AGREEMENT

between the

CAMDEN EDUCATION ASSOCIATION (SUPPORT STAFF)

and the

CAMDEN CITY SCHOOL DISTRICT

July 1, 2013 through June 30, 2015

Final Agreement - 06/16/15

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PREAMBLE

THIS AGREEMENT is entered into this	, day of,
2015 by and between the Camden City School Distri	ct, Camden, New Jersey, hereinafter
called "the District" and the Camden Education Asso	ciation, hereinafter called "the
Association." The duration of this Agreement will be	as provided in Article XXXIX.

ARTICLE I RECOGNITION

- Pursuant to N.J.S.A. 34:13A-I, et seq., as amended, known as the New Jersey Α. Employer-Employee Relations Act, the Camden City School District hereby recognizes the Camden Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all Paraprofessionals, A & B; media personnel; community school coordinators; district parent coordinators; parent center coordinators; community outreach specialists; van drivers; special investigators; school security officers; attendance officers; clerical aides; food service truck drivers; food service truck driver helpers; food service general workers; food service cooks; assistant cooks; food service stockpersons (formerly depot manager); computer specialists; bus drivers; property officer, technician; website specialist and all secretarial and clerical employees under contract with the Board, or on leave from the school district, but excluding all confidential secretarial and clerical employees. Confidential employees excluded from the unit include the following: Secretary to the State Superintendent; Secretary to the District Secretary, and, the Secretaries to the Assistant State Superintendents.
- B. 1. Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as above defined.

2. "Seniority" shall be based on an employee's continuous length of service with the Board.

CONTINUATION OF TERMS AND CONDITIONS OF EMPLOYMENT

The Camden Education Association and the Camden City School District as a result of discussions and negotiations for the 2013-2015 Collective Bargaining Agreement agree to the following:

- All language and terms and conditions of employment as provided for in the 2011-2013 Agreement shall remain unchanged and continue in full force and effect without modification for the 2013-2015 Agreement except as may be specifically provided for herein.
- 2. The following Articles in the 2011-2013 Agreement shall be modified as provided for herein:
 - a. Article VII Salaries
 - b. Article XII Sick Leave
 - c. Article XXXIX Duration of Agreement
 - d. 2013-2015 Salary Guides

ARTICLE VII

SALARIES

A. 2013-2014

The 2013-2014 Salary Schedules shall remain unchanged from 2012-2013 except as otherwise provided below and which is attached hereto and made a part hereof.

1. Employees who were on any Steps on the Salary Guide in 2012-2013

- a. The salaries on all Steps in 2013-2014 shall be frozen and remain unchanged from the 2012-2013 salaries. Employees shall remain on the same Step in 2013-2014 as they were in 2012-2013 and receive the same salary.
- b. All employees shall receive retroactive compensation (stipend) in a separate check in the amount of \$250.00.

B. 2014-2015

The 2014-2015 Salary Schedules are attached hereto and made a part hereof, except as otherwise provided below.

1. Employees who were on any Steps below the Maximum Step in 2013-14

- a. The salaries on all Steps below the Maximum Step in 2014-2015 shall be frozen and remain unchanged from the 2013-2014 salaries. Employees shall remain on the same Step in 2014-2015 as they were in 2013-2014 and receive the same salary.
- b. Employees on all Steps below the Maximum Step shall receive retroactive compensation (stipend) in a separate check in the amount of \$500.00.

2. Employees who were on the Maximum Step in 2013-14

The salary on the Maximum Step of the 2013-2014 Salary Guides shall be increased by 1.5% and such adjusted amount shall be reflected on the Maximum Step base salary of the 2014-2015 Salary Schedules.

ARTICLE XII

SICK LEAVE

E. Effective September 1, 2014, employees with at least ten (10) years experience in the District who notify the District between November 15, 2014 and April 14, 2015 of their intent to sever their employment no later than June 30, 2015, shall be paid \$100.00 for each unused sick leave day accumulated at the time of separation not to exceed \$30,000. Such payment shall be paid in July, 2015. If notice is provided on or after April 15, 2015, payment for unused sick days will not be disbursed until July, 2016. If an employee dies, his/her estate shall receive the value of the accumulated sick days.

ARTICLE XXXIX

DURATION OF AGREEMENT

- A. The provisions of this Agreement shall be effective July 1, 2013 except as herein provided and shall remain in full force and effect to and including June 30, 2015, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.
- B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Representatives, attested by their respective secretaries, and their corporate seals to be placed hereon, on the day and year below written.

CAMDEN CITY SCHOOL DISTRICT	CAMDEN EDUCATION ASSOCIATION
Ву	By Capt Jan
Paymon Rouhanifard	Robert Farmer
State Superintendent	President
Date	Date 6/25/15
Attest:	Attest:
Date	Date 6-25-15

SALARY GUIDE A-1
ATTENDENCE OFFICERS
2013-2014

Step	NC	15	30	45	60	75
1	23,508	23,918	24,328	24,533	24,738	24,943
2	23,596	24,006	24,416	24,621	24,826	25,031
3	23,728	24,138	24,548	24,753	24,958	25,163
4	23,838	24,248	24,658	24,863	25,068	25,273
5	23,948	24,358	24,768	24,973	25,178	25,383
6	24,888	25,298	25,708	25,913	26,118	26,323
7	25,831	26,241	26,651	26,856	27,061	27,266
8	26,849	27,259	27,669	27,874	28,079	28,284
9	28,583	28,993	29,403	29,608	29,813	30,018
10	30,907	31,317	31,727	31,932	32,137	32,342
11	32,780	33,190	33,600	33,805	34,010	34,215
12	38,111	38,521	38,931	38,136	39,341	39,546
13	39,492	39,902	40,312	40,517	40,722	40,927
14	43,013	43,423	43,833	44,038	44,243	44,448
						•
Step	9	0	105	120		Degree
1	2	5,148	25,353	25,558		25,968
2		5,236	25,441	25,646		26,056
3		5,368	25,573	25,778		26,188
4		5,478	25,683	25,888		26,298
5		5,588	25,793	25,998		26,408
6	2	6,528	26,733	26,938		27,348
7	2	7,471	27,676	27,881		28,291
8	2	8,489	28,694	28,899		29,309
9	3	0,223	30,428	30,633		31,043
10	3:	2,547	32,752	32,957		33,367
11	3.	4,420	34,625	34,830		35,240
12		9,751	39,956	40,161		40,571
13	4	1,132	41,337	41,542		41,952
14	4	4,653	44,858	45,063		45,473
			-	•		•

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE A-2 ATTENDENCE OFFICERS 2014-2015

		*				
Step	NC	15	30	45	60	75
1	23,508	23,918	24,328	24,533	24,738	24,943
2	23,596	24,006	24,416	24,621	24,826	25,031
3	23,728	24,138	24,548	24,753	24,958	25,163
4	23,838	24,248	24,658	24,863	25,068	25,273
5	23,948	24,358	24,768	24,973	25,178	25,383
6	24,888	25,298	25,708	25,913	26,118	26,323
7	25,831	26,241	26,651	26,856	27,061	27,266
8	26,849	27,259	27,669	27,874	28,079	28,284
9	28,583	28,993	29,403	29,608	29,813	30,018
10	30,907	31,317	31,727	31,932	32,137	32,342
11	32,780	33,190	33,600	33,805	34,010	34,215
12	38,111	38,521	38,931	38,136	39,341	39,546
13	39,492	39,902	40,312	40,517	40,722	40,927
14	43,658	44,074	44,490	44,699	44,907	45,115
Cton		90	105	120		Dagraa
Step 1		25,148	25,353	25,558		Degree 25,968
2		25,146 25,236	25,333	25,538		26,056
3		25,250 25,368	25,573	25,778		26,188
4		25,478	25,683	25,888		26,298
5		25, 5 88	25,793	25,998		26,408
6		25,500 26,528	26,733	26,938		27,348
7		20,328 27,471	27,676	27,881		28,291
8		28,489	28,694	28,899		29,309
9		30,223	30,428	30,633		31,043
10		32,547	32,752	32,957		33,367
11		34,420	34,625	34,830		35,240
12		39,751	39,956	40,161		40,571
13		41,132	41,337	41,542		41,952
14		45,323	45,531	45,739		46,155
1 "7	•	ていりかんご	1 666	73,137		70,133

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE B-1
COMMUNITY OUTREACH SPECIALISTS
2013-2014

Step	NC	15	30	45	60	75
1	39,530	39,940	40,350	40,555	40,760	40,965
2	39,641	40,051	40,461	40,666	40,871	41,076
3	39,750	40,160	40,570	40,775	40,980	41,185
4	39,861	40,271	40,681	40,886	41,091	41,296
5	39,971	40,381	40,791	40,996	41,201	41,406
6	41,100	41,510	41,920	42,125	42,330	42,535
7	42,114	42,524	42,934	43,139	43,344	43,549
8	43,143	43,553	43,963	44,168	44,373	44,578
9	44,166	44,576	44,986	45,191	45,396	45,601
10	45,188	45,598	46,008	46,213	46,418	46,623
11	46,210	46,620	47,030	47,235	47,440	47,645
12	48,144	48,554	48,964	49,169	49,374	49,579
13	50,034	50,444	50,854	51,059	51,264	51,469
14	54,209	54,619	55,029	55,234	55,439	55,644
Step	9	0	105	120		Degree
1	4	1,170	41,375	41,580)	41,990
2	4	1,281	41,486	41,691		42,101
3		1,390	41,595	41,800)	42,210
4	4	1,501	41,706	41,911		42,321
5	4	1,611	41,816	42,021		42,431
6	4	2,740	42,945	43,150)	43,560
7	4	3,754	43,959	44,164	ļ	44,574
8	4	4,783	44,988	45,193	}	45,603
9	4	5,806	46,011	46,216	•	46,626
10						
10		6,828	47,033	47,238	}	47,648
11	4			47,238 48,260		47,648 48,670
	4 4	6,828	47,033)	
11	4 4 4	6,828 7,850	47,033 48,055	48,260) 	48,670

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE B-2
COMMUNITY OUTREACH SPECIALISTS

Step	NC	15	30	45	60	75
1	39,530	39,940	40,350	40,555	40,760	40,965
2	39,641	40,051	40,461	40,666	40,871	41,076
2	39,750	40,160	40,570	40,775	40,980	41,185
4	39,861	40,271	40,681	40,886	41,091	41,296
5	39,971	40,381	40,791	40,996	41,201	41,406
6	41,100	41,510	41,920	42,125	42,330	42,535
7	42,114	42,524	42,934	43,139	43,344	43,549
8	43,143	43,553	43,963	44,168	44,373	44,578
9	44,166	44,576	44,986	45,191	45,396	45,601
10	45,188	45,598	46,008	46,213	46,418	46,623
11	46,210	46,620	47,030	47,235	47,440	47,645
12	48,144	48,554	48,964	49,169	49,374	49,579
13	50,034	50,444	50,854	51,059	51,264	51,469
14	55,022	55,438	55,854	56,063	56,271	56,479
Step	9	0	105	120		Degree
1	4	1,170	41,375	41,580		41,990
2		1,281	41,486	41,691		42,101
3	4	1,390	41,595	41,800		42,210
4	4	1,501	41,706	41,911		42,321
5	4	1,611	41,816	42,021		42,431
6	4	2,740	42,945	43,150		43,560
7	4.	3,754	43,959	44,164		44,574
8	4-	4,783	44,988	45,193		45,603
9	4.	5,806	46,011	46,216		46,626
10	4	6,828	47,033	47,238		47,648
11	4	7,850	48,055	48,260		48,670
12	4:	9,784	49,989	50,194		50,604
13	5	1,674	51,879	52,084		52,494
14	50	6,687	56,895	57,103		57,519

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE C-1
COMMUNITY SCHOOL COORDINATORS

Step	NC	15	30	45	60
1	16,290	16,700	17,110	17,315	17,520
2	16,401	16,811	17,221	17,426	17,631
3	16,510	16,920	17,330	17,535	17,740
4	16,621	17,031	17,441	17,646	17,851
5	16,731	17,141	17,551	17,756	17,961
6	17,148	17,558	17,968	18,173	18,378
7	17,976	18,386	18,796	19,001	19,206
8	18,796	19,206	19,616	19,821	20,026
9	19,540	19,950	20,360	20,565	20,770
10	20,130	20,540	20,950	21,155	21,360
11	20,740	21,150	21,560	21,765	21,970
12	21,348	21,758	22,168	22,373	22,578
13	25,269	25,679	25,089	26,294	26,499
14	25,983	26,393	26,803	27,008	26,213
15	28,352	28,762	29,172	29,377	29,582
			,		25,502
Step	75	90	105	120	Doores
1	17,725	17,930	18,135	18,340	Degree 18,750
2	17,836	18,041	18,246	18,451	18,750
3	17,945	18,150	18,355	18,560	18,970
4	18,056	18,261	18,466	18,671	19,081
5	18,166	18,371	18,576	18,781	19,081
6	18,583	18,788	18,993	19,198	19,191
7	19,411	19,616	19,821	20,026	20,436
8	20,231	20,436	20,641	20,846	21,256
9	20,975	21,180	21,385	21,590	22,000
10	21,565	21,770	21,975	22,180	22,590
11	22,175	22,380	22,585	22,790	23,200
12	22,783	22,988	22,193	23,398	•
13	26,704	26,909	26,114	27,319	23,808
14	27,418	27,623	27,828	28,033	27,729
15	29,787	29,992	30,197	30,402	28,443
	<i></i> ,,,,,,		30,177	30,402	30,812

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE C-2
COMMUNITY SCHOOL COORDINATORS

Step	NC	15	30	45	60
1	16,290	16,700	17,110	17,315	17,520
2	16,401	16,811	17,221	17,426	17,631
3	16,510	16,920	17,330	17,535	17,740
4	16,621	17,031	17,441	17,646	17,851
5	16,731	17,141	17,551	17,756	17,961
6	17,148	17,558	17,968	18,173	18,378
7	17,976	18,386	18,796	19,001	19,206
8	18,796	19,206	19,616	19,821	20,026
9	19,540	19,950	20,360	20,565	20,770
10	20,130	20,540	20,950	21,155	21,360
11	20,740	21,150	21,560	21,765	21,970
12	21,348	21,758	22,168	22,373	22,578
13	25,269	25,679	25,089	26,294	26,499
14	25,983	26,393	26,803	27,008	26,213
15	28,777	29,193	29,610	29,817	30,026
Step	75	90	105	120	Degree
1	17,725	17,930	18,135	18,340	18,750
2	17,836	18,041	18,246	18,451	18,861
3	17,945	18,150	18,355	18,560	18,970
4	18,056	18,261	18,466	18,671	19,081
5	18,166	18,371	18,576	18,781	19,191
6	18,583	18,788	18,993	19,198	19,608
7	19,411	19,616	19,821	20,026	20,436
8	20,231	20,436	20,641	20,846	21,256
9	20,975	21,180	21,385	21,590	22,000
10	21,565	21,770	21,975	22,180	22,590
11	22,175	22,380	22,585	22,790	23,200
12	22,783	22,988	22,193	23,398	23,808
13	26,704	26,909	26,114	27,319	27,729
14	27,418	27,623	27,828	28,033	28,443
15	30,324	30,442	30,650	30,858	31,274

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE D-1

COMPUTER SPECIALISTS

<u>2013-2014</u>

Step	NC	15	30	45	60
1	28,427	28,837	29,247	29,452	29,657
2	28,537	28,947	29,357	29,562	29,767
3	28,647	29,057	29,467	29,672	29,877
4	28,757	29,167	29,577	29,782	29,987
5	28,868	29,278	29,688	29,893	30,098
6	29,559	29,969	30,379	30,584	30,789
7	30,247	30,657	31,067	31,272	31,477
8	30,873	31,283	31,693	31,898	32,103
9	31,562	31,972	32,382	32,587	32,792
10	32,251	32,661	33,071	33,276	33,481
11	32,942	33,352	33,762	33,967	34,172
12	33,632	34,042	34,452	34,657	34,862
13	36,601	37,011	37,421	37,626	37,831
Step	75	90	105	120	Degree
1	29,862	30,067	30,272	30,477	30,887
2	29,972	30,177	30,382	30,587	30,997
3	30,082	30,287	30,492	30,697	31,107
4	30,192	30,397	30,602	30,807	31,217
5	30,303	30,508	30,713	30,918	31,328
6	30,994	31,199	31,404	31,609	32,019
7	31,682	31,887	32,092	32,297	32,707
8	32,308	32,513	32,718	32,923	33,333
9	32,997	33,202	33,407	33,612	34,022
10	33,686	33,891	34,096	34,301	34,711
11	34,377	34,582	34,787	34,992	35,402
12	35,067	35,272	35,477	35,682	36,092

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE D-2
COMPUTER SPECIALISTS

- F

2014-2015

Step	NC	15	30	45	60
1	28,427	28,837	29,247	29,452	29,657
2	28,537	28,947	29,357	29,562	29,767
3	28,647	29,057	29,467	29,672	29,877
4	28,757	29,167	29,577	29,782	29,987
5	28,868	29,278	29,688	29,893	30,098
6	29,559	29,969	30,379	30,584	30,789
7	30,247	30,657	31,067	31,272	31,477
8	30,873	31,283	31,693	31,898	32,103
9	31,562	31,972	32,382	32,587	32,792
10	32,251	32,661	33,071	33,276	33,481
11	32,942	33,352	33,762	33,967	34,172
12	33,632	34,042	34,452	34,657	34,862
13	37,150	37,566	37,982	38,190	38,398
	•	•	•	ŕ	,
Step	75	90	105	120	Degree
l I	29,862	30,067	30,272	30,477	30,887
2	27,002	20,007	30,272		•
A.r	29 972	30 177	30 382	30 587	30 997
3	29,972 30,082	30,177 30,287	30,382 30,492	30,587 30,697	30,997 31 107
3 4	30,082	30,287	30,492	30,697	31,107
4	30,082 30,192	30,287 30,397	30,492 30,602	30,697 30,807	31,107 31,217
4 5	30,082 30,192 30,303	30,287 30,397 30,508	30,492 30,602 30,713	30,697 30,807 30,918	31,107 31,217 31,328
4 5 6	30,082 30,192 30,303 30,994	30,287 30,397 30,508 31,199	30,492 30,602 30,713 31,404	30,697 30,807 30,918 31,609	31,107 31,217 31,328 32,019
4 5 6 7	30,082 30,192 30,303 30,994 31,682	30,287 30,397 30,508 31,199 31,887	30,492 30,602 30,713 31,404 32,092	30,697 30,807 30,918 31,609 32,297	31,107 31,217 31,328 32,019 32,707
4 5 6 7 8	30,082 30,192 30,303 30,994 31,682 32,308	30,287 30,397 30,508 31,199 31,887 32,513	30,492 30,602 30,713 31,404 32,092 32,718	30,697 30,807 30,918 31,609 32,297 32,923	31,107 31,217 31,328 32,019 32,707 33,333
4 5 6 7 8 9	30,082 30,192 30,303 30,994 31,682 32,308 32,997	30,287 30,397 30,508 31,199 31,887 32,513 33,202	30,492 30,602 30,713 31,404 32,092 32,718 33,407	30,697 30,807 30,918 31,609 32,297 32,923 33,612	31,107 31,217 31,328 32,019 32,707 33,333 34,022
4 5 6 7 8 9	30,082 30,192 30,303 30,994 31,682 32,308 32,997 33,686	30,287 30,397 30,508 31,199 31,887 32,513 33,202 33,891	30,492 30,602 30,713 31,404 32,092 32,718 33,407 34,096	30,697 30,807 30,918 31,609 32,297 32,923 33,612 34,301	31,107 31,217 31,328 32,019 32,707 33,333 34,022 34,711
4 5 6 7 8 9 10	30,082 30,192 30,303 30,994 31,682 32,308 32,997 33,686 34,377	30,287 30,397 30,508 31,199 31,887 32,513 33,202 33,891 34,582	30,492 30,602 30,713 31,404 32,092 32,718 33,407 34,096 34,787	30,697 30,807 30,918 31,609 32,297 32,923 33,612 34,301 34,992	31,107 31,217 31,328 32,019 32,707 33,333 34,022 34,711 35,402
4 5 6 7 8 9	30,082 30,192 30,303 30,994 31,682 32,308 32,997 33,686	30,287 30,397 30,508 31,199 31,887 32,513 33,202 33,891	30,492 30,602 30,713 31,404 32,092 32,718 33,407 34,096	30,697 30,807 30,918 31,609 32,297 32,923 33,612 34,301	31,107 31,217 31,328 32,019 32,707 33,333 34,022 34,711

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-12 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 13 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE E-1

COMPUTER TECHNICIAN

2013-2014

Step	NC	15	30	45	60
1	44,491	44,901	45,311	45,516	45,721
2	44,601	45,011	45,421	45,626	45,831
3	44,711	45,121	45,531	45,736	45,941
4	44,821	45,231	45,641	45,846	46,051
5	44,931	45,341	45,751	45,956	46,161
6	46,068	46,478	46,888	47,093	47,298
7	47,204	47,614	48,024	48,229	48,434
8	48,341	48,751	49,161	49,366	49,571
9	49,477	49,887	50,297	50,502	50,707
10	53,860	54,270	54,680	54,885	55,090
		·	,	,	,
Step	75	90	105	120	Degree
1	45,926	46,131	46,336	46,541	46,951
2	46,036	46,241	46,446	46.651	47,061
3	46,146	46,351	46,556	46,761	47,171
4	46,256	46,461	46,666	46,871	47,281
5	46,366	46,571	46,776	46,981	47,391
6	47,503	47,708	47,913	48,118	48,528
			10.010	•	
7	48,639	48,844	49,049	49,254	49,664
7 8	48,639 49,776	48,844 49,981	49,049 50,186	49,254 50,391	49,664 50,801
	•	•	•	•	50,801
8	49,776	49,981	50,186	50,391	•

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE E-2 COMPUTER TECHNICIAN

2014-2015

Step	NC	15	30	45	60
1	44,491	44,901	45,311	45,516	45,721
2	44,601	45,011	45,421	45,626	45,831
3	44,711	45,121	45,531	45,736	45,941
4	44,821	45,231	45,641	45,846	46,051
5	44,931	45,341	45,751	45,956	46,161
6	46,068	46,478	46,888	47,093	47,298
7	47,204	47,614	48,024	48,229	48,434
8	48,341	48,751	49,161	49,366	49,571
9	49,477	49,887	50,297	50,502	50,707
10	54,668	55,084	55,500	55,708	55,916
Step	75	90	105	120	Dagraa
3.cp	45,926	46,131	46,336	46,541	Degree 46,951
2	46,036	46,241	46,446	46.651	47,061
3	46,146	46,351	46,556	46,761	47,171
4	46,256	46,461	46,666	46,871	47,281
5	46,366	46,571	46,776	46,981	47,391
6	47,503	47,708	47,913	48,118	48,528
7	48,639	48,844	49,049	49,254	49,664
8	49,776	49,981	50,186	50,391	50,801
9	50,912	51,117	51,322	51,527	51,937
10	56,124	56,333	56,541	56,749	57,165

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-9 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 10 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE F-1
DISTRICT PARENT COORDINATORS
2013-2014

Step	NC	15	30	45	60
1	31,732	32,142	32,552	32,757	32,962
2	31,864	32,274	32,684	32,889	33,094
3	31,996	32,406	32,816	33,021	33,226
4	32,128	32,538	32,948	33,153	33,358
5	32,261	32,671	33,081	33,286	33,491
6	33,760	34,170	34,580	34,785	34,990
7	35,261	35,671	36,081	36,286	36,491
8	36,761	37,171	37,581	37,786	37,991
9	38,261	38,671	39,081	39,286	39,491
10	39,762	40,172	40,582	40,787	40,992
11	41,262	41,672	42,082	42,287	42,492
12	42,763	43,173	43,583	43,788	43,993
13	47,131	47,541	47,951	48,156	48,361
Step	75	90	105	120	Degree
l step	33,167	33,372	33,577	33,782	34,192
2	33,299	33,504	33,709	33,914	34,324
3	33,431	33,636	33,841	34,046	34,456
4	33,563	33,768	33,973	34,178	34,588
5	33,696	33,901	34,106	34,311	34,721
6	35,195	35,400	35,605	35,810	36,220
7	36,696	36,901	37,106	37,311	37,721
8	38,196	38,401	38,606	38,811	39,221
9	39,696	39,901	40,106	40,311	40,721
10	41,197	41,402	41,607	41,812	42,222
11	42,697	42,902	43,107	43,312	43,722
12	44,198	44,403	44,608	44,813	45,223
13	48,566	48,771	48,976	49,181	49,591
13	40,200	70,//1	70,270	7/9101	.,,-,-

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE F-2

<u>DISTRICT PARENT COORDINATORS</u>

2014-2015

Step	NC	15	30	45	60
1	31,732	32,142	32,552	32,757	32,962
2	31,864	32,274	32,684	32,889	33,094
3	31,996	32,406	32,816	33,021	33,226
4	32,128	32,538	32,948	33,153	33,358
5	32,261	32,671	33,081	33,286	33,491
6	33,760	34,170	34,580	34,785	34,990
7	35,261	35,671	36,081	36,286	36,491
8	36,761	37,171	37,581	37,786	37,991
9	38,261	38,671	39,081	39,286	39,491
10	39,762	40,172	40,582	40,787	40,992
11	41,262	41,672	42,082	42,287	42,492
12	42,763	43,173	43,583	43,788	43,993
13	47,838	48,254	48,670	48,878	49,086
	•				
Step	75	90	105	120	Degree
1	33,167	33,372	33,577	33,782	34,192
2	33,299	33,504	33,709	33,914	34,324
3	33,431	33,636	33,841	34,046	34,456
4	33,563	33,768	33,973	34,178	34,588
5	33,696	33,901	34,106	34,311	34,721
6	35,195	35,400	35,605	35,810	36,220
7	36,696	36,901	37,106	37,311	37,721
8	38,196	38,401	38,606	38,811	39,221
9	39,696	39,901	40,106	40,311	40,721
10	41,197	41,402	41,607	41,812	42,222
11	42,697	42,902	43,107	43,312	43,722
12	44,198	44,403	44,608	44,813	45,223
13	49,294	49,503	49,711	49,992	50,335

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-12 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 13 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE G-1
PARA-PROFESSIONALS "A" / PARA-PROFESSIONALS "B"
2013-2014

Step		NC	15	30	45	60
	1	16,662	17,072	17,482	17,687	17,892
	2	16,772	17,182	17,592	17,797	18,002
	3	16,881	17,291	17,701	17,906	18,111
	4	16,992	17,402	17,812	18,017	18,222
	5	17,102	17,512	17,922	18,127	18,332
	6	17,521	17,931	18,341	18,546	18,751
	7	17,996	18,406	18,816	19,021	19,226
	8	18,764	19,174	19,584	19,789	19,994
	9	19,447	19,857	20,267	20,472	20,677
	10	20,030	20,440	20,850	21,055	21,260
	11	20,648	21,058	21,468	21,673	21,878
	12	21,435	21,845	22,255	22,460	22,665
	13	25,095	25,505	25,915	26,120	26,325
	14	25,823	26,233	26,643	26,848	27,053
	15	28,376	28,786	29,196	29,401	29,606
						·
Step		75	90	105	120	Degree
	1	18,097	18,302	18,507	18,712	19,122
	2	18,207	18,412	18,617	18,822	19,232
	3	18,316	18,521	18,726	18,931	19,341
	4	18,427	18,632	18,837	19,042	19,452
	5	18,537	18,742	18,947	19,152	19,562
	6	18,956	19,161	19,366	19,571	19,981
	7	19,431	19,636	19,841	20,046	20,456
	8	20,199	20,404	20,609	20,814	21,224
	9	20,882	21,087	21,292	21,497	21,907
	10	21,465	21,670	21,875	22,080	22,490
	11	22,083	22,288	22,493	22,698	23,108
	12	22,870	23,075	23,280	23,485	23,895
	13	26,530	26,735	26,940	27,145	27,555
	14	27,258	27,463	27,668	27,873	28,283
	15	29,811	30,016	30,221	30,426	30,836

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE G-2

PARA-PROFESSIONALS "A" / PARA-PROFESSIONALS "B"

2014-2015

Step		NC	15	30	45	60
otop	1	16,662	17,072	17,482	17,687	17,892
	2	16,772	17,182	17,592	17,797	18,002
	3	16,881	17,291	17,701	17,906	18,111
	4	16,992	17,402	17,812	18,017	18,222
	5	17,102	17,512	17,922	18,127	18,332
	6	17,521	17,931	18,341	18,546	18,751
	7	17,996	18,406	18,816	19,021	19,226
	8	18,764	19,174	19,584	19,789	19,994
	9	19,447	19,857	20,267	20,472	20,677
	10	20,030	20,440	20,850	21,055	21,260
	11	20,648	21,058	21,468	21,673	21,878
	12	21,435	21,845	22,255	22,460	22,665
	13	25,095	25,505	25,915	26,120	26,325
	14	25,823	26,233	26,643	26,848	27,053
	15	28,802	29,218	29,634	29,842	30,050
σ.		75	90	* 105	120	Degree
Step	1	75 18,097	18,302	18,507	18,712	19,122
	1	•	•	18,507	18,822	19,232
	2 3	18,207	18,412 18,521	18,726	18,931	19,341
	3 4	18,316	18,632	18,720	19,042	19,452
	5	18,427	18,742	18,947	19,152	19,562
	6	18,537 18,956	19,161	19,366	19,132	19,981
	7	19,431	19,636	19,841	20,046	20,456
	8	20,199	20,404	20,609	20,814	21,224
	9	20,199	21,087	21,292	21,497	21,907
	10	20,882	21,670	21,875	22,080	22,490
	11	22,083	22,288	22,493	22,698	23,108
	12	22,063	23,075	23,280	23,485	23,895
	13	26,530	26,735	26,940	27,145	27,555
	13 14	26,330 27,258	20,733	27,668	27,143	28,283
	15	30,258	30,466	30,674	30,882	31,298
	13	30,230	30,400	30,074	20,002	31,270

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE H-1
MEDIA PERSONNEL
2013-2014

σ.	110		0.0		
Step	NC	15	30	45	60
1	27,046	27,456	27,866	28,071	28,276
2	27,554	27,964	28,374	28,579	28,784
3	27,663	28,073	28,483	28,688	28,893
4	27,774	28,184	28,594	28,799	29,004
5	27,884	28,294	28,704	28,909	29,114
6	28,824	29,234	29,644	29,849	30,054
7	29,820	30,230	30,640	30,845	31,050
8	30,767	31,177	31,587	31,792	31,997
9	31,778	32,188	32,598	32,803	33,008
10	32,845	33,255	33,665	33,870	34,075
11	33,829	34,239	34,649	34,854	35,059
12	34,778	35,188	35,598	35,803	36,008
13	37,885	38,295	38,705	38,910	39,115
14	39,256	39,666	40,076	40,281	40,486
15	42,790	43,200	43,610	43,815	44,020
	•	ĺ	•	•	•
_		0.0	100	100	•
Step	75	90	105	120	Degree
1	28,481	28,686	28,891	29,096	29,506
2	28,989	29,194	29,399	29,604	30,014
3	29,098	29,303	29,508	29,713	30,123
4	29,209	29,414	29,619	29,824	30,234
5	29,319	29,524	29,729	29,934	30,344
6	30,259	30,464	30,669	30,874	31,284
7	31,255	31,460	31,665	31,870	32,280
8	32,202	32,407	32,612	32,817	33,227
9	33,213	33,418	33,623	33,828	34,238
10	34,280	34,485	34,690	34,895	35,305
11	35,264	35,469	35,674	35,879	36,289
12	36,213	36,418	36,623	36,828	37,238
13	39,320	39,525	39,730	39,935	40,345
	J J 9 J 20 U				
14	40,691	40,896	41,101	41,306	41,716
14 15	-		41,101 44,635	41,306 44,840	41,716 45,250

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE H-2 MEDIA PERSONNEL 2014-2015

Step	NC	15	30	45	60
l l	27,046	27,456	27,866	28,071	28,276
2	27,554	27,964	28,374	28,579	28,784
3	27,663	28,073	28,483	28,688	28,893
4	27,774	28,184	28,594	28,799	29,004
5	27,884	28,294	28,704	28,909	29,114
6	28,824	29,234	29,644	29,849	30,054
7	29,820	30,230	30,640	30,845	31,050
8	30,767	31,177	31,587	31,792	31,997
9	31,778	32,188	32,598	32,803	33,008
10	32,845	33,255	33,665	33,870	34,075
11	33,829	34,239	34,649	34,854	35,059
12	34,778	35,188	35,598	35,803	36,008
13	37,885	38,295	38,705	38,910	39,115
14	39,256	39,666	40,076	40,281	40,486
15	43,432	43,848	44,264	44,472	44,680
15	12,10-	···· , ·	•		
Step	75	90	105	120	Degree
1	28,481	28,686	28,891	29,096	29,506
2	28,989	29,194	29,399	29,604	30,014
3	29,098	29,303	29,508	29,713	30,123
4	29,209	29,414	29,619	29,824	30,234
5	29,319	29,524	29,729	29,934	30,344
6	30,259	30,464	30,669	30,874	31,284
7	31,255	31,460	31,665	31,870	32,280
8	32,202	32,407	32,612	32,817	33,227
9	33,213	33,418	33,623	33,828	34,238
10	34,280	34,485	34,690	34,895	35,305
11	35,264	35,469	35,674	35,879	36,289
12	36,213	36,418	36,623	36,828	37,238
13	39,320	39,525	39,730	39,935	40,345
14	40,691	40,896	41,101	41,306	41,716
15	44,888	45,096	45,305	45,513	45,929
1.	1 1,000	.0,0,0	,		•

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE I-1

10 MONTH VAN DRIVERS

2013-2014

Step	NC	15	30	45	60
1	22,023	22,433	22,843	23,048	23,253
2	22,133	22,543	22,953	23,158	23,363
3	22,243	22,653	23,063	23,268	23,473
4	22,353	22,763	23,173	23,378	23,583
5	22,464	22,874	23,284	23,489	23,694
6	23,438	23,848	24,258	24,463	24,668
7	24,408	24,818	25,228	25,433	25,638
8	25,378	25,788	26,198	26,403	26,608
9	26,574	26,984	27,394	27,599	27,804
10	27,733	28,143	28,553	28,758	28,963
11	28,717	29,127	29,537	29,742	29,947
12	29,650	30,060	30,470	30,675	30,880
13	30,637	31,047	31,457	31,662	31,867
14	33,674	34,084	34,494	34,699	34,904
15	34,832	35,242	35,652	35,857	36,062
16	37,986	38,396	38,806	39,011	39,216
Step	75	90	105	120	Degree
Step 1	75 23,458				Degree 24,483
1	23,458	23,663	23,868	24,073	24,483
1 2	23,458 23,568	23,663 23,773	23,868 23,978	24,073 24,183	24,483 24,593
1	23,458 23,568 23,678	23,663 23,773 23,883	23,868	24,073	24,483
1 2 3	23,458 23,568 23,678 23,788	23,663 23,773 23,883 23,993	23,868 23,978 24,088	24,073 24,183 24,293	24,483 24,593 24,703
1 2 3 4	23,458 23,568 23,678	23,663 23,773 23,883	23,868 23,978 24,088 24,198	24,073 24,183 24,293 24,403	24,483 24,593 24,703 24,813
1 2 3 4 5	23,458 23,568 23,678 23,788 23,899	23,663 23,773 23,883 23,993 24,104	23,868 23,978 24,088 24,198 24,309	24,073 24,183 24,293 24,403 24,514	24,483 24,593 24,703 24,813 24,924
1 2 3 4 5 6	23,458 23,568 23,678 23,788 23,899 24,873	23,663 23,773 23,883 23,993 24,104 25,078	23,868 23,978 24,088 24,198 24,309 25,283	24,073 24,183 24,293 24,403 24,514 25,488	24,483 24,593 24,703 24,813 24,924 25,898
1 2 3 4 5 6 7	23,458 23,568 23,678 23,788 23,899 24,873 25,843	23,663 23,773 23,883 23,993 24,104 25,078 26,048	23,868 23,978 24,088 24,198 24,309 25,283 26,253	24,073 24,183 24,293 24,403 24,514 25,488 26,458	24,483 24,593 24,703 24,813 24,924 25,898 26,868
1 2 3 4 5 6 7 8	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838
1 2 3 4 5 6 7 8	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034
1 2 3 4 5 6 7 8 9	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193
1 2 3 4 5 6 7 8 9 10	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177
1 2 3 4 5 6 7 8 9 10 11 12	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152 31,085	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357 31,290	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562 31,495	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767 31,700	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177 32,110
1 2 3 4 5 6 7 8 9 10 11 12 13	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152 31,085 32,072	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357 31,290 32,277	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562 31,495 32,482	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767 31,700 32,687	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177 32,110 33,097

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE I-2

10 MONTH VAN DRIVERS

2014-2015

Step	NC	15	30	45	60
1	22,023	22,433	22,843	23,048	23,253
2	22,133	22,543	22,953	23,158	23,363
3	22,243	22,653	23,063	23,268	23,473
4	22,353	22,763	23,173	23,378	23,583
5	22,464	22,874	23,284	23,489	23,694
6	23,438	23,848	24,258	24,463	24,668
7	24,408	24,818	25,228	25,433	25,638
8	25,378	25,788	26,198	26,403	26,608
9	26,574	26,984	27,394	27,599	27,804
10	27,733	28,143	28,553	28,758	28,963
11	28,717	29,127	29,537	29,742	29,947
12	29,650	30,060	30,470	30,675	30,880
13	30,637	31,047	31,457	31,662	31,867
14	33,674	34,084	34,494	34,699	34,904
15	34,832	35,242	35,652	35,857	36,062
16	38,556	38,972	39,388	39,596	39,804
Step	75	90	105	120	Degree
Step 1	75 23,458	90 23,663	105 23,868	120 24,073	Degree 24,483
					-
1	23,458	23,663	23,868	24,073	24,483
1 2	23,458 23,568	23,663 23,773	23,868 23,978	24,073 24,183	24,483 24,593
1 2 3	23,458 23,568 23,678	23,663 23,773 23,883	23,868 23,978 24,088	24,073 24,183 24,293	24,483 24,593 24,703
1 2 3 4	23,458 23,568 23,678 23,788	23,663 23,773 23,883 23,993	23,868 23,978 24,088 24,198	24,073 24,183 24,293 24,403	24,483 24,593 24,703 24,813
1 2 3 4 5	23,458 23,568 23,678 23,788 23,899	23,663 23,773 23,883 23,993 24,104	23,868 23,978 24,088 24,198 24,309	24,073 24,183 24,293 24,403 24,514	24,483 24,593 24,703 24,813 24,924
1 2 3 4 5 6	23,458 23,568 23,678 23,788 23,899 24,873	23,663 23,773 23,883 23,993 24,104 25,078	23,868 23,978 24,088 24,198 24,309 25,283	24,073 24,183 24,293 24,403 24,514 25,488	24,483 24,593 24,703 24,813 24,924 25,898
1 2 3 4 5 6 7	23,458 23,568 23,678 23,788 23,899 24,873 25,843	23,663 23,773 23,883 23,993 24,104 25,078 26,048	23,868 23,978 24,088 24,198 24,309 25,283 26,253	24,073 24,183 24,293 24,403 24,514 25,488 26,458	24,483 24,593 24,703 24,813 24,924 25,898 26,868
1 2 3 4 5 6 7 8	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838
1 2 3 4 5 6 7 8	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034
1 2 3 4 5 6 7 8 9	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193
1 2 3 4 5 6 7 8 9 10	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177
1 2 3 4 5 6 7 8 9 10 11 12	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152 31,085	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357 31,290	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562 31,495	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767 31,700	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177 32,110
1 2 3 4 5 6 7 8 9 10 11 12 13	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152 31,085 32,072	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357 31,290 32,277	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562 31,495 32,482	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767 31,700 32,687	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177 32,110 33,097
1 2 3 4 5 6 7 8 9 10 11 12 13 14	23,458 23,568 23,678 23,788 23,899 24,873 25,843 26,813 28,009 29,168 30,152 31,085 32,072 35,109	23,663 23,773 23,883 23,993 24,104 25,078 26,048 27,018 28,214 29,373 30,357 31,290 32,277 35,314	23,868 23,978 24,088 24,198 24,309 25,283 26,253 27,223 28,419 29,578 30,562 31,495 32,482 35,519	24,073 24,183 24,293 24,403 24,514 25,488 26,458 27,428 28,624 29,783 30,767 31,700 32,687 35,724	24,483 24,593 24,703 24,813 24,924 25,898 26,868 27,838 29,034 30,193 31,177 32,110 33,097 36,134

Employees will remain on the same Step they were on in 2013-2014.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE I-3 12 MONTH VAN DRIVERS

2013-2014

Step		NC	15	30	45	60
1		24,663	25,073	25,483	25,688	25,893
2		24,773	25,183	25,593	25,798	26,003
3		24,884	25,294	25,704	25,909	26,114
4		24,993	25,403	25,813	26,018	26,223
5		25,104	25,514	25,924	26,129	26,334
6		26,080	26,490	26,900	27,105	27,310
7		27,052	27,462	27,872	28,077	28,282
8		28,020	28,430	28,840	29,045	29,250
9		29,242	29,652	30,062	30,267	30,472
10		30,420	30,830	31,240	31,445	31,650
11		31,406	31,816	32,226	32,431	32,636
12		32,637	33,047	33,457	33,662	33,867
13		33,948	34,358	34,768	34,973	35,178
14		37,581	37,991	38,401	38,606	38,811
15		38,937	39,347	39,757	39,962	40,167
16		42,443	42,853	43,263	43,468	43,673
Step		75	90	105	120	Degree
•	1	26,098	26,303	26,508	26,713	27,123
	2	26,208	26,413	26,618	26,823	27,233
	3	26,319	26,524	26,729	26,934	27,344
	4	26,428	26,633	26,838	27,043	27,453
	5	26,539	26,744	26,949	27,154	27,564
	6	27,515	27,720	27,925	28,130	28,540
	7	28,487	28,692	28,897	29,102	29,512
	8	29,455	29,660	29,865	30,070	30,480
	9	30677	30,882	31,087	31,292	31,702
	10	31,855	32,060	32,265	32,470	32,880
	11	32,841	33,046	33,251	33,456	33,866
	12	34,072	34,277	34,482	34,687	35,097
	13	35,383	35,588	35,793	35,998	36,408
	14	39,016	39,221	39,426	39,631	40,041
	15	40,372	40,577	40,782	40,987	41,397
	16	43,878	44,083	44,288	44,493	44,903

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE I-4

12 MONTH VAN DRIVERS

2014-2015

Step		NC	15	30	45	60
	1	24,663	25,073	25,483	25,688	25,893
	2	24,773	25,183	25,593	25,798	26,003
	3	24,884	25,294	25,704	25,909	26,114
	4	24,993	25,403	25,813	26,018	26,223
	5	25,104	25,514	25,924	26,129	26,334
	6	26,080	26,490	26,900	27,105	27,310
	7	27,052	27,462	27,872	28,077	28,282
	8	28,020	28,430	28,840	29,045	29,250
	9	29,242	29,652	30,062	30,267	30,472
	0	30,420	30,830	31,240	31,445	31,650
1		31,406	31,816	32,226	32,431	32,636
13		32,637	33,047	33,457	33,662	33,867
1.		33,948	34,358	34,768	34,973	35,178
14		37,581	37,991	38,401	38,606	38,811
1:		38,937	39,347	39,757	39,962	40,167
10	6	43,080	43,496	43,912	44,120	44,328
Step		75	90	105	120	Degree
	1	26,098	26,303	26,508	26,713	27,123
	2 3	26,208	26,413	26,618	26,823	27,233
	3	26,319	26,524	26,729	26,934	27,344
	4	26,428	26,633	26,838	27,043	27,453
	5	26,539	26,744	26,949	27,154	27,564
	6	27,515	27,720	27,925	28,130	28,540
	7	28,487	28,692	28,897	29,102	29,512
	8	29,455	29,660	29,865	30,070	30,480
	9	30677	30,882	31,087	31,292	31,702
	10	31,855	32,060	32,265	32,470	32,880
	11	32,841	33,046	33,251	33,456	33,866
	12	34,072	34,277	34,482	34,687	35,097
	13	35,383	35,588	35,793	35,998	36,408
	14	39,016	39,221	39,426	39,631	40,041
	15	40,372	40,577	40,782	40,987	41,397
	16	44,536	44,744	44,952	45,160	45,577

Employees will remain on the same Step they were on in 2013-2014.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE J-1
SCHOOL SECURITY OFFICER
2013-2014

Step	NC	15	30	45	60
1	23,129	23,539	23,949	24,154	24,359
2	23,239	23,649	24,059	24,264	24,469
3	23,349	23,759	24,169	24,374	24,579
4	23,459	23,869	24,279	24,484	24,689
5	23,570	23,980	24,390	24,595	24,800
6	24,317	24,727	25,137	25,342	25,547
7	25,121	25,531	25,941	26,146	26,351
8	25,926	26,336	26,746	26,951	27,156
9	26,681	27,091	27,501	27,706	27,911
10	27,438	27,848	28,258	28,463	28,668
11	28,946	29,356	29,766	29,971	30,176
12	31,226	31,636	32,046	32,251	32,456
13	34,053	34,463	34,873	35,078	35,283
14	35,231	35,641	36,051	36,256	36,461
15	38,395	38,805	39,215	39,420	39,625
Step	75	90	105	120	Degree
1	24,564	24,769	24,974	25,179	25,589
2 3	24,674	24,879	25,084	25,289	25,699
	24,784	24,989	25,194	25,399	25,809
4	24,894	25,099	25,304	25,509	25,919
5	25,005	25,210	25,415	25,620	26,030
6	25,752	25,957	26,162	26,367	26,777
7	26,556	26,761	26,966	27,171	27,581
8	27,361	27,566	27,771	27,976	28,386
9	28,116	28,321	28,526	28,731	29,141
10	28,873	29,078	29,283	29,488	29,898
11	30,381	30,586	30,791	30,996	31,406
12	32,661	32,866	33,071	33,276	33,686
13	35,488	35,693	35,898	36,103	36,513
14	36,666	36,871	37,076	37,281	37,691
15	39,830	40,035	40,240	40,445	40,885

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE J-2
SCHOOL SECURITY OFFICER
2014-2015

Step	NC	15	30	45	60
1	23,129	23,539	23,949	24,154	24,359
2	23,239	23,649	24,059	24,264	24,469
3	23,349	23,759	24,169	24,374	24,579
4	23,459	23,869	24,279	24,484	24,689
5	23,570	23,980	24,390	24,595	24,800
6	24,317	24,727	25,137	25,342	25,547
7	25,121	25,531	25,941	26,146	26,351
8	25,926	26,336	26,746	26,951	27,156
9	26,681	27,091	27,501	27,706	27,911
10	27,438	27,848	28,258	28,463	28,668
11	28,946	29,356	29,766	29,971	30,176
12	31,226	31,636	32,046	32,251	32,456
13	34,053	34,463	34,873	35,078	35,283
14	35,231	35,641	36,051	36,256	36,461
15	38,971	39,387	39,803	40,011	40,219
Step	75	90	105	120	Degree
1	24,564	24,769	24,974	25,179	25,589
	24,674	24,879	25,084	25,289	25,699
2 3	24,784	24,989	25,194	25,399	25,809
4	24,894	25,099	25,304	25,509	25,919
5	25,005	25,210	25,415	25,620	26,030
6	25,752	25,957	26,162	26,367	26,777
7	26,556	26,761	26,966	27,171	27,581
8	27,361	27,566	27,771	27,976	28,386
9	28,116	28,321	28,526	28,731	29,141
10	28,873	29,078	29,283	29,488	29,898
11	30,381	30,586	30,791	30,996	31,406
12	32,661	32,866	33,071	33,276	33,686
13	35,488	35,693	35,898	36,103	36,513
14	36,666	36,871	37,076	37,281	37,691
15	40,427	40,636	40,844	41,052	41,498

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE K-1
SPECIAL INVESTIGATORS/PROPERTY OFFICER

Stan	NC	16	20	4.7"	
Step 1		15	30	45	60
2	46,915 47,025	47,325	47,735	47,940	48,145
3		47,435	47,845	48,050	48,255
	47,135	47,545	47,955	48,160	48,365
4	47,245	47,655	48,065	48,270	48,475
5	47,356	47,766	48,176	48,381	48,586
6	48,377	48,787	49,197	49,402	49,607
7	49,399	49,809	50,219	50,424	50,629
8	50,418	50,828	51,238	51,443	51,648
9	51,440	51,850	52,260	52,465	52,670
10	52,462	52,872	53,282	53,487	53,692
11	53,482	53,892	54,302	54,507	54,712
12	55,827	56,237	56,647	56,852	57,057
13	58,108	58,518	58,928	59,133	59,338
14	63,248	63,668	64,078	64,283	64,488
Step	75	90	105	120	Degree
Step 1	75 48,350	90 48,555	105 48,760	120 48,965	Degree 49,375
Step 1 2					Degree 49,375 49,485
1	48,350	48,555	48,760	48,965	49,375 49,485
1 2	48,350 48,460	48,555 48,665	48,760 48,870	48,965 49,075	49,375 49,485 49,595
1 2 3	48,350 48,460 48,570	48,555 48,665 48,775	48,760 48,870 48,980	48,965 49,075 49,185 49,295	49,375 49,485 49,595 49,705
1 2 3 4	48,350 48,460 48,570 48,680	48,555 48,665 48,775 48,885	48,760 48,870 48,980 49,090	48,965 49,075 49,185 49,295 49,406	49,375 49,485 49,595 49,705 49,816
1 2 3 4 5	48,350 48,460 48,570 48,680 48,791	48,555 48,665 48,775 48,885 48,996	48,760 48,870 48,980 49,090 49,201 50,222	48,965 49,075 49,185 49,295 49,406 50,427	49,375 49,485 49,595 49,705 49,816 50,837
1 2 3 4 5 6	48,350 48,460 48,570 48,680 48,791 49,812	48,555 48,665 48,775 48,885 48,996 50,017	48,760 48,870 48,980 49,090 49,201 50,222 51,244	48,965 49,075 49,185 49,295 49,406 50,427 51,449	49,375 49,485 49,595 49,705 49,816 50,837 51,859
1 2 3 4 5 6 7	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878
1 2 3 4 5 6 7 8 9	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853 52,875	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058 53,080	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263 53,285	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468 53,490	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878 53,900
1 2 3 4 5 6 7 8	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853 52,875 53,897	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058 53,080 54,102	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263 53,285 54,307	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468 53,490 54,512	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878 53,900 54,922
1 2 3 4 5 6 7 8 9 10	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853 52,875 53,897 54,917	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058 53,080 54,102 55,122	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263 53,285 54,307 55,327	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468 53,490 54,512 55,532	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878 53,900 54,922 55,942
1 2 3 4 5 6 7 8 9 10 11	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853 52,875 53,897 54,917 57,262	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058 53,080 54,102 55,122 57,467	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263 53,285 54,307 55,327 57,672	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468 53,490 54,512 55,532 57,877	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878 53,900 54,922 55,942 58,287
1 2 3 4 5 6 7 8 9 10	48,350 48,460 48,570 48,680 48,791 49,812 50,834 51,853 52,875 53,897 54,917	48,555 48,665 48,775 48,885 48,996 50,017 51,039 52,058 53,080 54,102 55,122	48,760 48,870 48,980 49,090 49,201 50,222 51,244 52,263 53,285 54,307 55,327	48,965 49,075 49,185 49,295 49,406 50,427 51,449 52,468 53,490 54,512 55,532	49,375 49,485 49,595 49,705 49,816 50,837 51,859 52,878 53,900 54,922 55,942

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE K-2
SPECIAL INVESTIGATORS/PROPERTY OFFICER

<u>2014-2015</u>

1 46,915 47,325 47,735 47,940 48,145 2 47,025 47,435 47,845 48,050 48,255 3 47,135 47,545 47,955 48,160 48,365 4 47,245 47,655 48,065 48,270 48,475 5 47,356 47,766 48,176 48,381 48,586 6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455<						
2 47,025 47,435 47,845 48,050 48,255 3 47,135 47,545 47,955 48,160 48,365 4 47,245 47,655 48,065 48,270 48,475 5 47,356 47,766 48,176 48,381 48,586 6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree </td <td>Step</td> <td>NC</td> <td>15</td> <td>30</td> <td>45</td> <td>60</td>	Step	NC	15	30	45	60
3 47,135 47,545 47,955 48,160 48,365 4 47,245 47,655 48,065 48,270 48,475 5 47,356 47,766 48,176 48,381 48,586 6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 </td <td></td> <td></td> <td>47,325</td> <td></td> <td></td> <td>•</td>			47,325			•
4 47,245 47,655 48,065 48,270 48,475 5 47,356 47,766 48,176 48,381 48,586 6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 </td <td></td> <td>47,025</td> <td>47,435</td> <td>47,845</td> <td>48,050</td> <td>48,255</td>		47,025	47,435	47,845	48,050	48,255
5 47,356 47,766 48,176 48,381 48,586 6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,795 48,980 49,185 49,595	3	47,135	47,545	47,955	48,160	48,365
6 48,377 48,787 49,197 49,402 49,607 7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	4	47,245	47,655	48,065	48,270	48,475
7 49,399 49,809 50,219 50,424 50,629 8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 </td <td></td> <td>47,356</td> <td>47,766</td> <td>48,176</td> <td>48,381</td> <td>48,586</td>		47,356	47,766	48,176	48,381	48,586
8 50,418 50,828 51,238 51,443 51,648 9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837	6	48,377	48,787	49,197	49,402	49,607
9 51,440 51,850 52,260 52,465 52,670 10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	7	49,399	49,809	50,219	50,424	50,629
10 52,462 52,872 53,282 53,487 53,692 11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878	8	50,418	50,828	51,238	51,443	51,648
11 53,482 53,892 54,302 54,507 54,712 12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900<	9	51,440	51,850	52,260	52,465	52,670
12 55,827 56,237 56,647 56,852 57,057 13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 <td>10</td> <td>52,462</td> <td>52,872</td> <td>53,282</td> <td>53,487</td> <td>53,692</td>	10	52,462	52,872	53,282	53,487	53,692
13 58,108 58,518 58,928 59,133 59,338 14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942 <td>11</td> <td>53,482</td> <td>53,892</td> <td>54,302</td> <td>54,507</td> <td>54,712</td>	11	53,482	53,892	54,302	54,507	54,712
14 64,197 64,623 65,039 65,247 65,455 Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	12	55,827	56,237	56,647	56,852	57,057
Step 75 90 105 120 Degree 1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	13	58,108	58,518	58,928	59,133	59,338
1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	14	64,197	64,623	65,039	65,247	65,455
1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942						
1 48,350 48,555 48,760 48,965 49,375 2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942	Sten	75	90	105	120	Degree
2 48,460 48,665 48,870 49,075 49,485 3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942						
3 48,570 48,775 48,980 49,185 49,595 4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942		•			•	-
4 48,680 48,885 49,090 49,295 49,705 5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942				•	-	
5 48,791 48,996 49,201 49,406 49,816 6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942		-		•	•	-
6 49,812 50,017 50,222 50,427 50,837 7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942			•	•	•	•
7 50,834 51,039 51,244 51,449 51,859 8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942		·	•		-	-
8 51,853 52,058 52,263 52,468 52,878 9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942			•			•
9 52,875 53,080 53,285 53,490 53,900 10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942		•	•		•	
10 53,897 54,102 54,307 54,512 54,922 11 54,917 55,122 55,327 55,532 55,942			•			
11 54,917 55,122 55,327 55,532 55,942			•	•		
		-	· ·		•	-
14 31,404 31,701 31,014 31,013 36.261	12	57,262	57,467	57,672	57,877	58,287
13 59,543 59,748 59,953 60,158 60,658						
14 65,663 65,871 66,080 66,288 66,704		-	•	· · · · · · · · · · · · · · · · · · ·		•

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE L-1
WEB SITE TECHNICIAN

Step	NC	15	30	45	60
1	37,737	38,147	38,557	38,762	38,967
2	37,847	38,257	38,667	38,872	39,077
3	37,958	38,368	38,778	38,983	39,188
4	38,067	38,477	38,887	39,092	39,297
5	38,178	38,588	38,998	39,203	39,408
6	39,315	39,725	40,135	40,340	40,545
7	40,451	40,861	41,271	41,476	41,681
8	41,588	41,998	42,408	42,613	42,818
9	42,725	43,135	43,545	43,750	43,955
10	46,707	47,117	47,527	47,732	47,937
Step	75	90	105	120	Degree
1	39,172	39,377	39,582	39,787	40,197
2	39,282	39,487	39,692	39,897	40,307
3	39,393	39,598	39,803	40,008	40,418
4	39,502	39,707	39,912	40,117	40,527
5	39,613	39,818	40,023	40,228	40,638
6	40,750	40,955	41,160	41,365	41,775
7	41,886	42,091	42,296	42,501	42,911
8	43,023	43,228	•	43,638	44,048
9	44,160	44,365	44,570	44,775	45,185
10	48,142	48,347	48,552	48,757	49,167

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE L-2
WEB SITE TECHNICIAN
2014-2015

Step	NC	15	30	45	60
1	37,737	38,147	38,557	38,762	38,967
2	37,847	38,257	38,667	38,872	39,077
3	37,958	38,368	38,778	38,983	39,188
4	38,067	38,477	38,887	39,092	39,297
5	38,178	38,588	38,998	39,203	39,408
6	39,315	39,725	40,135	40,340	40,545
7	40,451	40,861	41,271	41,476	41,681
8	41,588	41,998	42,408	42,613	42,818
9	42,725	43,135	43,545	43,750	43,955
10	47,407	47,824	48,240	48,448	48,656
Step	75	90	105	120	Degree
1	39,172	39,377	39,582	39,787	40,197
2	39,282	39,487	39,692	39,897	40,307
3	39,393	39,598	39,803	40,008	40,418
4	39,502	39,707	39,912	40,117	40,527
5	39,613	39,818	40,023	40,228	40,638
6	40,750	40,955	41,160	41,365	41,775
7	41,886	42,091	42,296	42,501	42,911
8	43,023	43,228	43,433	43,638	44,048
9	44,160	44,365	44,570	44,775	45,185
10	48,864	49,072	49,280	49,488	49,905

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-9 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

GROUP I:

Head Clerks; Payroll; Purchasing (12 months)

GROUP II A -

Statistical Clerk; Accounting Clerk; Billing (12 months)

GROUP II B:

Secretaries to: Directors; Coordinators; High School Principals; Middle School Principals and Elementary Principals (12 months)

GROUP III:

Clerks (12 months): Superintendent's Office; Business Office; Accounting; Special Services; Typist; Records; Payroll; Reproduction; Data Entry; Bookkeeper; Purchasing; Switchboard Operator; Sub-Teacher; Keypunch Operators; Satellite Bookkeeper (12 months); K-8

GROUP IV:

Clerks (10 months); Elementary Clerks; Library Clerks (10 months) K-8

GROUP V:

Clerical Aides (10 months)

SALARY GUIDE M-1

GROUP I

2013-2014

Step	NC	15	30	45	60
1	20,078	28,488	28,898	29,103	29,308
2	28,188	28,598	29,008	29,213	29,418
3	28,298	28,708	29,118	29,323	29,528
4	28,409	28,819	29,229	29,434	29,639
5	28,518	28,928	29,338	29,543	29,748
6	29,876	30,286	30,696	30,901	31,106
7	31,247	31,657	32,067	32,272	32,477
8	32,850	33,260	33,670	33,875	34,080
9	34,638	35,048	35,458	35,663	35,868
10	36,549	36,959	37,369	37,574	37,779
11	38,464	38,874	39,284	39,489	39,694
12	40,525	40,935	41,345	41,550	41,755
13	43,717	44,127	44,537	44,742	44,947
14	45,222	45,632	46,042	46,247	46,452
15	46,964	47,374	47,784	48,194	48,604
16	51,160	51,570	51,980	52,390	52,800
Step	75	90	105	120	Degree
1	29,513	29,718	29,923	30,128	30,538
2	29,623	29,828	30,033	30,238	30,648
2 3	29,623 29,733	-	-	•	30,648 30,758
		29,828	30,033	30,238	
3	29,733	29,828 29,938	30,033 30,143	30,238 30,348	30,758
3 4	29,733 29,844	29,828 29,938 30,049	30,033 30,143 30,254	30,238 30,348 30,459	30,758 30,869
3 4 5 6 7	29,733 29,844 29,953	29,828 29,938 30,049 30,158	30,033 30,143 30,254 30,363	30,238 30,348 30,459 30,568	30,758 30,869 30,978
3 4 5 6	29,733 29,844 29,953 31,311	29,828 29,938 30,049 30,158 31,516	30,033 30,143 30,254 30,363 31,721	30,238 30,348 30,459 30,568 31,926	30,758 30,869 30,978 32,336
3 4 5 6 7	29,733 29,844 29,953 31,311 32,682	29,828 29,938 30,049 30,158 31,516 32,887	30,033 30,143 30,254 30,363 31,721 33,092	30,238 30,348 30,459 30,568 31,926 33,297	30,758 30,869 30,978 32,336 33,707
3 4 5 6 7 8	29,733 29,844 29,953 31,311 32,682 34,285	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278 38,189	30,033 30,143 30,254 30,363 31,721 33,092 34,695	30,238 30,348 30,459 30,568 31,926 33,297 34,900	30,758 30,869 30,978 32,336 33,707 35,310
3 4 5 6 7 8 9	29,733 29,844 29,953 31,311 32,682 34,285 36,073	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278	30,033 30,143 30,254 30,363 31,721 33,092 34,695 36,483	30,238 30,348 30,459 30,568 31,926 33,297 34,900 36,688	30,758 30,869 30,978 32,336 33,707 35,310 37,098
3 4 5 6 7 8 9 10 11 12	29,733 29,844 29,953 31,311 32,682 34,285 36,073 37,984 39,899 41,960	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278 38,189 40,104 42,165	30,033 30,143 30,254 30,363 31,721 33,092 34,695 36,483 38,394	30,238 30,348 30,459 30,568 31,926 33,297 34,900 36,688 38,599	30,758 30,869 30,978 32,336 33,707 35,310 37,098 39,009
3 4 5 6 7 8 9 10 11	29,733 29,844 29,953 31,311 32,682 34,285 36,073 37,984 39,899	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278 38,189 40,104	30,033 30,143 30,254 30,363 31,721 33,092 34,695 36,483 38,394 40,309	30,238 30,348 30,459 30,568 31,926 33,297 34,900 36,688 38,599 40,514	30,758 30,869 30,978 32,336 33,707 35,310 37,098 39,009 40,924
3 4 5 6 7 8 9 10 11 12 13 14	29,733 29,844 29,953 31,311 32,682 34,285 36,073 37,984 39,899 41,960 45,152 46,657	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278 38,189 40,104 42,165 45,357 46,862	30,033 30,143 30,254 30,363 31,721 33,092 34,695 36,483 38,394 40,309 42,370	30,238 30,348 30,459 30,568 31,926 33,297 34,900 36,688 38,599 40,514 42,575 45,767 47,272	30,758 30,869 30,978 32,336 33,707 35,310 37,098 39,009 40,924 42,985
3 4 5 6 7 8 9 10 11 12 13	29,733 29,844 29,953 31,311 32,682 34,285 36,073 37,984 39,899 41,960 45,152	29,828 29,938 30,049 30,158 31,516 32,887 34,490 36,278 38,189 40,104 42,165 45,357	30,033 30,143 30,254 30,363 31,721 33,092 34,695 36,483 38,394 40,309 42,370 45,562	30,238 30,348 30,459 30,568 31,926 33,297 34,900 36,688 38,599 40,514 42,575 45,767	30,758 30,869 30,978 32,336 33,707 35,310 37,098 39,009 40,924 42,985 46,177

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE M-2

GROUP I

2014-2015

Stan	NC	1.5	20	4.5	
Step 1		15	30	45	60
	20,078	28,488	28,898	29,103	29,308
2	28,188	28,598	29,008	29,213	29,418
3	28,298	28,708	29,118	29,323	29,528
4	28,409	28,819	29,229	29,434	29,639
5	28,518	28,928	29,338	29,543	29,748
6	29,876	30,286	30,696	30,901	31,106
7	31,247	31,657	32,067	32,272	32,477
8	32,850	33,260	33,670	33,875	34,080
9	34,638	35,048	35,458	35,663	35,868
10	36,549	36,959	37,369	37,574	37,779
11	38,464	38,874	39,284	39,489	39,694
12	40,525	40,935	41,345	41,550	41,755
13	43,717	44,127	44,537	44,742	44,947
14	45,222	45,632	46,042	46,247	46,452
15	46,964	47,374	47,784	48,194	48,604
16	51,927	52,344	52,760	53,176	53,592
Step	75	90	105	120	Degree
1	29,513	29,718	29,923	30,128	30,538
2	29,623	29,828	30,033	30,238	30,648
3	29,733	29,938	30,143	30,348	30,758
4	29,844	30,049	30,254	30,459	30,869
5	29,953	30,158	30,363	30,568	30,978
6	31,311	31,516	31,721	31,926	32,336
7	32,682	32,887	33,092	33,297	33,707
8	34,285	34,490	34,695	34,900	35,310
9	36,073	36,278	36,483	36,688	37,098
10	37,984	38,189	38,394	38,599	39,009
11	39,899	40,104	40,309	40,514	40,924
12	41,960	42,165	42,370	42,575	42,985
13	45,152	45,357	45,562	45,767	46,177
14	46,657	46,862	47,067	47,272	47,682
15	49,014	49,424	49,834	50,244	50,654
16	54,008	54,059	54,840	55,257	55,673
10	J 1,000	0.,000	2 1,010	T V mag v I	~~,013

Employees will remain on the same Step they were on in 2013-2014.

SALARY GUIDE N-1

GROUP II A

2013-2014

Step	NC	15	30	45	60
1	26,864	27,274	27,684	27,889	28,094
2	26,974	27,384	27,794	27,999	28,204
3	27,084	27,494	27,904	28,109	28,314
4	27,194	27,604	28,014	28,219	28,424
5	27,305	27,715	28,125	28,330	28,535
6	28,662	29,072	29,482	29,687	29,892
7	30,033	30,443	30,853	31,058	31,263
8	31,634	32,044	32,454	32,659	32,864
9	33,423	33,833	34,243	34,448	34,653
10	35,335	35,745	36,155	36,360	36,565
11	37,249	37,659	38,069	38,274	38,479
12	39,312	39,722	40,132	40,337	40,542
13	42,502	42,912	43,322	43,527	43,732
14	44,007	44,417	44,827	45,032	45,237
15	45;668	46,098	46,508	46,713	46,918
16	49,774	50,184	50,594.00	50,799	51,004
Step	75	90	105	120	Degree
1	28,299	28,504	28,709	28,914	29,324
2	28,409	28,614	28,819	29,024	29,434
3	28,519	28,724	28,929	29,134	29,544
4	28,629	28,834	29,039	29,244	29,654
5	28,740	28,945	29,150	29,355	29,765
6	30,097	30,302	30,507	30,712	31,122
7	31,468	31,673	31,878	32,083	32,493
8	33,069	33,274	33,479	33,684	34,094
9	34,858	35,063	35,268	35,473	35,883
10	36,770	36,975	37,180	37,385	37,795
11	38,684	38,889	39,094	39,299	39,709
12	40,747	40,952	41,157	41,362	41,772
13	43,937	44,142	44,347	44,552	44,962
14	45,442	45,647	45,852	46,057	46,467
15	47,123	47,328	47,533	47,738	48,148
16	51,209	51,414	51,619	51,824	52,234

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE N-2

GROUP II A

2014-2015

Step	NC	15	30	45	60
1	26,864	27,274	27,684	27,889	28,094
2	26,974	27,384	27,794	27,999	28,204
3	27,084	27,494	27,904	28,109	28,314
4	27,194	27,604	28,014	28,219	28,424
5	27,305	27,715	28,125	28,330	28,535
6	28,662	29,072	29,482	29,687	29,892
7	30,033	30,443	30,853	31,058	31,263
8	31,634	32,044	32,454	32,659	32,864
9	33,423	33,833	34,243	34,448	34,653
10	35,335	35,745	36,155	36,360	36,565
11	37,249	37,659	38,069	38,274	38,479
12	39,312	39,722	40,132	40,337	40,542
13	42,502	42,912	43,322	43,527	43,732
14	44,007	44,417	44,827	45,032	45,237
15	45;668	46,098	46,508	46,713	46,918
16	50,521	50,937	51,353	51,561	51,769
Step	75	90	105	120	Degree
1	28,299	28,504	28,709	28,914	29,324
•	•			00.004	
2	28,409	28,614	28,819	29,024	29,434
3	28,409 28,519	28,614 28,724	28,819 28,929	29,024 29,134	29,434 29,544
3 4	,	•	*	•	29,544
3 4 5	28,519	28,724	28,929	29,134	
3 4	28,519 28,629	28,724 28,834	28,929 29,039	29,134 29,244	29,544 29,654
3 4 5 6 7	28,519 28,629 28,740	28,724 28,834 28,945	28,929 29,039 29,150	29,134 29,244 29,355	29,544 29,654 29,765
3 4 5 6 7 8	28,519 28,629 28,740 30,097	28,724 28,834 28,945 30,302	28,929 29,039 29,150 30,507	29,134 29,244 29,355 30,712	29,544 29,654 29,765 31,122
3 4 5 6 7	28,519 28,629 28,740 30,097 31,468	28,724 28,834 28,945 30,302 31,673	28,929 29,039 29,150 30,507 31,878	29,134 29,244 29,355 30,712 32,083	29,544 29,654 29,765 31,122 32,493
3 4 5 6 7 8	28,519 28,629 28,740 30,097 31,468 33,069	28,724 28,834 28,945 30,302 31,673 33,274	28,929 29,039 29,150 30,507 31,878 33,479	29,134 29,244 29,355 30,712 32,083 33,684	29,544 29,654 29,765 31,122 32,493 34,094
3 4 5 6 7 8 9	28,519 28,629 28,740 30,097 31,468 33,069 34,858	28,724 28,834 28,945 30,302 31,673 33,274 35,063	28,929 29,039 29,150 30,507 31,878 33,479 35,268	29,134 29,244 29,355 30,712 32,083 33,684 35,473	29,544 29,654 29,765 31,122 32,493 34,094 35,883
3 4 5 6 7 8 9	28,519 28,629 28,740 30,097 31,468 33,069 34,858 36,770	28,724 28,834 28,945 30,302 31,673 33,274 35,063 36,975	28,929 29,039 29,150 30,507 31,878 33,479 35,268 37,180	29,134 29,244 29,355 30,712 32,083 33,684 35,473 37,385 39,299 41,362	29,544 29,654 29,765 31,122 32,493 34,094 35,883 37,795
3 4 5 6 7 8 9 10	28,519 28,629 28,740 30,097 31,468 33,069 34,858 36,770 38,684	28,724 28,834 28,945 30,302 31,673 33,274 35,063 36,975 38,889	28,929 29,039 29,150 30,507 31,878 33,479 35,268 37,180 39,094	29,134 29,244 29,355 30,712 32,083 33,684 35,473 37,385 39,299	29,544 29,654 29,765 31,122 32,493 34,094 35,883 37,795 39,709
3 4 5 6 7 8 9 10 11 12 13 14	28,519 28,629 28,740 30,097 31,468 33,069 34,858 36,770 38,684 40,747 43,937 45,442	28,724 28,834 28,945 30,302 31,673 33,274 35,063 36,975 38,889 40,952	28,929 29,039 29,150 30,507 31,878 33,479 35,268 37,180 39,094 41,157	29,134 29,244 29,355 30,712 32,083 33,684 35,473 37,385 39,299 41,362	29,544 29,654 29,765 31,122 32,493 34,094 35,883 37,795 39,709 41,772
3 4 5 6 7 8 9 10 11 12 13	28,519 28,629 28,740 30,097 31,468 33,069 34,858 36,770 38,684 40,747 43,937	28,724 28,834 28,945 30,302 31,673 33,274 35,063 36,975 38,889 40,952 44,142	28,929 29,039 29,150 30,507 31,878 33,479 35,268 37,180 39,094 41,157 44,347	29,134 29,244 29,355 30,712 32,083 33,684 35,473 37,385 39,299 41,362 44,552	29,544 29,654 29,765 31,122 32,493 34,094 35,883 37,795 39,709 41,772 44,962

Employees will remain on the same Step they were on in 2013-2014.

SALARY GUIDE 0-1

GROUP II B

2013-2014

Step	NC	15	30	45	60
1	24,912	25,322	25,732	25,937	26,142
2	25,022	25,432	25,842	26,047	26,252
3	25,133	25,543	25,953	26,158	26,363
4	25,242	25,652	26,062	26,267	26,472
5	25,353	25,763	26,173	26,378	26,583
6	26,712	27,122	27,532	27,737	27,942
7	28,161	28,571	28,981	29,186	29,391
8	29,769	30,179	30,589	30,794	30,999
9	31,679	32,089	32,499	32,704	32,909
10	33,607	34,017	34,427	34,632	34,837
11	35,472	35,882	36,292	36,497	36,702
12	37,596	38,006	38,416	38,621	38,826
13	40,360	40,770	41,180	41,385	41,590
14	42,173	42,583	42,993	43,198	43,403
15	43,761	44,171	44,5.81	44,786	44,991
16	47,682	48,092	48,502	48,912	49,322
	·	•			
Step	75	90	105	120	Degree
	15	70	100	120	1000
1	26,347	26,552		26,962	27,372
1			26,757 26,867		
	26,347	26,552	26,757	26,962	27,372
1 2	26,347 26,457	26,552 26,662	26,757 26,867	26,962 27,072	27,372 27,482
1 2 3	26,347 26,457 26,568	26,552 26,662 26,773	26,757 26,867 26,978	26,962 27,072 27,183	27,372 27,482 27,593
1 2 3 4	26,347 26,457 26,568 26,677	26,552 26,662 26,773 26,882	26,757 26,867 26,978 27,087	26,962 27,072 27,183 27,292	27,372 27,482 27,593 27,702
1 2 3 4 5	26,347 26,457 26,568 26,677 26,788	26,552 26,662 26,773 26,882 26,993	26,757 26,867 26,978 27,087 27,198	26,962 27,072 27,183 27,292 27,403	27,372 27,482 27,593 27,702 27,813
1 2 3 4 5 6	26,347 26,457 26,568 26,677 26,788 28,147	26,552 26,662 26,773 26,882 26,993 28,352	26,757 26,867 26,978 27,087 27,198 28,557	26,962 27,072 27,183 27,292 27,403 28,762	27,372 27,482 27,593 27,702 27,813 29,172
1 2 3 4 5 6 7	26,347 26,457 26,568 26,677 26,788 28,147 29,596	26,552 26,662 26,773 26,882 26,993 28,352 29,801	26,757 26,867 26,978 27,087 27,198 28,557 30,006	26,962 27,072 27,183 27,292 27,403 28,762 30,211	27,372 27,482 27,593 27,702 27,813 29,172 30,621
1 2 3 4 5 6 7 8	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229
1 2 3 4 5 6 7 8	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139
1 2 3 4 5 6 7 8 9	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067
1 2 3 4 5 6 7 8 9 10	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932
1 2 3 4 5 6 7 8 9 10 11	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056
1 2 3 4 5 6 7 8 9 10 11 12 13	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031 41,795	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236 42,000	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441 42,205 44,018	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646 42,410	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056 42,820
1 2 3 4 5 6 7 8 9 10 11 12 13 14	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031 41,795 43,608	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236 42,000 43,813	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441 42,205	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646 42,410 44,223	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056 42,820 44,633

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE 0-2

GROUP II B

2014-2015

Step	NC	15	30	45	60
1	24,912	25,322	25,732	25,937	26,142
2	25,022	25,432	25,842	26,047	26,252
3	25,133	25,543	25,953	26,158	26,363
4	25,242	25,652	26,062	26,267	26,472
5	25,353	25,763	26,173	26,378	26,583
6	26,712	27,122	27,532	27,737	27,942
7	28,161	28,571	28,981	29,186	29,391
8	29,769	30,179	30,589	30,794	30,999
9	31,679	32,089	32,499	32,704	32,909
10	33,607	34,017	34,427	34,632	34,837
11	35,472	35,882	36,292	36,497	36,702
12	37,596	38,006	38,416	38,621	38,826
13	40,360	40,770	41,180	41,385	41,590
14	42,173	42,583	42,993	43,198	43,403
15	43,761	44,171	44,5.81	44,786	44,991
16	48,397	48,813	49,230	49,646	50,062
	•	,	•		
Step	75	90	105	120	Degree
Step	75 26,347	90 26,552	105 26,757		Degree 27,372
1	26,347	26,552	26,757	26,962	27,372
1 2	26,347 26,457	26,552 26,662	26,757 26,867		
1 2 3	26,347 26,457 26,568	26,552	26,757 26,867 26,978	26,962 27,072	27,372 27,482
1 2 3 4	26,347 26,457 26,568 26,677	26,552 26,662 26,773	26,757 26,867 26,978 27,087	26,962 27,072 27,183	27,372 27,482 27,593
1 2 3 4 5	26,347 26,457 26,568 26,677 26,788	26,552 26,662 26,773 26,882	26,757 26,867 26,978 27,087 27,198	26,962 27,072 27,183 27,292	27,372 27,482 27,593 27,702
1 2 3 4 5 6	26,347 26,457 26,568 26,677 26,788 28,147	26,552 26,662 26,773 26,882 26,993	26,757 26,867 26,978 27,087 27,198	26,962 27,072 27,183 27,292 27,403	27,372 27,482 27,593 27,702 27,813
1 2 3 4 5 6 7	26,347 26,457 26,568 26,677 26,788	26,552 26,662 26,773 26,882 26,993 28,352	26,757 26,867 26,978 27,087 27,198 28,557 30,006	26,962 27,072 27,183 27,292 27,403 28,762	27,372 27,482 27,593 27,702 27,813 29,172
1 2 3 4 5 6 7 8	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204	26,552 26,662 26,773 26,882 26,993 28,352 29,801	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614	26,962 27,072 27,183 27,292 27,403 28,762 30,211	27,372 27,482 27,593 27,702 27,813 29,172 30,621
1 2 3 4 5 6 7 8	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229
1 2 3 4 5 6 7 8 9	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139
1 2 3 4 5 6 7 8 9 10	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067
1 2 3 4 5 6 7 8 9	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932
1 2 3 4 5 6 7 8 9 10 11 12	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441 42,205	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056
1 2 3 4 5 6 7 8 9 10 11 12 13	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031 41,795	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236 42,000	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441 42,205 44,018	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646 42,410	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056 42,820 44,633 47,451
1 2 3 4 5 6 7 8 9 10 11 12 13 14	26,347 26,457 26,568 26,677 26,788 28,147 29,596 31,204 33,114 35,042 36,907 39,031 41,795 43,608	26,552 26,662 26,773 26,882 26,993 28,352 29,801 31,409 33,319 35,247 37,112 39,236 42,000 43,813	26,757 26,867 26,978 27,087 27,198 28,557 30,006 31,614 33,524 35,452 37,317 39,441 42,205 44,018 46,631	26,962 27,072 27,183 27,292 27,403 28,762 30,211 31,819 33,729 35,657 37,522 39,646 42,410 44,223	27,372 27,482 27,593 27,702 27,813 29,172 30,621 32,229 34,139 36,067 37,932 40,056 42,820 44,633

Employees will remain on the same Step they were on in 2013-2014.

SALARY GUIDE P-1

GROUP III

2013-2014

Step	NC	15	30	45	C 0
1	24,609	25,019	25,429	25,634	60
2	24,720	25,130	25,540	25,745	25,839
3	24,829	25,239	25,649	25,743	25,950
4	24,940	25,350	25,760	25,965	26,059
5	25,050	25,460	25,870	26,075	26,170
6	26,408	26,818	27,228	27,433	26,280
7	27,799	28,209	28,619	28,824	27,638
8	29,401	29,811	30,221	30,426	29,029
9	31,251	31,661	32,071	32,276	30,631
10	33,165	33,575	33,985	34,190	32,481
11	35,099	35,509	35,919	36,124	34,395
12	38,612	39,022	39,432	39,637	36,329
13	39,418	39,828	40,238	40,443	39,842
14	41,320	41,730	42,140	42,345	40,648
15	42,864	43,274	43,684	44,094	42,550
16	46,708	47,118	47,528	47,938	44,504
	•		17,320	47,536	48,348
Step	75	90	105	120	D
1	26,044	26,249	26,454	26,659	Degree
2	26,155	26,360	26,565	26,770	27,069
3	26,264	26,469	26,674	26,879	27,180
4	26,375	26,580	26,785	•	27,289
5	26,485	26,690	26,895	26,990	27,400
6	27,843	28,048	28,253	27,100	27,510
7	29,234	29,439	29,644	28,458	28,868
8	30,836	31,041	31,246	29,849	30,259
9	32,686	32,891	33,096	31,451	31,861
10	34,600	34,805	35,010	33,301	33,711
11	36,534	36,739	36,944	35,215	35,625
12	40,047	40,252	-	37,149	37,559
13	40,853	41,058	40,457	40,662	41,072
14	42,755	42,960	41,263	41,468	41,878
15	44,914	45,324	43,165	43,370	43,780
16	47,409	49,168	45,734	46,144	46,554
- •	11,707	77,100	49,578	49,988	50,398

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE P-2

GROUP III

2014-2015

				A CONTRACTOR OF THE PROPERTY O	
Step	NC	15	30	45	60
1	24,609	9 25,019	25,429	25,634	25,839
2	24,72	0 25,130	25,540	25,745	25,950
3	24,829	9 25,239	25,649	25,854	26,059
4	24,940	0 25,350	25,760	25,965	26,170
5	25,050	25,460	25,870	26,075	26,280
6	26,40		27,228	27,433	27,638
7	27,799		28,619	28,824	29,029
8	29,401	29,811	30,221	30,426	30,631
9	31,25	31,661	32,071	32,276	32,481
10	33,165	33,575	33,985	34,190	34,395
1 I	35,099		35,919	36,124	36,329
12	38,612	39,022	39,432	39,637	39,842
13	39,418	39,828	40,238	40,443	40,648
14	41,320	41,730	42,140	42,345	42,550
15	42,864		43,684	44,094	44,504
16	47,709	47,825	48,240	48,657	49,073
				•	,,,,,
Step	75	90	105	120	D
1	26,044	26,249	26,454	26,659	Degree
2	26,155	26,360	26,565	26,770	27,069
3	26,264	26,469	26,674	26,879	27,180
4	26,375	26,580	26,785	26,990	27,289
5	26,485	26,690	26,895	27,100	27,400
6	27,843	28,048	28,253	28,458	27,510
7	29,234	29,439	29,644	29,849	28,868 30,259
8	30,836	31,041	31,246	31,451	•
9	32,686	32,891	33,096	33,301	31,861
10	34,600	34,805	35,010	35,215	33,711
11	36,534	36,739	36,944	37,149	35,625
12	40,047	40,252	40,457	40,662	37,559
13	40,853	41,058	41,263	41,468	41,072
14	42,755	42,960	43,165	43,370	41,878
15	44,914	45,324	45,734	46,144	43,780 46,554
16	49,489	49,906	50,322	50,738	40,334 51,154
		•		20,730	JI,1J4

Employees will remain on the same Step they were on in 2013-2014.

SALARY GUIDE Q-1
GROUP IV
2013-2014

Step	NC	15	30	45	60
1	19,281	19,691	20,101	20,306	20,511
2	19,392	19,802	20,212	20,417	20,622
3	19,501	19,911	20,321	20,526	20,731
4	19,611	20,021	20,431	20,636	20,841
5	19,722	20,132	20,542	20,747	20,952
6	20,340	20,750	21,160	21,365	21,570
7	20,951	21,361	21,771	21,976	22,181
8	21,538	21,948	22,358	22,563	22,768
9	22,518	22,928	23,338	23,543	23,748
10	23,508	23,918	24,328	24,533	24,738
11	24,575	24,985	25,395	25,600	25,805
12	25,942	26,352	26,762	26,967	27,172
13	28,907	29,317	29,727	29,932	30,137
14	34,290	34,700	35,110	35,315	35,520
15	35,480	35,890	36,300	36,710	37,120
16	38,689	39,099	39,509	39,919	40,329
Step	75	90	105	120	Degree
Step 1	75 20,716	90 20,921	105 21,126	120 21,331	Degree 21,741
•					
1	20,716	20,921	21,126	21,331	21,741
1 2 3 4	20,716 20,827	20,921 21,032	21,126 21,237	21,331 21,442	21,741 21,852
1 2 3	20,716 20,827 20,936	20,921 21,032 21,141	21,126 21,237 21,346	21,331 21,442 21,551	21,741 21,852 21,961
1 2 3 4 5 6	20,716 20,827 20,936 21,046	20,921 21,032 21,141 21,251	21,126 21,237 21,346 21,456	21,331 21,442 21,551 21,661	21,741 21,852 21,961 22,071
1 2 3 4 5 6 7	20,716 20,827 20,936 21,046 21,157 21,775 22,386	20,921 21,032 21,141 21,251 21,362 21,980 22,591	21,126 21,237 21,346 21,456 21,567 22,185 22,796	21,331 21,442 21,551 21,661 21,772 22,390 23,001	21,741 21,852 21,961 22,071 22,182
1 2 3 4 5 6 7 8	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973	20,921 21,032 21,141 21,251 21,362 21,980	21,126 21,237 21,346 21,456 21,567 22,185	21,331 21,442 21,551 21,661 21,772 22,390	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998
1 2 3 4 5 6 7	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158	21,126 21,237 21,346 21,456 21,567 22,185 22,796	21,331 21,442 21,551 21,661 21,772 22,390 23,001	21,741 21,852 21,961 22,071 22,182 22,800 23,411
1 2 3 4 5 6 7 8 9	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968
1 2 3 4 5 6 7 8	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978
1 2 3 4 5 6 7 8 9 10 11	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010 27,377	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215 27,582	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353 26,420 27,787	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558 26,625 27,992	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968
1 2 3 4 5 6 7 8 9 10 11 12 13	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010 27,377 30,342	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215 27,582 30,547	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353 26,420 27,787 30,752	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558 26,625 27,992 30,957	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968 27,035 28,402 31,367
1 2 3 4 5 6 7 8 9 10 11 12 13 14	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010 27,377 30,342 35,725	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215 27,582 30,547 35,930	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353 26,420 27,787 30,752 36,135	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558 26,625 27,992 30,957 36,340	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968 27,035 28,402 31,367 36,750
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010 27,377 30,342 35,725 37,530	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215 27,582 30,547 35,930 37,940	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353 26,420 27,787 30,752 36,135 38,350	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558 26,625 27,992 30,957 36,340 38,760	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968 27,035 28,402 31,367 36,750 39,170
1 2 3 4 5 6 7 8 9 10 11 12 13 14	20,716 20,827 20,936 21,046 21,157 21,775 22,386 22,973 23,953 24,943 26,010 27,377 30,342 35,725	20,921 21,032 21,141 21,251 21,362 21,980 22,591 23,178 24,158 25,148 26,215 27,582 30,547 35,930	21,126 21,237 21,346 21,456 21,567 22,185 22,796 23,383 24,363 25,353 26,420 27,787 30,752 36,135	21,331 21,442 21,551 21,661 21,772 22,390 23,001 23,588 24,568 25,558 26,625 27,992 30,957 36,340	21,741 21,852 21,961 22,071 22,182 22,800 23,411 23,998 24,978 25,968 27,035 28,402 31,367 36,750

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE Q-2 GROUP IV

<u>2014-2015</u>

Step	NC	15	30	45	60
1	19,281	19,691	20,101	20,306	20,511
2	19,392	19,802	20,212	20,417	20,622
3	19,501	19,911	20,321	20,526	20,731
4	19,611	20,021	20,431	20,636	20,731
5	19,722	20,132	20,542	20,747	20,952
6	20,340	20,750	21,160	21,365	21,570
7	20,951	21,361	21,771	21,976	22,181
8	21,538	21,948	22,358	22,563	22,768
9	22,518	22,928	23,338	23,543	23,748
10	23,508	23,918	24,328	24,533	24,738
11	24,575	24,985	25,395	25,600	25,805
12	25,942	26,352	26,762	26,967	27,172
13	28,907	29,317	29,727	29,932	30,137
14	34,290	34,700	35,110	35,315	35,520
15	35,480	35,890	36,300	36,710	37,120
16	39,269	39,685	40,102	40,518	40,934
			,	•	, , , , , ,
Step	75	90	105	120	Degree
1	20,716	20,921	21,126	21,331	21,741
2	20,827	21,032	21,237	21,442	21,852
3	20,936	21,141	21,346	21,551	21,961
4	21,046	21,251	21,456	21,661	22,071
5	21,157	21,362	21,567	21,772	22,182
6	21,775	21,980	22,185	22,390	22,800
7	22,386	22,591	22,796	23,001	23,411
8	22,973	23,178	23,383	23,588	23,998
9	23,953	24,158	24,363	24,568	24,978
10	24,943	25,148	25,353	25,558	25,968
11	26,010	26,215	26,420	26,625	27,035
12	27,377	27,582	27,787	27,992	28,402
13	30,342	30,547	30,752	30,957	31,367
14	35,725	35,930	36,135	36,340	36,750
15	37,530	37,940	38,350	38,760	39,170
16	41,350	41,766	42,182	42,599	43,015

Employees will remain on the same Step they were on in 2013-2014.

SALARY GUIDE R-1

GROUP V

2013-2014

Step	NC	15	30	45	60
1	17,437	17,847	18,257	18,462	18,667
2	17,548	17,958	18,368	18,573	18,778
3	17,657	18,067	18,477	18,682	18,887
4	17,768	18,178	18,588	18,793	18,998
5	17,878	18,288	18,698	18,903	19,108
6	18,238	18,648	19,058	19,263	19,108
7	19,028	19,438	19,848	20,-053	20,258
8	19,894	20,304	20,714	20,919	20,238
9	20,554	20,964	21,374	21,579	21,784
10	21,202	21,612	22,022	22,227	22,432
11	22,406	22,816	23,226	23,431	23,636
12	23,617	24,027	24,437	24,642	24,847
13	26,172	26,582	26,992	27,197	27,402
14	26,951	27,361	27,771	27,976	28,181
15	29,428	29,838	30,248	30,453	30,658
		ŕ		50,155	50,050
Step	75	90	105	120	Degree
1	18,872	19,077	19,282	19,487	19,897
2	18,983	19,188	19,393	19,598	20,008
3	19,092	19,297	19,502	19,707	20,008
4	19,203	19,408	19,613	19,818	20,228
5	19,313	19,518	19,723	19,928	20,338
6	19,673	19,878	20,083	20,288	20,698
7	20,463	20,668	20,873	21,078	21,488
8	21,329	21,534	21,739	21,944	22,354
9	21,989	22,194	22,399	22,604	23,014
10	22,637	22,842	23,047	23,252	23,662
11	23,841	24,046	24,251	24,456	24,866
12	25,052	25,257	25,462	25,667	26,077
13	27,607	27,812	28,017	28,222	28,632
14	28,386	28,591	28,796	29,001	29,411
15	30,863	31,068	31,273	31,478	31,888
			-		,

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE S-2 FOOD SERVICE

					WICE	
	Step	Mo		2014-201	15	
	1	NC	5			
	$\frac{2}{3}$ $\frac{1}{1}$			30		
	3 1	7,461	7,760	10 100	45	•
	4 17	7,570	7,871	18,170		,375 60
	5 17	,681 17	980	18,281	10,	
	6 17, 7 18,9	791 18,	091	18,390	18,5	486 18,580, 595 18,691
	7 20,1	907 18,	201	18,501 18,611	18,7	706 18,800
	8 20,1	34 19,3)7 **	19,727	18,8	16 18,911
	9 21,5 10 23,18	20,5. 35 21,99	44	20,594	19,93	19,021
		7 23,59	14 ^	22,404	21,15	9 20,137
		26,01) ,	24,005	22,609	21,364
•	12 20,358 29,216	26,768	. 2	6,427	²⁴ ,210	22,814
	,210	29,632	2	7,178	26,632	24,415
Si	tep 75	-1032	30	,048	27,383	26,837
I		0.0		, • 10	30,256	27,588
2	18,785	90	to.	_	740	30,464
2 3	18,896	18,990	105		120	
4	19,005	19,101	19,1	95	120	n-
5	19,116	19,210	19,3	06	19,400	Degree
6 7	19,226	19,321 19,431	19,4	15	19,511	19,810
7	20,342 21,569	20,547	19,52 19,63	6	19,620 9,731	19,921 20,030
8 9	23,019	21,774	20,752	$\frac{1}{1}$	9,841	20,141
	24,620	23,224	21,979	20),957	20,251
10	27,042	24,825	23,429	22	184	21,367
11 12	27.793	27.247	25.030	23.	634	22,59 <u>4</u>
	481	17 ^ ^	177 4 -	35 4	235	24.044
Employee	E 20.220	27,998 30,880 In the same Step	28,203	27,6	57	<i>45.645</i>
All	' Will remain o	n 4L	31,088	28,4	በደ	48,067
amor	ees on Steps 1 .	" we same Sten	the	31,29	7	∠8,81 <i>8</i>
amount of S	Son on Steps 1.	-11 oh . u	were were	On in ac		31,713

oyees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-11 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check. Those employees on Step 12 shall receive the salary shown on that Step. (1.5% over

SALARY GUIDE T-1 GENERAL WORKER 2013-2014

Step 1 2 3 4 5 6 7 8 9 10 11	NC 16,560 16,669 16,780 16,890 16,999 18,226 19,533 20,970 23,143 23,768 25,973	15 16,970 17,079 17,190 17,300 17,409 18,636 19,943 21,380 23,553 24,178 26,383	30 17,380 17,489 17,600 17,710 17,819 19,046 20,353 21,790 23,963 24,588 26,793	45 17,585 17,694 17,805 17,915 18,024 19,251 20,558 21,995 24,168 24,793 26,998	60 17,790 17,899 18,010 18,120 18,229 19,456 20,763 22,200 24,373 24,998 27,203
1 2 3 4 5 6 7 8 9 10	75 17,995 18,104 18,215 18,325 18,434 19,661 20,968 22,405 24,578 25,203 27,408 ill remain on t	90 18,200 18,309 18,420 18,530 18,639 19,866 21,173 22,610 24,783 25,408 27,613 he same Sten	105 18,405 18,514 18,625 18,735 18,844 20,071 21,378 22,815 24,988 25,613 27,818	120 18,610 18,719 17,830 18,940 19,049 20,276 21,583 23,020 25,193 25,818 28,023	Degree 19,020 19,129 19,240 19,350 19,459 20,686 21,993 23,430 25,603 26,228 28,433

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE V-1 STOCK PERSONS

2013-2014

Step	NC	15	30	45	60
1	32,162	32,572	32,982	33,187	
2	32,273	32,683	33,093	33,187	33,392
3	32,383	32,793	33,203		33,503
4	32,492	32,902	33,312	33,408 33,517	33,613
5	32,603	33,013	33,423	33,628	33,722
6	33,852	34,262	34,672	<u>-</u>	33,833
7	35,100	35,510	35,920	34,877	35,082
8	36,349	36,759	37,169	36,125	36,330
9	37,599	38,009	38,419	37,374 38.634	37,579
10	38,846	39,256	39,666	38,624	38,829
11	40,096	40,506	40,916	39,871	40,076
12	41,343	41,753	42,163	41,121	41,326
13	42,593	43,003	43,313	42,368	42,573
14	43,841	44,251	44,661	43,618	43,823
15	48,413	48,823	49,233	44,866	45,071
		10,025	47,233	49,438	49,643
Step	75	90	105	120	D
1	33,597	33,802	34,007	34,212	Degree
2	33,708	33,913	34,118	34,323	34,622
3	33,818	34,023	34,228	34,433	34,733
4	33,927	34,132	34,337	34,542	34,843
5	34,038	34,243	34,448	34,653	34,952
6	35,287	35,492	35,697	-	35,063
7	36,535	36,740	36,945	35,902 37,150	36,312
8	37,784	37,989	38,194	38,399	37,560
9	39,034	39,239	39,444	39,649	38,809
10	40,281	40,486	40,691	•	40,059
11	41,531	41,736	41,941	40,896	41,306
12	42,778	42,983	43,188	42,146	42,556
13	44,028	44,233	44,438	43,393	43,803
14	45,276	45,481	45,686	44,643	45,053
15	49,848	50,053		45,891	46,301
***	,	20,022	50,258	50,463	50,873

Employees will remain on the same Step they were on in 2012-2013.

SALARY GUIDE V-2

STOCK PERSONS

2014-2015

Step	NC	15	30	45	60
1	32,162	32,572	32,982	33,187	33,392
2	32,273	32,683	33,093	33,298	33,503
3	32,383	32,793	33,203	33,408	33,613
4	32,492	32,902	33,312	33,517	33,722
5	32,603	33,013	33,423	33,628	33,833
6	33,852	34,262	34,672	34,877	35,082
7	35,100	35,510	35,920	36,125	36,330
8	36,349	36,759	37,169	37,374	37,579
9	37,599	38,009	38,419	38,624	38,829
10	38,846	39,256	39,666	39,871	40,076
11	40,096	40,506	40,916	41,121	41,326
12	41,343	41,753	42,163	42,368	42,573
13	42,593	43,003	43,313	43,618	43,823
14	43,841	44,251	44,661	44,866	45,071
15	49,139	49,555	49,971	50,180	50,387
			•		
Step	75	90	105	120	Degree
Step 1	75 33,597			120 34,212	Degree 34,622
		90 33,802 33,913	34,007	34,212	34,622
1	33,597	33,802			34,622 34,733
1 2	33,597 33,708	33,802 33,913	34,007 34,118	34,212 34,323	34,622
1 2 3	33,597 33,708 33,818	33,802 33,913 34,023	34,007 34,118 34,228	34,212 34,323 34,433	34,622 34,733 34,843
1 2 3 4	33,597 33,708 33,818 33,927	33,802 33,913 34,023 34,132	34,007 34,118 34,228 34,337	34,212 34,323 34,433 34,542	34,622 34,733 34,843 34,952 35,063
1 2 3 4 5 6 7	33,597 33,708 33,818 33,927 34,038	33,802 33,913 34,023 34,132 34,243	34,007 34,118 34,228 34,337 34,448	34,212 34,323 34,433 34,542 34,653	34,622 34,733 34,843 34,952
1 2 3 4 5 6	33,597 33,708 33,818 33,927 34,038 35,287	33,802 33,913 34,023 34,132 34,243 35,492	34,007 34,118 34,228 34,337 34,448 35,697	34,212 34,323 34,433 34,542 34,653 35,902	34,622 34,733 34,843 34,952 35,063 36,312
1 2 3 4 5 6 7	33,597 33,708 33,818 33,927 34,038 35,287 36,535	33,802 33,913 34,023 34,132 34,243 35,492 36,740	34,007 34,118 34,228 34,337 34,448 35,697 36,945	34,212 34,323 34,433 34,542 34,653 35,902 37,150	34,622 34,733 34,843 34,952 35,063 36,312 37,560
1 2 3 4 5 6 7 8	33,597 33,708 33,818 33,927 34,038 35,287 36,535 37,784	33,802 33,913 34,023 34,132 34,243 35,492 36,740 37,989	34,007 34,118 34,228 34,337 34,448 35,697 36,945 38,194	34,212 34,323 34,433 34,542 34,653 35,902 37,150 38,399	34,622 34,733 34,843 34,952 35,063 36,312 37,560 38,809
1 2 3 4 5 6 7 8	33,597 33,708 33,818 33,927 34,038 35,287 36,535 37,784 39,034	33,802 33,913 34,023 34,132 34,243 35,492 36,740 37,989 39,239	34,007 34,118 34,228 34,337 34,448 35,697 36,945 38,194 39,444	34,212 34,323 34,433 34,542 34,653 35,902 37,150 38,399 39,649	34,622 34,733 34,843 34,952 35,063 36,312 37,560 38,809 40,059
1 2 3 4 5 6 7 8 9	33,597 33,708 33,818 33,927 34,038 35,287 36,535 37,784 39,034 40,281	33,802 33,913 34,023 34,132 34,243 35,492 36,740 37,989 39,239 40,486	34,007 34,118 34,228 34,337 34,448 35,697 36,945 38,194 39,444 40,691	34,212 34,323 34,433 34,542 34,653 35,902 37,150 38,399 39,649 40,896	34,622 34,733 34,843 34,952 35,063 36,312 37,560 38,809 40,059 41,306
1 2 3 4 5 6 7 8 9 10	33,597 33,708 33,818 33,927 34,038 35,287 36,535 37,784 39,034 40,281 41,531	33,802 33,913 34,023 34,132 34,243 35,492 36,740 37,989 39,239 40,486 41,736	34,007 34,118 34,228 34,337 34,448 35,697 36,945 38,194 39,444 40,691 41,941	34,212 34,323 34,433 34,542 34,653 35,902 37,150 38,399 39,649 40,896 42,146	34,622 34,733 34,843 34,952 35,063 36,312 37,560 38,809 40,059 41,306 42,556
1 2 3 4 5 6 7 8 9 10 11	33,597 33,708 33,818 33,927 34,038 35,287 36,535 37,784 39,034 40,281 41,531 42,778	33,802 33,913 34,023 34,132 34,243 35,492 36,740 37,989 39,239 40,486 41,736 42,983	34,007 34,118 34,228 34,337 34,448 35,697 36,945 38,194 39,444 40,691 41,941 43,188	34,212 34,323 34,433 34,542 34,653 35,902 37,150 38,399 39,649 40,896 42,146 43,393	34,622 34,733 34,843 34,952 35,063 36,312 37,560 38,809 40,059 41,306 42,556 43,803

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1-14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.