

A G R E E M E N T

between the

WESTFIELD SUPPORTIVE STAFF ASSOCIATION

and the

BOARD OF EDUCATION OF WESTFIELD

County of Union, New Jersey

July 1, 2016 - June 30, 2019

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PREAMBLE

This Agreement is entered into this 26th day of August 2014, between the Board of Education of the Town of Westfield County of Union, State of New Jersey, hereinafter sometimes referred to as the "Board," and the Westfield Supportive Staff Association, hereinafter referred to as the "Association."

WHEREAS, the Board and the Association have entered into negotiations in accordance with the provisions of Employer Employee Relations Act, Chapter 123, Public Laws of 1974 (N.J.S.A. 34:13A-1 et seq.) as amended:

NOW THEREFORE, it is agreed as follows:

ARTICLE I - RECOGNITION

The Board recognized the Association as the majority representative and as exclusive and sole representative for collective negotiations concerning terms and conditions of employment for the following classifications:

Custodians (Day and Night)
Mechanic's Helpers
Mechanics
Groundskeepers
*Part -time Employees (20 hours or more)

*New Employees must work 30 hours or more per week to be eligible for health benefits.

Excluded from this unit are the following:

Supervisor of Buildings and Grounds
Temporary Help (who work less than 90 days and are not required to become members of PERS)
All other employees not under contract

ARTICLE II - DEDUCTION FROM SALARY

The Board agrees to deduct from the salaries of its employees' dues for the Association, the Union County Education Association and the New Jersey Education Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 NJ. Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with current records of any corrections, shall be transmitted to such person as may from time to time be designated by the Association by the fifteenth (15th) of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

ARTICLE III - ASSOCIATION REPRESENTATIVE (Rights & Privileges)

- A. The Board agrees to recognize the association President and one (1) Association Representative in each building. The Association Representative for the building and/or the President of the Association or his/her designee shall be released from his/her job assignment to attend grievance hearings as outlined in the Grievance Procedure.
- B. Any employee who is a member of the Association's negotiating team shall be released from his/her duties to attend negotiating sessions with no loss of pay, providing such individual's work is satisfactorily completed in advance of negotiations. The Association's negotiating team shall have no more than two (2) members from each building and no more than five (5) in total requiring release time.
- C. The Board agrees to make available to the Association all items of public information, which it may from time to time request.
- D. The Association may have the use of the school buildings for meetings to be held at reasonable hours upon proper application.
- E. The Association shall have the privilege of using interschool mail facilities and school mailboxes for Association business.
- F. The rights and privileges of the Association and its representative as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees and no other employee organizations.
- G. Whenever any employee is required to appear before the Board or any committee thereof concerning any matter of discipline which could adversely affect: 1) the continuation of that employee in his/her office, position or employment; 2) or that employee's salary or increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such a meeting.
- H. Nothing in this agreement shall be construed to deny or restrict any employee such rights as he/she may have under New Jersey Statutes or regulations of the Commissioner of Education or applicable laws and regulations.
- I. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- J. An employee shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at the employees expense to any documents contained therein. An employee shall be entitled to have a Representative(s) of the Association accompany him/her during such review.

- K. The Association shall have, in each school building, the exclusive use of a bulletin board. Copies of all materials to be posted on such bulletin board shall be given to the building principal, but no approval shall be required. All material placed on these bulletin boards shall either be signed or bear the Association's monogram.
- L. The Board shall provide the Association President with a lockable two-drawer filing cabinet for Association use. The cabinet shall be placed in a convenient area of the building where the President works.
- M. No material derogatory to an employee's conduct, service, character, or personality shall be placed in a personnel file unless the employee has had an opportunity to review the material and affix his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and said answer shall be attached to the file copy. If the employee refuses to sign the document, the document will be placed in the personnel file with a note indicating refusal of signature. The refusal will be witnessed by an officer of the Association.
- N. The Board shall provide the Association President, Association reps in each building, and executive committee members with a Westfield School District e-mail address and access to the computer network in each building to use such service. The e-mail system shall not be used during paid work hours.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Definition

1. Grievance

A "Grievance" is a claim by an employee or the Association based upon the interpretation, application or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of an employee or a group of employees.

2. Aggrieved Person

An "Aggrieved Person" is the Person or Persons or the Association making the claim.

3. Party In Interest

A "Party in Interest" is the person or persons making the claim and any person, including the association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purposes

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

C. Procedure

1. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the work year or as soon thereafter as is practicable.

3. Level One - Principal or Immediate Supervisor

An employee with a grievance shall, within thirty (30) working days of the occurrence of event bring rise to the grievance, first discuss it with his/her principal or immediate supervisor, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two – School Business Administrator

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within ten (10) school days after the presentation of the grievance, he/she may file the grievance in writing with the Association within ten (10) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within ten (10) school days after receiving the written grievance, the Association shall refer it to the School Business Administrator.

5. Level Three - Board of Education

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the School Business Administrator, he/she may, within five (5) school days, after a decision by the School Business Administrator of fifteen (15) school days after the grievance was delivered to the School Business Administrator, whichever is sooner, request in writing that the Association submit his/her grievance to the Board. Within ten (10) school days after receiving written request by the aggrieved person, the Association shall refer the grievance to the Board of Education.

6. Level Four-Arbitration

a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three, or if no decision has been rendered within thirty (30) calendar days after the grievance was delivered to the Board, he/she may, within five (5) calendar days after a decision by the Board or thirty-five (35) calendar days after the grievance was delivered to the Board, whichever is sooner, he/she may request in writing that the Association submit his/her grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) calendar days after receipt of a request by the aggrieved person.

- b. To submit the grievance to arbitration, the Association shall submit a Demand for Arbitration to the Board and to the Public Employment Relations Commission. The Parties shall then be bound by the rules and procedures of the Commission in the selection of an arbitrator.
- c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his/her decision not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is volative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and, with regard to specific contract language shall be final and binding on the parties and, with regard to all other issues, shall be advisory only.
- d. The costs for the services of the arbitrator including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring the same.

D. Rights of Employee to Representation

1. Employees and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself, or, at his/her option, by a representative(s) selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Assistant Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written Decisions

All decisions at all levels of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in

interest and to the Association. All such decisions shall set forth the findings of fact, reasoning and conclusions on the issues submitted.

3. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared jointly by the School Business Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Meetings and Hearings

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

ARTICLE V - LEAVE

1. Sick Leave

Sick leave is defined as an employees' absence from duty because of disability due to personal illness or injury. Sick leave with full pay is authorized as follows:

- a. New employees beginning work after July 1 shall accumulate sick leave at the rate of one and one quarter (1 1/4) days per month. Thereafter they will receive fifteen (15) days beginning July 1. New employees hired on or after July 1, 2014 shall be entitled to 12 personal illness days per year.
- b. When an employee uses less than his/her authorized days in any school year, those days not used may be accumulated to be used for sick leave in subsequent years.
- c. Sick days actually used reduce the fifteen (15) days available for accumulation. For new employees hired on or after July 1, 2014, sick days actually used reduce the 12 days available for accumulation.
- d. When an employee exceeds the maximum sick leave with full pay authorized under these provisions, the Board of Education may, in its discretion, continue to pay such employee's salary less the pay of a substitute for such length of time as is determined by the Board in each individual case. In the case of any employee for whom no substitute is employed, the Board of Education shall determine the amount to be deducted in each individual case. In instances of this nature, the employee should make written application through the principal of his/her school, or his/her supervisor. In no event, however, shall any decision of the Board under this subparagraph (d) be subject to arbitration, either binding or advisory.

2. Absence without salary deduction or charge against sick leave may be authorized as follows:

- a. For absence occasioned because an employee is quarantined for the sickness of another.
 - b. For absence occasioned by an accident on the job.
 - c. For absence occasioned by required jury duty, the Board shall pay his or her salary in full for the days absent for jury duty.
3. Absence upon the specific approval of the Superintendent without salary deduction or charge against sick leave is authorized as follows:
- a. Up to six (6) days for absence occasioned by the death of a parent, husband, wife, daughter, son, brother, sister or member of the employee's immediate household.
 - b. Up to three (3) days absence occasioned by the death of a father-in-law or mother-in-law, brother-in-law, sister-in-law or grandparent.
 - c. Up to one (1) day absence occasioned by the death of an aunt or uncle or friend.
 - d. Up to four (4) days absence occasioned by the serious illness of husband, wife, son, daughter, father, mother, brother, sister, grandparent, father-in-law, mother-in-law, brother-in-law or sister-in-law. New employees hired on or after July 1, 2014 shall be entitled to two (2) family illness days per year.
 - e. Up to an aggregate of five (5) days for the adoption of a child.
 - f. Absence for reasons of personal emergency upon the express written approval of the Superintendent. Reasons of personal emergency are defined as unavoidable situations. The time limit for each individual case shall be determined by the Superintendent. An employee shall submit, on a form developed the Superintendent, a written application setting forth the reasons of the personal emergency either in advance or within two (2) work days after the employee's return to duty.

In the event that an employee does not wish the personal emergency reasons to be made public to any degree, the employee may submit the written application in question directly to the Superintendent in an envelope clearly marked "Personal Emergency – Confidential". The Superintendent alone will know the reasons and shall destroy the section of the form containing reasons after his/her approval or denial of the application.

Written application should be made through the principal or supervisor for approval of absences under item 3, either in advance or within forty-eight (48) hours after return to duty.

4. Deductions

Deductions for each day's absence not authorized under these provisions, or in the excess of sick leave, shall be computed as follows:

For employees who are on a twelve-month basis at the rate of 1/240th of the employee's annual salary.

5. Retirement Stipend

Each employee who has retired (and not merely vested) under the Public Employees' Retirement System (PERS) after ten (10) or more years of service in the Westfield School District and who is, as of such retirement, entitled to begin collecting benefits from the Public Employees' Retirement System, shall receive an amount equal to the number of unused accumulated sick leave days times seventy-five (\$75.00) dollars, such payment to be made within a reasonable period of time after such retirement; provided, however, that the maximum amount payable to an employee under this provision shall be six thousand five hundred (\$6,500) dollars.

If an employee with ten (10) or more years of service in the Westfield School District and who is, as of such retirement, entitled to begin collecting benefits from the Public Employee's Retirement System, dies while employed by the District, his/her estate shall receive the moneys provided under this subsection.

6. Any employee who resigns or terminates employment in the Westfield School District after ten (10) years of service, but who is not eligible for retirement under PERS, shall receive reimbursement for unused accumulated sick leave at the rate of fifty five (\$55) dollars per day up to a maximum of three thousand five hundred (\$3,500) dollars.

7. Attendance Bonus

In order to achieve an attendance bonus, an employee can use no more than two (2) sick days in a school year (7/1 to 6/30). An employee who uses bereavement days for immediate family or uses vacation days shall still be eligible for the attendance bonus. Immediate family is defined as parent, husband, wife, daughter, son, brother, sister or member of the employee's immediate household. An employee who uses bereavement days for the death of a mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law shall still be eligible for the attendance bonus. Any other absences including absences for workers compensation, will preclude a member from receiving an attendance bonus.

0 days = \$600

1 day = \$400

2 days = \$100

ARTICLE VI - SENIORITY

- A. There shall be two (2) seniority lists: custodians and maintenance workers. Each employee's seniority shall be dated from his/her last date of hire.
- B. In the event of a cut back in the employment of personnel listed on any of the lists, the employee with the least amount of time on that list shall be laid off first. The seniority list shall be given to the Association in advance of any action by the Board to reduce the work force.
- C. In the event of a recall, within three years of a reduction in workforce the last employee laid off under this procedure shall be the first to be recalled. Any laid off employee who does not report for work within fifteen (15) days of the date of notice of recall shall lose all seniority rights.

No new employees may be hired while there are employees with seniority on lay off. In the event of an increase in the work force, the Board of Education must first post the open job on the Association Bulletin Board to give all employees the right to apply for such job. The Board will select the applicant with the best qualifications with the understanding that seniority will be considered as one of the factors.

ARTICLE VII - DISCHARGE FOR CAUSE

During the first six (6) months of employment, a probationary employee (Article XIV, Section I) may be discharged by the Board without just cause. Probationary employees will receive a written evaluation in three (3) months and another just prior to the completion of the probationary period. Matters of discipline involving probationary employees will be subject to binding arbitration in accordance with the law, but in no case will an arbitrator have the authority to make a probationary employee a regular employee.

When the work of an employee who has successfully completed his/her initial probationary period is thereafter unsatisfactory, he/she shall be notified, in writing, of the reasons for the dissatisfaction and shall be given thirty (30) days to improve his/her work. If the employee's work is still unsatisfactory at the end of the thirty (30) days, he/she shall be given a thirty (30) day termination notice. The Association shall be given a copy of any notice of dissatisfaction or of termination. If an employee feels that the Board has discharged him/her without just cause, he/she may submit the matter to arbitration under the Grievance Procedure. The arbitrator shall have the power to restore the employee to his/her position and to restore any salary lost as a result of the discharge. The decision of the arbitrator shall be final and binding on the Board and the employee.

The above procedure requiring thirty (30) days; notice to improve an employee's work shall only apply to those circumstances where ongoing employee performance is an issue. Where termination for cause is the result of a specific incident or behavior on the part of an employee which does not implicate ongoing performance, the thirty (30) day notification period shall not apply.

ARTICLE VIII - FIREMEN'S/SPECIAL LICENSES

All fees for renewal or new firemen's licenses will be paid by the Board of Education at no charge.

The Board agrees to reimburse employees for State issued Electrical License and Pesticide License. The Board agrees to pay the cost to maintain said licenses. All fees for renewal or new licenses will be paid by the Board of Education.

Employees on Step 1 through Step 20 of the Salary Guide and employees who move onto Step 21 of the Salary Guide, in the year they move onto Step 21, who hold a Fireman's license will be paid a stipend annually in addition to their annual salary guide amounts:

2016-2017	\$850
2017-2018	\$850
2018-2019	\$950

Effective July 1, 2016 through June 30, 2019, all employees who have been on Step 21 of the Salary Guide for one or more years, and who hold a Firemen's License will be paid a stipend of one thousand four-hundred dollars (\$1,400) annually in addition to their annual salary guide amounts.

A new employee who does not possess a fireman's license within 12 months of his / her hiring date will be held at the starting salary step on the salary guide until the license is obtained. Upon obtaining the license, the employee will be placed on the appropriate step of the salary guide. There will be no retroactive payment of salary upon obtaining the license.

ARTICLE IX - INSURANCE

A. Health Insurance

Pursuant to P.L. 2011, c. 78, employees shall contribute towards the cost of the premium at Tier 4 for all health insurance plans. Effective July 1, 2011, all current employees, except those who opt out, will be enrolled in a Direct Access Plan with a \$20.00 co-pay.

All employees hired on July 1, 2011 or later will be enrolled in a Point of Service Plan with a \$20.00 co-pay. The enrollment in health insurance will be effective on the first of the month after employment.

Effective July 1, 2014, the deductible for out of network claims in the POS 8 Plan shall be \$1000/\$2000.

Effective July 1, 2014, the deductible for out of network claims in the DA 8 Plan shall be \$1000/\$2000

B. Dental Insurance

The Board shall provide dental insurance for all employees and their dependents, and employees shall contribute towards the cost of the premium at Tier 4 pursuant to P.L. 2011, c. 78. Dental insurance will include the usual and customary rate for diagnostic and preventive services, and for the riders covering additional basic, periodontal services and prosthodontic services, which aggregate coverage shall be for not more than \$1,500 per insured per year. Effective July 1, 2004 there shall be a per child lifetime maximum of \$1,500 for orthodontic services.

C. Prescription Plan

Pursuant to P.L. 2011, c. 78, employees shall contribute towards the cost of the premium at Tier 4 for all prescription plans.

Effective June 1, 2011, the prescription plan will have a co-pay obligation paid as follows:

- a. \$15 for generic drugs
- b. \$35 for preferred brand name prescriptions

- c. \$50 for non-preferred brand name prescriptions
- d. \$30 for mail order up to a 90 day supply

D. Temporary Disability

A temporary disability income plan will be available by payroll deduction and at no cost to the Board of Education.

E. Employee Assistance Program

An Employee Assistance Program (or equivalent) shall be available for all employees on a shared-cost basis. The Board of Education will pay \$13 and the employees will pay \$12. The employee's share will be a payroll deduction of \$1 per month.

F. Coverage After Retirement

The Board agrees to permit each employee, who has retired from the Westfield Public Schools under the provisions of the (PERS) Public Employee Retirement System and is entitled to receive pension payments thereunder, to continue his/her participation in the insurance programs which are the subject of this article and which are in effect as of the time of the employee's retirement from the Westfield Public Schools. In order for an employee to be so eligible to continue participation in said insurance programs after the employee's retirement, the employee must have retired after fifteen (15) or more years of service in the Westfield Public Schools and must, within thirty (30) days of retirement from the Westfield Public Schools, submit to the Board a request in writing for continued participation in said insurance programs. Each retired employee who participates in the insurance programs which are the subject of this Article shall pay the cost for his or her participation, such payment to be made by semiannual installments paid in advance. Eligibility for participation in said health insurance programs shall cease immediately upon the attainment by the retired employee of eligibility to participate in Medicare or upon the employee's death.

Any employee who has retired (and not merely vested) under PERS after twenty-five (25) or more years of service in the Westfield School District and who is as of such retirement entitled to begin collecting benefits from PERS will be entitled to receive hospitalization and major medical as a retirement benefit. Retired employees receiving this benefit may not continue hospitalization and major medical coverage participation with the Board's provider.

G. Equivalency Coverage

Notwithstanding the provisions of Section A, B, C, D and E, the Board and the Association agree that, in the event that the Board or the Association desires to replace the insurance described in any one or all of Sections A, B, C, D and/or E, the Board may do so upon the following conditions:

1. Under no circumstances may the insurance described in Sections A, B, C, D or E be reduced in any way below the coverage provided for.
2. There shall be no break or discontinuance in insurance coverage under Sections A, B, C, D, and E.

3. Any other provider of the insurance described in Sections A, B, C, D and E must provide insurance that is generally acceptable to hospitals (and to doctors, dentists and pharmacies, if applicable) in the area of Westfield, New Jersey.
4. Any other provider of the insurance described in Sections A, B, C, D and E must have a reputation for making payments within a reasonable amount of time.
5. Either party shall have the right to reject the selection of a new insurance provider for any of the reasons set forth in Subsections 1 through 4 above. Such rejection, if it occurs, may be submitted to arbitration under the terms of Article III of this Agreement.
6. Upon the death of an employee while employed by the Board, his/her dependents may, at their own expense, continue in the district-sponsored health benefits program for life.

H. Voluntary Health Insurance Waiver

1. Payments Under the Plan

Effective July 1, 2011 employees who select the voluntary health insurance waiver (opt-out) plan shall receive payments from the Board as follows:

Family:	\$2,900	Parent/Child:	\$1,700
Husband/Wife	\$2,500	Individual:	\$1,200

Payments shall be made in semi-monthly installments for ten months (September through June).

2. Waiver Procedures

A waiver of health insurance form is available from the payroll office. This form shall be distributed to all employees by June 1 and returned to the Payroll Office no later than June 15. Election for the waiver of health insurance shall be made on an annual basis, and such waiver shall be for only one (1) year. Election is voluntary and is renewable on subsequent application. Employees not re-electing the waiver shall be automatically re-enrolled in the district's health insurance plan upon completion of the necessary paperwork without penalty or restriction including but not limited to pre-existing conditions for themselves and eligible dependents. All employees shall have the option of considering the waiver each year of this agreement, subject to the terms of this provision.

3. Restoration of Benefits

During any time of the year in which the employee has elected to waive coverage, the employee shall be able to terminate the coverage waiver agreement and re-enroll in the district's insurance plan under the following conditions:

- a. Loss of spouse's employment
- b. Disability or death of spouse
- c. Divorce or legal separation
- d. Other life-altering event

Where applicable, domestic partner shall serve in place of spouse.

Re-enrollment shall be immediate without penalties or restrictions including, but not limited to, pre-existing conditions for the employee and eligible dependents. Enrollment shall be as if the waiver or coverage had not been elected.

Employees must notify the Board in writing of their decision to terminate the coverage waiver and re-enroll in the district plan no later than thirty (30) days after the event causing such decision. Payment for the waiver in such instances shall be on a pro-rata basis.

4. Section 125 Plan

The Board has in place an IRC Section 125 plan for the purpose of implementing this provision.

I. **Civil Union/Domestic Partner Health Insurance**

The Board of Education through its collective bargaining agreement shall make health insurance available to its employees. The Business Administrator/Board Secretary shall act as the certifying agent in the administration of this program.

1. Domestic Partner Coverage

The Board of Education through its collective bargaining agreements shall make health insurance available to the civil union partners or domestic partners of employees. For the purpose of health insurance benefits, a Civil Union Partner or Domestic Partner shall be defined as a person who:

- a. Shares the employee's permanent residence; and
- b. Has resided with the employee for no less than one (1) year; and
- c. Is no less than eighteen (18) years of age; and
- d. Is financially interdependent with the employee and has proven such interdependence by providing documentation of at least two (2) of the following ownerships:

Common ownership of real property or a common leasehold interest in such property; ownership of a motor vehicle; a joint bank account or a joint credit account; designation as a beneficiary for life insurance or retirement benefits or under your partner's will; assignment of a durable power of attorney or health care power of attorney; or such other proof as is considered by the insurance carrier to be sufficient to establish financial interdependency under the circumstances of your particular case; and

- e. Is not a blood relative any closer than would prohibit legal marriage; and
- f. Has signed jointly a notarized Affidavit of Civil Union Partnership or Domestic Partnership.

In addition, the employee and the Civil Union Partner or Domestic Partner will be considered to have met the terms of this definition as long as neither the employee nor the Civil Union Partner or Domestic Partner:

- g. Has signed an Affidavit of Civil Union Partnership or Domestic Partnership or declaration with any other person within twelve (12) months prior to designating each other as Civil Union Partners or Domestic Partners hereunder; or
 - h. Is currently legally married to another person; or
 - i. Has any other Domestic Partner, spouse, or spouse equivalent.
2. The employee and the Civil Union Partner or Domestic Partner must have registered as Civil Union Partners or Domestic Partners as required by the State of New Jersey where applicable. Civil Union Partners or Domestic Partners are eligible for health insurance membership only at open enrollment. An Affidavit of Civil Union Partnership or Domestic Partnership must be submitted to the Payroll Office at the time of application for health insurance benefits.
3. Definition of Family
Civil Union Partner or Domestic Partner shall be treated the same as spouse in the definition of family for the purposes of the administration of sick leave, personal leave, extended leave, leaves of short duration and any other areas for which definition of family is a criteria.

ARTICLE X - VACATIONS AND HOLIDAYS

Employees shall be entitled to the following vacation with full salary:

- Year 1 1 full day per month pro-rated
- First full year (July-June) through the fifth year 13 days
- At the end of the sixth year (July-June) 14 days
- At the end of the seventh year (July-June) 15 days
- At the end of the eighth year (July-June) 17 days
- At the end of the tenth year (July-June) 18 days
- At the end of the fifteenth year (July-June) 23 days
- At the end of the twentieth year and thereafter 24 days

All employees hired on or after July 1, 2014 shall be entitled to the following vacation with full salary:

- Year 1 1 full day per month pro-rated
- First full year (July-June) through the fifth year 11 days
- For years 6 through 10 13 days
- For years 11 through 19 16 days
- At the 20th year and beyond 21 days

All vacations days are earned up to June 30 and become available for use on July 1. Each member of the Association will be allowed to leave his / her shift one hour early on the day before the Thanksgiving Holiday.

Vacations for custodians and head custodians are approved for dates when school is not in session and must be taken during the calendar year. Vacations may also be taken when school is in session at the discretion of the principal/supervisor. In addition, no vacations for employees

covered by this contract may be taken during the week immediately preceding the opening of school without the express written consent of such employee's immediate administrative supervisor. The scheduling of vacations shall be based upon seniority. This means that the most senior employee in the building shall have first choice, then the next senior employee shall choose. This procedure shall continue so that the least senior employee in the building chooses last.

A calendar of holidays to include thirteen (13) paid holidays shall be established by the Board each year. In addition to the foregoing calendar of holidays, all employees shall have an additional "floating holiday," which may be utilized in the discretion of each such employee, upon the giving of reasonable advance notice to the Board. A new employee shall receive a floating holiday only if the employment began prior to January 1st.

Employees will use all vacation days prior to June 30th under ordinary circumstances. With the Superintendent's approval, custodians may carry over no more than five (5) unused vacation days in any one year with a total accumulation of no more than fifteen (15) days.

ARTICLE XI - SUPERVISION

Custodians are under the supervision of the Head Custodians who are under the supervision of the Building Principals except during such times as the Building Principal and Assistant Principal are not on duty. At such times they are under the jurisdiction of the School Business Administrator and the Supervisor of Buildings and Grounds. All custodial and maintenance functions are ultimately under the jurisdiction of the School Business Administrator.

ARTICLE XII - STATE PENSION PLAN (PERS)

All employees are required to join the New Jersey Public Employees Retirement System. As a public employee, the System provides him or her with:

A guaranteed retirement income for life based on the total years of service credit established in the system and final average salary.

ARTICLE XIII - WORKING CONDITIONS

A. Hours

The normal work week shall be forty (40) hours per week for eight (8) hour custodians, night custodians, mechanics, groundskeepers and mechanics' helpers.

1. Night Custodians

- a. Night custodians shall work a five day/40 hour week as determined by the Board of Education and a 30 minute lunch period will be unpaid and not part of the 40 hours. The lunch period shall be in the building in the event that other individuals (with the exception of other night custodians on duty) are present in the building.

- b. During July and August night custodians shall work with the day custodians and for the same hours as day custodians.
2. Mechanics, Mechanics' Helpers, and Groundskeepers
- a. Mechanics and mechanics' helpers and groundskeepers shall work a five day/40 hour week as determined by the Board of Education, and a 30 minute lunch period will be unpaid and not part of the 40 hours.
 - b. During July and August and when children are not in school (red letter days), mechanics and mechanics' helpers and groundskeepers will work a five day/40 hour week with a thirty (30) minute paid lunch period. Schedules for these days need to be approved by the Supervisor of Buildings and Grounds or his/her designee. This schedule will not apply to the following days:
 - a. From the last day of school through June 30th
 - b. The six (6) work days prior to the opening of school
 - c. In-service days
 - d. Snow days
3. Eight (8) Hour Custodians
- a. Eight (8-hour custodians shall work a five day/40 hour week as determined by the Board of Education, and a one (1) hour lunch period will be unpaid and not part of the 40 hours.
 - b. During July and August and when children are not in school (red letter days), eight (8)-hour custodians will work a five day/40 hour week as determined by the Board of Education with a one (1) hour paid lunch period will be part of the 40 hours worked. Schedules for these days need to be approved by the Supervisor of Buildings and Grounds or his/her designee. This schedule will not apply to the following days:
 - a. From the last day of school through June 30th
 - b. The six (6) work days prior to the opening of school
 - c. In-service days
 - d. Snow days
 - e. Saturdays
4. Custodians and Head Custodians
- a. When school is not in session, and there is a night activity, the night and odd shift employees will work the normal day shift schedule except that one employee will work as a night custodian. On single red-letter days, split shifts and night shifts shall have the option to work their regular hours.
 - b. The Association agrees to eliminate the position of Elm Street Head Custodian when the position becomes vacant.
5. Call In
- When "called in" for emergency work, employees shall be guaranteed two (2) hours pay at the applicable rate.
6. Overtime

- a. All work over eight (8) hours per day is paid at time and one-half (1-1/2) rate. Overtime may not be used as compensatory time.
- b. All work on Sunday or a paid holiday is paid at double-time rate.
- c. The district will give employees the opportunity for equal distribution of overtime within a building. The head custodian shall maintain a chart, which will be posted in the Custodians Room to show the distribution of overtime.

7. Work Schedules

The Business Administrator will not modify an individual’s schedule once it is established for the school year unless the modification is done by mutual agreement. The Business Administrator and/or Supervisor of Buildings and Grounds shall meet with the Association to discuss the proposed changes and receive input from the Association.

- a. When the Business Administrator determines that an employee’s schedule needs to be changed from his/her current schedule, the Business Administrator shall first attempt to fill the odd shift with a unit volunteer or new hire, and lacking a volunteer or new hire, shall assign personnel on the basis of inverse seniority.
- b. The Business Administrator will not modify the Monday thru Friday work schedule at any school other than one custodial position at Westfield High School which will be a Tuesday thru Saturday schedule at straight time.
- c. New employees can be placed on any schedule determined by the Board of Education.
- d. The Business Administrator retains the right to change an employee’s swing shift within the same building if there is only one employee on the swing shift. If there is more than one employee working on a swing shift within a building, the change of shifts will be accomplished using inverse seniority.

The Board of Education retains the right to assign work schedules based on the needs of the district, using the list of shifts as follows:

Maintenance		7:30 AM – 4:00 PM
Custodians	Day	6:00 AM – 3:00 PM
		6:30 AM – 3:30 PM
		7:00 AM – 4:00 PM
		8:00 AM – 5:00 PM
	Swing	9:00 AM – 6:00 PM
		10:00 AM – 7:00 PM
		11:00 AM – 8:00 PM
		12:00 PM – 9:00 PM
	Night	2:30 PM – 11:00 PM
		3:00 PM – 11:30 PM

8. Unused Snow Days

In the event that snow days are returned to the employees, the Custodian/Maintenance staff shall be included.

B. Snow Removal

The first responsibility of all custodians when it snows is for snow clearance. All employees are required to report for snow removal at the appointed time. Failure to do so without approval may lead to discipline. Snow removal requires the cooperation of everyone to insure the smooth operation of the schools. When new snow is on the ground, the Supervisor of Building & Grounds will notify the head custodian as to the appropriate time for the custodians to report to work. Maintenance workers will report according to a previously assigned schedule to operate plows and service the Administration Building.

Custodians and maintenance workers will report at the regular hours unless called in by the Supervisor of Buildings & Grounds or School Business Administrator.

On weekends and holidays, head custodians and custodians will report when called in by the Supervisor of Buildings & Grounds or School Business Administrator, so as to have the grounds ready for opening of school on Monday.

On weekends and holidays, a custodian who reports for snow removal when not authorized by the Supervisor of Buildings & Grounds or School Business Administrator will not receive payment.

When the schools have been scheduled for weekend or holiday use, the custodians assigned for duty will automatically report in time to clear the walks for the activity scheduled.

On weekends and holidays, maintenance workers will report on a time schedule worked out with the Supervisor of Buildings & Grounds.

One custodian will be required to be at their building to assist the maintenance workers for snow removal. The custodians will work on a rotating basis. They will work under the direction of the Supervisor of Building & Grounds.

On a storm by storm basis, when school is cancelled because of a storm, the Superintendent or designee may approve the release of custodians from work on a rotating basis, upon the completion of snow removal tasks and related storm clean-up work.

C. Rest Periods

A "coffee break" of fifteen (15) minutes duration may be taken in mid-morning and mid-afternoon.

D. Safety and Information Committee

The Board of Education agrees to recognize a Safety and Information Committee to hear safety requests from the Association and to receive information from the Board of Education pertaining to the performance of job assignments.

This committee shall consist of the head custodian of each school, one (1) representative of the maintenance men, the Association President, the Supervisor of Maintenance and the School Business Administrator.

E. Job Assignments

The Board of Education reserves the right to determine job qualifications, job assignments, school assignments and specific scheduling of duties of each of the employees within the unit. Each employee is to be furnished a job description of his/her duties.

Every attempt will be made to see that all workers assigned the opportunity to share reasonable overtime assignments.

F. Mileage

When an employee is required to use his/her private car in the performance of his/her job, he/she shall be compensated at the rate per mile permitted by the New Jersey Office of Management and Budget.

G. Payroll Deductions

When requested by the employee, deductions from his/her earnings will be made in accordance with established Board policy for contributions to the Union County Teachers' Federal Credit Union, the existing Tax Sheltered Annuity Plan and Washington National Insurance Company - Income Protection Plan.

H. Probationary Period

New employees shall serve probationary period of six months duration. If the employee's service is satisfactory, then a contract will be issued for the balance of the school year.

I. Temporary Employees

If an employee is hired on a temporary basis and is then hired as a regular employee, such employee's date of hire as a temporary employee shall be used for such employee's anniversary date for vacation and longevity purposes.

J. Telephones

A telephone will be provided to the head custodians at all the schools.

K. Work Shirts, Shoes & Coats

The Board of Education will provide five (5) work shirts and one annual shoe allowance of one hundred (\$150) dollars and the shoes will be purchased through a Board approved vendor. The Board will ensure that there are at least two (2) vendors available for purchase of shoes. The Board of Education shall provide a \$125 coat allowance to one-third of the employees per year determined by seniority. The coats will be purchased through a Board approved vendor.

L. Tool Allowance

The Board of Education will provide an annual tool allowance of \$1,000 for the Maintenance Department

M. Computer Access for Direct Deposit

The Board shall provide all members of the Association with a Westfield School District

e-mail address and training to access the computer network in each building to use such service to access direct deposit payroll information. The email system shall not be used during paid work hours.

ARTICLE XIV - NIGHT SHIFT

In connection with the night shift work schedule, the Board shall:

1. Assure that each building is safe and that heat in the buildings is maintained. In buildings where one (1) employee is working, the Board shall provide means whereby the employee can communicate outside the building and that communications from outside the building can be received.
2. Appoint employees to the night shift from volunteers and if there are not sufficient volunteers, to appoint employees to the night shift based upon seniority. The least senior employee shall be appointed first.

ARTICLE XV - SALARIES

- A. The salary of each employee covered by this agreement is set forth in the salary schedules, which are attached hereto and made a part hereof.
- B. An employee who is requested to assume the duties of a head custodian shall be compensated retroactive at the head custodian rate of salary after one (1) week of performing such duties.
- C. An employee new to the district shall be placed on the initial step of the appropriate salary guide except in those cases wherein the Superintendent recommends a placement at a higher step, provided, however, that no employee new to the district shall be placed higher than Step Three. Such employee shall not be employed at a salary higher than that of any presently employed individual with the same or the equivalent amount of experience. Upon request, the Association shall be supplied satisfactory proof that a new employee has equivalent experience to employees who are or could be on the same step of the Salary Guide.

Effective July 1, 2011, all employees will receive their salary through direct deposit of payroll made to the financial institution of their choice. Said institutions must be a member of a direct deposit system.

Increase:

- Year One (2016-2017) 2.40% of the 2015-2016 base
- Year Two (2017-2018) 2.35% of the 2016-2017 base
- Year Three (2018-2019) 2.35% of the 2017-2018 base

The percentage for salary increase shall apply to salaries only and shall be retroactive to July 1, 2016. There will be no increase to stipends, hourly rates, or other monetary items throughout the life of the agreement, unless specifically identified.

- D. A night foreman will be created at each intermediate school at the rate of \$500 per year.

- E. An odd shift differential of sixty cents (\$.60) per hour times 2080 hours will be added to the rate of any eight (8) hour day Custodian with an assigned shift starting two (2) or more hours later than the standard 7:00AM starting time.

ARTICLE XVI - REPRESENTATION FEE

1. The Association shall, on or before November 1, deliver to the Board a written statement containing the following:
 - a. A statement that the Association has determined the amount of representation fee in accordance with the requirements of N.J.S.A. 34:13A-5.4.
 - b. A statement that the Association has established a "demand and return system" in accordance with the requirements of N.J.S.A. 34:13A-5.4.
 - c. A statement establishing the amount of yearly representation fees to be deducted from the salaries of each non member. Such representation fee shall not exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
 - d. A list of all individuals who have failed to arrange for and become members of the Association and a request that the representation fee of such non-members be deducted in accordance with the Agreement.
2. Beginning with the first full pay period in November, the Board will commence deductions from salaries of such individuals, in accordance with paragraph 3 below, the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.

1. Payroll Deductions Schedule

The Board will deduct the representation fee equally, as nearly as possible, from the paychecks paid to each employee on the aforesaid list, during the remainder of the membership year in question. The deductions will begin with the first paychecks:

- a. In November; or
 - b. Sixty (60) days after the employee begins his/her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position or was on layoff, in which event, the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is last. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly possible, shall be the same as those used for the deduction regular membership fees to the Association.
2. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding sixty (60) day period. The list will include names, job titles and dates of employment for all such employees' salaries. Minutes and agenda will constitute satisfaction of the above.

3. The Association hereby agrees to indemnify, defend and save harmless the Board from any claim, suit or action of any nature whatsoever which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employee of any sum of money as representation fee under the provisions of this Agreement.

ARTICLE XVII – SEVERANCE

If during the term of this Agreement, the Board subcontracts out to a private company those functions and/or services performed by bargaining unit members, it will provide to all custodial and maintenance employees who are severed as a result of said contracting six months of salary and insurance benefits as provided in this Agreement commencing with the first day that the employee is no longer employed by the Board of Education

In addition the retirement resignation or termination stipend for unused accumulated sick leave as defined in article V Leave Section 5, and Section 6: and vacation/holiday pay as defined in Article X, shall be added to the six months of salary and insurance benefits stated above.

ARTICLE XVIII – MISCELLANEOUS PROVISION

If any provision of this Agreement shall be held or declared to be illegal or of no legal effect, said provision shall be deemed null and void without affecting the obligations of the balance of this contract.

ARTICLE XIX – AGREEMENT BINDING UPON OTHER PARTIES

It is understood and agreed between the respective parties hereto, that this contract, with all its terms, conditions provisions and covenants, shall be binding upon parties, their successors and assigns.

ARTICLE XX – DURATION OF AGREEMENT

This Agreement shall remain in full force and effect from July 1, 2016 until June 30, 2019.

ARTICLE XXI - GENDER

Whenever the masculine gender shall be used in this Agreement, it shall include the feminine gender.

**ARTICLE XXII - ENROLLMENT OF CHILDREN IN
WESTFIELD SCHOOLS**

Effective September, 1991, full time members of the Association will be entitled to enroll their children in the Westfield Public Schools at no tuition charge. The Board retains the right to assign nonresident children to a school building and/or classes in such a manner that the assignment will not require hiring additional staff. This provision will not require the Board to assume responsibility for out-of-district placements for special education purposes.

Employees hired after July 1, 2005, will not be entitled to enroll their children in the Westfield Public Schools at no tuition charge. Children previously enrolled will be allowed to stay until the completion of the 12th grade or until the custodian is no longer employed by the district, whichever comes first. Employees hired prior to July1, 2005 who do not currently have children enrolled in the Westfield Public Schools will be allowed to enroll their children at no tuition charge. The children will be allowed to stay until the completion of 12th grade or until the custodian is no longer employed by the district, whichever comes first.

ARTICLE XXIII TUITION ASSISTANCE

The Board agrees to reimburse the registration fee for members of the Association who attend and successfully complete extra training or courses to improve their job related skills. The courses must be approved by the School Business Administrator. The total aggregate cost for all members of the Association is not to exceed \$2,000 each year. The annual allotment will be distributed on a first-come first-serve basis.

This Agreement shall cover all current employees for the period from July 1, 2016 to June 30, 2019 with all changes retroactive to the commencement date of this contract unless otherwise noted.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective president, attested to by their respective secretaries, all on the day and year first above written.

ATTEST:

WESTFIELD BOARD OF EDUCATION

Dana Sullivan, Board of Education Secretary

Gretchan Ohlig, Board of Education President

ATTEST:

WESTFIELD SUPPORTIVE STAFF
ASSOCIATION

James Stewart, WSSA Secretary

Michael Rivera, WSSA President

**YEAR 1 - WSSA
2016-2017 SALARY GUIDE**

Salary Guide Step	Custodian	Mechanics Helper	Night Custodian	Head Elem.	Head Inter.	Head HS	Mechanic
E1	35,440	39,205	39,314	39,632	41,464	43,069	45,167
1	39,977	41,725	41,834	42,152	43,984	45,589	47,687
2	40,487	42,235	42,344	42,662	44,494	46,099	48,197
3	41,549	43,296	43,404	43,723	45,555	47,160	49,258
4	42,610	44,357	44,465	44,783	46,615	48,222	50,319
5	43,287	45,035	45,143	45,440	47,271	48,878	50,976
6	43,924	45,671	45,779	46,076	47,908	49,514	51,612
7	44,195	45,942	46,050	46,347	48,179	49,786	51,884
8	44,690	46,460	46,568	46,871	48,727	50,351	52,480
9	45,181	46,974	47,084	47,393	49,275	50,918	53,077
10	46,034	47,819	47,927	48,230	50,126	51,865	54,013
11	47,143	48,937	49,360	49,468	51,239	53,084	55,231
12	47,923	49,713	50,432	50,541	52,015	54,373	56,317
13	48,945	50,843	52,037	52,146	53,218	56,139	57,880
14	49,723	51,729	53,395	53,506	54,178	57,661	59,198
15	50,379	52,469	54,345	54,455	55,068	58,671	60,192
16	51,908	53,999	55,875	55,982	56,919	60,522	62,043
17	53,759	55,849	57,725	57,832	58,771	62,373	63,893
18	56,335	58,425	60,301	60,408	61,346	64,948	66,469
19	58,803	60,893	62,769	62,876	63,814	67,416	68,937
20	61,165	63,255	65,130	65,239	66,176	69,779	71,298
21	65,852	67,999	69,926	70,036	70,999	74,699	76,261

**YEAR 2 - WSSA
2017-2018 SALARY GUIDE**

Salary Guide Step	Custodian	Mechanics Helper	Night Custodian	Head Elem.	Head Inter.	Head HS	Mechanic
E1	35,647	39,412	39,521	39,839	41,671	43,276	45,374
1	40,184	41,932	42,041	42,359	44,191	45,796	47,894
2	40,694	42,442	42,551	42,869	44,701	46,306	48,404
3	41,756	43,503	43,611	43,930	45,762	47,367	49,465
4	42,817	44,564	44,672	44,990	46,822	48,429	50,526
5	43,494	45,242	45,350	45,647	47,478	49,085	51,183
6	43,924	45,671	45,779	46,076	47,908	49,514	51,612
7	44,427	46,174	46,282	46,579	48,411	50,018	52,116
8	44,897	46,667	46,775	47,078	48,934	50,558	52,687
9	45,388	47,181	47,291	47,600	49,482	51,125	53,284
10	46,241	48,026	48,134	48,437	50,333	52,072	54,220
11	47,350	49,144	49,567	49,675	51,446	53,291	55,438
12	48,130	49,920	50,639	50,748	52,222	54,580	56,524
13	49,152	51,050	52,244	52,353	53,425	56,346	58,087
14	49,930	51,936	53,602	53,713	54,385	57,868	59,405
15	50,586	52,676	54,552	54,662	55,275	58,878	60,399
16	52,115	54,206	56,082	56,189	57,126	60,729	62,250
17	53,966	56,056	57,932	58,039	58,978	62,580	64,100
18	56,542	58,632	60,508	60,615	61,553	65,155	66,676
19	59,010	61,100	62,976	63,083	64,021	67,623	69,144
20	61,372	63,462	65,337	65,446	66,383	69,986	71,505
21	66,352	68,499	70,426	70,536	71,499	75,199	76,761

**YEAR 3 - WSSA
2018-2019 SALARY GUIDE**

Salary Guide Step	Custodian	Mechanics Helper	Night Custodian	Head Elem.	Head Inter.	Head HS	Mechanic
E1	35,720	39,485	39,594	39,912	41,744	43,349	45,447
1	40,257	42,005	42,114	42,432	44,264	45,869	47,967
2	40,767	42,515	42,624	42,942	44,774	46,379	48,477
3	41,829	43,576	43,684	44,003	45,835	47,440	49,538
4	42,890	44,637	44,745	45,063	46,895	48,502	50,599
5	43,567	45,315	45,423	45,720	47,551	49,158	51,256
6	43,997	45,744	45,852	46,149	47,981	49,587	51,685
7	44,500	46,247	46,355	46,652	48,484	50,091	52,189
8	44,970	46,740	46,848	47,151	49,007	50,631	52,760
9	45,461	47,254	47,364	47,673	49,555	51,198	53,357
10	46,314	48,099	48,207	48,510	50,406	52,145	54,293
11	47,423	49,217	49,640	49,748	51,519	53,364	55,511
12	48,203	49,993	50,712	50,821	52,295	54,653	56,597
13	49,225	51,123	52,317	52,426	53,498	56,419	58,160
14	50,003	52,009	53,675	53,786	54,458	57,941	59,478
15	50,659	52,749	54,625	54,735	55,348	58,951	60,472
16	52,188	54,279	56,155	56,262	57,199	60,802	62,323
17	54,039	56,129	58,005	58,112	59,051	62,653	64,173
18	56,615	58,705	60,581	60,688	61,626	65,228	66,749
19	59,083	61,173	63,049	63,156	64,094	67,696	69,217
20	61,445	63,535	65,410	65,519	66,456	70,059	71,578
21	66,852	68,999	70,926	71,036	71,999	75,699	77,261