

COLLECTIVE NEGOTIATIONS AGREEMENT

BETWEEN

**PATERSON CHARTER SCHOOL
FOR SCIENCE AND TECHNOLOGY**

AND

PATERSON CHARTER EDUCATION ASSOCIATION

July 1, 2017 – June 30, 2022

THIS AGREEMENT is entered into by and between the Paterson Charter School For Science & Technology, hereinafter called "PCSST" or the "School," and the Paterson Charter Education Association, hereinafter called the "Association" (collectively "the Parties").

WHEREAS the School and Association each have an obligation, pursuant to N.J.S.A. 34:13A-1 *et seq.*, to negotiate with respect to terms and conditions of employment; and

WHEREAS, through collective negotiations, the Parties have agreed to certain terms and conditions of employment which they desire to confirm by and through this Agreement;

THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I RECOGNITION

- A. By order of the New Jersey Public Employment Relations Commission, pursuant to the Employer-Employee Relations Act, NJSA 34:13A-1 *et seq.*, Paterson Charter School for Science and Technology ("PCSST") recognizes Paterson Charter Education Association ("PCEA" or "Association") as the exclusive representative, for purposes of collective negotiations concerning the terms and conditions of employment, of its non-supervisory, non-confidential employees in the following positions: teacher, guidance counselor, librarian, school nurse, school social worker, school psychologist, student assistance counselor, aide, hallway monitor, security, custodian, secretary, IT assistant, registrar/food & transportation coordinator, activities coordinator, community relations/media coordinator, and social media/truancy coordinator.

Excluded from representation are all supervisory and confidential employees, including administrators, supervisors, assistant school business administrator, dean of students, athletic director, school coordinator, school operations coordinator, daily operations coordinator, human resources coordinator, buildings and grounds coordinator, IT coordinators; and administrative assistants to the school business administrator, human resources coordinator, and director of instruction.

- B. Unless otherwise indicated, the term "employee" or "staff," when used in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as defined.
- C. Unless otherwise indicated, the term "teacher," when used in this Agreement, shall refer to all those employees who are required to hold appropriate certificates issued by the State Board of Examiners.
- D. Unless otherwise indicated, the terms "support staff" and "teacher aides" when used in this Agreement shall refer to all those employees who are not required to hold appropriate certificates issued by the State Board of Examiners.
- E. References to males shall include females, and references to females shall include males.

**ARTICLE II
TERMS AND CONDITIONS OF EMPLOYMENT**

- A. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement shall continue to be so applicable during the term of this Agreement. Such terms and conditions shall include, but not be limited to, any and all terms and conditions of employment as provided in the 2016-2017 PCSST Staff Handbook and policies of the PCSST Board of Trustees and as established by past practice.
- B. Any and all negotiable or existing terms and conditions of employment not modified herein shall continue in full effect until and unless changed through collective negotiations.

**ARTICLE III
NEGOTIATION OF SUCCESSOR AGREEMENT**

- A. Not later than 120 days prior to the submission of the budget in the last year of the term of this Agreement, the parties agree to initiate negotiations over a successor Agreement in accordance with the procedure set forth herein in a good-faith effort to reach continuing agreement on salaries and other terms and conditions of employment. Any agreement so negotiated shall apply to all members of the negotiating unit and shall be reduced to writing, ratified, and signed by all the parties.
- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. Each party shall promptly make available to the other, upon request, information within its possession which is not privileged and which is relevant to the subject under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- C. This Agreement shall not be modified in whole, or in part, except by an instrument in writing duly executed by both parties.
- D. The Board agrees not to negotiate concerning employees in the negotiating unit as defined in the Recognition Article of this Agreement with any organization other than the Association for the duration of this Agreement.

**ARTICLE IV
GRIEVANCE PROCEDURE**

A. Definitions

- 1. A "grievance" is a claim by an employee, employees, or the Association based upon an alleged improper interpretation, application, or violation of this Agreement, policies, or administrative decisions affecting an employee or a group of employees.
- 2. The term "grievant" shall refer to the employee or employees or the Association making the claim on behalf of the employee or group of employees or the Association on behalf of itself.

3. A "party in interest" shall refer to the person or persons making the claim and any person, including the Association or School, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, solutions to problems, which may from time to time arise affecting employees. Both parties agree that proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided such adjustment is not inconsistent with the terms of this Agreement.

C. Procedure

A grievance shall be deemed waived unless it is initiated in writing within 20 school days of its occurrence or within 20 days of the date on which the grievant knew or should have known of its occurrence.

1. *Level One* – The grievant shall first discuss the grievance with his or her immediate supervisor, either directly or through the Association's designated representative, with the objective of resolving the matter informally.
2. *Level Two* – If the grievant is not satisfied with the disposition of the grievance at Level One or if no decision has been rendered within five (5) days after the discussion at Level One or ten (10) days after its presentation, whichever is sooner, the grievance may be reduced to writing and presented to the Lead Person.
3. *Level Three* – If the grievant is not satisfied with the disposition of the grievance at Level Two or if no decision on the grievance has been rendered within fifteen (15) days after its delivery to the Lead Person, the grievance may be submitted to the Board of Trustees.
4. *Level Four* – With respect to grievances pertaining to employee discipline only, if the Association is not satisfied with the disposition of the grievance at Level Three or if no decision has been rendered on the grievance within 45 calendar days of its delivery to the secretary of the Board of Trustees, the Association may submit the grievance to arbitration by filing a request with the New Jersey Public Employment Relations Commission ("PERC") for appointment of an arbitrator, and in such event the rules of such agency shall apply. Failure to timely request arbitration shall be deemed an acceptance of the Board of Trustees' decision.

D. Authority and Costs of the Arbitrator

1. Arbitration shall be available only for disputes pertaining to employee discipline, subject to determination by PERC of the scope of negotiations and scope of arbitration.
2. With respect to disciplinary disputes, the decision of the arbitrator shall be final and binding on the parties.

3. The arbitrator shall have no power to add, subtract or modify anything from the Agreement between the parties or any policy of the Board of Trustees.
4. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary expenses and the cost of the hearing room shall be borne equally by the School and the Association. Any other expenses incurred shall be paid by the party incurring same.

E. Miscellaneous

1. The number of days indicated at each level should be considered a maximum and every effort shall be made to expedite the process. All days referred to in this procedure shall be school days.
2. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Lead Person directly and the processing of such grievance shall commence at Level Two.
3. Except at Level One, all decisions rendered shall be in writing, setting forth the decision and the reasons therefor, and shall be transmitted to the Association within the specified timeframes.
4. Any and all documents, communications, and records dealing with the grievance shall be kept in a separate grievance file. Grievance documents shall not be kept in employee personnel files.
5. During and notwithstanding the pendency of any grievance, employees shall continue to observe all assignments and applicable rules and regulations of the School until such grievance and any effect thereof shall be fully determined.
6. Any grievant may represent himself or herself through Level Three of this procedure. Only the Association may process a grievance through arbitration.
7. No reprisals of any kind shall be taken by the School or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

**ARTICLE V
EMPLOYEE RIGHTS AND PRIVILEGES**

- A. Nothing contained herein shall be construed to deny or restrict to any employee such rights as they may have under New Jersey school laws or other applicable state and federal laws, rules, and regulations. The rights granted to employees herein shall be in addition to those provided elsewhere.
- B. No employee shall be disciplined, reprimanded, reduced in rank, or deprived of any professional advantage or occupational benefit for disciplinary reasons without just cause or as provided by law. Any such action shall be subject to binding arbitration or other applicable procedures.

Nothing in this Agreement shall be construed to limit the School's authority and prerogative to take action which it deems appropriate based on evaluation of any employee's performance.

- C. Whenever any employee is required to appear before any administrator or supervisor, the Board of Trustees, or any committee (or member thereof) concerning any matter which could be disciplinary in nature, said employee shall be entitled to have a representative of the Association accompany him/her during such meeting or interview.

ARTICLE VI ASSOCIATION RIGHTS AND PRIVILEGES

- A. Upon request, the School shall provide the Association with information, including but not limited to budgetary and financial records and any other information reasonably necessary for the Association to negotiate and enforce this Agreement.
- B. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- C. The Association shall be entitled to conduct a maximum of one general membership meeting per month, starting no earlier than 4:00 p.m. on any school day, subject to approval by the administration as to the date and location of each meeting, which shall not be unreasonably denied. The Association or its designees shall have the right to use a school building for meetings, provided that the Association shall provide the School with a third-party certificate of insurance as a condition of the use of School facilities. Failure to provide a certificate of insurance shall be deemed a reasonable denial of permission for the use of school facilities.
- D. The Association will be granted no less than 30 minutes to address its members during the second week of orientation prior to the start of each school year. The administration shall determine the timeframe for this activity, subject to the 30-minute minimum.
- E. 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 organizations.

ARTICLE VII WORK YEAR

- A. The length of the work year for all ten-month employees shall be 193 days between July 1, 2017 and June 30, 2018, and 194 days in each of the remaining years in the term of this Agreement.
- B. The work year shall include five days for all returning teachers, and ten days for all new teachers, for orientation and professional development prior to the start of the school year .

ARTICLE VIII WORK HOURS AND WORK LOAD

- A. All employees shall be provided a 45-minute duty-free lunch period.

B. Home Visitation

1. All high school teachers shall be required to perform five home visits per school year as described in the Staff Handbook. These teachers may use two professional development days per year, commencing at or around 2:30 p.m., for the purpose of conducting home visits.
2. All elementary teachers shall be required to perform ten home visits per school year as described in the Staff Handbook. These teachers may use five professional development days per year, commencing at or around 2:30 p.m., for the purpose of conducting home visits.
3. A stipend of twenty dollars (\$20.00) per visit will be provided to each elementary teacher for up to five home visits per year conducted outside of regular school hours.

**ARTICLE IX
SALARIES**

Refer to Schedule A for salaries and salary guide information.

**ARTICLE X
DUES, FEES, AND ASSESSMENTS; DEDUCTIONS FROM SALARY**

- A. At the onset of each membership year, the Association will notify the school administration in writing of the amount of the regular membership dues, initiation fees, and assessments charged by the Association to its members for that membership year.
- B. On or about October 1 of each year, the School will submit to the Association a list of all employees in the bargaining unit. On or about January 1 of each year, the Association shall provide the School with the names of those employees who are members and thus required to pay membership dues, fees and assessments.
- C. The Association will notify the School in writing of any changes in the list provided for in Paragraphs A and B above.
- D. The School agrees to deduct dues for the Paterson Charter Education Association, the Passaic County Education Association, the New Jersey Education Association, and the National Education Association from the salaries of Association members, in accordance with written authorization provided by such employees individually and voluntarily. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (NJSA 52:14- 15.9e) and under rules established by the State Department of Education. Any employee may have such deductions discontinued at any time upon 30 days written notice to the School and the appropriate agency.
- E. Employees who do not elect to become members of the Association shall not be required to pay any dues or fees, including representation fees, to any of the associations listed in paragraph D, and the School shall not be required to deduct from those employees' salaries.

- F. Funds equivalent to the amount of dues deducted pursuant to paragraph D, together with current records of any corrections, shall be transmitted to such person as may from time to time be designated by the Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such funds to the appropriate association or associations.
- G. Each of the associations named above shall certify to the School, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the School written notice prior to the effective date of such change.
- H. On or about the last day of each month, the School will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding 30 days. The list will include the names, job titles, dates of employment, and places of assignment for all such employees. The Board also will notify the Association of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, or death by providing the Association a copy of the approved agenda and board minutes as soon as they are available.
- I. The Association shall indemnify the School against financial liability that may arise from the administration of this article.

**ARTICLE XI
MISCELLANEOUS PROVISIONS**

- A. 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.
- B. A copy of this Agreement shall be provided by the School to the Association within thirty (30) days after the Agreement is signed.
- C. Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so in writing to the following addresses:

If by the Association, to the School at 196 West Railway Avenue, Paterson, NJ 07503.


If by the School, to the Association at 196 West Railway Avenue, Paterson, NJ 07503.

**ARTICLE XII
DURATION OF AGREEMENT**

This Agreement shall be in effect for the period July 1, 2017 to June 30, 2022.

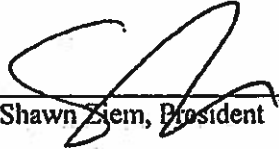
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective authorized agents and representatives.

**PATERSON CHARTER SCHOOL
FOR SCIENCE AND TECHNOLOGY**

By: 
Ayhan Koroglu
Vice-President, Board of Trustees

Date: 4/24/18

**PATERSON CHARTER
EDUCATION ASSOCIATION**

By: 
Shawn Ziem, President

Date: 4/19/18

SCHEDULE A – SALARY GUIDES

**YEAR 1
2017-18**

Teacher

**Salary Guide
Step**

BA

MA

PHD

1	50,155	53,155	57,155
2	50,655	53,655	57,655
3	51,155	54,155	58,155
4	51,655	54,655	58,655
5	52,155	55,155	59,155
6	52,655	55,655	59,655
7	53,155	56,155	60,155
8	53,655	56,655	60,655
9	54,405	57,405	61,405
10	55,155	58,155	62,155
11	55,905	58,905	62,905
12	56,655	59,655	63,655
13	57,405	60,405	64,405
14	58,155	61,155	65,155
15	59,155	62,155	66,155
16	60,155	63,155	67,155
17	61,155	64,155	68,155
18	62,155	65,155	69,155
19	63,155	66,155	70,155
20	64,155	67,155	71,155

**YEAR 2
2018-19 Teacher**

Salary Guide

Step	BA	MA	PHD
1	51,050	54,050	58,050
2	51,550	54,550	58,550
3	52,050	55,050	59,050
4	52,550	55,550	59,550
5	53,050	56,050	60,050
6	53,550	56,550	60,550
7	54,050	57,050	61,050
8	54,550	57,550	61,550
9	55,300	58,300	62,300
10	56,050	59,050	63,050
11	56,800	59,800	63,800
12	57,550	60,550	64,550
13	58,300	61,300	65,300
14	59,050	62,050	66,050
15	60,050	63,050	67,050
16	61,050	64,050	68,050
17	62,050	65,050	69,050
18	63,050	66,050	70,050
19	64,050	67,050	71,050
20	65,050	68,050	72,050

**YEAR 3
2019-20 Teacher**

Salary Guide Step	BA	MA	PHD
1	51,635	54,635	58,635
2	52,135	55,135	59,135
3	52,635	55,635	59,635
4	53,135	56,135	60,135
5	53,635	56,635	60,635
6	54,135	57,135	61,135
7	54,635	57,635	61,635
8	55,135	58,135	62,135
9	55,885	58,885	62,885
10	56,635	59,635	63,635
11	57,385	60,385	64,385
12	58,135	61,135	65,135
13	58,885	61,885	65,885
14	59,635	62,635	66,635
15	60,635	63,635	67,635
16	61,635	64,635	68,635
17	62,635	65,635	69,635
18	63,635	66,635	70,635
19	64,635	67,635	71,635
20	65,635	68,635	72,635

**YEAR 4
2020-21 Teacher**

Salary Guide

Step	BA	MA	PHD
1	51,910	54,910	58,910
2	52,410	55,410	59,410
3	52,910	55,910	59,910
4	53,410	56,410	60,410
5	53,910	56,910	60,910
6	54,410	57,410	61,410
7	54,910	57,910	61,910
8	55,410	58,410	62,410
9	56,160	59,160	63,160
10	56,910	59,910	63,910
11	57,660	60,660	64,660
12	58,410	61,410	65,410
13	59,160	62,160	66,160
14	59,910	62,910	66,910
15	60,910	63,910	67,910
16	61,910	64,910	68,910
17	62,910	65,910	69,910
18	63,910	66,910	70,910
19	64,910	67,910	71,910
20	65,910	68,910	72,910

**YEAR 5
2021-22 Teacher**

Salary Guide

Step	BA	MA	PHD
1	52,325	55,325	59,325
2	52,825	55,825	59,825
3	53,325	56,325	60,325
4	53,825	56,825	60,825
5	54,325	57,325	61,325
6	54,825	57,825	61,825
7	55,325	58,325	62,325
8	55,825	58,825	62,825
9	56,575	59,575	63,575
10	57,325	60,325	64,325
11	58,075	61,075	65,075
12	58,825	61,825	65,825
13	59,575	62,575	66,575
14	60,325	63,325	67,325
15	61,325	64,325	68,325
16	62,325	65,325	69,325
17	63,325	66,325	70,325
18	64,325	67,325	71,325
19	65,325	68,325	72,325
20	66,325	69,325	73,325

Longevity Amounts*

Longevity	# of years served
	0
	1
	2
	3
	4
\$1,625	5
\$2,025	6
\$2,450	7
\$2,900	8
\$3,375	9
\$3,875	10
\$4,400	11
\$4,950	12
\$5,525	13
\$6,125	14
\$6,750	15
\$7,400	16
\$8,075	17
\$8,775	18
\$9,500	19
\$10,250	20

* Anyone upon completion of 5th year,
will receive longevity in 6th year

**YEAR 1
2017-18 Hallway Monitor/Security**

Salary Guide

Step	Hallway	Security
1	21,785	26,663
2	22,088	27,163
3	22,391	27,663
4	22,694	28,163
5	22,997	28,663
6	23,300	29,163
7	23,603	29,663
8	23,906	30,163
9	24,209	30,763
10	24,512	31,363
11	25,017	31,963
12	25,623	32,563
13	26,128	33,163
14	26,633	33,763
15	27,138	34,209

10 month salary; 12 month will be a FTE of 1.2

**YEAR 2
2018-
19 Hallway Monitor/Security**

**Salary Guide
Step Hallway Security**

1	22,210	27,088
2	22,513	27,588
3	22,816	28,088
4	23,119	28,588
5	23,422	29,088
6	23,725	29,588
7	24,028	30,088
8	24,331	30,588
9	24,634	31,188
10	24,937	31,788
11	25,442	32,388
12	26,048	32,988
13	26,553	33,588
14	27,058	34,188
15	27,563	34,634

10 month salary; 12 month will be a FTE of 1.2

YEAR 3
2019-20 Hallway Monitor/Security

Salary Guide

Step	Hallway	Security
1	22,595	27,473
2	22,898	27,973
3	23,201	28,473
4	23,504	28,973
5	23,807	29,473
6	24,110	29,973
7	24,413	30,473
8	24,716	30,973
9	25,019	31,573
10	25,322	32,173
11	25,827	32,773
12	26,433	33,373
13	26,938	33,973
14	27,443	34,573
15	27,948	35,019

10 month salary; 12 month will be a FTE of 1.2

YEAR 4
2020-21 Hallway Monitor/Security

Salary Guide

Step	Hallway	Security
1	23,045	27,923
2	23,348	28,423
3	23,651	28,923
4	23,954	29,423
5	24,257	29,923
6	24,560	30,423
7	24,863	30,923
8	25,166	31,423
9	25,469	32,023
10	25,772	32,623
11	26,277	33,223
12	26,883	33,823
13	27,388	34,423
14	27,893	35,023
15	28,398	35,469

10 month salary; 12 month will be a FTE of 1.2

YEAR 5
2021-22 Hallway Monitor/Security

Salary Guide

Step	Hallway	Security
1	23,502	28,380
2	23,805	28,880
3	24,108	29,380
4	24,411	29,880
5	24,714	30,380
6	25,017	30,880
7	25,320	31,380
8	25,623	31,880
9	25,926	32,480
10	26,229	33,080
11	26,734	33,680
12	27,340	34,280
13	27,845	34,880
14	28,350	35,480
15	28,855	35,926

10 month salary; 12 month will be a FTE of 1.2

YEAR 1
2017-18 Para

Salary Guide	
Step	Para
1	23,000
2	23,500
3	24,000
4	24,500
5	25,000
6	25,500
7	26,000
8	26,500
9	27,000
10	27,500
11	28,000
12	28,500
13	29,000
14	29,500
15	30,000

**YEAR 2
2018-
19 Para**

Salary Guide	
Step	Para
1	23,260
2	23,760
3	24,260
4	24,760
5	25,260
6	25,760
7	26,260
8	26,760
9	27,260
10	27,760
11	28,260
12	28,760
13	29,260
14	29,760
15	30,260

**YEAR 3
2019-20 Para**

Salary Guide	
Step	Para
1	23,490
2	23,990
3	24,490
4	24,990
5	25,490
6	25,990
7	26,490
8	26,990
9	27,490
10	27,990
11	28,490
12	28,990
13	29,490
14	29,990
15	30,490

**YEAR 4
2020-21 Para**

Salary Guide

Step	Para
1	23,740
2	24,240
3	24,740
4	25,240
5	25,740
6	26,240
7	26,740
8	27,240
9	27,740
10	28,240
11	28,740
12	29,240
13	29,740
14	30,240
15	30,740

**YEAR 5
2021-22 Para**

Salary Guide	
Step	Para
1	23,955
2	24,455
3	24,955
4	25,455
5	25,955
6	26,455
7	26,955
8	27,455
9	27,955
10	28,455
11	28,955
12	29,455
13	29,955
14	30,455
15	30,955

**YEAR 1
2017-18 Nurse**

Salary Guide

Step	Nurse
1	65721
2	66226
3	66731
4	67678
5	68625
6	69635
7	70645
8	71655
9	72665
10	73675
11	74685
12	75695
13	76705
14	77715
15	78725

YEAR 2
2018-
19 **Nurse**

Salary Guide

Step	Nurse
1	66,731
2	67,236
3	67,741
4	68,688
5	69,635
6	70,645
7	71,655
8	72,665
9	73,675
10	74,685
11	75,695
12	76,705
13	77,715
14	78,725
15	79,735

**YEAR 3
2019-20 Nurse**

Salary Guide

Step	Nurse
1	67,631
2	68,136
3	68,641
4	69,588
5	70,535
6	71,545
7	72,555
8	73,565
9	74,575
10	75,585
11	76,595
12	77,605
13	78,615
14	79,625
15	80,635

**YEAR 4
2020-21 Nurse**

Salary Guide

Step	Nurse
1	68,581
2	69,086
3	69,591
4	70,538
5	71,485
6	72,495
7	73,505
8	74,515
9	75,525
10	76,535
11	77,545
12	78,555
13	79,565
14	80,575
15	81,585

**YEAR 5
2021-22 Nurse**

Salary Guide	
Step	Nurse
1	69,431
2	69,936
3	70,441
4	71,388
5	72,335
6	73,345
7	74,355
8	75,365
9	76,375
10	77,385
11	78,395
12	79,405
13	80,415
14	81,425
15	82,435

YEAR 1
2017-
18 Custodian

Salary Guide	
Step	Custodian
1	22,093
2	22,952
3	23,810
4	24,669
5	25,477
6	26,335
7	27,143
8	27,985
9	29,074
10	29,504
11	30,144
12	30,902
13	31,659
14	32,417
15	33,622
HEAD	34,633

10 month salary; 12 month will be a FTE of 1.2

YEAR 2
2018-
19 **Custodian**

Salary Guide	
Step	Custodian
1	22,982
2	23,482
3	24,232
4	24,982
5	25,732
6	26,482
7	27,232
8	27,982
9	28,732
10	29,482
11	30,322
12	31,172
13	32,122
14	33,122
15	34,122
HEAD	35,133

10 month salary; 12 month will be a FTE of 1.2

**YEAR 3
2019-20 Custodian**

Salary Guide

Step	Custodian
1	23,357
2	23,857
3	24,607
4	25,357
5	26,107
6	26,857
7	27,607
8	28,357
9	29,107
10	29,857
11	30,697
12	31,547
13	32,497
14	33,497
15	34,497
HEAD	35,508

10 month salary; 12 month will be a FTE of 1.2

**YEAR 4
2020-21 Custodian**

Salary Guide

Step	Custodian
1	23,727
2	24,227
3	24,977
4	25,727
5	26,477
6	27,227
7	27,977
8	28,727
9	29,477
10	30,227
11	31,067
12	31,917
13	32,867
14	33,867
15	34,867
HEAD	35,878

10 month salary; 12 month will be a FTE of 1.2

**YEAR 5
2021-22 Custodian**

Salary Guide

Step	Custodian
1	24,032
2	24,532
3	25,282
4	26,032
5	26,782
6	27,532
7	28,282
8	29,032
9	29,782
10	30,532
11	31,372
12	32,222
13	33,172
14	34,172
15	35,172
HEAD	36,183

10 month salary; 12 month will be a FTE of 1.2

**YEAR 1
2017-18 Secretary**

Salary Guide

Step	Secretary	Registrar
1	31,698	41,572
2	32,218	42,611
3	32,738	43,650
4	33,257	44,689
5	34,089	45,729
6	34,920	46,768
7	35,752	47,807
8	36,583	48,847
9	37,414	49,886
10	38,106	50,925
11	38,766	51,965
12	39,389	53,004
13	40,013	54,043
14	40,532	55,082
15	41,052	56,122

12 month salary; 10 month will be a FTE of 0.8333

**YEAR 2
2018-19 Secretary**

Salary Guide

Step	Secretary	Registrar
1	32,213	42,087
2	32,733	43,126
3	33,253	44,165
4	33,772	45,204
5	34,604	46,244
6	35,435	47,283
7	36,267	48,322
8	37,098	49,362
9	37,929	50,401
10	38,621	51,440
11	39,281	52,480
12	39,904	53,519
13	40,528	54,558
14	41,047	55,597
15	41,567	56,637

12 month salary; 10 month will be a FTE of 0.8333

**YEAR 3
2019-20 Secretary**

Salary Guide

Step	Secretary	Registrar
1	32,688	42,562
2	33,208	43,601
3	33,728	44,640
4	34,247	45,679
5	35,079	46,719
6	35,910	47,758
7	36,742	48,797
8	37,573	49,837
9	38,404	50,876
10	39,096	51,915
11	39,756	52,955
12	40,379	53,994
13	41,003	55,033
14	41,522	56,072
15	42,042	57,112

12 month salary; 10 month will be a FTE of 0.8333

**YEAR 4
2020-21 Secretary**

Salary Guide

Step	Secretary	Registrar
1	33,221	43,095
2	33,741	44,134
3	34,261	45,173
4	34,780	46,212
5	35,612	47,252
6	36,443	48,291
7	37,275	49,330
8	38,106	50,370
9	38,937	51,409
10	39,629	52,448
11	40,289	53,488
12	40,912	54,527
13	41,536	55,566
14	42,055	56,605
15	42,575	57,645

12 month salary; 10 month will be a FTE of 0.8333

**YEAR 5
2021-22 Secretary**

Salary Guide

Step	Secretary	Registrar
1	33,721	43,595
2	34,241	44,634
3	34,761	45,673
4	35,280	46,712
5	36,112	47,752
6	36,943	48,791
7	37,775	49,830
8	38,606	50,870
9	39,437	51,909
10	40,129	52,948
11	40,789	53,988
12	41,412	55,027
13	42,036	56,066
14	42,555	57,105
15	43,075	58,145

12 month salary; 10 month will be a FTE of 0.8333

IT Support Specialists	Minimum	Maximum
YEAR 1 2017-18	50,000	70,000
YEAR 2 2018-19	50,847	70,350
YEAR 3 2019-20	51,197	70,805
YEAR 4 2020-21	51,652	71,190
YEAR 5 2021-22	52,037	71,430

**Paterson Charter School For Science and Technology
SCHEDULE B - Stipend for Extra Curricular Activities**

A . Department Chairs	\$1,000/year
B . Grade Chairs - Grades 7-12	\$1,000/year
C . Grade Chair - Grades K-3	\$500/year
D . Athletic Team Coaches and Assistants	
Head Coach	\$4,500/year
JV Coach/Asst. Varsity Coach	\$3,500/year
Asst. Varsity Coach	\$2,000/year
Cheerleading	\$3,000/year
E . Athletic Trainer	\$60 per day
F . College Coaching Program and CCP+	\$2,550/year and \$4,250/year
G . Home Instruction	\$40/hour
Home visit	\$20/visit
H . PASS & PASS + Program	\$37/hour weekdays, \$45/hour weekend&summer
I . Bus Aide, Elementary	\$22.50 per route
J . Extra Curricular Activities*	
Grades 7-12 Campus	\$33 per hour, annual max. upto \$1,000 for club advisor, \$3,000 for team advisor**
	<i>*The stipend shall be paid only to approved activities by the Lead Person or her/his designee</i>
	<i>**Any grants/additional funds will be counted towards to club/team advisors' payment</i>
Grades K-6 Campus	\$500/year
K . Advisors: Senior Year Book, NHS, Junior Senior, Student Council, Math Competition	\$1,500/year
L . World is Our Classroom Advisor	\$2,000/year
M. JROTC; Cyber Security, Leadership Bowl, Academic Bowl, Raider, Drill, Color Guard, JCLC	\$9,000/year per advisor
N. Detention (Saturdays), Certificated staff	\$33/hour
O. Perfect Attendance	\$200 per period, Sep.-Jan. & Feb.-June periods
P. Personal days buy back (Teachers&nurses only)	\$75 per day
R. Testing Coordinator (7-12 Campus)	\$2,500/year