$ -
6 \$	24,164	1.00000 \$ 24,164	6 \$	23,868	\$ -	6 \$	23,576	\$ -
7 \$	24,953	\$ -	7 \$	24,648	1.00000 \$ 24,648	7 \$	24,346	\$ -
8 \$	25,767	\$ -	8 \$	25,452	\$ -	8 \$	25,140	1.00000 \$ 25,140
9 \$	26,608	\$ -	9 \$	26,283	\$ -	9 \$	25,961	\$ -
10 \$	27,477	1.00000 \$ 27,477	10 \$	27,141	\$ -	10 \$	26,808	\$ -
11 \$	28,374	\$ -	11 \$	28,027	1.00000 \$ 28,027	11 \$	27,683	\$ -
12 \$	29,301	3.00000 \$ 87,902	12 \$	28,941	\$ -	12 \$	28,587	1.00000 \$ 28,587
13 \$	30,257	2.00000 \$ 60,515	13 \$	29,887	3.00000 \$ 89,660	13 \$	29,520	\$ -
14 \$	31,245	2.00000 \$ 62,491	14 \$	30,862	2.00000 \$ 61,725	14 \$	30,484	3.00000 \$ 91,453
15 \$	32,265	1.00000 \$ 32,265	15 \$	31,870	2.00000 \$ 63,741	15 \$	31,480	2.00000 \$ 62,959
16 \$	33,319	1.00000 \$ 33,319	16 \$	32,910	1.00000 \$ 32,910	16 \$	32,508	2.00000 \$ 65,015
17 \$	34,486	1.00000 \$ 34,486	17 \$	33,985	1.00000 \$ 33,985	17 \$	33,568	1.00000 \$ 33,568
18 \$	35,694	\$ -	18 \$	35,176	1.00000 \$ 35,176	18 \$	34,665	1.00000 \$ 34,665
19 \$	36,945	\$ -	19 \$	36,408	\$ -	19 \$	35,879	1.00000 \$ 35,879
20 \$	38,238	1.00000 \$ 38,238	20 \$	37,684	\$ -	20 \$	37,136	\$ -
21 \$	39,579	2.00000 \$ 79,157	21 \$	39,003	1.00000 \$ 39,003	21 \$	38,438	\$ -
22 \$	40,966	4.00000 \$ 163,864	22 \$	40,370	2.00000 \$ 80,741	22 \$	39,783	1.00000 \$ 39,783
23 \$	42,402	\$ -	23 \$	41,785	4.00000 \$ 167,141	23 \$	41,178	2.00000 \$ 82,355
24 \$	50,725	2.00000 \$ 101,451	24 \$	43,250	\$ -	24 \$	42,621	4.00000 \$ 170,484
			25 \$	51,740	2.00000 \$ 103,480	25 \$	44,115	\$ -
						26 \$	52,775	2.00000 \$ 105,549
	<u>21.00000</u>	<u>\$ 745,327</u>		<u>21.00000</u>	<u>\$ 760,234</u>		<u>21.00000</u>	<u>\$ 775,439</u>



Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #3		
2010-2011	FTE	Total
1	\$	24,658
2	\$	24,902
3	\$	25,636
4	\$	26,390
5	\$	27,167
6	\$	27,967
7	\$	28,791
8	\$	29,638
9	\$	30,511
10	\$	31,409
11	\$	32,334
12	\$	33,286
13	\$	34,266
14	\$	35,275
15	\$	36,315
16	\$	37,384
17	\$	38,529
18	\$	39,752
19	\$	41,015
20	\$	42,319
21	\$	43,661
22	\$	45,047
23	\$	46,479
24	\$	47,952
25	\$	49,476
26	\$	51,047
27	\$	59,914
4.00000		\$ 171,120

Maintenance #3		
2011-2012	FTE	Total
1	\$	24,905
2	\$	25,151
3	\$	25,401
4	\$	26,148
5	\$	26,918
6	\$	27,711
7	\$	28,527
8	\$	29,367
9	\$	30,231
10	\$	31,121
11	\$	32,038
12	\$	32,981
13	\$	33,952
14	\$	34,952
15	\$	35,980
16	\$	37,041
17	\$	38,132
18	\$	39,300
19	\$	40,547
20	\$	41,836
21	\$	43,165
22	\$	44,534
23	\$	45,948
24	\$	47,408
25	\$	48,912
26	\$	50,465
27	\$	52,068
28	\$	61,112
4.00000		\$ 174,543

Maintenance #3		
2012-2013	FTE	Total
1	\$	25,154
2	\$	25,403
3	\$	25,655
4	\$	25,909
5	\$	26,671
6	\$	27,457
7	\$	28,265
8	\$	29,097
9	\$	29,954
10	\$	30,836
11	\$	31,744
12	\$	32,678
13	\$	33,640
14	\$	34,631
15	\$	35,651
16	\$	36,700
17	\$	37,782
18	\$	38,894
19	\$	40,086
20	\$	41,358
21	\$	42,672
22	\$	44,028
23	\$	45,425
24	\$	46,867
25	\$	48,356
26	\$	49,890
27	\$	51,474
28	\$	53,109
29	\$	62,335
4.00000		\$ 178,033

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #4		
2010-2011	FTE	Total
1 \$		\$ -
2 \$		\$ -
3 \$		\$ -
4 \$		\$ -
5 \$		\$ -
6 \$		\$ -
7 \$		\$ -
8 \$		\$ -
9 \$		\$ -
10 \$		\$ -
11 \$		\$ -
12 \$		\$ -
13 \$		\$ -
14 \$		\$ -
15 \$	1.00000	\$ 41,986
16 \$		\$ -
17 \$		\$ -
18 \$		\$ -
19 \$		\$ -
20 \$		\$ -
21 \$		\$ -
22 \$		\$ -
23 \$		\$ -
24 \$		\$ -
	<u>1.00000</u>	<u>\$ 41,986</u>

Maintenance #4		
2011-2012	FTE	Total
1 \$		\$ -
2 \$		\$ -
3 \$		\$ -
4 \$		\$ -
5 \$		\$ -
6 \$		\$ -
7 \$		\$ -
8 \$		\$ -
9 \$		\$ -
10 \$		\$ -
11 \$		\$ -
12 \$		\$ -
13 \$		\$ -
14 \$		\$ -
15 \$		\$ -
16 \$	1.00000	\$ 42,826
17 \$		\$ -
18 \$		\$ -
19 \$		\$ -
20 \$		\$ -
21 \$		\$ -
22 \$		\$ -
23 \$		\$ -
24 \$		\$ -
25 \$		\$ -
	<u>1.00000</u>	<u>\$ 42,826</u>

Maintenance #4		
2012-2013	FTE	Total
1 \$		\$ -
2 \$		\$ -
3 \$		\$ -
4 \$		\$ -
5 \$		\$ -
6 \$		\$ -
7 \$		\$ -
8 \$		\$ -
9 \$		\$ -
10 \$		\$ -
11 \$		\$ -
12 \$		\$ -
13 \$		\$ -
14 \$		\$ -
15 \$		\$ -
16 \$		\$ -
17 \$	1.00000	\$ 43,682
18 \$		\$ -
19 \$		\$ -
20 \$		\$ -
21 \$		\$ -
22 \$		\$ -
23 \$		\$ -
24 \$		\$ -
25 \$		\$ -
26 \$		\$ -
	<u>1.00000</u>	<u>\$ 43,682</u>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #5			
	2010-2011	FTE	Total
1	\$ 32,940		\$ -
2	\$ 33,266		\$ -
3	\$ 34,128		\$ -
4	\$ 35,013		\$ -
5	\$ 35,920		\$ -
6	\$ 36,851		\$ -
7	\$ 37,806		\$ -
8	\$ 38,785		\$ -
9	\$ 39,790		\$ -
10	\$ 40,822		\$ -
11	\$ 41,879		\$ -
12	\$ 42,965		\$ -
13	\$ 44,078		\$ -
14	\$ 45,220		\$ -
15	\$ 46,394		\$ -
16	\$ 47,596		\$ -
17	\$ 48,830		\$ -
18	\$ 50,098		\$ -
19	\$ 51,397		\$ -
20	\$ 52,864		\$ -
21	\$ 54,370		\$ -
22	\$ 55,920	1.00000	\$ 55,920
23	\$ 57,516		\$ -
24	\$ 66,030		\$ -
	1.00000		\$ 55,920

Maintenance #5			
	2011-2012	FTE	Total
1	\$ 33,269		\$ -
2	\$ 33,599		\$ -
3	\$ 33,931		\$ -
4	\$ 34,811		\$ -
5	\$ 35,713		\$ -
6	\$ 36,638		\$ -
7	\$ 37,588		\$ -
8	\$ 38,562		\$ -
9	\$ 39,561		\$ -
10	\$ 40,586		\$ -
11	\$ 41,638		\$ -
12	\$ 42,717		\$ -
13	\$ 43,824		\$ -
14	\$ 44,960		\$ -
15	\$ 46,125		\$ -
16	\$ 47,322		\$ -
17	\$ 48,548		\$ -
18	\$ 49,807		\$ -
19	\$ 51,100		\$ -
20	\$ 52,425		\$ -
21	\$ 53,921		\$ -
22	\$ 55,457		\$ -
23	\$ 57,039	1.00000	\$ 57,039
24	\$ 58,666		\$ -
25	\$ 67,351		\$ -
	1.00000		\$ 57,039

Maintenance #5			
	2012-2013	FTE	Total
1	\$ 33,602		\$ -
2	\$ 33,935		\$ -
3	\$ 34,271		\$ -
4	\$ 34,610		\$ -
5	\$ 35,507		\$ -
6	\$ 36,427		\$ -
7	\$ 37,371		\$ -
8	\$ 38,339		\$ -
9	\$ 39,333		\$ -
10	\$ 40,352		\$ -
11	\$ 41,398		\$ -
12	\$ 42,471		\$ -
13	\$ 43,571		\$ -
14	\$ 44,701		\$ -
15	\$ 45,859		\$ -
16	\$ 47,047		\$ -
17	\$ 48,268		\$ -
18	\$ 49,519		\$ -
19	\$ 50,803		\$ -
20	\$ 52,122		\$ -
21	\$ 53,473		\$ -
22	\$ 54,999		\$ -
23	\$ 56,566		\$ -
24	\$ 58,179	1.00000	\$ 58,179
25	\$ 59,840		\$ -
26	\$ 68,698		\$ -
	1.00000		\$ 58,179

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #6			
	2010-2011	FTE	Total
1	\$ 37,750		\$ -
2	\$ 38,123		\$ -
3	\$ 39,038		\$ -
4	\$ 39,976		\$ -
5	\$ 40,935		\$ -
6	\$ 41,918		\$ -
7	\$ 42,924		\$ -
8	\$ 43,954		\$ -
9	\$ 45,009		\$ -
10	\$ 46,090		\$ -
11	\$ 47,196		\$ -
12	\$ 48,329		\$ -
13	\$ 49,489		\$ -
14	\$ 50,677		\$ -
15	\$ 51,893		\$ -
16	\$ 53,140		\$ -
17	\$ 54,414		\$ -
18	\$ 55,718		\$ -
19	\$ 57,056		\$ -
20	\$ 58,552		\$ -
21	\$ 60,086		\$ -
22	\$ 61,662		\$ -
23	\$ 63,280		\$ -
24	\$ 71,200		\$ -
	-		\$ -
	-		\$ -

Maintenance #6			
	2011-2012	FTE	Total
1	\$ 38,127		\$ -
2	\$ 38,505		\$ -
3	\$ 38,886		\$ -
4	\$ 39,819		\$ -
5	\$ 40,775		\$ -
6	\$ 41,754		\$ -
7	\$ 42,756		\$ -
8	\$ 43,782		\$ -
9	\$ 44,833		\$ -
10	\$ 45,910		\$ -
11	\$ 47,012		\$ -
12	\$ 48,140		\$ -
13	\$ 49,296		\$ -
14	\$ 50,479		\$ -
15	\$ 51,691		\$ -
16	\$ 52,931		\$ -
17	\$ 54,202		\$ -
18	\$ 55,502		\$ -
19	\$ 56,832		\$ -
20	\$ 58,197		\$ -
21	\$ 59,723		\$ -
22	\$ 61,288		\$ -
23	\$ 62,896		\$ -
24	\$ 64,545		\$ -
25	\$ 72,624		\$ -
	-		\$ -
	-		\$ -

Maintenance #6			
	2012-2013	FTE	Total
1	\$ 38,508		\$ -
2	\$ 38,890		\$ -
3	\$ 39,275		\$ -
4	\$ 39,664		\$ -
5	\$ 40,616		\$ -
6	\$ 41,591		\$ -
7	\$ 42,589		\$ -
8	\$ 43,611		\$ -
9	\$ 44,658		\$ -
10	\$ 45,730		\$ -
11	\$ 46,828		\$ -
12	\$ 47,952		\$ -
13	\$ 49,103		\$ -
14	\$ 50,282		\$ -
15	\$ 51,489		\$ -
16	\$ 52,725		\$ -
17	\$ 53,989		\$ -
18	\$ 55,286		\$ -
19	\$ 56,612		\$ -
20	\$ 57,969		\$ -
21	\$ 59,361		\$ -
22	\$ 60,918		\$ -
23	\$ 62,514		\$ -
24	\$ 64,154		\$ -
25	\$ 65,836		\$ -
26	\$ 74,077		\$ -
	-		\$ -
	-		\$ -

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Maintenance #7			
	2010-2011	FTE	Total
1	\$ 40,436		\$ -
2	\$ 40,836		\$ -
3	\$ 41,772		\$ -
4	\$ 42,729		\$ -
5	\$ 43,709		\$ -
6	\$ 44,711		\$ -
7	\$ 45,736		\$ -
8	\$ 46,784		\$ -
9	\$ 47,856		\$ -
10	\$ 48,953		\$ -
11	\$ 50,075		\$ -
12	\$ 51,223		\$ -
13	\$ 52,397		\$ -
14	\$ 53,598		\$ -
15	\$ 54,828		\$ -
16	\$ 56,087		\$ -
17	\$ 57,372		\$ -
18	\$ 58,689		\$ -
19	\$ 60,036		\$ -
20	\$ 61,573		\$ -
21	\$ 63,149		\$ -
22	\$ 64,763		\$ -
23	\$ 66,422		\$ -
24	\$ 74,317		\$ -
	-		\$ -

Maintenance #7			
	2011-2012	FTE	Total
1	\$ 40,840		\$ -
2	\$ 41,244		\$ -
3	\$ 41,653		\$ -
4	\$ 42,607		\$ -
5	\$ 43,584		\$ -
6	\$ 44,583		\$ -
7	\$ 45,605		\$ -
8	\$ 46,650		\$ -
9	\$ 47,720		\$ -
10	\$ 48,813		\$ -
11	\$ 49,932		\$ -
12	\$ 51,077		\$ -
13	\$ 52,247		\$ -
14	\$ 53,445		\$ -
15	\$ 54,670		\$ -
16	\$ 55,925		\$ -
17	\$ 57,208		\$ -
18	\$ 58,520		\$ -
19	\$ 59,863		\$ -
20	\$ 61,236		\$ -
21	\$ 62,804		\$ -
22	\$ 64,412		\$ -
23	\$ 66,058		\$ -
24	\$ 67,751		\$ -
25	\$ 75,804		\$ -
	-		\$ -

Maintenance #7			
	2012-2013	FTE	Total
1	\$ 41,248		\$ -
2	\$ 41,657		\$ -
3	\$ 42,069		\$ -
4	\$ 42,486		\$ -
5	\$ 43,460		\$ -
6	\$ 44,456		\$ -
7	\$ 45,475		\$ -
8	\$ 46,517		\$ -
9	\$ 47,583		\$ -
10	\$ 48,674		\$ -
11	\$ 49,790		\$ -
12	\$ 50,931		\$ -
13	\$ 52,098		\$ -
14	\$ 53,292		\$ -
15	\$ 54,514		\$ -
16	\$ 55,763		\$ -
17	\$ 57,044		\$ -
18	\$ 58,352		\$ -
19	\$ 59,690		\$ -
20	\$ 61,060		\$ -
21	\$ 62,461		\$ -
22	\$ 64,060		\$ -
23	\$ 65,700		\$ -
24	\$ 67,379		\$ -
25	\$ 69,106		\$ -
26	\$ 77,320		\$ -
	-		\$ -

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Skilled Maintenance #1**

	2010-2011	FTE	Total
1	\$ 34,340		\$ -
2	\$ 34,680		\$ -
3	\$ 36,210		\$ -
4	\$ 37,740	1.00000	\$ 37,740
5	\$ 39,270	2.00000	\$ 78,540
6	\$ 40,841	3.00000	\$ 122,522
7	\$ 42,474	1.00000	\$ 42,474
8	\$ 44,129		\$ -
9	\$ 45,784	3.00000	\$ 137,352
10	\$ 47,439		\$ -
11	\$ 49,094		\$ -
12	\$ 50,749	1.00000	\$ 50,749
13	\$ 52,404		\$ -
14	\$ 54,058		\$ -
15	\$ 55,713		\$ -
16	\$ 60,096	2.00000	\$ 120,191
		<b>13.00000</b>	<b>\$ 589,569</b>

**Skilled Maintenance #1**

	2011-2012	FTE	Total
1	\$ 34,683		\$ -
2	\$ 35,027		\$ -
3	\$ 35,374		\$ -
4	\$ 36,934		\$ -
5	\$ 38,495	1.00000	\$ 38,495
6	\$ 40,055	2.00000	\$ 80,111
7	\$ 41,658	3.00000	\$ 124,973
8	\$ 43,324	1.00000	\$ 43,324
9	\$ 45,012		\$ -
10	\$ 46,700	3.00000	\$ 140,099
11	\$ 48,388		\$ -
12	\$ 50,076		\$ -
13	\$ 51,764	1.00000	\$ 51,764
14	\$ 53,452		\$ -
15	\$ 55,140		\$ -
16	\$ 56,827		\$ -
17	\$ 61,298	2.00000	\$ 122,595
		<b>13.00000</b>	<b>\$ 601,361</b>

**Skilled Maintenance #1**

	2012-2013	FTE	Total
1	\$ 35,030		\$ -
2	\$ 35,377		\$ -
3	\$ 35,727		\$ -
4	\$ 36,081		\$ -
5	\$ 37,673		\$ -
6	\$ 39,265	1.00000	\$ 39,265
7	\$ 40,857	2.00000	\$ 81,713
8	\$ 42,491	3.00000	\$ 127,472
9	\$ 44,190	1.00000	\$ 44,190
10	\$ 45,912		\$ -
11	\$ 47,634	3.00000	\$ 142,901
12	\$ 49,356		\$ -
13	\$ 51,077		\$ -
14	\$ 52,799	1.00000	\$ 52,799
15	\$ 54,521		\$ -
16	\$ 56,242		\$ -
17	\$ 57,964		\$ -
18	\$ 62,524	2.00000	\$ 125,047
		<b>13.00000</b>	<b>\$ 613,388</b>

**Skilled Maintenance #2**

	2010-2011	FTE	Total
1	\$ 35,350		\$ -
2	\$ 35,700		\$ -
3	\$ 37,740		\$ -
4	\$ 39,780		\$ -
5	\$ 41,820		\$ -
6	\$ 43,860		\$ -
7	\$ 45,900		\$ -
8	\$ 47,940		\$ -
9	\$ 49,980	1.00000	\$ 49,980
10	\$ 52,020	1.00000	\$ 52,020
11	\$ 54,101	2.00000	\$ 108,202
12	\$ 56,265	3.00000	\$ 168,794
13	\$ 58,471	1.00000	\$ 58,471
14	\$ 60,678	2.00000	\$ 121,356
15	\$ 62,884		\$ -
16	\$ 68,837		\$ -
		<b>10.00000</b>	<b>\$ 558,823</b>

**Skilled Maintenance #2**

	2011-2012	FTE	Total
1	\$ 35,704		\$ -
2	\$ 36,057		\$ -
3	\$ 36,414		\$ -
4	\$ 38,495		\$ -
5	\$ 40,576		\$ -
6	\$ 42,656		\$ -
7	\$ 44,737		\$ -
8	\$ 46,818		\$ -
9	\$ 48,899		\$ -
10	\$ 50,980	1.00000	\$ 50,980
11	\$ 53,060	1.00000	\$ 53,060
12	\$ 55,183	2.00000	\$ 110,366
13	\$ 57,390	3.00000	\$ 172,170
14	\$ 59,641	1.00000	\$ 59,641
15	\$ 61,891	2.00000	\$ 123,783
16	\$ 64,142		\$ -
17	\$ 70,214		\$ -
		<b>10.00000</b>	<b>\$ 569,999</b>

**Skilled Maintenance #2**

	2012-2013	FTE	Total
1	\$ 36,061		\$ -
2	\$ 36,418		\$ -
3	\$ 36,778		\$ -
4	\$ 37,142		\$ -
5	\$ 39,265		\$ -
6	\$ 41,387		\$ -
7	\$ 43,510		\$ -
8	\$ 45,632		\$ -
9	\$ 47,754		\$ -
10	\$ 49,877		\$ -
11	\$ 51,999	1.00000	\$ 51,999
12	\$ 54,122	1.00000	\$ 54,122
13	\$ 56,286	2.00000	\$ 112,573
14	\$ 58,538	3.00000	\$ 175,614
15	\$ 60,834	1.00000	\$ 60,834
16	\$ 63,129	2.00000	\$ 126,258
17	\$ 65,425		\$ -
18	\$ 71,618		\$ -
		<b>10.00000</b>	<b>\$ 581,399</b>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Skilled Maintenance #3**

	2010-2011	FTE	Total
1	\$ 38,380		\$ -
2	\$ 38,760		\$ -
3	\$ 40,800		\$ -
4	\$ 42,840		\$ -
5	\$ 44,880		\$ -
6	\$ 46,920		\$ -
7	\$ 48,960		\$ -
8	\$ 51,000		\$ -
9	\$ 53,040		\$ -
10	\$ 55,162		\$ -
11	\$ 57,368		\$ -
12	\$ 59,575		\$ -
13	\$ 61,781	1.00000	\$ 61,781
14	\$ 63,987		\$ -
15	\$ 66,194		\$ -
16	\$ 72,115		\$ -
	1.00000		\$ 61,781

**Skilled Maintenance #3**

	2011-2012	FTE	Total
1	\$ 38,764		\$ -
2	\$ 39,148		\$ -
3	\$ 39,535		\$ -
4	\$ 41,616		\$ -
5	\$ 43,697		\$ -
6	\$ 45,778		\$ -
7	\$ 47,858		\$ -
8	\$ 49,939		\$ -
9	\$ 52,020		\$ -
10	\$ 54,101		\$ -
11	\$ 56,265		\$ -
12	\$ 58,515		\$ -
13	\$ 60,766		\$ -
14	\$ 63,017	1.00000	\$ 63,017
15	\$ 65,267		\$ -
16	\$ 67,518		\$ -
17	\$ 73,557		\$ -
	1.00000		\$ 63,017

**Skilled Maintenance #3**

	2012-2013	FTE	Total
1	\$ 39,151		\$ -
2	\$ 39,539		\$ -
3	\$ 39,931		\$ -
4	\$ 40,326		\$ -
5	\$ 42,448		\$ -
6	\$ 44,571		\$ -
7	\$ 46,693		\$ -
8	\$ 48,816		\$ -
9	\$ 50,938		\$ -
10	\$ 53,060		\$ -
11	\$ 55,183		\$ -
12	\$ 57,390		\$ -
13	\$ 59,686		\$ -
14	\$ 61,981		\$ -
15	\$ 64,277	1.00000	\$ 64,277
16	\$ 66,573		\$ -
17	\$ 68,868		\$ -
18	\$ 75,028		\$ -
	1.00000		\$ 64,277

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Tech #1**

	2010-2011	FTE	Total
1	\$ 29,803		\$ -
2	\$ 30,098		\$ -
3	\$ 30,878		\$ -
4	\$ 31,679		\$ -
5	\$ 32,501		\$ -
6	\$ 33,344		\$ -
7	\$ 34,209		\$ -
8	\$ 35,096		\$ -
9	\$ 36,006	1.00000	\$ 36,006
10	\$ 36,940		\$ -
11	\$ 37,898		\$ -
12	\$ 38,881	1.00000	\$ 38,881
13	\$ 39,889		\$ -
14	\$ 40,924		\$ -
15	\$ 41,986		\$ -
16	\$ 43,076		\$ -
17	\$ 44,192		\$ -
18	\$ 45,340		\$ -
19	\$ 46,514		\$ -
20	\$ 47,841		\$ -
21	\$ 49,205		\$ -
22	\$ 50,609		\$ -
23	\$ 52,053		\$ -
24	\$ 59,757		\$ -
	2.00000		\$ 74,887

**Tech #1**

	2011-2012	FTE	Total
1	\$ 30,101		\$ -
2	\$ 30,399		\$ -
3	\$ 30,700		\$ -
4	\$ 31,496		\$ -
5	\$ 32,313		\$ -
6	\$ 33,151		\$ -
7	\$ 34,011		\$ -
8	\$ 34,893		\$ -
9	\$ 35,798		\$ -
10	\$ 36,726	1.00000	\$ 36,726
11	\$ 37,679		\$ -
12	\$ 38,656		\$ -
13	\$ 39,659	1.00000	\$ 39,659
14	\$ 40,687		\$ -
15	\$ 41,742		\$ -
16	\$ 42,826		\$ -
17	\$ 43,938		\$ -
18	\$ 45,076		\$ -
19	\$ 46,246		\$ -
20	\$ 47,445		\$ -
21	\$ 48,798		\$ -
22	\$ 50,189		\$ -
23	\$ 51,621		\$ -
24	\$ 53,094		\$ -
25	\$ 60,952		\$ -
	2.00000		\$ 76,385

**Tech #1**

	2012-2013	FTE	Total
1	\$ 30,402		\$ -
2	\$ 30,703		\$ -
3	\$ 31,007		\$ -
4	\$ 31,314		\$ -
5	\$ 32,126		\$ -
6	\$ 32,959		\$ -
7	\$ 33,814		\$ -
8	\$ 34,691		\$ -
9	\$ 35,591		\$ -
10	\$ 36,514		\$ -
11	\$ 37,461	1.00000	\$ 37,461
12	\$ 38,432		\$ -
13	\$ 39,429		\$ -
14	\$ 40,452	1.00000	\$ 40,452
15	\$ 41,501		\$ -
16	\$ 42,577		\$ -
17	\$ 43,682		\$ -
18	\$ 44,817		\$ -
19	\$ 45,978		\$ -
20	\$ 47,171		\$ -
21	\$ 48,394		\$ -
22	\$ 49,774		\$ -
23	\$ 51,193		\$ -
24	\$ 52,653		\$ -
25	\$ 54,156		\$ -
26	\$ 62,171		\$ -
	2.00000		\$ 77,912



Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Tech #2	2010-2011	FTE	Total
1	\$ 32,940		\$ -
2	\$ 33,266	1.00000	\$ 33,266
3	\$ 34,128		\$ -
4	\$ 35,013		\$ -
5	\$ 35,920	1.00000	\$ 35,920
6	\$ 36,851		\$ -
7	\$ 37,806		\$ -
8	\$ 38,785		\$ -
9	\$ 39,790		\$ -
10	\$ 40,822	1.00000	\$ 40,822
11	\$ 41,879	2.00000	\$ 83,759
12	\$ 42,965		\$ -
13	\$ 44,078	1.00000	\$ 44,078
14	\$ 45,220	1.00000	\$ 45,220
15	\$ 46,394		\$ -
16	\$ 47,596		\$ -
17	\$ 48,830		\$ -
18	\$ 50,098		\$ -
19	\$ 51,397		\$ -
20	\$ 52,864		\$ -
21	\$ 54,370		\$ -
22	\$ 55,920		\$ -
23	\$ 57,516		\$ -
24	\$ 66,030	1.00000	\$ 66,030
	8.00000		\$ 349,095

Tech #2	2011-2012	FTE	Total
1	\$ 33,269		\$ -
2	\$ 33,599		\$ -
3	\$ 33,931	1.00000	\$ 33,931
4	\$ 34,811		\$ -
5	\$ 35,713		\$ -
6	\$ 36,638	1.00000	\$ 36,638
7	\$ 37,588		\$ -
8	\$ 38,562		\$ -
9	\$ 39,561		\$ -
10	\$ 40,586		\$ -
11	\$ 41,638	1.00000	\$ 41,638
12	\$ 42,717	2.00000	\$ 85,434
13	\$ 43,824		\$ -
14	\$ 44,960	1.00000	\$ 44,960
15	\$ 46,125	1.00000	\$ 46,125
16	\$ 47,322		\$ -
17	\$ 48,548		\$ -
18	\$ 49,807		\$ -
19	\$ 51,100		\$ -
20	\$ 52,425		\$ -
21	\$ 53,921		\$ -
22	\$ 55,457		\$ -
23	\$ 57,039		\$ -
24	\$ 58,666		\$ -
25	\$ 67,351	1.00000	\$ 67,351
	8.00000		\$ 356,077

Tech #2	2012-2013	FTE	Total
1	\$ 33,602		\$ -
2	\$ 33,935		\$ -
3	\$ 34,271		\$ -
4	\$ 34,610	1.00000	\$ 34,610
5	\$ 35,507		\$ -
6	\$ 36,427		\$ -
7	\$ 37,371	1.00000	\$ 37,371
8	\$ 38,339		\$ -
9	\$ 39,333		\$ -
10	\$ 40,352		\$ -
11	\$ 41,398		\$ -
12	\$ 42,471	1.00000	\$ 42,471
13	\$ 43,571	2.00000	\$ 87,143
14	\$ 44,701		\$ -
15	\$ 45,859	1.00000	\$ 45,859
16	\$ 47,047	1.00000	\$ 47,047
17	\$ 48,268		\$ -
18	\$ 49,519		\$ -
19	\$ 50,803		\$ -
20	\$ 52,122		\$ -
21	\$ 53,473		\$ -
22	\$ 54,999		\$ -
23	\$ 56,566		\$ -
24	\$ 58,179		\$ -
25	\$ 59,840		\$ -
26	\$ 68,698	1.00000	\$ 68,698
	8.00000		\$ 363,198

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Tech #3**

	2010-2011	FTE	Total
1	\$ 37,750		\$ -
2	\$ 38,123		\$ -
3	\$ 39,038		\$ -
4	\$ 39,976		\$ -
5	\$ 40,935		\$ -
6	\$ 41,918		\$ -
7	\$ 42,924		\$ -
8	\$ 43,954		\$ -
9	\$ 45,009		\$ -
10	\$ 46,090		\$ -
11	\$ 47,196		\$ -
12	\$ 48,329		\$ -
13	\$ 49,489		\$ -
14	\$ 50,677		\$ -
15	\$ 51,893		\$ -
16	\$ 53,140	1.00000	\$ 53,140
17	\$ 54,414		\$ -
18	\$ 55,718		\$ -
19	\$ 57,056		\$ -
20	\$ 58,552		\$ -
21	\$ 60,086	1.00000	\$ 60,086
22	\$ 61,662		\$ -
23	\$ 63,280	1.00000	\$ 63,280
24	\$ 71,200		\$ -
	3.00000		\$ 176,505

**Tech #3**

	2011-2012	FTE	Total
1	\$ 38,127		\$ -
2	\$ 38,505		\$ -
3	\$ 38,886		\$ -
4	\$ 39,819		\$ -
5	\$ 40,775		\$ -
6	\$ 41,754		\$ -
7	\$ 42,756		\$ -
8	\$ 43,782		\$ -
9	\$ 44,833		\$ -
10	\$ 45,910		\$ -
11	\$ 47,012		\$ -
12	\$ 48,140		\$ -
13	\$ 49,296		\$ -
14	\$ 50,479		\$ -
15	\$ 51,691		\$ -
16	\$ 52,931		\$ -
17	\$ 54,202	1.00000	\$ 54,202
18	\$ 55,502		\$ -
19	\$ 56,832		\$ -
20	\$ 58,197		\$ -
21	\$ 59,723		\$ -
22	\$ 61,288	1.00000	\$ 61,288
23	\$ 62,896		\$ -
24	\$ 64,545	1.00000	\$ 64,545
25	\$ 72,624		\$ -
	3.00000		\$ 180,035

**Tech #3**

	2012-2013	FTE	Total
1	\$ 38,508		\$ -
2	\$ 38,890		\$ -
3	\$ 39,275		\$ -
4	\$ 39,664		\$ -
5	\$ 40,616		\$ -
6	\$ 41,591		\$ -
7	\$ 42,589		\$ -
8	\$ 43,611		\$ -
9	\$ 44,658		\$ -
10	\$ 45,730		\$ -
11	\$ 46,828		\$ -
12	\$ 47,952		\$ -
13	\$ 49,103		\$ -
14	\$ 50,282		\$ -
15	\$ 51,489		\$ -
16	\$ 52,725		\$ -
17	\$ 53,989		\$ -
18	\$ 55,286	1.00000	\$ 55,286
19	\$ 56,612		\$ -
20	\$ 57,969		\$ -
21	\$ 59,361		\$ -
22	\$ 60,918		\$ -
23	\$ 62,514	1.00000	\$ 62,514
24	\$ 64,154		\$ -
25	\$ 65,836	1.00000	\$ 65,836
26	\$ 74,077		\$ -
	3.00000		\$ 183,636

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Tech #4	2010-2011	FTE	Total
1	\$ 40,436		\$ -
2	\$ 40,836		\$ -
3	\$ 41,772		\$ -
4	\$ 42,729		\$ -
5	\$ 43,709		\$ -
6	\$ 44,711		\$ -
7	\$ 45,736		\$ -
8	\$ 46,784		\$ -
9	\$ 47,856		\$ -
10	\$ 48,953		\$ -
11	\$ 50,075		\$ -
12	\$ 51,223		\$ -
13	\$ 52,397		\$ -
14	\$ 53,598		\$ -
15	\$ 54,828		\$ -
16	\$ 56,087		\$ -
17	\$ 57,372		\$ -
18	\$ 58,689		\$ -
19	\$ 60,036		\$ -
20	\$ 61,573		\$ -
21	\$ 63,149		\$ -
22	\$ 64,763		\$ -
23	\$ 66,422		\$ -
24	\$ 74,317	2.00000	\$ 148,634
	2.00000		\$ 148,634

Tech #4	2011-2012	FTE	Total
1	\$ 40,840		\$ -
2	\$ 41,244		\$ -
3	\$ 41,653		\$ -
4	\$ 42,607		\$ -
5	\$ 43,584		\$ -
6	\$ 44,583		\$ -
7	\$ 45,605		\$ -
8	\$ 46,650		\$ -
9	\$ 47,720		\$ -
10	\$ 48,813		\$ -
11	\$ 49,932		\$ -
12	\$ 51,077		\$ -
13	\$ 52,247		\$ -
14	\$ 53,445		\$ -
15	\$ 54,670		\$ -
16	\$ 55,925		\$ -
17	\$ 57,208		\$ -
18	\$ 58,520		\$ -
19	\$ 59,863		\$ -
20	\$ 61,236		\$ -
21	\$ 62,804		\$ -
22	\$ 64,412		\$ -
23	\$ 66,058		\$ -
24	\$ 67,751		\$ -
25	\$ 75,804	2.00000	\$ 151,607
	2.00000		\$ 151,607

Tech #4	2012-2013	FTE	Total
1	\$ 41,248		\$ -
2	\$ 41,657		\$ -
3	\$ 42,069		\$ -
4	\$ 42,486		\$ -
5	\$ 43,460		\$ -
6	\$ 44,456		\$ -
7	\$ 45,475		\$ -
8	\$ 46,517		\$ -
9	\$ 47,583		\$ -
10	\$ 48,674		\$ -
11	\$ 49,790		\$ -
12	\$ 50,931		\$ -
13	\$ 52,098		\$ -
14	\$ 53,292		\$ -
15	\$ 54,514		\$ -
16	\$ 55,763		\$ -
17	\$ 57,044		\$ -
18	\$ 58,352		\$ -
19	\$ 59,690		\$ -
20	\$ 61,060		\$ -
21	\$ 62,461		\$ -
22	\$ 64,060		\$ -
23	\$ 65,700		\$ -
24	\$ 67,379		\$ -
25	\$ 69,106		\$ -
26	\$ 77,320	2.00000	\$ 154,639
	2.00000		\$ 154,639

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Food Service #1 (Based on a 6 hour day @ 184 work days)**

	2010-2011	FTE	Total
1	\$ 12,293		\$ -
2	\$ 12,415	4.08430	\$ 50,707
3	\$ 12,713	1.16660	\$ 14,831
4	\$ 13,018	3.49980	\$ 45,562
5	\$ 13,331	1.74990	\$ 23,328
6	\$ 13,651	4.66640	\$ 63,701
7	\$ 13,979	2.33320	\$ 32,616
8	\$ 14,315	2.91650	\$ 41,748
9	\$ 14,658	0.58330	\$ 8,550
10	\$ 15,010	4.66660	\$ 70,047
11	\$ 15,371	3.50010	\$ 53,799
12	\$ 15,740	5.66660	\$ 89,190
13	\$ 16,118	6.08340	\$ 98,050
14	\$ 16,507	1.16670	\$ 19,259
15	\$ 16,905	3.33340	\$ 56,350
16	\$ 17,314	2.33340	\$ 40,401
17	\$ 17,731	1.00000	\$ 17,731
18	\$ 18,215	3.33340	\$ 60,717
19	\$ 18,710	1.16670	\$ 21,829
20	\$ 19,219		\$ -
21	\$ 19,742		\$ -
22	\$ 22,406	5.16660	\$ 115,763
		<u>58.41690</u>	<u>\$ 924,179</u>

**Food Service #1 (Based on a 6 hour day @ 184 work days)**

	2011-2012	FTE	Total
1	\$ 12,416		\$ -
2	\$ 12,539		\$ -
3	\$ 12,663	4.08430	\$ 51,721
4	\$ 12,967	1.16660	\$ 15,128
5	\$ 13,279	3.49980	\$ 46,473
6	\$ 13,598	1.74990	\$ 23,794
7	\$ 13,924	4.66640	\$ 64,976
8	\$ 14,258	2.33320	\$ 33,268
9	\$ 14,601	2.91650	\$ 42,583
10	\$ 14,951	0.58330	\$ 8,721
11	\$ 15,310	4.66660	\$ 71,448
12	\$ 15,678	3.50010	\$ 54,875
13	\$ 16,054	5.66660	\$ 90,974
14	\$ 16,440	6.08340	\$ 100,011
15	\$ 16,837	1.16670	\$ 19,644
16	\$ 17,243	3.33340	\$ 57,477
17	\$ 17,660	2.33340	\$ 41,209
18	\$ 18,086	1.00000	\$ 18,086
19	\$ 18,579	3.33340	\$ 61,932
20	\$ 19,084	1.16670	\$ 22,266
21	\$ 19,604		\$ -
22	\$ 20,137		\$ -
23	\$ 22,854	5.16660	\$ 118,078
		<u>58.41690</u>	<u>\$ 942,663</u>

**Food Service #1 (Based on a 6 hour day @ 184 work days)**

	2012-2013	FTE	Total
1	\$ 12,540		\$ -
2	\$ 12,665		\$ -
3	\$ 12,790		\$ -
4	\$ 12,917	4.08430	\$ 52,755
5	\$ 13,227	1.16660	\$ 15,430
6	\$ 13,544	3.49980	\$ 47,403
7	\$ 13,870	1.74990	\$ 24,270
8	\$ 14,203	4.66640	\$ 66,275
9	\$ 14,544	2.33320	\$ 33,933
10	\$ 14,893	2.91650	\$ 43,435
11	\$ 15,250	0.58330	\$ 8,896
12	\$ 15,617	4.66660	\$ 72,876
13	\$ 15,992	3.50010	\$ 55,972
14	\$ 16,376	5.66660	\$ 92,794
15	\$ 16,769	6.08340	\$ 102,011
16	\$ 17,174	1.16670	\$ 20,037
17	\$ 17,588	3.33340	\$ 58,627
18	\$ 18,014	2.33340	\$ 42,033
19	\$ 18,447	1.00000	\$ 18,447
20	\$ 18,951	3.33340	\$ 63,170
21	\$ 19,466	1.16670	\$ 22,711
22	\$ 19,996		\$ -
23	\$ 20,540		\$ -
24	\$ 23,311	5.16660	\$ 120,440
		<u>58.41690</u>	<u>\$ 961,516</u>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Food Service #2 (Based on a 7 hour day @ 184 work days)**

	2010-2011	FTE	Total
1	\$ 15,257		\$ -
2	\$ 15,408		\$ -
3	\$ 15,781		\$ -
4	\$ 16,163		\$ -
5	\$ 16,554		\$ -
6	\$ 16,955		\$ -
7	\$ 17,365		\$ -
8	\$ 17,786		\$ -
9	\$ 18,216		\$ -
10	\$ 18,657		\$ -
11	\$ 19,109		\$ -
12	\$ 19,572	4.00000	\$ 78,287
13	\$ 20,046	4.00000	\$ 80,182
14	\$ 20,528		\$ -
15	\$ 21,088	1.00000	\$ 21,088
16	\$ 21,662	1.00000	\$ 21,662
17	\$ 22,251	1.00000	\$ 22,251
18	\$ 22,857		\$ -
19	\$ 23,478		\$ -
20	\$ 24,117	1.00000	\$ 24,117
21	\$ 24,772		\$ -
22	\$ 27,935		\$ -
	12.00000		\$ 247,588

**Food Service #2 (Based on a 7 hour day @ 184 work days)**

	2011-2012	FTE	Total
1	\$ 15,409		\$ -
2	\$ 15,562		\$ -
3	\$ 15,716		\$ -
4	\$ 16,096		\$ -
5	\$ 16,486		\$ -
6	\$ 16,885		\$ -
7	\$ 17,294		\$ -
8	\$ 17,713		\$ -
9	\$ 18,141		\$ -
10	\$ 18,581		\$ -
11	\$ 19,031		\$ -
12	\$ 19,491		\$ -
13	\$ 19,963	4.00000	\$ 79,852
14	\$ 20,446	4.00000	\$ 81,786
15	\$ 20,939		\$ -
16	\$ 21,510	1.00000	\$ 21,510
17	\$ 22,095	1.00000	\$ 22,095
18	\$ 22,696	1.00000	\$ 22,696
19	\$ 23,314		\$ -
20	\$ 23,947		\$ -
21	\$ 24,600	1.00000	\$ 24,600
22	\$ 25,268		\$ -
23	\$ 28,494		\$ -
	12.00000		\$ 252,539

**Food Service #2 (Based on a 7 hour day @ 184 work days)**

	2012-2013	FTE	Total
1	\$ 15,563		\$ -
2	\$ 15,717		\$ -
3	\$ 15,873		\$ -
4	\$ 16,030		\$ -
5	\$ 16,418		\$ -
6	\$ 16,816		\$ -
7	\$ 17,223		\$ -
8	\$ 17,640		\$ -
9	\$ 18,067		\$ -
10	\$ 18,504		\$ -
11	\$ 18,952		\$ -
12	\$ 19,411		\$ -
13	\$ 19,881		\$ -
14	\$ 20,362	4.00000	\$ 81,450
15	\$ 20,855	4.00000	\$ 83,421
16	\$ 21,358		\$ -
17	\$ 21,940	1.00000	\$ 21,940
18	\$ 22,537	1.00000	\$ 22,537
19	\$ 23,150	1.00000	\$ 23,150
20	\$ 23,780		\$ -
21	\$ 24,426		\$ -
22	\$ 25,092	1.00000	\$ 25,092
23	\$ 25,773		\$ -
24	\$ 29,064		\$ -
	12.00000		\$ 257,590

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Food Service #3 (Based on a 8 hour day @ 184 work days)**

	2010-2011	FTE	Total
1 \$	20,859		\$ -
2 \$	21,066		\$ -
3 \$	21,573		\$ -
4 \$	22,093		\$ -
5 \$	22,625		\$ -
6 \$	23,170		\$ -
7 \$	23,728		\$ -
8 \$	24,300		\$ -
9 \$	24,885		\$ -
10 \$	25,485		\$ -
11 \$	26,099		\$ -
12 \$	26,727		\$ -
13 \$	27,371	2.00000	\$ 54,742
14 \$	28,118	1.00000	\$ 28,118
15 \$	28,883	1.00000	\$ 28,883
16 \$	29,669		\$ -
17 \$	30,476		\$ -
18 \$	31,304	1.00000	\$ 31,304
19 \$	32,156	1.00000	\$ 32,156
20 \$	36,495	4.00000	\$ 145,979
	10.00000		\$ 321,182

**Food Service #3 (Based on a 8 hour day @ 184 work days)**

	2011-2012	FTE	Total
1 \$	21,068		\$ -
2 \$	21,276		\$ -
3 \$	21,487		\$ -
4 \$	22,005		\$ -
5 \$	22,535		\$ -
6 \$	23,078		\$ -
7 \$	23,633		\$ -
8 \$	24,203		\$ -
9 \$	24,786		\$ -
10 \$	25,383		\$ -
11 \$	25,994		\$ -
12 \$	26,621		\$ -
13 \$	27,262		\$ -
14 \$	27,919	2.00000	\$ 55,837
15 \$	28,680	1.00000	\$ 28,680
16 \$	29,460	1.00000	\$ 29,460
17 \$	30,262		\$ -
18 \$	31,085		\$ -
19 \$	31,930	1.00000	\$ 31,930
20 \$	32,799	1.00000	\$ 32,799
21 \$	37,225	4.00000	\$ 148,899
	10.00000		\$ 327,606

**Food Service #3 (Based on a 8 hour day @ 184 work days)**

	2012-2013	FTE	Total
1 \$	21,278		\$ -
2 \$	21,489		\$ -
3 \$	21,702		\$ -
4 \$	21,917		\$ -
5 \$	22,445		\$ -
6 \$	22,985		\$ -
7 \$	23,539		\$ -
8 \$	24,106		\$ -
9 \$	24,687		\$ -
10 \$	25,282		\$ -
11 \$	25,891		\$ -
12 \$	26,514		\$ -
13 \$	27,153		\$ -
14 \$	27,807		\$ -
15 \$	28,477	2.00000	\$ 56,954
16 \$	29,254	1.00000	\$ 29,254
17 \$	30,049	1.00000	\$ 30,049
18 \$	30,867		\$ -
19 \$	31,707		\$ -
20 \$	32,569	1.00000	\$ 32,569
21 \$	33,455	1.00000	\$ 33,455
22 \$	37,969	4.00000	\$ 151,877
	10.00000		\$ 334,158

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Transportation #1 (Based on 5 hour package @ 184 work days)**

	2010-2011	FTE	Total
1	\$ 12,564		\$ -
2	\$ 12,688	1.30000	\$ 16,495
3	\$ 12,904	7.05000	\$ 90,971
4	\$ 13,123	11.30000	\$ 148,285
5	\$ 13,345	1.10000	\$ 14,680
6	\$ 13,572	13.65000	\$ 185,254
7	\$ 13,802	10.20000	\$ 140,781
8	\$ 14,036	2.30000	\$ 32,283
9	\$ 14,274	14.80000	\$ 211,261
10	\$ 14,517	6.10000	\$ 88,551
11	\$ 14,763	11.45000	\$ 169,036
12	\$ 14,997	7.40000	\$ 110,975
13	\$ 15,242		\$ -
14	\$ 15,501	1.25000	\$ 19,376
15	\$ 15,747	4.15000	\$ 65,349
16	\$ 16,006	6.30000	\$ 100,837
17	\$ 16,292	6.65000	\$ 108,339
18	\$ 16,576	3.85000	\$ 63,817
19	\$ 16,874	1.45000	\$ 24,468
20	\$ 17,198	2.90000	\$ 49,875
21	\$ 17,547	2.45000	\$ 42,991
22	\$ 17,910	1.30000	\$ 23,283
23	\$ 18,312	4.20000	\$ 76,908
24	\$ 18,700	4.45000	\$ 83,215
25	\$ 19,114	7.25000	\$ 138,575
26	\$ 19,529	1.30000	\$ 25,388
27	\$ 19,982	5.60000	\$ 111,901
28	\$ 20,461	1.40000	\$ 28,645
29	\$ 20,966		\$ -
30	\$ 21,472	1.40000	\$ 30,060
31	\$ 22,002	2.55000	\$ 56,106
32	\$ 22,558		\$ -
33	\$ 25,890	4.10000	\$ 106,147
	<u>149.20000</u>	<u>\$ 2,363,853</u>	

**Transportation #1 (Based on 5 hour package @ 184 work days)**

	2011-2012	FTE	Total
1	\$ 12,690		\$ -
2	\$ 12,815		\$ -
3	\$ 12,942	1.30000	\$ 16,825
4	\$ 13,162	7.05000	\$ 92,790
5	\$ 13,385	11.30000	\$ 151,251
6	\$ 13,612	1.10000	\$ 14,973
7	\$ 13,843	13.65000	\$ 188,959
8	\$ 14,078	10.20000	\$ 143,596
9	\$ 14,317	2.30000	\$ 32,929
10	\$ 14,560	14.80000	\$ 215,486
11	\$ 14,807	6.10000	\$ 90,322
12	\$ 15,058	11.45000	\$ 172,417
13	\$ 15,297	7.40000	\$ 113,194
14	\$ 15,546		\$ -
15	\$ 15,811	1.25000	\$ 19,763
16	\$ 16,062	4.15000	\$ 66,656
17	\$ 16,326	6.30000	\$ 102,854
18	\$ 16,617	6.65000	\$ 110,506
19	\$ 16,907	3.85000	\$ 65,094
20	\$ 17,212	1.45000	\$ 24,957
21	\$ 17,542	2.90000	\$ 50,872
22	\$ 17,898	2.45000	\$ 43,850
23	\$ 18,269	1.30000	\$ 23,749
24	\$ 18,678	4.20000	\$ 78,447
25	\$ 19,074	4.45000	\$ 84,879
26	\$ 19,496	7.25000	\$ 141,347
27	\$ 19,920	1.30000	\$ 25,896
28	\$ 20,382	5.60000	\$ 114,139
29	\$ 20,870	1.40000	\$ 29,218
30	\$ 21,386		\$ -
31	\$ 21,901	1.40000	\$ 30,661
32	\$ 22,442	2.55000	\$ 57,228
33	\$ 23,009		\$ -
34	\$ 26,407	4.10000	\$ 108,270
	<u>149.20000</u>	<u>\$ 2,411,130</u>	

**Transportation #1 (Based on 5 hour package @ 184 work days)**

	2012-2013	FTE	Total
1	\$ 12,816		\$ -
2	\$ 12,943		\$ -
3	\$ 13,072		\$ -
4	\$ 13,201	1.30000	\$ 17,161
5	\$ 13,425	7.05000	\$ 94,646
6	\$ 13,653	11.30000	\$ 154,276
7	\$ 13,884	1.10000	\$ 15,273
8	\$ 14,120	13.65000	\$ 192,738
9	\$ 14,360	10.20000	\$ 146,468
10	\$ 14,603	2.30000	\$ 33,588
11	\$ 14,851	14.80000	\$ 219,796
12	\$ 15,103	6.10000	\$ 92,129
13	\$ 15,359	11.45000	\$ 175,865
14	\$ 15,602	7.40000	\$ 115,458
15	\$ 15,857		\$ -
16	\$ 16,127	1.25000	\$ 20,158
17	\$ 16,383	4.15000	\$ 67,990
18	\$ 16,653	6.30000	\$ 104,911
19	\$ 16,950	6.65000	\$ 112,716
20	\$ 17,246	3.85000	\$ 66,396
21	\$ 17,556	1.45000	\$ 25,456
22	\$ 17,893	2.90000	\$ 51,889
23	\$ 18,256	2.45000	\$ 44,727
24	\$ 18,634	1.30000	\$ 24,224
25	\$ 19,051	4.20000	\$ 80,015
26	\$ 19,456	4.45000	\$ 86,577
27	\$ 19,886	7.25000	\$ 144,174
28	\$ 20,318	1.30000	\$ 26,413
29	\$ 20,790	5.60000	\$ 116,422
30	\$ 21,288	1.40000	\$ 29,803
31	\$ 21,813		\$ -
32	\$ 22,339	1.40000	\$ 31,275
33	\$ 22,891	2.55000	\$ 58,372
34	\$ 23,470		\$ -
35	\$ 26,936	4.10000	\$ 110,436
	<u>149.20000</u>	<u>\$ 2,459,353</u>	

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Transportation #2				Transportation #2				Transportation #2			
2010-2011		FTE	Total	2011-2012		FTE	Total	2012-2013		FTE	Total
1	\$ 34,340	1.00000	\$ 34,340	1	\$ 34,683		\$ -	1	\$ 35,030		\$ -
2	\$ 34,680		\$ -	2	\$ 35,027	1.00000	\$ 35,027	2	\$ 35,377		\$ -
3	\$ 36,210	1.00000	\$ 36,210	3	\$ 35,374		\$ -	3	\$ 35,727	1.00000	\$ 35,727
4	\$ 37,740		\$ -	4	\$ 36,934	1.00000	\$ 36,934	4	\$ 36,081		\$ -
5	\$ 39,270		\$ -	5	\$ 38,495		\$ -	5	\$ 37,673	1.00000	\$ 37,673
6	\$ 40,841	1.00000	\$ 40,841	6	\$ 40,055		\$ -	6	\$ 39,265		\$ -
7	\$ 42,474	1.00000	\$ 42,474	7	\$ 41,658	1.00000	\$ 41,658	7	\$ 40,857		\$ -
8	\$ 44,129	2.00000	\$ 88,259	8	\$ 43,324	1.00000	\$ 43,324	8	\$ 42,491	1.00000	\$ 42,491
9	\$ 45,784		\$ -	9	\$ 45,012	2.00000	\$ 90,024	9	\$ 44,190	1.00000	\$ 44,190
10	\$ 47,439		\$ -	10	\$ 46,700		\$ -	10	\$ 45,912	2.00000	\$ 91,824
11	\$ 49,094		\$ -	11	\$ 48,388		\$ -	11	\$ 47,634		\$ -
12	\$ 50,749		\$ -	12	\$ 50,076		\$ -	12	\$ 49,356		\$ -
13	\$ 52,404	1.00000	\$ 52,404	13	\$ 51,764		\$ -	13	\$ 51,077		\$ -
14	\$ 54,058		\$ -	14	\$ 53,452	1.00000	\$ 53,452	14	\$ 52,799		\$ -
15	\$ 55,713		\$ -	15	\$ 55,140		\$ -	15	\$ 54,521	1.00000	\$ 54,521
16	\$ 60,096		\$ -	16	\$ 56,827		\$ -	16	\$ 56,242		\$ -
				17	\$ 61,298		\$ -	17	\$ 57,964		\$ -
								18	\$ 62,524		\$ -
		7.00000	\$ 294,527			7.00000	\$ 300,418			7.00000	\$ 306,426



Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Transportation #3		
2010-2011	FTE	Total
1	\$ 20,341	\$ -
2	\$ 20,543	\$ -
3	\$ 21,164	\$ -
4	\$ 21,803	\$ -
5	\$ 22,462	\$ -
6	\$ 23,141	\$ -
7	\$ 23,840	\$ -
8	\$ 24,561	\$ -
9	\$ 25,303	\$ -
10	\$ 26,067	\$ -
11	\$ 26,855	\$ -
12	\$ 27,665	\$ -
13	\$ 28,501	\$ -
14	\$ 29,360	\$ -
15	\$ 30,247	\$ -
16	\$ 31,160	\$ -
17	\$ 32,181	\$ -
18	\$ 33,233	\$ -
19	\$ 34,322	\$ -
20	\$ 35,443	\$ -
21	\$ 36,603	\$ -
22	\$ 37,800	\$ -
23	\$ 39,038	\$ -
24	\$ 46,076	\$ -
	-	\$ -

Transportation #3		
2011-2012	FTE	Total
1	\$ 20,545	\$ -
2	\$ 20,748	\$ -
3	\$ 20,954	\$ -
4	\$ 21,587	\$ -
5	\$ 22,239	\$ -
6	\$ 22,911	\$ -
7	\$ 23,604	\$ -
8	\$ 24,317	\$ -
9	\$ 25,052	\$ -
10	\$ 25,809	\$ -
11	\$ 26,589	\$ -
12	\$ 27,392	\$ -
13	\$ 28,219	\$ -
14	\$ 29,071	\$ -
15	\$ 29,948	\$ -
16	\$ 30,852	\$ -
17	\$ 31,783	\$ -
18	\$ 32,825	\$ -
19	\$ 33,898	\$ -
20	\$ 35,008	\$ -
21	\$ 36,152	\$ -
22	\$ 37,335	\$ -
23	\$ 38,556	\$ -
24	\$ 39,818	\$ -
25	\$ 46,997	\$ -
	-	\$ -

Transportation #3		
2012-2013	FTE	Total
1	\$ 20,750	\$ -
2	\$ 20,956	\$ -
3	\$ 21,163	\$ -
4	\$ 21,373	\$ -
5	\$ 22,019	\$ -
6	\$ 22,684	\$ -
7	\$ 23,370	\$ -
8	\$ 24,076	\$ -
9	\$ 24,803	\$ -
10	\$ 25,553	\$ -
11	\$ 26,325	\$ -
12	\$ 27,121	\$ -
13	\$ 27,940	\$ -
14	\$ 28,783	\$ -
15	\$ 29,652	\$ -
16	\$ 30,547	\$ -
17	\$ 31,469	\$ -
18	\$ 32,419	\$ -
19	\$ 33,481	\$ -
20	\$ 34,576	\$ -
21	\$ 35,708	\$ -
22	\$ 36,875	\$ -
23	\$ 38,081	\$ -
24	\$ 39,327	\$ -
25	\$ 40,615	\$ -
26	\$ 47,937	\$ -
	-	\$ -

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

Transportation #4			Transportation #4			Transportation #4								
2010-2011	FTE	Total	2011-2012	FTE	Total	2012-2013	FTE	Total						
1	\$	35,350	\$	-		1	\$	36,061	\$	-				
2	\$	35,700	\$	-		2	\$	36,418	\$	-				
3	\$	37,740	\$	-		3	\$	36,778	\$	-				
4	\$	39,780	\$	-		4	\$	37,142	\$	-				
5	\$	41,820	\$	-		5	\$	39,265	\$	-				
6	\$	43,860	\$	-		6	\$	41,387	\$	-				
7	\$	45,900	\$	-		7	\$	43,510	\$	-				
8	\$	47,940	1.00000	\$	47,940	8	\$	45,632	\$	-				
9	\$	49,980	\$	-		9	\$	47,754	\$	-				
10	\$	52,020	\$	-		10	\$	49,877	1.00000	\$	49,877			
11	\$	54,101	\$	-		11	\$	51,999	\$	-				
12	\$	56,265	\$	-		12	\$	54,122	\$	-				
13	\$	58,471	\$	-		13	\$	56,286	\$	-				
14	\$	60,678	\$	-		14	\$	58,538	\$	-				
15	\$	62,884	\$	-		15	\$	60,834	\$	-				
16	\$	68,837	\$	-		16	\$	63,129	\$	-				
						17	\$	65,425	\$	-				
						18	\$	71,618	\$	-				
		<u>1.00000</u>	\$	<u>47,940</u>			<u>1.00000</u>	\$	<u>48,899</u>			<u>1.00000</u>	\$	<u>49,877</u>

Vineland Board of Education  
 Local 2327  
 Salary Guides 2010-2013

**Security Guard & Attendance Officer (Based on 7 hour day @ 184 days) Security Guard & Attendance Officer (Based on 7 hour day @ 184 days) Security Guard & Attendance Officer (Based on 7 hour day @ 184 days)**

	2010-2011	FTE	Total
1	\$ 15,603		\$ -
2	\$ 15,758		\$ -
3	\$ 16,331	4.00000	\$ 65,325
4	\$ 16,925		\$ -
5	\$ 17,541	5.00000	\$ 87,706
6	\$ 18,179	6.00000	\$ 109,076
7	\$ 18,841	2.00000	\$ 37,681
8	\$ 19,526		\$ -
9	\$ 20,237	4.00000	\$ 80,946
10	\$ 20,972	5.00000	\$ 104,862
11	\$ 21,737	3.00000	\$ 65,211
12	\$ 22,528	3.00000	\$ 67,585
13	\$ 23,347	9.00000	\$ 210,123
14	\$ 24,199	1.00000	\$ 24,199
15	\$ 25,142	2.00000	\$ 50,283
16	\$ 26,122	3.00000	\$ 78,367
17	\$ 27,141	2.00000	\$ 54,282
18	\$ 28,200	2.00000	\$ 56,399
19	\$ 29,300	2.00000	\$ 58,601
20	\$ 30,442		\$ -
21	\$ 31,628		\$ -
22	\$ 32,863		\$ -
23	\$ 34,144	1.00000	\$ 34,144
24	\$ 35,476		\$ -
25	\$ 36,860		\$ -
26	\$ 44,004	1.00000	\$ 44,004
		<b>55.00000</b>	<b>\$ 1,228,795</b>

	2011-2012	FTE	Total
1	\$ 15,759		\$ -
2	\$ 15,915		\$ -
3	\$ 16,073		\$ -
4	\$ 16,658	4.00000	\$ 66,631
5	\$ 17,264		\$ -
6	\$ 17,892	5.00000	\$ 89,460
7	\$ 18,543	6.00000	\$ 111,257
8	\$ 19,218	2.00000	\$ 38,435
9	\$ 19,917		\$ -
10	\$ 20,641	4.00000	\$ 82,565
11	\$ 21,392	5.00000	\$ 106,960
12	\$ 22,172	3.00000	\$ 66,515
13	\$ 22,979	3.00000	\$ 68,937
14	\$ 23,814	9.00000	\$ 214,325
15	\$ 24,683	1.00000	\$ 24,683
16	\$ 25,645	2.00000	\$ 51,289
17	\$ 26,645	3.00000	\$ 79,935
18	\$ 27,684	2.00000	\$ 55,367
19	\$ 28,764	2.00000	\$ 57,527
20	\$ 29,887	2.00000	\$ 59,773
21	\$ 31,051		\$ -
22	\$ 32,261		\$ -
23	\$ 33,520		\$ -
24	\$ 34,827	1.00000	\$ 34,827
25	\$ 36,186		\$ -
26	\$ 37,597		\$ -
27	\$ 44,885	1.00000	\$ 44,885
		<b>55.00000</b>	<b>\$ 1,253,371</b>

	2012-2013	FTE	Total
1	\$ 15,917		\$ -
2	\$ 16,075		\$ -
3	\$ 16,234		\$ -
4	\$ 16,395		\$ -
5	\$ 16,991	4.00000	\$ 67,964
6	\$ 17,609		\$ -
7	\$ 18,250	5.00000	\$ 91,249
8	\$ 18,914	6.00000	\$ 113,482
9	\$ 19,602	2.00000	\$ 39,204
10	\$ 20,315		\$ -
11	\$ 21,054	4.00000	\$ 84,216
12	\$ 21,820	5.00000	\$ 109,099
13	\$ 22,615	3.00000	\$ 67,845
14	\$ 23,439	3.00000	\$ 70,316
15	\$ 24,290	9.00000	\$ 218,612
16	\$ 25,176	1.00000	\$ 25,176
17	\$ 26,157	2.00000	\$ 52,315
18	\$ 27,178	3.00000	\$ 81,533
19	\$ 28,237	2.00000	\$ 56,475
20	\$ 29,339	2.00000	\$ 58,678
21	\$ 30,484	2.00000	\$ 60,968
22	\$ 31,672		\$ -
23	\$ 32,906		\$ -
24	\$ 34,191		\$ -
25	\$ 35,524	1.00000	\$ 35,524
26	\$ 36,910		\$ -
27	\$ 38,349		\$ -
28	\$ 45,782	1.00000	\$ 45,782
		<b>55.00000</b>	<b>\$ 1,278,438</b>

Vineland Board of Education  
Local 2327  
Salary Guides 2010-2013

**Summary 2010-2011:**

Aides #1	33.62000	\$	423,583
Aides #2	100.00000	\$	2,131,032
Aides #3	7.00000	\$	317,660
Aides #4	-	\$	-
Aides #5	98.00000	\$	2,051,978
Aides #6	56.00000	\$	1,286,903
Maint #1	68.00000	\$	1,926,845
Maint #2	21.00000	\$	745,327
Maint #3	4.00000	\$	171,120
Maint #4	1.00000	\$	41,986
Maint #5	1.00000	\$	55,920
Maint #6	-	\$	-
Maint #7	-	\$	-
Skilled Maintenance #1	13.00000	\$	589,569
Skilled Maintenance #2	10.00000	\$	558,823
Skilled Maintenance #3	1.00000	\$	61,781
Tech #1	2.00000	\$	74,887
Tech #2	8.00000	\$	349,095
Tech #3	3.00000	\$	176,505
Tech #4	2.00000	\$	148,634
F/S #1	58.41690	\$	924,179
F/S #2	12.00000	\$	247,588
F/S #3	10.00000	\$	321,182
Trans #1	149.20000	\$	2,363,853
Trans #2	7.00000	\$	294,527
Trans #3	-	\$	-
Trans #4	1.00000	\$	47,940
Security	55.00000	\$	1,228,795
<b>Total</b>	<b>721.23690</b>	<b>\$</b>	<b>16,539,715</b>

**Summary 2011-2012:**

Aides #1	33.62000	\$	432,055
Aides #2	100.00000	\$	2,173,653
Aides #3	7.00000	\$	324,013
Aides #4	-	\$	-
Aides #5	98.00000	\$	2,093,017
Aides #6	56.00000	\$	1,312,641
Maint #1	68.00000	\$	1,965,382
Maint #2	21.00000	\$	760,234
Maint #3	4.00000	\$	174,543
Maint #4	1.00000	\$	42,826
Maint #5	1.00000	\$	57,039
Maint #6	-	\$	-
Maint #7	-	\$	-
Skilled Maintenance #1	13.00000	\$	601,361
Skilled Maintenance #2	10.00000	\$	569,999
Skilled Maintenance #3	1.00000	\$	63,017
Tech #1	2.00000	\$	76,385
Tech #2	8.00000	\$	356,077
Tech #3	3.00000	\$	180,035
Tech #4	2.00000	\$	151,607
F/S #1	58.41690	\$	942,663
F/S #2	12.00000	\$	252,539
F/S #3	10.00000	\$	327,606
Trans #1	149.20000	\$	2,411,130
Trans #2	7.00000	\$	300,418
Trans #3	-	\$	-
Trans #4	1.00000	\$	48,899
Security	55.00000	\$	1,253,371
<b>Total</b>	<b>721.23690</b>	<b>\$</b>	<b>16,870,510</b>

**Summary 2012-2013:**

Aides #1	33.62000	\$	440,696
Aides #2	100.00000	\$	2,217,126
Aides #3	7.00000	\$	330,494
Aides #4	-	\$	-
Aides #5	98.00000	\$	2,134,877
Aides #6	56.00000	\$	1,338,894
Maint #1	68.00000	\$	2,004,690
Maint #2	21.00000	\$	775,439
Maint #3	4.00000	\$	178,033
Maint #4	1.00000	\$	43,682
Maint #5	1.00000	\$	58,179
Maint #6	-	\$	-
Maint #7	-	\$	-
Skilled Maintenance #1	13.00000	\$	613,388
Skilled Maintenance #2	10.00000	\$	581,399
Skilled Maintenance #3	1.00000	\$	64,277
Tech #1	2.00000	\$	77,912
Tech #2	8.00000	\$	363,198
Tech #3	3.00000	\$	183,636
Tech #4	2.00000	\$	154,639
F/S #1	58.41690	\$	961,516
F/S #2	12.00000	\$	257,590
F/S #3	10.00000	\$	334,158
Trans #1	149.20000	\$	2,459,353
Trans #2	7.00000	\$	306,426
Trans #3	-	\$	-
Trans #4	1.00000	\$	49,877
Security	55.00000	\$	1,278,438
<b>Total</b>	<b>721.23690</b>	<b>\$</b>	<b>17,207,920</b>

Guide	Job Titles
Aides #1	Aid Non-Instructional, Bus Attendant
Aides #2	Aid Instructional
Aides #3	Interpreter Certified
Aides #4	Interpreter Non-Certified
Aides #5	Autistic/Behaviorally Disabled/One-on-One/Braille
Aides #6	Instructional Aides (Minimum of Assoc Degree in Education)
Maint #1	Bldg Mtce Worker, BMW/Security Guard, Custodian
Maint #2	Bldg Maint Worker, Clerk Driver, Inventory Control Clerk, Plumbers Helper, Recreation Mtce Worker, Sr Bldg Mtce Worker, Sr Custodian
Maint #3	Supv Bldg Service
Maint #4	Sr Stock Clerk, Sr Recreation Mtce Worker
Maint #5	Sup Inventory Contr Clerk
Maint #6	
Maint #7	
Skilled Maintenance #1	Carpenter, Electr/Heat/AC/Mechanic, Electrician, Equip Operator, HVAC Mechanic, Locksmith, Mtc Repairer, Plumber
Skilled Maintenance #2	Sr Caprenter, Sr Electrician, Sr Maintenance Repairer, Sr Plumber
Skilled Maintenance #3	Supv Heating & AC Mechanic
Tech #1	Electronic System Tech
Tech #2	Audio Visual Specialist, Computer Service Technician
Tech #3	Sr Computer Service Tech
Tech #4	Communications Systems Tech 2, Network Administrator 1
F/S #1	Food Service Worker
F/S #2	Asst Cook
F/S #3	Senior Cook
Trans #1	Bus Driver
Trans #2	Diesel Mechanic, Mechanic
Trans #3	
Trans #4	Sr Diesel Mechanic
Security	Security Guard/Attendance Officer

**Transportation #1** (Based on 5 hour package + 184 work days)

	2010-2011	FTE	Total	Hrly Rate
1	\$ 12,564		\$ -	\$ 13.66
2	\$ 12,688	1.30000	\$ 16,495	\$ 13.79
3	\$ 12,904	7.05000	\$ 90,971	\$ 14.03
4	\$ 13,123	11.30000	\$ 148,285	\$ 14.26
5	\$ 13,345	1.10000	\$ 14,680	\$ 14.51
6	\$ 13,572	13.65000	\$ 185,254	\$ 14.75
7	\$ 13,802	10.20000	\$ 140,781	\$ 15.00
8	\$ 14,036	2.30000	\$ 32,283	\$ 15.26
9	\$ 14,274	14.80000	\$ 211,261	\$ 15.52
10	\$ 14,517	6.10000	\$ 88,551	\$ 15.78
11	\$ 14,763	11.45000	\$ 169,036	\$ 16.05
12	\$ 14,997	7.40000	\$ 110,975	\$ 16.30
13	\$ 15,242		\$ -	\$ 16.57
14	\$ 15,501	1.25000	\$ 19,376	\$ 16.85
15	\$ 15,747	4.15000	\$ 65,349	\$ 17.12
16	\$ 16,006	6.30000	\$ 100,837	\$ 17.40
17	\$ 16,292	6.65000	\$ 108,339	\$ 17.71
18	\$ 16,576	3.85000	\$ 63,817	\$ 18.02
19	\$ 16,874	1.45000	\$ 24,468	\$ 18.34
20	\$ 17,198	2.90000	\$ 49,875	\$ 18.69
21	\$ 17,547	2.45000	\$ 42,991	\$ 19.07
22	\$ 17,910	1.30000	\$ 23,283	\$ 19.47
23	\$ 18,312	4.20000	\$ 76,908	\$ 19.90
24	\$ 18,700	4.45000	\$ 83,215	\$ 20.33
25	\$ 19,114	7.25000	\$ 138,575	\$ 20.78
26	\$ 19,529	1.30000	\$ 25,388	\$ 21.23
27	\$ 19,982	5.60000	\$ 111,901	\$ 21.72
28	\$ 20,461	1.40000	\$ 28,645	\$ 22.24
29	\$ 20,966		\$ -	\$ 22.79
30	\$ 21,472	1.40000	\$ 30,060	\$ 23.34
31	\$ 22,002	2.55000	\$ 56,106	\$ 23.92
32	\$ 22,558		\$ -	\$ 24.52
33	\$ 25,890	4.10000	\$ 106,147	\$ 28.14
	<u>149.20000</u>		<u>\$ 2,363,853</u>	

**Transportation #1**

	2011-2012	FTE	Total	Hrly Rate
1	\$ 12,690		\$ -	\$ 13.79
2	\$ 12,815		\$ -	\$ 13.93
3	\$ 12,942	1.30000	\$ 16,825	\$ 14.07
4	\$ 13,162	7.05000	\$ 92,790	\$ 14.31
5	\$ 13,385	11.30000	\$ 151,251	\$ 14.55
6	\$ 13,612	1.10000	\$ 14,973	\$ 14.80
7	\$ 13,843	13.65000	\$ 188,959	\$ 15.05
8	\$ 14,078	10.20000	\$ 143,596	\$ 15.30
9	\$ 14,317	2.30000	\$ 32,929	\$ 15.56
10	\$ 14,560	14.80000	\$ 215,486	\$ 15.83
11	\$ 14,807	6.10000	\$ 90,322	\$ 16.09
12	\$ 15,058	11.45000	\$ 172,417	\$ 16.37
13	\$ 15,297	7.40000	\$ 113,194	\$ 16.63
14	\$ 15,546		\$ -	\$ 16.90
15	\$ 15,811	1.25000	\$ 19,763	\$ 17.19
16	\$ 16,062	4.15000	\$ 66,656	\$ 17.46
17	\$ 16,326	6.30000	\$ 102,854	\$ 17.75
18	\$ 16,617	6.65000	\$ 110,506	\$ 18.06
19	\$ 16,907	3.85000	\$ 65,094	\$ 18.38
20	\$ 17,212	1.45000	\$ 24,957	\$ 18.71
21	\$ 17,542	2.90000	\$ 50,872	\$ 19.07
22	\$ 17,898	2.45000	\$ 43,850	\$ 19.45
23	\$ 18,269	1.30000	\$ 23,749	\$ 19.86
24	\$ 18,678	4.20000	\$ 78,447	\$ 20.30
25	\$ 19,074	4.45000	\$ 84,879	\$ 20.73
26	\$ 19,496	7.25000	\$ 141,347	\$ 21.19
27	\$ 19,920	1.30000	\$ 25,896	\$ 21.65
28	\$ 20,382	5.60000	\$ 114,139	\$ 22.15
29	\$ 20,870	1.40000	\$ 29,218	\$ 22.68
30	\$ 21,386		\$ -	\$ 23.25
31	\$ 21,901	1.40000	\$ 30,661	\$ 23.81
32	\$ 22,442	2.55000	\$ 57,228	\$ 24.39
33	\$ 23,009		\$ -	\$ 25.01
34	\$ 26,407	4.10000	\$ 108,270	\$ 28.70
	<u>149.20000</u>		<u>\$ 2,411,130</u>	

**Transportation #1**

	2012-2013	FTE	Total	Hrly Rate
1	\$ 12,816		\$ -	\$ 13.93
2	\$ 12,943		\$ -	\$ 14.07
3	\$ 13,072		\$ -	\$ 14.21
4	\$ 13,201	1.30000	\$ 17,161	\$ 14.35
5	\$ 13,425	7.05000	\$ 94,646	\$ 14.59
6	\$ 13,653	11.30000	\$ 154,276	\$ 14.84
7	\$ 13,884	1.10000	\$ 15,273	\$ 15.09
8	\$ 14,120	13.65000	\$ 192,738	\$ 15.35
9	\$ 14,360	10.20000	\$ 146,468	\$ 15.61
10	\$ 14,603	2.30000	\$ 33,588	\$ 15.87
11	\$ 14,851	14.80000	\$ 219,796	\$ 16.14
12	\$ 15,103	6.10000	\$ 92,129	\$ 16.42
13	\$ 15,359	11.45000	\$ 175,865	\$ 16.69
14	\$ 15,602	7.40000	\$ 115,458	\$ 16.96
15	\$ 15,857		\$ -	\$ 17.24
16	\$ 16,127	1.25000	\$ 20,158	\$ 17.53
17	\$ 16,383	4.15000	\$ 67,990	\$ 17.81
18	\$ 16,653	6.30000	\$ 104,911	\$ 18.10
19	\$ 16,950	6.65000	\$ 112,716	\$ 18.42
20	\$ 17,246	3.85000	\$ 66,396	\$ 18.75
21	\$ 17,556	1.45000	\$ 25,456	\$ 19.08
22	\$ 17,893	2.90000	\$ 51,889	\$ 19.45
23	\$ 18,256	2.45000	\$ 44,727	\$ 19.84
24	\$ 18,634	1.30000	\$ 24,224	\$ 20.25
25	\$ 19,051	4.20000	\$ 80,015	\$ 20.71
26	\$ 19,456	4.45000	\$ 86,577	\$ 21.15
27	\$ 19,886	7.25000	\$ 144,174	\$ 21.62
28	\$ 20,318	1.30000	\$ 26,413	\$ 22.08
29	\$ 20,790	5.60000	\$ 116,422	\$ 22.60
30	\$ 21,288	1.40000	\$ 29,803	\$ 23.14
31	\$ 21,813		\$ -	\$ 23.71
32	\$ 22,339	1.40000	\$ 31,275	\$ 24.28
33	\$ 22,891	2.55000	\$ 58,372	\$ 24.88
34	\$ 23,470		\$ -	\$ 25.51
35	\$ 26,936	4.10000	\$ 110,436	\$ 29.28
	<u>149.20000</u>		<u>\$ 2,459,353</u>	

**Aides #2**

2860 Bishop, Deborah J	To Aides #5
1823 Bowers, Diane C	Off Guide #3
5388 Bracall, Karen	Off Guide #3
826 Chandler, Emily D	Off Guide #1
2520 Ciesla, Teresa M	Off Guide #2
4862 Cleveland, Janet	Off Guide #3
2523 Emeigh, Kimberly A	Off Guide #2
6386 Flebbe, Heidi M	Off Guide #1
3320 Gallo, Patricia A	Off Guide #1
5347 Giordano, Barbara A	Retired 11/1/2010
2005 Grilli, Karen P	Off Guide #2
828 Hampton, Darlene S	Off Guide #3
2445 Hampton, Joan M	Off Guide #3
6366 Iglesias, Julia	Retired 7/1/2011
2142 Lewis, Linda S	Off Guide #2
5980 Maccrri, Karen L	Retired 11/1/2010
6372 McFeaters, Ann P	Off Guide #1
6365 McLaughlin, Helen M	Retired 12/1/2010
2414 Ott, Dale Y	Off Guide #3
5337 Periconi, Betty J	Retired 7/1/2011
3097 Schmutz, Barbara A	Off Guide #2
3435 Sprague, Jean	Off Guide #1
1999 Stanker, Kathleen V	Off Guide #3
5642 White, Florence E	Retired 2/1/2011
6368 Zattoni, Patricia A	Off Guide #3

**Aides #5**

7028 Capella, Lorraine	Deceased 5/16/2011
2495 Kowalski, Susan	
6475 Maldonado, Nancy	