

**2008-2009  
2009-2010  
2010-2011**

**NEGOTIATIONS  
AGREEMENT**

between

**UPPER FREEHOLD REGIONAL  
BOARD OF EDUCATION**

and

**UPPER FREEHOLD REGIONAL  
EDUCATION ASSOCIATION**

Allentown, New Jersey

**ASSISTANTS  
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## **ARTICLE I RECOGNITION**

**A.** Pursuant to Chapter 123, P.L. 1974, State of New Jersey, the Upper Freehold Regional Board of Education hereby recognizes the Upper Freehold Regional Education Association as the exclusive and sole representative for the purpose of collective negotiations concerning grievances and terms and conditions of employment for all assistants including: Non-Instructional Assistants, Instructional Assistants, Safety & Security, Security Monitors, and Network Technicians.

**B.** Unless otherwise specified in this Agreement, the personnel included in this unit agreement described above shall hereinafter be referred to as employees.

## **ARTICLE II ENTIRE AGREEMENT - NEGOTIATIONS PROCEDURE**

**A.** During the term of this Agreement, neither party shall be required to negotiate with respect to any matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

**B.** In the event that the parties mutually agree to alter, amend or supplement this Agreement, the terms of any subsequent Agreement shall be reduced to writing, signed by the parties hereto, ratified by the Association and adopted by the Board. The terms hereof shall not be otherwise changed, modified, or amended.

**C.** In accordance with the provisions of Chapter 123, Public Laws of 1973 of the State of New Jersey, the parties agree to commence negotiations for the successor agreement not later than September 30, 1992.

**D.** Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party.

**E.** The Board agrees that during the term hereof, it will not negotiate concerning the employees in the bargaining unit defined in Article I with any other organization other than the Association.

## **ARTICLE III GRIEVANCE PROCEDURE**

### **A. Definitions**

1. A grievance shall mean an alleged violation, interpretation or application of any provision of this Agreement or an alleged violation, interpretation or application of any policies or administrative decisions affecting terms and conditions of employment.

2. A grievant is the person or persons alleging said violation.

3. An employee shall mean any paid assistant.

4. An immediate supervisor shall mean that member of Administration to whom the employee normally reports, or their designee.

## **B. Grievance Procedure**

- 1.** When an employee believes they have been aggrieved, they may present a grievance either orally or in writing to their immediate supervisor. All grievances shall be presented not later than twenty (20) calendar days following the occurrence which is the basis for the grievance.
- 2.** A reply to the grievance shall be received not later than twenty (20) calendar days following the presentation of the grievance.
- 3.** Should a grievant be dissatisfied with the reply to the grievance at the initial step of the procedure, the employee may request that the grievance be reviewed by the Superintendent. The grievant's request shall be made in writing no later than seven (7) calendar days following the reply to the grievance at the step below. The grievant shall be required to provide in writing the basis for the grievance at the time the member requests a review of the grievance by the Superintendent. The Superintendent shall reply to the grievance no later than seven (7) calendar days following this level of review.
- 4.** Should a grievant be dissatisfied with the reply to the grievance given by the Superintendent, the member may request that the grievance be reviewed by the Board. The grievant shall be required to notify the Board in writing not later than five (5) calendar days following the reply given by the Superintendent of her desire to have the grievance reviewed. Upon being notified of the grievant's intention, the Board shall schedule a hearing date, if so required, for the grievance not later than twenty (20) calendar days following the hearing of the grievance. The word "Board" as used in this paragraph, shall mean a committee of the Board made up of members of the Board which the Board so designates.
- 5.** Should the Association be dissatisfied with the determination rendered by the Board, it may submit the grievance to advisory arbitration within fifteen (15) calendar days following the determination of the Board. A request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- 6.** In the event of arbitration, the costs of the arbitrator's services shall be shared equally by the parties and each of the parties shall bear their own costs.
- 7.** All hearings under this procedure shall be conducted in private and shall include only persons directly concerned and their designated or selected representatives.
- 8.** The arbitrator shall limit any decisions strictly to the alleged violation, application and interpretation of the provisions of this Agreement and shall be without power or authority to make any decisions.
  - (a)** Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this agreement, or of applicable law or rules or regulations having the force and effect of law.
  - (b)** Involving Board policy or practice under the provisions of this Agreement, or under applicable law; except that he may decide in a particular case that the Board policy, practice or administrative decision was disregarded or that its attempted application under any term of this Agreement was so discriminatory, arbitrary or capricious to constitute an abuse of discretion.

(c) Limiting or interfering in any way with the powers, duties and responsibilities of the Board under applicable law, and rules and regulations having the force and effect of law.

**C. Miscellaneous**

The time limits set forth in the foregoing procedures shall be considered maximum time limits. Failure of the grievant to proceed within the time limits set forth shall constitute an abandonment of the grievance. Failure at any step of the procedure by one charged with rendering a decision within the time limits set forth shall be tantamount to permitting the grievant to proceed to the next step outlined in the foregoing procedure.

**ARTICLE IV  
HOURS OF WORK**

**A.** Subject to the provisions below, all full-time Assistants shall work eight (8) hours per day, inclusive of one-half (½) hour duty free lunch period. The parties agree that there is a need for flexibility in scheduling the hours in the workday. Accordingly, the Building Principal, in his discretion, may schedule the eight (8) hour work day between 7:00 a.m. and 3:00 p.m., or 7:30 a.m. and 3:30 p.m., or 7:45 a.m. and 3:45 p.m., or 8:00 a.m. and 4:00 p.m., or 8:15 a.m. and 4:15 p.m., or 8:30 a.m. and 4:30 p.m., or 8:45 a.m. and 4:45 p.m., or 9:00 a.m. and 5:00 p.m.

**B.** All half-time Assistants shall work four (4) hours per day. The working hours for said half-time personnel shall be scheduled by the Building Principal of all building personnel and by the Superintendent of Schools for all other personnel. Any half-time personnel required to work a full day shall receive a half-hour (½) duty free lunch period.

**C.** Employees in the unit shall not be required to work on days which the schools are closed due to inclement weather. When school is dismissed early due to inclement weather, all assistants may leave when the teachers leave (i.e. 20 minutes after the students).

**D.** Employees in the unit shall be entitled to one (1) uninterrupted rest period of fifteen (15) minutes during the morning and one (1) uninterrupted rest period of fifteen (15) minutes during the afternoon, at such time as shall be mutually agreed upon by the employee and the immediate supervisor.

**E.** Compensatory time shall be handled at the building level whereby the building head will be responsible for processing applications in connection with same and communicating decisions to the employee involved.

**ARTICLE V  
SICK LEAVE**

**A.** All ten (10) month employees shall be allowed, without deduction from salary twelve (12) sick days leave per year.

B. The aforementioned sick leave is cumulative. The total number of days of sick leave that may be used by an employee in any one year shall be the current annual sick leave allowance of twelve (12) plus the accumulated reserve.

C. No employee shall accumulate any sick leave while on an authorized leave of absence.

D. Sick leave time shall only be granted in the event the employee is ill. The utilization of sick leave by an employee in the event of illness in her immediate family or for any other purpose other than that expressed herein is prohibited.

E. Any member who retires/dies with at least fifteen (15) years of service in the Upper Freehold Regional School District and has accumulated at least fifty percent (50%) of their sick leave at the time of retirement/death, will be compensated for the accumulated sick leave in accordance with the following formula which is based upon the years of experience in the Upper Freehold Regional School District.

Formula for computing the accumulated sick leave/retirement/death benefit for non-certificated staff members:.

- Step 1 Ascertain number of years of service and annual salary upon retirement.
- Step 2 Using the teacher's guide for the step equal to the number of years of service of the individual retiring, locate the salary on the Bachelor's guide and that will give you the denominator of the fraction used in the calculation.
- Step 3 Using the chart\* in the teacher's agreement to determine the numerator, which will be a number between \$2,000 and \$4,000. Divide by the teacher's salary which for the 1984-85 school year was between \$14,364 and \$31,598. That will yield a percent between 7.5% and 12.7%. That percentage shall be applied to the retiree's annual salary to yield retirement benefit.

Example After 18 years of service a non-certificated employee is retiring. Her salary at the time of retirement is \$14,450. Article XIV of the teachers' contract for 15-19 years of service = \$2,000. Teacher's salary at step 18 = \$25,739.

$$\frac{2000}{25,739} = 7.8\%$$

7.8% x \$14,450 = \$1,127 accumulated sick leave retirement benefit.

1993 - 1996

Years of Service	Compensation
15	\$2,000
20	2,500
25	3,000
30	3,500
35	4,000

Written notice of intent to retire must be submitted to the Superintendent's Office ninety (90) days prior to the issuance of the accumulated sick leave retirement benefit.

## **ARTICLE VI PERSONAL LEAVES OF ABSENCE**

**A.** A maximum of three (3) days of absence annually may be allowed with full pay. Such days will be granted without a reason being expressed by the application other than the day is being taken pursuant to this section. In no event will approval for any of the three (3) days' absence be automatically granted immediately before or immediately after a holiday or vacation or when three (3) consecutive personal days are requested. In the latter two situations the days shall only be granted after approval of the administration.

Other legitimate requests for emergency leave may be approved by the Superintendent. In order to obtain such leave, the applicant shall make a request and receive approval from the Superintendent in advance. Except in cases of emergency, application for leave shall be made at least twenty-four (24) hours before the date for which the leave is requested.

**B.** The number of school days, not to exceed five (5), will be allowed without loss of pay in the event of each death in the immediate family. The term immediate family shall be understood to include only the following:

Grandfather, Grandmother, Father, Father-in-law, Mother, Mother-in-law, Husband, Wife, Child, Brother, Sister. An allowance of one (1) day per year in case of the death of a relative not heretofore mentioned will be granted.

**C.** Leave for illness in the family. Once personal leave is exhausted, assistants would be eligible for a maximum of five (5) days leave for illness in the family at a salary reduction of \$18.25 per day.

**D.** Unused personal days will be converted to sick days as of July/September 1<sup>st</sup> of the subsequent school year.

**E.** Twelve (12) month support staff will be granted vacation time according to the following:

0-10 years in district	- 10 days
11-15 years in district	- 12 days
16-19 years in district	- 14 days
20 or more years in district	- 15 days

## **ARTICLE VII CALENDAR**

**A.** The work year for Assistants shall consist of one hundred eight-three (183) working days scheduled between September 1<sup>st</sup> and June 30<sup>th</sup> as follows: Begin the same day as all teachers, plus one hundred eighty (180) student days.

**B.** Assistants may be required to participate in district in-service programs at the discretion of the administration. Requests from assistants to participate in district

in-service programs shall be made to their immediate supervisors. If approved, the supervisors shall submit the request to the Director of Curriculum for processing.

C. Assistants may apply for one (1) para-professional day for professional growth activities. Approval of the immediate supervisor and Superintendent will be required. The district's extant form for professional days will be used for such requests.

D. Written notification of contract renewal/non-renewal and salary status for the following year will be given each employee on or before June 30<sup>th</sup> of each school year.

## ARTICLE VIII SALARIES

A. The Board shall pay salaries in accordance with the salary schedules attached hereto and made a part thereof .

B. The term of this agreement will be:

2008-09	4.5%
2009-10	4.5%
2010-11	4.5%

C. The Board reserves the right to withhold an increment for just cause.

D. The Board retains the authority to specify the salary of new positions and to determine the credit to be awarded for placement on any existing salary guide.

### E. Severance Clause-

Should the Board decide to privatize, pursuant to law, its non-instructional staff, there shall be certain remuneration paid as severance pay.

1. One (1) week salary for each full year of service in the Board's employ.
2. The Board, in it's sole discretion, may increase the foregoing for any employee who has twenty (20) or more full years of employment with the Board.

## ARTICLE IX INSURANCE PROTECTION

The Board in its sole discretion, may discontinue their participation in the New Jersey School Employee Health Benefits Plan including the New Jersey School Employee Prescription Drug Card Plan. In the event this occurs, the Board will provide health coverage equal to or better than the New Jersey School Employee Health Benefits Plan restore the prescription co-pays and mail order co-pays in existence as of June 1, 2008 (Prescription co-pay will be: \$ 5.00 for generic prescriptions, \$15.00 for name brand prescriptions and mail order at 1x the above rates (\$5.00/generic, \$15.00/name brand for a 90 day supply).)

A. The Board will provide health coverage in the New Jersey School Employee Health Benefits Plan. All new employees hired after July 1<sup>st</sup> and those employees who are non-tenured or have not reached three (3) consecutive full years of employment, who are employed 30 or more hours per week, will be offered the Direct 15 (or its equivalent) and will be provided coverage for their children so long as they can demonstrate that they are unable to secure other



group coverage from one of the child's/children's parent, spouse, or guardian. All tenured employees or employees who have reached three (3) consecutive full years of employment and upon achieving tenure or three (3) consecutive full years of employment will be entitled to full coverage in either Direct 10, Direct 15 (or its equivalent).

**B.** Dental and Prescription Insurance will be Board paid as follows: Dental coverage will be carried under the Delta Dental Insurance terms in effect during the 2008-09 contract year at a co-pay rate of 80/20 with an annual individual limit of \$1,750.00/year each for members and dependents. New Jersey School Employee Prescription Drug Card coverage shall be provided.

Coverage for each member of the unit shall commence only after individual members make application for said coverage and execute the necessary enrollment card. The administration of the aforementioned plan shall be controlled by the underwriter in accordance with its rules and regulations.

**C.** At the commencement of the 2008-09 contract year, any employee who elects to waive medical benefits will receive in lieu thereof the following cash payments:

Single	\$1,250.00
Parent/child	\$1,500.00
Husband/ Wife	\$2,000.00
Family	\$2,250.00

At the same point in time, any employee who elects to waive dental or prescription benefits will receive in lieu thereof the following cash payments:

Dental	\$ 150.00
Prescription	\$ 250.00

The Board will make application for IRS approval to ensure that those employees who do not opt out of the Health Insurance Plan will not have the insurance costs taxed as income in accordance with Section 125 of the Internal Revenue Code.

**D.** Support staff employed thirty (30) hours or more of a regular full-time assignment will be eligible for coverage.

**E.** All new hires, commencing with the 1997-98 school year, will receive single health insurance coverage. Such individuals shall have the option to purchase, at their own expense, coverage in addition to their individual coverage. All full time, tenure eligible employees and those meeting the requirements in Paragraph D above, shall receive full health insurance (husband/wife, parent/child, family, whichever is applicable) upon attaining tenure. All employees who are not tenure eligible, who are employed thirty (30) or more hours per week, shall receive full health insurance benefits (husband/wife, parent/child, family, whichever is applicable) after having worked three (3) consecutive full years of employment.

**F.** In the event a prospective employee is has reached three (3) consecutive full years of employment in another school district and is eligible for family benefits in that district the Board upon recommendation of the superintendent, may provide family health benefits to such a new employee.

## ARTICLE X DEDUCTIONS FROM SALARY

### A. Payroll and Dues Deductions

The Board agrees to deduct from the salary of its employees dues for the Upper Freehold Regional Education Association and the New Jersey Education Association. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1969 (N.J.S. 52:14-15.9(e)), and under rules established by the State Department of Education. Said moneys together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Association. Such transmittal shall be made by the 15<sup>th</sup> of each month following the monthly pay period in which deductions were made.

### B. REPRESENTATION FEE

1. If any employee does not become a member of the Association during any school year commencing July 1<sup>st</sup> and concluding June 30<sup>th</sup>, which is covered in whole or in part by this Agreement, said employee shall be required to pay a representation fee to the Association for that school year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Within ten (10) days after the beginning of each school year, the amount of said representation fee shall be calculated by the Association pursuant to N.J.A.C. 19:17-3.4 and certified to the Board by the Association, which amount shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments charged by the union to its own membership.

3. Once during each school year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current school year. The Board will deduct the representation fee in equal installments, as nearly as possible, from the paycheck paid to each employee on the aforesaid list during the remainder of the membership year in question.

4. The employer shall remit the amount deducted to the Association monthly, on or before the 15<sup>th</sup> of the month following the month in which such deductions were made.

5. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

6. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making said deductions.

7. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and costs and expenses, that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article.

## **ARTICLE XI PROMOTIONS**

Promotions shall be made at the sole discretion of the Superintendent of Schools.

## **ARTICLE XII EMPLOYEE EVALUATION**

Employees shall have opportunities to confer with their immediate supervisors for the purposes of identifying strengths, weaknesses and discussing ways and means to improve overall performance. These conferences shall include written evaluation reports, and shall be scheduled by the supervisor and/or principal at least once in each contract year before April 1<sup>st</sup>. Employees shall be given copies of the evaluation report and shall be requested to sign it at the completion of the conference. Opportunity shall be given to the employee to file a written response. The response and the evaluation shall be forwarded to the Superintendent and shall be filed in the central personnel file.

## **ARTICLE XIII VOLUNTARY TRANSFERS**

- A.** In the event that a vacancy occurs in any unit position, the Superintendent shall, within a reasonable time thereafter, notify the Association thereof and post notice of the vacancy on the bulletin board in the main office of each school.
- B.** Any employee in the unit who desires to transfer to another building may file a written statement of request to do so with the Superintendent, including the positions and the location to which transfer is desired.
- C.** In the review of requests for voluntary transfer, the Board shall retain unilaterally the right to dispose of any such request as it sees fit.

## **ARTICLE XIV PERFECT/OUTSTANDING ATTENDANCE**

Employees who qualify for the district's Perfect Attendance Award for the previous year shall receive a bonus of \$100.00 on October 31<sup>st</sup>.

Employees who qualify for the district's Outstanding Attendance Award for the previous year shall receive a bonus of \$50.00 on October 31<sup>st</sup>.

## **ARTICLE XV MISCELLANEOUS PROVISIONS**

Children of Support Staff Members not domiciled in the regional school district who are enrolled in the Upper Freehold Regional School District shall be permitted to continue on roll without payment of tuition. (note deletion of date reference) Beginning with the 1990-91 school year children not heretofore enrolled shall only be enrolled without payment of tuition upon the recommendation of the Superintendent after considering impact of the school

district in terms of class size, cost, and staff workload. This restriction would not apply to support staff members employed and working prior to July 1, 1990.

## **ARTICLE XVI ADMINISTRATION OF CONTRACT**

**A.** If any provisions of this Agreement or any application of the Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

**B.** Any individual employment contract issued to a member of the bargaining unit shall be subject to the provisions hereof as to salary and the terms and conditions of employment.

**C.** Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by certified letter at the following addresses:

1. If by the Association, to the Board at:  
Upper Freehold Regional Board of Education  
27 High Street  
Allentown, New Jersey 08501
2. If by the Board, to the Association at:  
President, Upper Freehold Regional Education  
Association  
Home Address (to be advised)

## ARTICLE XVII REIMBURSEMENT FOR CONTINUING EDUCATION

### A. Requirements and Procedures

The requirements and procedures for continuing education reimbursement of any member of the support staff are as follows:

In order to be eligible a member must:

1. Be actively employed by the district at the time the courses are taken.
2. Present evidence in the form of an official college transcript or in-service "Professional Improvement Course Certificate" from the college and/or supervisor, or in the case of Network Technicians, a certification from a recognized hardware or software firm that provides evidence of successful completion of the course(s).
3. Courses will be related to obtaining degrees, certifications and/or coursework that will maintain or improve job skills, or any other courses related to the field of Education or support thereof.
4. Intended courses will be presented to the Superintendent for approval prior to course registration.
5. Approval of these courses shall not be arbitrarily denied.
6. The course(s) must be completed successfully, as evidenced by a grade of "B" or higher or the successful earning of an approved certificate.
7. Be employed by the Board at the time that reimbursement is to be made.
8. Courses completed prior to employment are not eligible for reimbursement.

### B. Schedule of Limits

The schedule and limits for continuing education reimbursement of any member of the professional staff are as follows:

1. Reimbursement will be the cost of tuition and fees up to the maximum of \$1,000.00 per member for 2008-09, 2009-10 and 2010-11.
2. A limit of \$10,000.00, district wide, per year for fiscal years of 2008-09, 2009-10 and 2010-11 has been established to finance this Article.
3. Requests for reimbursement should be submitted to the Superintendent.
4. Payment will be made to the member within thirty (30) days of submission of evidence of satisfactory completion of a course to the Superintendent.
5. Any requests for tuition reimbursement denied due to exhaustion of the tuition pool or the employee exceeding the annual limit, will be carried over to the following year.
6. Network Technicians may change placement on the guide effective September 1<sup>st</sup> and February 1<sup>st</sup>. He/she must notify the Superintendent of their intent to change placement by January 15<sup>th</sup> of the year prior to the placement change.

## Addendum A

### Non-Instructional Assistants Salary Guide

Step	2008-09	2009-10	2010-11
x	\$19,460	\$20,336	\$21,251
y	\$20,371	\$21,288	\$22,246
z	\$21,369	\$22,331	\$23,336
a	\$22,461	\$23,472	\$24,528
b	\$23,600	\$24,662	\$25,772
c	\$24,777	\$25,892	\$27,057
d	\$26,085	\$27,259	\$28,486
e	\$27,260	\$28,487	\$29,768
f	\$28,434	\$29,714	\$31,051
g	\$29,608	\$30,940	\$32,333
h	\$30,739	\$32,122	\$33,567
i	\$31,726	\$33,154	\$34,646
j	\$33,136	\$34,627	\$36,185
k	\$34,545	\$36,099	\$37,724

### Instructional Assistants Salary Guide

Step	2008-09	2009-10	2010-11
x	\$23,042	\$24,079	\$25,163
y	\$23,635	\$24,698	\$25,810
z	\$24,290	\$25,383	\$26,525
a	\$24,932	\$26,053	\$27,226
b	\$26,181	\$27,360	\$28,591
c	\$27,802	\$29,053	\$30,361
d	\$29,096	\$30,405	\$31,773
e	\$30,390	\$31,757	\$33,186
f	\$31,683	\$33,109	\$34,599
g	\$32,973	\$34,457	\$36,007
h	\$34,258	\$35,800	\$37,411
i	\$35,544	\$37,143	\$38,814
j	\$36,830	\$38,487	\$40,219
k	\$38,110	\$39,825	\$41,617
m	\$40,669	\$42,499	\$44,412
o	\$43,239	\$45,185	\$47,218

### Security Monitor Salary Guide

Step	2008-09	2009-10	2010-11
x	\$21,251	\$22,207	\$23,207
y	\$22,003	\$22,993	\$24,028
z	\$22,830	\$23,857	\$24,930
a	\$23,696	\$24,763	\$25,877
b	\$24,891	\$26,011	\$27,181
c	\$26,290	\$27,473	\$28,709
d	\$27,591	\$28,832	\$30,130
e	\$28,825	\$30,122	\$31,477
f	\$30,059	\$31,412	\$32,825
g	\$31,290	\$32,699	\$34,170
h	\$32,498	\$33,961	\$35,489
i	\$33,635	\$35,148	\$36,730
j	\$34,983	\$36,557	\$38,202
k	\$36,327	\$37,962	\$39,670
m	\$37,672	\$39,367	\$41,139
o	\$39,016	\$40,772	\$42,606

### Safety and Security Salary Guide 2008-09

Step	Security	Night Security	Security Coordinator
x	\$28,887	\$30,331	\$31,776
y	\$30,181	\$31,690	\$33,199
z	\$31,474	\$33,048	\$34,622
a	\$32,764	\$34,402	\$36,040
b	\$34,049	\$35,752	\$37,454
c	\$35,335	\$37,101	\$38,868
d	\$36,621	\$38,452	\$40,283
e	\$37,901	\$39,796	\$41,691
f	\$39,181	\$41,140	\$43,099
g	\$40,460	\$42,483	\$44,506
h	\$41,733	\$43,820	\$45,906
i	\$43,029	\$45,180	\$47,332

**Safety and Security  
Salary Guide 2009-10**

Step	Security	Night Security	Security Coordinator
x	\$30,187	\$31,696	\$33,206
y	\$31,539	\$33,116	\$34,693
z	\$32,891	\$34,535	\$36,180
a	\$34,238	\$35,950	\$37,662
b	\$35,581	\$37,361	\$39,140
c	\$36,925	\$38,771	\$40,617
d	\$38,269	\$40,182	\$42,096
e	\$39,607	\$41,587	\$43,567
f	\$40,944	\$42,992	\$45,039
g	\$42,281	\$44,395	\$46,509
h	\$43,611	\$45,792	\$47,972
i	\$44,965	\$47,213	\$49,462

**Safety and Security  
Salary Guide 2010-11**

Step	Security	Night Security	Security Coordinator
x	\$31,545	\$33,123	\$34,700
y	\$32,958	\$34,606	\$36,254
z	\$34,371	\$36,089	\$37,808
a	\$35,779	\$37,568	\$39,357
b	\$37,183	\$39,042	\$40,901
c	\$38,586	\$40,516	\$42,445
d	\$39,991	\$41,991	\$43,990
e	\$41,389	\$43,458	\$45,528
f	\$42,787	\$44,926	\$47,066
g	\$44,184	\$46,393	\$48,602
h	\$45,574	\$47,852	\$50,131
i	\$46,989	\$49,338	\$51,688



**Network  
Technicians  
Salary Guide  
2008-09**

	Step	Tech 1	Tech 2	Tech 3	Tech 4	Tech 5
0-1	w	\$30,811	\$32,311	\$33,811	\$35,311	\$37,311
2-3	x	\$31,333	\$32,833	\$34,333	\$35,833	\$37,833
4	y	\$32,586	\$34,086	\$35,586	\$37,086	\$39,086
5-6	z	\$33,924	\$35,424	\$36,924	\$38,424	\$40,424
7	a	\$35,343	\$36,843	\$38,343	\$39,843	\$41,843
8-9	b	\$36,832	\$38,332	\$39,832	\$41,332	\$43,332
10-11	c	\$38,405	\$39,905	\$41,405	\$42,905	\$44,905
12-13	d	\$40,105	\$41,605	\$43,105	\$44,605	\$46,605
14	e	\$41,495	\$42,995	\$44,495	\$45,995	\$47,995
15-16	f	\$43,341	\$44,841	\$46,341	\$47,841	\$49,841
17	g	\$45,286	\$46,786	\$48,286	\$49,786	\$51,786
18	h	\$47,357	\$48,857	\$50,357	\$51,857	\$53,857
19	i	\$49,546	\$51,046	\$52,546	\$54,046	\$56,046
20	j	\$52,010	\$53,510	\$55,010	\$56,510	\$58,510
21	k	\$53,347	\$54,847	\$56,347	\$57,847	\$59,847
22	l	\$54,703	\$56,203	\$57,703	\$59,203	\$61,203

**Network  
Technicians  
Salary Guide  
2009-10**

	Step	Tech 1	Tech 2	Tech 3	Tech 4	Tech 5
0	v	\$31,697	\$33,197	\$34,697	\$36,197	\$38,197
1-2	w	\$32,197	\$33,697	\$35,197	\$36,697	\$38,697
3-4	x	\$32,743	\$34,243	\$35,743	\$37,243	\$39,243
5	y	\$34,052	\$35,552	\$37,052	\$38,552	\$40,552
6-7	z	\$35,451	\$36,951	\$38,451	\$39,951	\$41,951
8	a	\$36,933	\$38,433	\$39,933	\$41,433	\$43,433
9-10	b	\$38,489	\$39,989	\$41,489	\$42,989	\$44,989
11-12	c	\$40,133	\$41,633	\$43,133	\$44,633	\$46,633
13-14	d	\$41,910	\$43,410	\$44,910	\$46,410	\$48,410
15	e	\$43,362	\$44,862	\$46,362	\$47,862	\$49,862
16-17	f	\$45,291	\$46,791	\$48,291	\$49,791	\$51,791
18	g	\$47,324	\$48,824	\$50,324	\$51,824	\$53,824
19	h	\$49,488	\$50,988	\$52,488	\$53,988	\$55,988
20	i	\$51,776	\$53,276	\$54,776	\$56,276	\$58,276
21	j	\$54,350	\$55,850	\$57,350	\$58,850	\$60,850
22	k	\$55,748	\$57,248	\$58,748	\$60,248	\$62,248

**Network  
Technicians  
Salary Guide  
2010-11**

	Step	Tech1	Tech 2	Tech 3	Tech 4	Tech 5
0-1	v	\$33,123	\$34,623	\$36,123	\$37,623	\$39,623
2-3	w	\$33,646	\$35,146	\$36,646	\$38,146	\$40,146
4-5	x	\$34,216	\$35,716	\$37,216	\$38,716	\$40,716
6	y	\$35,585	\$37,085	\$38,585	\$40,085	\$42,085
7-8	z	\$37,046	\$38,546	\$40,046	\$41,546	\$43,546
9	a	\$38,595	\$40,095	\$41,595	\$43,095	\$45,095
10-11	b	\$40,221	\$41,721	\$43,221	\$44,721	\$46,721
12-13	c	\$41,939	\$43,439	\$44,939	\$46,439	\$48,439
14-15	d	\$43,796	\$45,296	\$46,796	\$48,296	\$50,296
16	e	\$45,314	\$46,814	\$48,314	\$49,814	\$51,814
17-18	f	\$47,329	\$48,829	\$50,329	\$51,829	\$53,829
19	g	\$49,453	\$50,953	\$52,453	\$53,953	\$55,953
20	h	\$51,715	\$53,215	\$54,715	\$56,215	\$58,215
21	i	\$54,105	\$55,605	\$57,105	\$58,605	\$60,605
22	j	\$56,796	\$58,296	\$59,796	\$61,296	\$63,296
23	k	\$58,256	\$59,756	\$61,256	\$62,756	\$64,756

**Tech 1 - All Technicians**

**Tech 2 (Minimum Of 2 Hardware Certificates/1 Software Certificate - Prior Approval By Director Of Technology & Superintendent)**

Manufacturer Certified Hardware Repair Technician (Dell, HP, Compaq, 3Com, IBM, etc.) For Laptops, Desktops, Printers, Servers, Switches etc.

Manufacturer Certified Software Suite or Equal (Microsoft, Adobe, Smart Technology, etc.)

**Tech 3 (Minimum Of 2 Hardware Certificates/1 Software Certificate & Bldg Technology Leader - Prior Approval By Director Of Technology & Superintendent)**

In Addition To Tech 2 Requirements

Manufacturer Certified in Switching Technology (Procurve - APS, AIS, AES, MAES, etc.) Coordination Of Building Technology Needs, Upgrades, Personnel, etc. With The District Technology Office

**Tech 4 (Minimum Of 2 Hardware Certificates/1 Software Certificate & Media or Technology Integration Specialist - Prior Approval By Director Of Technology & Superintendent)**

In Addition To Tech 2 Requirements

Manufacturer Certified Video Conferencing Engineer (Polycom, Tandberg, etc.) Video Conferencing, Distance Learning, Media Solutions, Fiber Optics, etc.

**Tech 5 (Minimum Of 2 Hardware Certificates/1 Software Certificate & Communication Specialist - Prior Approval By Director Of Technology & Superintendent)**

In Addition To Tech 2 Requirements

Manufacturer Certified Communication Specialist (Cisco - CCNA Voice, CCVP, Avaya - ACA, ACS, ACE, etc.) Phone Switches, Voice Over IP Solutions, etc.