

MEMORANDUM OF AGREEMENT

to the

SUCCESSOR AGREEMENT BETWEEN

THE PASSAIC BOARD OF EDUCATION (BOARD)

AND

THE EDUCATION ASSOCIATION OF PASSAIC (ASSOCIATION)

~~July 1, 2004 to June 30, 2005~~
September 1, 2004 - August 31, 2005

The Negotiating Committee of the Education Association of Passaic and the Negotiating Committee of the Passaic Board of Education have agreed to the following settlement of negotiations between the parties for the school year of 2004-2005. This agreement is entered into this _____ day of _____ by and between the Education Association of Passaic, hereinafter called the "Association" and the Passaic Board of Education, hereinafter called the "Board."

1. All items not contained in this Memorandum of Agreement are withdrawn for the 2004-2005 school year and shall remain as in the current agreement.
2. The representatives of the Board and Association agree to the terms of this Memorandum of Agreement and further agree to recommend the items for ratification by the members of their constituencies.
3. The parties agree to an extension of the current agreement with the following exception: For the 2004-2005 school year, staff members will each work 20 one-half hour sessions to be utilized during the eight weeks prior to testing to prepare students for said testing.
4. The parties agree to increase salaries over the 2003-2004 base salary for employees as established by the scattergram summary, which includes employee data as of March, 2004. Salary distribution shall be mutually agreed upon. The parties agree to increases to salary and stipends of 5% in 2004-2005.
5. The stipend paid to teachers for an additional instructional period as referred to in Article 12.4 will be increased to \$1200 annually for each extra weekly class for the 2004-2005 school year.
6. The parties recognize Computer Technicians as members of the association.

The undersigned agree to submit and recommend ratification of this agreement to the respective parties. This Agreement is valid only after ratification by the Education Association of Passaic membership and the Passaic Board of Education.

For the Board of Education

Uwe Kaspera
Rachel Garcia
Christina

For the Association

Steve Boudalis
Greg Allery
Joseph Y. Becker

EAP

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DOCT	Psy	Psy-Doc
1	43,170	44,540	46,020	48,500	50,980	53,310	55,640	59,380	55,640	58,140
2	43,420	44,790	46,270	48,750	51,230	53,560	55,890	59,630	60,496	62,996
3	43,670	45,040	46,520	49,000	51,480	53,810	56,140	59,880	63,733	66,233
4	43,920	45,290	46,770	49,250	51,730	54,060	56,390	60,130	66,970	69,470
5	44,170	45,540	47,020	49,500	51,980	54,310	56,640	60,380	70,206	72,706
6	45,220	46,680	48,250	50,900	53,560	56,030	58,510	61,430	73,442	75,942
7	45,550	47,000	48,570	51,220	53,870	56,370	58,850	61,760	76,677	79,177
8	45,880	47,340	48,910	51,560	54,220	56,680	59,170	62,090	79,914	82,414
9	46,290	47,760	49,330	51,970	54,620	57,100	59,590	62,500	83,151	85,651
10	47,060	48,520	50,080	52,730	55,380	57,860	60,350	63,270	90,010	92,510
11	47,810	49,260	50,850	53,500	56,150	58,640	61,110	64,020	-	-
12	48,910	50,360	51,950	54,600	57,250	59,720	62,210	65,120	-	-
13	53,230	54,690	56,260	58,910	61,570	64,040	66,520	72,780	-	-
14	63,070	64,630	66,330	69,160	72,000	75,220	77,350	81,370	-	-
15	74,800	76,460	78,270	81,270	84,270	88,420	90,010	91,010	-	-

Step	Para	Security	Parent Liaison	Attend. Officer	Comp. Tech.
1	23,819	26,809	32,710	32,560	25,000
2	24,069	27,059	32,960	32,810	26,250
3	24,319	27,309	33,210	33,060	27,563
4	24,569	27,559	33,460	33,310	28,941
5	24,819	27,809	33,710	33,560	30,388
6	25,487	28,477	35,660	35,510	-
7	26,173	29,163	37,810	37,660	-
8	26,879	29,869	40,160	40,010	-
9	27,604	30,594	42,710	42,560	-
10	28,350	31,340	-	45,756	-
+	-	-	-	55,252	-

LR 1
-05 *Passaic City*

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	Di
1	43,170	44,540	46,020	48,500	50,980	53,310	55,640	
2	43,420	44,790	46,270	48,750	51,230	53,560	55,890	
3	43,670	45,040	46,520	49,000	51,480	53,810	56,140	
4	43,920	45,290	46,770	49,250	51,730	54,060	56,390	
5	44,170	45,540	47,020	49,500	51,980	54,310	56,640	
6	45,220	46,680	48,250	50,900	53,560	56,030	58,510	
7	45,550	47,000	48,570	51,220	53,870	56,370	58,850	
8	45,880	47,340	48,910	51,560	54,220	56,680	59,170	
9	46,290	47,760	49,330	51,970	54,620	57,100	59,590	
10	47,060	48,520	50,080	52,730	55,380	57,860	60,350	
11	47,810	49,260	50,850	53,500	56,150	58,640	61,110	
12	48,910	50,360	51,950	54,600	57,250	59,720	62,210	
13	53,230	54,690	56,260	58,910	61,570	64,040	66,520	
14	63,070	64,630	66,330	69,160	72,000	75,220	77,350	
15	74,800	76,460	78,270	81,270	84,270	88,420	90,010	

YEAR 1
2004-05 *Passaic City*

Salary Guide Step	Psych	Psych/Doc	Para Prof	Security	Parent Liaison	Attendance Officers
1	55,640	58,140	23,819	26,809	32,710	32,560
2	60,496	62,996	24,069	27,059	32,960	32,810
3	63,733	66,233	24,319	27,309	33,210	33,060
4	66,970	69,470	24,569	27,559	33,460	33,310
5	70,206	72,706	24,819	27,809	33,710	33,560
6	73,442	75,942	25,487	28,477	35,660	35,510
7	76,677	79,177	26,173	29,163	37,810	37,660
8	79,914	82,414	26,879	29,869	40,160	40,010
9	83,151	85,651	27,604	30,594	42,710	42,560
10	90,010	92,510	28,350	31,340		45,756

**PASSAIC PUBLIC SCHOOLS
PASSAIC, NEW JERSEY**

EAP Salary Guide for Computer Technicians

October 23, 2004

Negotiated 2004-05 (Pat Harrison email 10-20-04) Prepared by Henry J. Lee & Maria Infante

	2003-04	2004-05
Step		
1	25,000	25,000
2	26,250	26,250
3	27,563	27,563
4	28,941	28,941
5		30,388

Step		
1		
2	1	
3		1
4	2	
5		2

Step		
1	-	-
2	26,250	-
3	-	27,563
4	57,882	-
5	-	60,776
	84,132	88,339
	4,207	
	88,339	

Step	
1	
2	1,250
3	1,313
4	1,378

Step	
1	
2	5.0%
3	5.0%
4	5.0%

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	2003-04	2004-05
Step		
1	25,000	25,000
2	26,250	26,250
3	27,563	27,563
4	28,941	28,941
5		30,388

Step		
1		
2	1	
3		1
4	2	
5		2

Step		
1	-	-
2	26,250	-
3	-	27,563
4	57,882	-
5	-	60,776
	84,132	88,339
	4,207	
	88,339	

Step	
1	
2	1,250
3	1,313
4	1,378

Step	
1	
2	5.0%
3	5.0%
4	5.0%