

1086

A G R E E M E N T

between

SOUTH PLAINFIELD BOARD OF EDUCATION

and

SOUTH PLAINFIELD EDUCATIONAL SECRETARIES ASSOCIATION

* * * * *

July 1, 1990 - June 30, 1993

PREAMBLE

THIS AGREEMENT entered into this 20th day of June 1990 by and between the SOUTH PLAINFIELD BOARD OF EDUCATION, hereinafter called the "Board", and the SOUTH PLAINFIELD EDUCATIONAL SECRETARIES ASSOCIATION, hereinafter called the "Association".

ARTICLE I
RECOGNITION

A. Pursuant to N.J.S. 34:13A-1 et. seq., known as the New Jersey Public Employer-Employee Relations Act, the South Plainfield Board of Education hereby recognizes the South Plainfield Educational Secretaries Association as exclusive representative for the purpose of collective negotiations for all full-time office personnel under contract to the Board of Education as included herein:

Accounting Personnel
Administrative Secretaries
School Secretaries
Clerk Typists

but excluding:

Secretary to the Superintendent
Personnel in Office of Assistant Superintendent
1. Secretary to Assistant Superintendent
2. Personnel Secretary
Assistant to Board Secretary
All other employees of the South Plainfield
Board of Education

B. Unless otherwise indicated, the term "Secretaries" when used hereinafter in this Agreement, shall refer to all personnel represented by the Association in the negotiating unit as defined above.

ARTICLE II
NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations in accordance with N.J.S. 34:13A-1 et seq., in a good-faith effort to reach agreement concerning the terms and conditions of secretaries' employment. Any Agreement negotiated shall apply to the unit defined in Article I, be reduced to writing, be ratified by the Secretaries Association, be adopted by the Board, and be signed by the Association and the Board.

B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board shall make available to the Association for inspection at reasonable times that information which is available to the public.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party.

D. This Agreement incorporates the entire understanding of the parties on all matters which were, or could have been, the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition:

A "grievance" shall mean a claim by a Secretary or Secretaries that there has been a misinterpretation, misapplication, or a violation of Board Policy, a violation of this Agreement, or an administrative decision adversely affecting the Secretary or Secretaries. A grievance to be considered must be initiated by the Secretary within thirty (30) calendar days of its occurrence.

B. General Procedure:

1. Failure at any level of this procedure to communicate the decision reached on a grievance within the specified time limits shall permit the aggrieved Secretary to proceed to the next level.

2. Failure at any level of this 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.

3. It is understood that Secretaries shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance, and any effect thereof, shall have been fully determined.

4. 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.

5. It is agreed by both parties that these proceedings shall be kept informal and confidential as may be appropriate at any level.

C. Levels

1. Level One

Any Secretary who has a grievance shall discuss it first with her principal, supervisor, or other immediate superior, in an attempt to resolve the matter informally at that level.

2. Level Two

If as a result of this discussion the matter is not resolved to the satisfaction of the Secretary within fourteen (14) calendar days, she may set forth her grievance in writing to her Principal, supervisor, or other immediate superior, on the grievance forms provided. The Principal, supervisor or other immediate superior shall communicate his decision to the Secretary in writing within five (5) calendar days of receipt of the written grievance.

3. Level Three

The Secretary, no later than seven (7) calendar days after receipt of the decision of the Principal, supervisor or other immediate superior, may appeal this decision to the Superintendent of Schools. The appeal to the Superintendent of Schools must be made in writing, stating the grievance to the Principal, supervisor or other immediate superior, and the Secretary's dissatisfaction with decisions previously rendered. The Superintendent of Schools shall attempt to resolve the matter as quickly as possible but within a period not to exceed twenty-one (21) calendar days. The Superintendent of Schools shall communicate his decision in writing to the Secretary and the Principal, supervisor or other immediate superior.

4. Level Four

If the grievance is not resolved to the Secretary's satisfaction, she, no later than seven (7) calendar days after receipt

of the Superintendent of Schools' decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request within seven (7) calendar days to the Board. The Board shall review the grievance and shall, at the option of the Board, hold a hearing with the Secretary and render a decision in any case within thirty (30) calendar days of receipt of said grievance by the Board or within twenty (20) calendar days of the date of hearing with the Secretary, whichever comes later.

5. Level Five

(a) If the Secretary is dissatisfied with the decision of the Board and if the grievance pertains to a matter of previous formal agreement between the Board and the Association, the Secretary or the Association may request the appointment of an arbitrator, such request to be made known to the Superintendent of Schools no later than fourteen (14) calendar days after the written decision of the Board is made known. A Secretary, in order to process her grievance beyond Level Four, must have her request for such action accompanied by a written recommendation of the Association.

(b) No claim by a Secretary shall constitute a grievable matter beyond Level Four or be processed beyond Level Four unless its resolution requires a determination as to the meaning and application of this Agreement. In addition, no claim by a Secretary shall constitute a grievable matter beyond Level Four or be processed beyond Level Four if it pertains to:

- (1) Any matter for which a review by arbitration is prohibited by law;
- (2) Any matter for which a procedure for review is mandated by law;
- (3) Any rule or regulation dealing with internal matters of the South Plainfield Board of Education or the State Commissioner of Education;
- (4) Any act beyond the Board's legal authority to act;
- (5) Unless otherwise set forth in this Agreement as a contractual right of a non-tenure Secretary, a complaint of a non-tenure Secretary which arises by reason of her not being re-employed;
- (6) Unless otherwise set forth in this Agreement as a contractual right of a Secretary, a complaint occasioned by appointment to or lack of retention in any position for which tenure is either not possible or not required.

D. Procedure for Securing the Services of an Arbitrator:

1. Initial Request

A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator on the dispute in question. It is understood that the parties will request that the panels be drawn from a wide geographic area including Pennsylvania and New York.

2. Second Request

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. Final Designation

If the parties are unable to determine a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

4. Authority of Arbitrator

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, nor modify any of the terms of the Agreement between the parties or any policy of the Board of Education. The arbitrator shall not be governed by legal rules of evidence but may receive any logical evidence which the arbitrator may deem to have probative value. The decision of the arbitrator shall be final and binding upon the Board, the Association and all the employees.

5. Arbitrability

Where a question of arbitrability is raised before the arbitrator, the arbitrator shall proceed to decide the matter of arbitrability or jurisdiction before proceeding to hear the case upon the merits. Where the arbitrator determines that a grievance fails to meet the test of arbitrability, or where he determines that there is no jurisdiction, he shall refer the case back to the parties without a decision or recommendations on the merits.

E. Rights of Secretaries to Representation

1. Secretaries Represented by the Association

Any aggrieved Secretary or Secretaries may be represented at all stages of the grievance procedure by herself or, at her option, by a representative selected or approved by the Association.

When a Secretary or Secretaries are not represented by the Association in the processing of a grievance, the Association shall

at the time of submission of the grievance at Level Two be notified that the grievance is in process, has the right to be present and state its position in writing at all meetings held with the Secretary, and shall receive a copy of all decisions rendered.

F. 1. Forms

Forms for filing grievances shall be given appropriate distribution so as to facilitate the operation of the grievance procedure.

2. Number of Grievances

Only one (1) grievance and all issues pertaining to said grievance may be heard before the designated arbitrator except where the parties agree otherwise.

3. Compensation Limitation

Any employee who suffers any loss of compensation through Board action may, if upheld by the arbitration proceeding, be reimbursed for such a loss provided that no adjustment of compensation shall be retroactive beyond ten (10) calendar days prior to the date the grievance occurred.

4. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include any such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

5. Decision of Arbitrator

The Arbitrator shall be requested to render his decision within thirty (30) days after the case is presented for arbitration but the determination of when the award shall be issued shall be within the discretion of the arbitrator.

G. Costs

1. Each party shall bear the total costs incurred by its participation. The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties and such costs shall be shared equally.

2. The time lost by a Secretary or Secretaries due to arbitration proceedings must either be unpaid or charged to personal leave except where the Secretary or Secretaries are appearing at the request of the Board.

ARTICLE IV
EMPLOYEE'S RIGHTS

A. Pursuant to N.J.S. 34:13A-1 et seq., the Board hereby agrees that every employee of the Board included in the unit as set forth under Article I shall have the right to freely organize, join, and support the Association and its activities and affiliates for the purpose of engaging in collective negotiations for mutual aid as protection. As a duly selected body exercising governmental power under laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any Secretary in the enjoyment of any rights conferred by N.J.S. 34:13A-1 et seq., or any other laws of New Jersey or Constitution of New Jersey and the United States.

B. No tenure Secretary shall be disciplined, reprimanded, reduced in rank, or have her increment withheld without just cause. Any such action taken by the Board, or any agent or representative thereof, shall not be made public until formal action is taken by the Board, and shall be subject to the grievance procedure herein set forth.

C. Nothing contained herein shall be construed to deny or restrict to any Secretary such rights as she may have under New Jersey School Laws or other applicable laws and regulations of the State of New Jersey.

ARTICLE V
ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to furnish to the Association a current roster of Secretaries as of October 1 of the current school year, one copy of agenda and minutes of all public Board meetings, one copy of names and addresses of all Secretaries, and one copy of scattergram showing employees in the unit and their positions on the salary guide.

B. Transaction of Association Business
Representatives of the Association and the New Jersey Education Association shall be permitted to transact official business on school property at all reasonable times during normal off-duty hours provided they shall not interfere with, nor interrupt normal school operation. Permission of the building principal shall be required. Such permission shall not be unreasonably withheld.

C. Use of School Building
The Association and its representatives shall have the right to use school buildings at all reasonable times during normal off-duty hours for meetings. The principal of the building in question shall receive a written request in advance of the time and place of all such meetings. His permission shall not be unreasonably withheld.

D. Use of School Equipment

The Association shall have access to school facilities and other equipment to include typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment, at reasonable off-duty hours when such equipment is not otherwise in use, with the approval of the principal.

E. Subject to law, the rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organization(s) representing any portion of the unit or potential member of the unit.

ARTICLE VI
BOARD'S RIGHTS CLAUSE

Except as otherwise provided in the Agreement and under the provisions of N.J.S. 34:13A-5.1 et seq., the South Plainfield Board of Education on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, including all decisional laws and rules and regulations of the State Department of Education and the Commissioner of Education of the State of New Jersey

ARTICLE VII
WORKING CONDITIONS

A. Hours

1. A normal work week for employees in those personnel units designated in Article I shall consist of five (5) working days; namely, Monday, Tuesday, Wednesday, Thursday and Friday.

2. Normal work week shall consist of thirty-five (35) hours (excluding lunch).

B. Overtime

A Secretary who works more than thirty-five (35) hours shall be compensated on the basis of time and one-half for each hour beyond the thirty-fifth (35th) hour worked in any one (1) week. Holidays shall be considered as days worked and shall be included in the work week.

C. Inclement Weather

When the school is closed due to inclement weather, Secretaries shall not be required to work except if it is deemed necessary by their immediate superior.

ARTICLE VIII
SICK LEAVE

A. All twelve (12) month Secretaries employed shall be entitled to twelve (12) sick leave days each year as of the first official day of the contract year, whether or not they report for work on that day. All ten (10) month Secretaries shall be entitled to ten (10) sick leave days each school year. Sick leave for Secretaries entering the school district during the contract year will be pro-rated on the basis of one (1) day per month for each full month of employment. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. Previously accumulated unused sick leave days accumulated in the South Plainfield schools shall be reinstated upon a Secretary's return to the school system.

C. Sick Leave Extended - The Board of Education agrees that in the event a tenure Secretary utilized all her accumulated sick leave due to a protracted illness of thirty (30) calendar days, they will pay to her the difference, if any, between her contract salary and that of her replacement for the balance of the contract year, or the duration of such illness, whichever is of a lesser duration. It is expressly understood and agreed that any employee in a Clerk/Typist position will sustain a deduction pursuant to the foregoing for no more than the rate of pay of a Clerk/Typist substitute.

D. Upon termination of employment employees who have completed ten (10) years of service in South Plainfield shall receive seven dollars (\$7.00) for each unused sick leave day.

E. Upon certification of a bona fide Public Employee Retirement System retirement, the employee shall have the option to receive one of the following:

a. Payment of twenty-five dollars (\$25.00) for each unused sick day from one (1) to forty-nine (49) and fifty dollars (\$50) for each unused sick day fifty (50) or over, or

b. Coverage for all current medical benefits paid for at our current rate for husband and wife up to age sixty-five (65) or adjusted downward by law to the point where Medicare will be paid at an earlier age. The earlier age shall be the standard intent in this clause. Payment shall be made to the insurance carrier at the rate in full effect at the time of the employee's retirement date. Increases in cost beyond the retirement date or change in coverage are to be borne by the employee. In order to qualify, the employee must have accrued one hundred and twenty (120) sick days by the age fifty-five (55) with fifteen (15) years in South Plainfield.

ARTICLE IX
TEMPORARY LEAVE OF ABSENCE

A. As of the beginning of the 1978/1979 school year, Secretaries shall be entitled to non-accumulative leave of absence with full pay for the following reasons up to a maximum of five (5) days in any contract year:

1. Marriage in immediate family.
2. Graduation exercises of the employee or his/her children.
3. Required appearance in court.
4. Past practices of the Board of Education relative to requests for leave time concerning religious holidays and ceremonies will remain unchanged.
5. Up to three (3) days may be granted for serious illness in the immediate family (husband, children, wife, and other members of the same home; father, mother, brothers and sisters, grandfather and grandmother, father-in-law and mother-in-law).
6. Secretaries shall be granted one (1) temporary leave day without specifying the reason, if they deem it to be of a personal nature.
7. Leave for other than the above reasons shall require the Superintendent's written consent before said leave is taken.

All leaves of absence referred to in this section are subject to the following conditions:

- (a) At least three (3) school days notice shall be given in requesting a personal day through the immediate superior. Lacking such notice, the absence will be considered unauthorized and the Secretary's pay will be deducted on a pro-rata basis of her annual salary. The three (3) school days notice will be waived in cases of extreme emergency with no deduction in salary.
- (b) The Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any request for the above days.

ARTICLE IX, TEMPORARY LEAVES OF ABSENCE, cont.

SPESA

B. Up to five (5) days may be granted for each death in the immediate family (husband, wife, children, mother and father).

Up to three (3) days may be granted for each death of the following: Other members residing in the same home, brother, sister, grandfather, grandmother, father-in-law or mother-in-law.

C. Any Secretary who is called for Jury Duty shall be paid her regular salary less whatever amount she is paid for such duty. (This time shall in no way be construed as vacation or personal leave.)

D. Extensions to any temporary leaves of absence referred to in Sections A and B as outlined above may be made at the discretion of the Superintendent of Schools.

E. Leaves taken pursuant to this Article shall be in addition to any sick leave to which the Secretary is entitled.

ARTICLE X
EXTENDED LEAVES OF ABSENCE

A. Maternity Leave

A Secretary requesting maternity leave shall obtain an official maternity leave request form, as set forth in Schedule B. Said form shall be returned to the Superintendent as soon as possible, but no later than sixty (60) days prior to the maternity leave commencement date stated therein. The Board may request the school Medical Director to review the dates as stated by the Secretary and her physician on the request form provided. If there should exist a disagreement between the Medical Director and the Secretary's physician with respect to said dates, a third physician mutually acceptable to the Medical Director and the Secretary's physician shall be requested to render his final and binding determination. However, no non-tenure Secretary shall be granted a maternity leave to extend beyond June 30 of the school year for which the maternity leave was requested.

B. Adoption

Any female tenure Secretary adopting an infant child may receive similar leave which shall commence upon her receiving de facto custody of said infant, or earlier, if necessary to fulfill requirements for adoption. No Secretary on such leave shall, on the basis of said leave, be denied the opportunity to substitute in the South Plainfield School District provided she shall have the recommendation of the Superintendent of Schools.

ARTICLE XI
PAID HOLIDAYS

Secretaries shall be entitled to sixteen (16) paid holidays of which thirteen (13) shall coincide with the existing school calendar; plus Independence Day and Labor Day, or any other day school is closed due to a legal holiday for a special event.

The holiday schedules for the years covered by this Agreement are to be determined.

ARTICLE XII
NJEA CONVENTION

Secretaries shall be entitled to two (2) NJEA Convention Days when they shall not be required to report to work. It is the express desire of the Board and the Association that the Secretaries will participate in the activities of the NJEA Convention.

ARTICLE XIII
VACATIONS

Three-fourths (3/4) of a day per month of employment paid vacation for 0 to one (1) year of service as of June 30.

Two (2) weeks paid vacation after one (1) year of service.

Three (3) weeks paid vacation after five (5) years of service.

Four (4) weeks paid vacation after ten (10) years of service.

Vacation time is not cumulative and must be taken within the year of eligibility, the year of eligibility being the next school year.

ARTICLE XIV
INSURANCE PROTECTION

If, as a result of the Board of Education's study and/or conversion, there are any changes in the basic insurance coverage described below, the Secretaries will receive equivalent coverage.

As of the beginning of the contract year, the Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each Secretary and in cases where appropriate for family-plan insurance coverage, except that it will pay one-third (1/3) family insurance coverage for a first year Secretary,

two-thirds (2/3) family insurance coverage for a second year Secretary, and full family insurance coverage from that point on.

- (1) For each Secretary who remains in the employ of the Board for the full contract year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period from the earliest possible date on which enrollment in the plan is possible.
- (2) Provisions of the health-care insurance program shall be detailed in master policies and contracts, and they shall include Blue Cross, Blue Shield, Rider J, Major Medical and Connecticut General Life Insurance Company Dental Plan or its equivalent.
- (3) Effective July 1, 1982, a full family dental plan shall be provided by the Board as detailed in master policies and contracts.
- (4) The Board will provide a prescription plan with a three dollar (\$3.00) co-pay.
- (5) Effective July 1, 1990, deductible amounts on all medical insurance shall be \$100 single/\$200 family in 1990/1991, \$200 single/\$400 family in 1991/1992 and \$300 single/\$600 family in 1992/1993.

The Board shall provide for continuance of health-care insurance after retirement on the terms detailed in the master policies and contracts, provided that the carrier allows provision for such continuance and the retiree agrees to pay the premiums involved.

ARTICLE XV
VACANCIES AND NEW POSITIONS

- A. All job openings are to be posted on a bulletin board in each school building and in the Administration Building fifteen (15) days before a position is filled. In the event of an emergency situation, no less than five (5) working days notice may be given.
- B. Employees wishing to be considered for any change in employment will be afforded the opportunity of so stating. This will be done by the use of a letter indicating interest in any specific change of situation for which the employee feels she is qualified. Letters shall be on file in the Department of Personnel on or before the due date listed in the posting notice in accordance with Article XV, Paragraph A, to qualify for consideration. Present employees will be given preference in filling such positions provided they are as qualified as any other applicant.

ARTICLE XVI
SALARIES

- A. The salaries of all Secretaries covered by this Agreement are set forth in Schedule A which is attached hereto and made a part hereof.
- B. An employee shall receive a one time stipend of five hundred dollars (\$500.00) over her salary for the completion of:
- a. Each course completed at a college or business school that has been approved by the Superintendent.
 - b. Each training course offered through the district for the mastery of a new skill, only upon approval of the Board of Education and the Superintendent of Schools.
- C. Perfect Attendance - Secretaries shall be paid three hundred dollars (\$300.00) per year for each year in which sick leave is not used.

ARTICLE XVII
MISCELLANEOUS PROVISIONS

- A. This Agreement constitutes a 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.
- B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Copies of this Agreement shall be reproduced at the expense of the Board within thirty (30) days after the Agreement is signed and presented to all Secretaries now employed or hereafter employed.
- C. A copy of the personal contract signed by each Secretary shall be returned to the Secretary within sixty (60) days of the date said contract has been signed.
- E. 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 telegram or registered letter to the following addresses:

1. If by the Association, to Board at Administration Building, Cromwell Place, South Plainfield, New Jersey 07080.
2. If by the Board, to Association at the School address of the Association President.

ARTICLE XVIII
DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1990, and shall continue in effect until June 30, 1993, subject to the Association's right to negotiate over a successor Agreement. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated. Any extensions shall be mutually agreed upon in writing by the parties of the Agreement, and unless such extensions are agreed upon, this Contract shall expire on the date indicated herein.

B. The Board and the Association agree to begin negotiations over a successor Agreement no later than October 1.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

SOUTH PLAINFIELD EDUCATIONAL
SECRETARIES ASSOCIATION

SOUTH PLAINFIELD BOARD OF EDUCATION

Arlene Nicholson
President

Bruce Papki
President

ATTEST:

ATTEST:

Jeanne M. Pullen
Secretary

Jeanne M. Pullen
Secretary

Schedule A
SALARIES

	<u>1990/1991</u>					
	<u>ASP</u>	<u>SP1</u>	<u>SP2</u>	<u>A</u>	<u>B</u>	<u>C</u>
0	22,135	19,569	19,160	17,760	17,290	17,013
1	23,135	20,569	20,160	18,760	18,290	18,013
2	24,135	21,569	21,160	19,760	19,290	19,013
3	25,135	22,569	22,160	20,760	20,290	20,013
4	26,135	23,569	23,160	21,760	21,290	21,013
5	27,135	24,569	24,160	22,760	22,290	22,013
6	28,263	26,047	25,596	24,353	23,801	23,495
7	29,391	27,525	27,032	25,946	25,362	24,977
8	30,519	29,003	28,468	27,539	26,923	26,459
9	31,647	30,481	29,904	29,132	28,484	27,941
10	32,775	31,959	31,340	30,725	30,045	29,423
11	33,900	33,436	32,774	32,316	31,604	30,902

	<u>1991/1992</u>					
	<u>ASP</u>	<u>SP1</u>	<u>SP2</u>	<u>A</u>	<u>B</u>	<u>C</u>
0	22,635	20,069	19,660	18,260	17,790	17,513
1	23,635	21,069	20,660	19,260	18,790	18,513
2	24,635	22,069	21,660	20,260	19,790	19,513
3	25,635	23,069	22,660	21,260	20,790	20,513
4	26,635	24,069	23,660	22,260	21,790	21,513
5	27,635	25,069	24,660	23,260	22,790	22,513
6	28,859	26,592	26,148	24,882	24,378	24,040
7	30,083	28,115	27,636	26,504	25,966	25,567
8	31,307	29,638	29,124	28,126	27,554	27,094
9	32,531	31,161	30,612	29,748	29,142	28,621
10	33,755	32,684	32,100	31,370	30,730	30,148
11	34,979	34,207	33,588	32,992	32,318	31,675
12	36,200	35,736	35,074	34,616	33,904	33,202

	<u>1992/1993</u>					
	<u>ASP</u>	<u>SP1</u>	<u>SP2</u>	<u>A</u>	<u>B</u>	<u>C</u>
0	23,135	20,569	20,160	18,760	18,290	18,013
1	24,135	21,569	21,160	19,760	19,290	19,013
2	25,135	22,569	22,160	20,760	20,290	20,013
3	26,135	23,569	23,160	21,760	21,290	21,013
4	27,135	24,569	24,160	22,760	22,290	22,013
5	28,135	25,569	25,160	23,760	23,290	23,013
6	29,573	27,307	26,862	25,597	25,092	24,754
7	31,011	29,045	28,564	27,434	26,894	26,495
8	32,449	30,783	30,226	29,271	28,696	28,236
9	33,887	32,521	31,968	31,108	30,498	29,977
10	35,325	34,259	33,670	32,945	32,300	31,718
11	36,763	35,997	35,372	34,782	34,102	33,459
12	38,200	37,736	37,074	36,616	35,904	35,202

LONGEVITY

10 years	\$150.00
15 years	300.00
20 years	750.00

INTERPRETATION OF THE ABOVE SALARY GUIDES: All new employees covered by this agreement shall be placed on the "0" step if they do not have any school-related experience as of July 1, 1990. Current 1990/1991 employee salaries to start at Step 1 and proceed through the guide on a year's experience basis thereafter.

