

Salem County Vocational Technical Schools

**Board of Education of the Special Services School District and the
Vocational Technical School District of the County of Salem**

**Agreement
Between**

Salem County Vocational Technical School Employees Association

July 1, 2019 to June 30, 2023

GENERAL PROVISIONS

PREAMBLE

This Agreement entered into this 1st day of July 2019, by and between the Salem County Board for Vocational Education, hereinafter called the "Board", and the Salem County Vocational Technical School Employees Association, hereinafter called the "Association." This agreement is effective on July 1, 2019 and expires on June 30, 2023.

- D. Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement, shall refer to all personnel who are members of the negotiating unit as above defined, and references to male employees shall include female employees.

- E. For eligible employees of the bargaining unit, part-time shall be defined as those employees who are employed for twenty-eight (28) hours or less per week. Full-time eligible employees of the bargaining unit shall be defined to mean those employees who are employed for more than twenty-eight (28) hours per week.

ARTICLE III
Grievance Procedure

A. Definitions

1. Grievance

A "grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this Agreement. Grievances concerning Board policies and administrative decisions that affect terms and conditions of employment, not covered by the contract grievance procedure, may be filed in accordance with Sections A, B, C and D of this article, excepting that such grievance shall not proceed beyond level three and the decisions reached at that level shall be considered final in terms of this contract.

2. Aggrieved Person

An "aggrieved person" is the person or person or the Associations making the claim.

3. Party in Interest

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. Purpose

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. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. Any grievance filed under the conditions of this Agreement must be filed within thirty (30) calendar days of the occurrence of the alleged incident or action.

2. Year-End Grievances

In the event a grievance is filed at such 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 may be reduced so that the grievance procedure can be exhausted prior to the end of the school year or as soon thereafter as is practicable.

6. Level Three - Board

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within fifteen (15) calendar days after the grievance was delivered to the Superintendent, he/she may, within five (5) calendar days after a decision by the Superintendent or fifteen (15) calendar days after the grievance was delivered to the Superintendent, whichever is sooner, request a review by the Board of Education. The request shall be submitted in writing through the Superintendent, who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board or at the request of the grievant, hold a hearing with the grievant and- render a decision in writing and forward copies thereof to the grievant and the Association within thirty (30) calendar days of receipt of the appeal by the Superintendent or, if a hearing is held, within ten (10) calendar days of the date of the hearing. The referred to hearing shall be held within fifteen (15) calendar days after receipt of the appeal notice.

7. Level Four - Arbitration

- a. If the aggrieved person(s) is/are not satisfied with the disposition of his/her grievance at Level Three, the grievant may request in writing that the Association submit the grievance to arbitration. If the Association determines that the grievance is meritorious, it may request the appointment of an arbitrator and such a request to be made known to the Superintendent within twenty (20) calendar days of receipt of the Board decision.
- b. Within thirty (30) calendar days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association or to PERC by either party. The expenses of arbitration will be shared equally by the Board and the Association.
- c. The contract shall provide for binding arbitration over grievances alleging a violation of the just cause clause and/or violations within the four corners of this collective bargaining agreement. All other grievances will be advisory arbitration.

ARTICLE IV
Insurance Protection

A. Health Coverage

The Board shall pay the cost of the basic health care plan for full-time employees and dependents subject to any contribution required by law.

B. Dental Insurance

The Board's contribution for current eligible employees and dependent(s) shall be \$800.

C. Income Protection Option

The Superintendent shall permit representatives of the NJEA Income Protection Plan to meet with employees for the purpose of enrolling new members and permitting present members to adjust their coverage at faculty meetings on a district or building level at the request of the Association. Requests for such a meeting(s) shall be made in writing to the Superintendent of Schools no more than once a year. It is agreed that the NJEA Income Protection Plan representatives shall be permitted a minimum of twenty (20) minutes for the meeting.

D. Section 125 Plan

The Board will allow employees to participate in a qualified IRS Code Section 125 Plan for the purposes of pretax payroll deductions for healthcare contributions and pretax savings for qualified healthcare costs.

E. Purchase of Insurance for Employees

Employees not eligible for insurance at the Board of Education's cost shall be eligible to purchase insurance from the Board at the group rate as allowed by law and/or the term and conditions of the insurance plan.

F. Insurance Waiver

An employee may waive a portion of or all medical coverage to which he/she is otherwise entitled by filing a written waiver with the Business Administrator at the beginning of the school year or at the beginning of his/her employment. The employee should provide proof of other coverage. If an employee waives medical coverage pursuant to this paragraph, he/she shall be entitled to a payment in the amount of \$1500 annually.

If the waiver does not apply to an entire Contract year, the payment shall be pro-rated. The employee shall receive payment for waiver of health insurance by June 30th of each school year.

The Board of Education shall maintain this benefit under a qualifying Section 125 Plan under the IRS Code.

The employee shall also be afforded the right to submit a written disclaimer and to have said disclaimer attached to the file copy of the material. Upon request, a unit member shall have the right to review the contents of his/her file at a time mutually convenient to the employee and the Superintendent or his designee, and to receive copies of any documents contained therein. Such copies shall be made at the expense of the Board. A unit member shall have the right to have an Association Representative present during such review. A unit member may request that obsolete or otherwise inappropriate material be expunged from the file, but such request need not be granted by the Board.

- I. Any employees who have criminal proceedings and/or civil action instituted against them arising from work related duties will have legal representation and indemnification paid for by the Board to the level that is statutorily required by N.J.S.A. 18a, 16-6.1, and 16-6.

ARTICLE VI

RIGHTS OF THE BOARD OF EDUCATION

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations:

1. To direct employees of the School District.
2. To hire, promote, transfer, assign, and retain employees in positions in the School District, and for just cause, to suspend, to demote, discharge, or take other disciplinary action against employees.
3. To relieve employees from duty because of lack of unit work, or for other legitimate reasons.
4. To maintain the efficiency of the School District operations entrusted to them.
5. To determine the means and personnel by which such operations are to be conducted.
6. To take whatever actions may be necessary to carry out the missions of the School District in situations of emergency.

when the employee's performance, attitude and/or attendance negatively affect his/her ability to perform his/her assigned tasks. Discipline may include oral and/or written reprimands, increment withholdings, fines or suspensions without pay if consistent with law, and mid-contract discharges consistent with the individual contracts, but shall not include the non-renewal of a non-tenured employee for performance related reasons. All disciplinary acts shall be subject to the grievance procedure. Any discipline to be imposed shall be determined on a case by case basis and shall take into account the nature of the offense, the length of service and general employment record of the employee, the number of previous offenses, any other mitigating circumstances, and previous discipline administered to others in similar situations. Discipline shall be applied in a nondiscriminatory fashion.

Withholdings of increments for performance reasons shall not be subject to binding arbitration.

J. Required Hearings

Whenever any employee is required to appear for a formal hearing before the Superintendent or the Board of Education concerning serious matters which could adversely affect the continuation of that employee in his/her office, position, employment or the salary of any increments pertaining thereto, then he/she shall be given one (1) school day prior written notice of the reasons for such a hearing and shall be entitled to have a representative of the Association present to advise his/her and represent him/her during such hearing.

K. Criticism of Employees

Criticism of an employee by a supervisor or administrator shall be made in private except in emergencies.

- ii. All Teachers shall teach three (3) blocks per day each semester or six (6) periods per day with a half block or one (1) period per day for planning, curriculum and professional development and/or meetings. Additional responsibilities may be assigned at the discretion of the administration and will be compensated as follows:

Duty Block (adds a 2nd duty period) \$875

7th Teaching Period (in lieu of a duty) \$875

Fourth (4th) Teaching Block Stipends shall be based upon the number of students in the teacher's largest class and shall be paid as follows:

Class size: 1-28 = \$2500
 29+ = \$4000

- iii. All teachers who provide class coverage when a substitute is not available shall be compensated as follows:
 - a. \$60 for a block (90 minute)
 - b. \$30 for ½ block (42 minutes)

Staff providing coverage during a block for which they are being paid a Duty Block or 7th Teaching Period Stipend shall receive payment for the coverage once the total amount of coverage money exceeds the amount of the stipend. Stipends shall be paid on the fifteenth (15th) of the month following submission.

e. Lunch Periods

All teachers shall have a duty-free lunch period equal to that of students. Teachers shall recognize their responsibility and perform accordingly under emergency conditions. Teachers may not leave school facilities without permission of their immediate supervisor during their lunch period.

2. Meetings

Teachers may be required to remain after the end of the regular work day without additional compensation, for the purpose of attending formal faculty meetings or other professional meetings for three (3) days each month for a maximum of two (2) hours per month and for an average of one (1) cluster meeting per month of not more than one (1)

3. **Paraprofessionals**

a. **Description of Support Service Persons (Aides)**

Support service person(s) (Aides) include all non-certificated staff who are employed on a salary basis. Support service person(s) (Aides) include, but are not limited to, classroom support service persons, cafeteria support service persons, internal suspension support persons, classroom monitors, and hall monitors.

All support service person(s) (aides) must meet the minimum job qualifications for the specific job category and job description under which they are employed. All such criteria and job descriptions shall be established and approved by the Board of Education. Each hourly position must be specifically approved by the Board of Education, as shall each person employed to fill such positions. All support service persons (aides) shall be employed on a salary basis.

b. **Work Day / Work Year**

Full-time aides shall have a six and one-half (6 1/2) hour work day, which shall include a thirty (30) minute duty-free lunch. Lunch shall be eaten on the premises.

Part-time aides, including cafeteria workers, are those employed for twenty-eight (28) hours or less per week.

ARTICLE X
Teacher Assignment

A. Notification

1. Date for Presently Employed Teachers

All teachers shall be given written notice of their salary schedules, subject assignments, tentative class assignments and building assignments for the forthcoming year no later than June 30th.

2. Revisions

In the event that changes in such schedules, class and/or subject assignments, or building assignments are proposed the affected teacher shall be notified in writing by August 1st except in the case of extenuating circumstances.

ARTICLE XI
Transfer and Reassignment

A. Notification of Vacancies

1. Date

All openings will be posted in the school for five (5) calendar days and applications will be considered without limiting in any way the Board or Administration's discretion in the final determination. Such posting will be sent to the Salem County Vocational Technical School Employees Association President.

Employees desiring to fill such vacancies shall immediately notify their immediate supervisor in writing and shall send a copy of the request to the Superintendent.

2. Requests for Transfer

Employees who desire a change in assignment, or who desire to transfer to another building, may file a written statement of such desire with the Superintendent. Such statements shall include the class or program to which he/she desires to be transferred, in order of preference. Such requests for transfers and reassignments for the following year shall be submitted no later than April 1.

ARTICLE XIII

Professional Development and Educational Improvement

A. **Certificated Staff**

The Board agrees to cooperate with the Association in arranging in-service courses, workshops, conference and programs designed to improve the quality of instruction.

1. The Board agrees to pay full cost of tuition and other reasonable expenses incurred in connection with any of the above which a teacher is directed by the Administration, in writing, to take. Teachers are encouraged to continue further training in properly accredited colleges and universities.
2. To encourage further graduate study and subsequently to increase professional competence, the Board of Education will pay up to the equivalent of nine (9) graduate credits (at the Rowan University rate) per year for tuition and fees to any professional staff member taking graduate course work in his/her area of certification or graduate or undergraduate courses.

B. **Support Staff**

To encourage further study and subsequently increase professional competence, the Board of Education will offer support staff tuition reimbursement.

1. To encourage further study and subsequently to increase professional competence, the Board of Education will pay up to the equivalent of nine (9) credits (at the Rowan University rate) per year for tuition and fees to any professional staff member taking course work.
2. When employees are required to attend out-of-district meetings, workshops or conferences, the Board will pay the cost for registration fees, transportation, meals and other reasonable expenses incurred by the employee as a result of the workshop, conference or meeting for which the employee was directed to attend. Repayments are conditioned upon statutory, administrative code and judicial decisions and Board policy established for payment of employee expenses. Verification, subject to the approval of the Superintendent, shall be required for all expenses.

ARTICLE XIV
Employee Evaluation

A. Performance Appraisals

Performance appraisals of all instructional personnel will be conducted at times as determined by the administration. All appraisals will be made in duplicate; one copy for the Superintendent and one copy for the instructor.

B. General Criteria

1. Open Evaluation

All monitoring or observation of the work performance of an employee shall be conducted openly in person and with full knowledge of the teacher.

2. Evaluation by Certificated Supervisors

Employees shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.

3. Copies of Observation Reports

An employee shall be given a copy of any class or visit observation report or evaluation prepared by his/her evaluator. No such report shall be submitted to the central office without a conference with the employee by the evaluator. The employee shall be required to sign the form indicating that he/she has read the report. No employee shall be required to sign a blank or incomplete observation form.

C. Non-tenure Teachers

Non-tenure teachers shall be formally observed by the properly certified supervisor at least three (3) times each school year, to be followed in each instance by a written observation report and by a conference between the teacher and the observer for the purpose of identifying any deficiencies, extending assistance for their correction, and improving instruction.

D. Tenure Teachers

Tenured teachers shall be formally observed by a properly certified supervisor at least one (1) time each school year to be followed in each instance by a written observation report and by a conference between the teacher and observer.

G. **Complaints**

Any complaints regarding an employee made to any member of the administration by any parent, student or other person which are used in any manner in evaluating an employee shall be promptly investigated and called to the attention of the employee. The employee shall be given an opportunity to respond to and/or rebut such complaint.

law to be the fault of the employee. Extent of this provision shall continue for one calendar year from the date of such injury.

5. Reimbursement for Personal Property Damage

The Board shall reimburse employee for reasonable costs of any clothing or other personal property damaged or destroyed as a result of assault suffered by an employee while the employee was acting in the discharge of his/her duties in the scope of his/her employment providing such damage is not determined, by a court of law, to be the fault of the employee.

6. Reimbursement to the Board

Any damages recovered through civil suit covered under items three, four and five above shall be utilized to reimburse the Board of Education for its expenditures to the extent of actual costs if this civil suit is a duplication of the Board's employee protection coverage.

received by the building principal.

No use of an emergency day shall immediately precede or follow a holiday; and, no emergency day shall be used the first 10 school days or last 10 school days of school, except at the discretion of the superintendent. This leave shall not be cumulative, but unused emergency days shall be converted to sick days the following school year and be accumulated as sick days. Use of emergency leave shall be considered in the review of the employee's overall evaluation in respect to attendance.

Part-time employees hired after 7/1/13 will not be granted emergency leave. Part-time staff members employed prior to 7/1/13 will continue to receive emergency leave as described in the above paragraphs.

D. Bereavement Leave

Seven (7) days shall be available to attend the death bed or funeral of a spouse, parent, grandparent, child, grandchild, sibling, mother-in-law, father-in-law, son- or daughter-in-law, or other person residing as a member of the employee's household. Unused emergency days may also be used if needed.

One (1) day may be used to attend the funeral of an aunt, uncle, brother- or sister-in-law. Unused emergency days may also be used if needed.

Staff members shall be required to upon request, provide a copy of the obituary, funeral home card, or other form of documentation, along with their request for leave form. Absence of this documentation will result in the staff member having to use personal or unpaid leave.

2. Salary Schedule "B"

The salary of each extracurricular position covered by this Agreement is set forth in Schedule "B", which is attached hereto and made a part hereof.

Extra Curricular Increases:

Level 1 to \$1700 for year 1

to \$1755 for year 2

to \$1812 for year 3

to \$1871 for year 4

Level 2 to \$850 for year 1

to \$878 for year 2

to \$906 for year 3

to \$936 for year 4

B. Placement on the Guide - (Entry Point)

The entry point for a new employee shall be determined on the applicant's experience and qualifications for the position. In no event shall the entry point be less than step one (1) on the guide for the job category. No new employee shall enter a job category at a higher level than a current employee with similar or equal related experience and qualifications for that job category. Final determination of placement of new employees on the salary guide shall be the sole prerogative of the Board of Education.

C. Categories (Teacher Academic Credentials)

1. Interim, Emergency, Provisional Certificate or Non-Degree - Teachers employed in the district with less than a standard New Jersey Teaching Certificate in the field taught or less than a baccalaureate in the field.
2. B.A. - All teaching staff with a standard New Jersey teaching certificate in the field taught and a baccalaureate degree in the field taught.
3. B.A. + 20 - All teaching staff with a standard New Jersey teaching certificate in the field taught, a baccalaureate degree in the field taught, plus (+) 20 credits.
4. M.A. - All teaching staff with a standard New Jersey Teaching Certificate for the field taught, a baccalaureate and masters degree in the field taught.
5. M.A. + 30 - All teaching staff with a standard New Jersey Teaching Certificate for the field being taught with a baccalaureate and masters degree in the field taught plus (+) 30 credits.
6. Doctorate - All teaching staff with a standard New Jersey Teaching Certificate for the field taught, a bachelor's degree, masters degree and a doctorate degree in the field taught.
7. Movement Between Categories - In order to qualify for advancement due to degree conferred or additional levels of undergraduate or graduate work, the staff member must submit evidence of meeting the requirements to the Superintendent.

2. No teacher shall be eligible to receive a salary increase unless he/she has obtained a standard New Jersey teaching certificate for the subject or program he/she teaches within four (4) years from date of appointment.
3. In field shall refer to a baccalaureate degree college curriculum of at least 30 semester hours for the vocational, technical, occupational or special education area taught. Related baccalaureate degrees in home economics, industrial or technology education shall be give the same consideration as degrees in a specific vocational area such as agriculture, business, nursing, etc.

For a program or course of study for which a teacher education degree is not available, subject to the approval of the Board of Education, a teacher education degree as closely related to the field taught as possible may be substituted; e.g., for an area such as auto mechanics, an acceptable degree might be in technology education, science, computer science or mathematics.

4. To be eligible to be recommended for full salary increase, the employee must begin work on or before January 10 of the contractual year. Persons who cannot meet this test shall not be eligible for a salary increase until the conclusion of the next fiscal year. (Refer to Policy P5-11.4) Persons who do not qualify under this policy for a full salary increment or adjustment may receive up to .6 of the increase granted other employees in the same category dependent upon recommendation of the immediate supervisor and superintendent. Final determination is the sole prerogative of the Board of Education.

G. Salary Deductions

1. The Board agrees to deduct from the salaries of its employees, dues for the Salem County Vocational Technical School Employees Association, the Salem County Council of Education Associations, the New Jersey Education Association and/or the National Education Association, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1969 (NJSA 52:15-159e) and under rules established by the State Department of Education. Said monies, together with current records of any correction, shall be transmitted to such person, as may from time to time, be designated by the Salem County Vocational Technical School Employees Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

board to communicate regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union. Such communications shall be considered confidential.

C. No Reprisals or Interference with unit members

1. The Board and/or its agents, members of the administration, shall not encourage negotiation unit members to resign or relinquish membership in the Association and shall not encourage negotiations unit members to revoke authorization of the deduction of fees to the Association or its unified affiliates, either verbally or in writing.

2. The Board and/or its agents, members of the administration, shall not encourage or discourage an employee from joining or assisting the Association.

D. Dues deduction authorizations or withdrawals

1. The Association has or shall provide the Board with copies of written authorization forms signed by any and all unit employees who have or shall indicate their desire to be a member of the Association and have a payroll deduction implemented for the payment of dues in an amount stated on the form submitted. The Board shall not require any such employee to sign any additional forms or documents related to their desire to join, or decline to join, the Association or have their dues deducted from their salary.

2. The Board agrees to deduct from the salaries of its employees' dues for the Association and any affiliate organizations designated on the dues authorization form. Such deductions shall be made in compliance with Chapter 233, N.J. Public Laws of 1969 (NJSA 52:14-15.9e). Said moneys, 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 moneys to the appropriate Association or Associations.

3. The Association named above shall certify to the Board, in writing, the current rate of its membership dues. If the Association changes the rate of its membership dues it shall give the Board written notice prior to the effective date of such change.

E. Definition

1. The Parties agree that the date of hire shall be defined as the first day of work in the then current district for any negotiations unit member. This shall include any new employee orientation day(s) required by the Board.

F. Enforcement

1. This article shall be enforceable through the parties' grievance procedure, which shall include binding arbitration.

G. Release Time

ARTICLE XVIII
Miscellaneous Provisions

- A. **Employee - Administrative Liaison (Faculty/Administrative Liaison)** The Association shall select Employee Council, which shall meet with the Superintendent or designee once per month for at least eight (8) months of the school year. Said Council shall have at least five (5) eligible unit members that include proportionate representatives from each school.
- B. **Separability**
If any provision of this Agreement or any application of the 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.
- C. **Compliance**
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 this Agreement, then this Agreement shall be controlling.
- D. **Fair Dismissal Procedure and Acceptance of Reemployment.**
1. **Notification of Status**
- a. **Date**
In accordance with statutory, administrative and contractual provisions the Board shall give to each employee continuously employed since the preceding September 30, either:
- (1) A written offer of a contract for employment for the next succeeding year with such increases in salary and benefits as may be required by law or agreement between the Board and the Association; or
- (2) A written notice that such employment shall not be offered.
- b. **Reasons**
Any non-tenure teacher or employee who receives a notice of termination of employment or of non-employment may, within five (5) days thereafter, in writing, request a statement of reasons for such non-employment from the Superintendent, which statement shall be given to the employee in writing within five (5) days after receipt of such request.

to Salary Schedule "B" attached.

H. **Special Events**

Staff members who supervise students at Board approved events on days when school is not in session shall be compensated at a rate of \$15 per hour to a maximum of \$75 per day.

ARTICLE XX
Support Staff Holidays

- A. Twelve (12) month custodians, maintenance personnel and secretaries shall be entitled to fifteen (15) paid holidays annually. Holiday schedules are as follows:

- Fourth of July
- Labor Day
- Columbus Day
- Friday of the NJEA convention
- Veterans' Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve Day
- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Good Friday
- Memorial Day

- B. Support service persons (aides) shall normally work those days that school is open for students. They will be compensated for all hours worked. Support service persons (aides) shall not be required to work on the twelve (12) approved holidays.

Salary Schedules "A"

The base salary cost for each year shall be increased by the following amounts inclusive of increment:

2019-20	3.00%
2020-21	3.25%
2021-22	3.25%
2022-23	3.25%

All employees will experience regular movement on salary guides (one step closer to the top of the guide in each year of the agreement).

No employee will move to any off guide salary.

YEAR 1 A-1
2019-20 Salem Vo Tech Teachers

Salary Guide

Step	BA	BA+20	MA	MA+30	DOC
1	54,048	54,648	55,248	55,848	56,448
2	54,348	54,948	55,548	56,148	56,748
3	54,648	55,248	55,848	56,448	57,048
4	55,148	55,748	56,348	56,948	57,548
5	55,648	56,248	56,848	57,448	58,048
6	56,148	56,748	57,348	57,948	58,548
7	56,848	57,448	58,048	58,648	59,248
8	57,548	58,148	58,748	59,348	59,948
9-10	58,348	58,948	59,548	60,148	60,748
11	59,348	59,948	60,548	61,148	61,748
12	60,348	60,948	61,548	62,148	62,748
13	61,348	61,948	62,548	63,148	63,748
14	62,349	62,949	63,549	64,149	64,749
15	64,849	65,449	66,049	66,649	67,249
16	67,349	67,949	68,549	69,149	69,749
17	70,224	70,824	71,424	72,024	72,624
18	73,099	73,699	74,299	74,899	75,499

YEAR 3 A-1
2021-22 Salem Vo Tech Teachers

Salary Guide

Step	BA	BA+20	MA	MA+30	DOC
1	55,872	56,472	57,072	57,672	58,272
2	56,172	56,772	57,372	57,972	58,572
3	56,472	57,072	57,672	58,272	58,872
4	56,972	57,572	58,172	58,772	59,372
5	57,472	58,072	58,672	59,272	59,872
6	58,222	58,822	59,422	60,022	60,622
7	58,972	59,572	60,172	60,772	61,372
8	59,722	60,322	60,922	61,522	62,122
9	60,522	61,122	61,722	62,322	62,922
10	61,522	62,122	62,722	63,322	63,922
11-12	62,522	63,122	63,722	64,322	64,922
13	63,622	64,222	64,822	65,422	66,022
14	64,722	65,322	65,922	66,522	67,122
15	67,222	67,822	68,422	69,022	69,622
16	69,722	70,322	70,922	71,522	72,122
17	72,359	72,959	73,559	74,159	74,759
18	74,999	75,599	76,199	76,799	77,399

BASE YEAR A-2

2018-19 Salem Vo Tech Custodial/Maintenance

Salary Guide

Step	Level III	Level II	Level I
1	22,987	23,987	24,987
2	23,646	24,702	25,844
3	24,584	25,416	26,702
4	25,134	26,130	27,559
5	25,793	26,844	28,416
6	26,451	27,559	29,187
7	27,110	28,273	30,044
8	27,768	28,987	30,902
9	28,427	29,702	31,759
10	29,085	30,416	32,616
11	29,744	31,130	33,473
12	30,402	31,844	34,330
13	31,061	32,559	35,187
14	31,719	33,273	36,044
15	32,377	33,987	38,787

YEAR 2 A-2
2020-21 Salem Vo Tech Custodial/Maintenance

Salary Guide

Step	Level III	Level II	Level I	Head Cust
1	23,104	24,104	25,104	26,854
2	23,763	24,819	25,961	27,711
3	24,701	25,533	26,819	28,569
4	25,251	26,247	27,676	29,426
5	25,910	26,961	28,533	30,283
6	26,568	27,676	29,304	31,054
7	27,227	28,390	30,161	31,911
8	27,885	29,104	31,019	32,769
9	28,544	29,819	31,876	33,626
10	29,202	30,533	32,733	34,483
11	29,861	31,247	33,590	35,340
12	30,519	31,961	34,447	36,197
13	31,178	32,676	35,304	37,054
14	31,836	33,390	36,161	37,911
15	32,494	34,104	38,787	40,537

Year 4 A-2
2022-23 Salem Vo Tech Custodial/Maintenance

Salary Guide

Step	Level III	Level II	Level I	Head Cust
1	23,596	24,426	25,341	27,091
2	24,255	25,141	26,198	27,948
3	24,914	25,855	27,055	28,805
4	25,573	26,569	27,912	29,662
5	26,232	27,283	28,769	30,519
6	26,890	27,998	29,626	31,376
7	27,549	28,712	30,483	32,233
8	28,207	29,426	31,341	33,091
9	28,866	30,141	32,198	33,948
10	29,524	30,855	33,055	34,805
11	30,183	31,569	33,912	35,662
12	30,841	32,283	34,769	36,519
13	31,500	32,998	35,626	37,376
14	32,158	33,712	36,483	38,233
15	32,816	34,426	38,787	40,537

BASE YEAR A-4
2018-19 Salem Vo Tech Secretarial

Salary Guide			
Step	Sec. I	Sec. II	Sec. III
1	28,408	27,908	27,408
2	28,908	28,408	27,908
3	29,408	28,908	28,408
4	29,908	29,408	28,908
5	30,408	29,908	29,408
6	30,908	30,408	29,908
7	31,408	30,908	30,408
8	31,908	31,408	30,908
9	32,408	31,908	31,408
10	32,908	32,408	31,908
11	33,408	32,908	32,408
12	33,908	33,408	32,908
13	34,408	33,908	33,408
14	34,908	34,408	33,908
15	35,408	34,882	34,382
OG	45,919	36,033	32,435

YEAR 2 A-4
2020-21 Salem Vo Tech Secretarial

Salary Guide			
Step	Sec. I	Sec. II	Sec. III
1	29,535	30,035	30,535
2	30,035	30,535	31,035
3	30,535	31,035	31,535
4	31,035	31,535	32,035
5	31,535	32,035	32,535
6	32,035	32,535	33,035
7	32,535	33,035	33,535
8	33,035	33,535	34,035
9	33,535	34,035	34,535
10	34,035	34,535	35,035
11	34,535	35,035	35,535
12	35,035	35,535	36,035
13	35,535	36,035	36,535
14	36,035	36,535	37,035
15	36,535	37,035	37,535
OG	47,119	37,698	

Year 4 A-4
2022-23 Salem Vo Tech Secretarial

Salary Guide			
Step	Sec. I	Sec. II	Sec. III
1	31,552	32,052	32,552
2	32,052	32,552	33,052
3	32,552	33,052	33,552
4	33,052	33,552	34,052
5	33,552	34,052	34,552
6	34,052	34,552	35,052
7	34,552	35,052	35,552
8	35,052	35,552	36,052
9	35,552	36,052	36,552
10	36,052	36,552	37,052
11	36,552	37,052	37,552
12	37,052	37,552	38,052
13	37,552	38,052	38,552
14	38,052	38,552	39,052
15	38,552	39,052	39,552
OG	49,136	39,715	

YEAR 3**2021-22 Salem Vo Tech Technology Tech****Salary Guide**

Step	Salary
1	34,539
2	35,125
3	35,713
4	36,299
5	36,885
6	37,473
7	38,059
8	38,645
9	39,233
10	39,819
11	40,407
12	40,993
13	41,579
14	42,167

Year 4**2022-23 Salem Vo Tech Technology Tech****Salary Guide**

Step	Salary
1	35,661
2	36,267
3	36,873
4	37,479
5	38,084
6	38,691
7	39,296
8	39,901
9	40,508
10	41,113
11	41,720
12	42,325
13	42,931
14	43,537

SALARY SCHEDULE "B"
2019-2023
EXTRA CURRICULAR ACTIVITIES

Level I Club/Activity	2019-20 Stipend	2020-21 Stipend	2021-22 Stipend	2022-23 Stipend
HOSA	\$1700	\$1755	\$1812	\$1871
FFA	\$1700	\$1755	\$1812	\$1871
Skills USA	\$1700	\$1755	\$1812	\$1871
Student Government Association	\$1700	\$1755	\$1812	\$1871
Yearbook Advisor	\$1700	\$1755	\$1812	\$1871
National Technical Honor Society / National Honor Society Advisor	\$1700	\$1755	\$1812	\$1871
Freshman Class Advisor	\$1700	\$1755	\$1812	\$1871
Sophomore Class Advisor	\$1700	\$1755	\$1812	\$1871
Junior Class Advisor	\$1700	\$1755	\$1812	\$1871
Senior Class Advisor	\$1700	\$1755	\$1812	\$1871
Day Care Center Advisor	\$1700	\$1755	\$1812	\$1871
FEA	\$1700	\$1755	\$1812	\$1871
Garden Club	\$1700	\$1755	\$1812	\$1871
Level II Club/Activity	2019-20 Stipend	2020-21 Stipend	2021-22 Stipend	2022-23 Stipend
Senior Trip Advisor	\$953	\$984	\$1016	\$1049
Academic League	\$953	\$984	\$1016	\$1049