

AGREEMENT BETWEEN THE
WOODSTOWN-PIESGROVE REGIONAL BOARD OF EDUCATION
AND THE
WOODSTOWN-PIESGROVE REGIONAL SUPPORT STAFF ASSOCIATION
JULY 1, 1993 TO JUNE 30, 1996

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ARTICLE 1

RECOGNITION

- A. The Board of Education of the Woodstown-Pilesgrove Regional School District recognizes the Woodstown-Pilesgrove Regional Support Association as the exclusive representative for the bargaining unit consisting of all full and part-time custodial and maintenance personnel employed by the Woodstown-Pilesgrove Regional Board of Education, but excluding all other employees, all employees represented in other negotiations units, managerial executives, confidential employees, professional employees, police, firefighters and supervisors.
- B. Unless otherwise indicated, the term, "employees," when used as a generally descriptive term in accordance with provision A above, hereinafter in this Agreement, shall refer to all members of the negotiating unit, and references to male employees shall include female employees.

ARTICLE 2

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement. Such negotiations begin no later than one hundred and twenty (120) days before the required budget submission date of the Board. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be adopted by the Association and the Board, and signed by the delegated representatives of the Board and the Association.
- B. During negotiation, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. The Board shall make available for inspection by the Association such financial records, data and information of the Woodstown-Pilesgrove Regional School District as is available to any member of the public by statutory regulation. This inspection shall be made by appointment with the Superintendent or designee.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.

Negotiations Sessions

1. Any agreement that is mutually agreeable to both parties shall be adopted by the Association and the Board.
2. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be adopted by the Association and the Board and signed by the Association and the Board.
3. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article 1 with any organization other than the Association for the duration of this Agreement.
4. This Agreement shall not be modified in whole or part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 3

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is defined as a violation, misapplication, or misinterpretation of this Agreement, policies, administrative decisions, or state statutes or regulations affecting the terms and conditions of employment of employees in this bargaining unit.
2. A "grievant" is an employee who files a grievance, or the Association.
3. "Day" means a school day when school is in session, or a work day during the summer and vacation periods.
4. "Representative" is a person or agent designated to represent either party in the grievance procedure.
5. "Party of interest" is a person, agent or agency with an interest in the grievance, or the Association.

B. Procedures

1. Grievances shall be adjudicated according to the terms of this Agreement.
2. Formal grievances shall be filed in writing.
3. Communications and decisions concerning formal grievances shall be in writing.

4. Nothing herein precludes mutual extension of time limits of the grievance procedure.
5. Parties in interest shall be permitted representatives limited to three (3) persons at all levels of the procedures.
6. Failure by the grievant to process a grievance within the specified time limits shall render the grievance as settled in favor of the Board, except as provided hereafter.
7. Failure to issue a decision within the specified time limit shall render the grievance settled in favor of the grievant, except as provided hereafter.
8. When a written grievance is filed under C-2a, below, a copy will be submitted to the Superintendent. If, at the expiration of the time limits provided herein, there is no response from the other side, a five (5) day notice will be given, at the expiration of which, in the continued absence of a response, the grievance shall be resolved in accordance with the terms of sections 6 and 7 above.

C. Processing

1. Level 1 - Informal Grievances

A grievant shall discuss informally with his immediate supervisor any alleged misinterpretation of this Agreement, within twenty (20) days of such occurrence, in order to resolve the grievances. Failure to resolve the grievance shall advance it to Level 2.

2. Level 2 - Formal Grievances

a. A grievant shall file a formal grievance within thirty (30) days of the occurrence, and shall specify the clause of the Agreement, the nature of the grievance and the remedy.

b. The Supervisor of Buildings and Grounds shall hold a hearing promptly within five (5) days of receipt of the formal grievance, and shall render his decision within five (5) days after the hearing.

3. Level 3 - Appeals to the Superintendent

a. Within five (5) days of the decision at Level 2, the grievant may request an appeal to the Superintendent. The appeal shall include all materials previously submitted.

- b. The Superintendent shall establish a hearing within ten (10) days following such request, and notify the grievant at least five (5) days prior to the hearing date.
- c. Within five (5) days of the said hearing, the Superintendent shall notify the parties in interest of his decision.

4. Level 4 - Appeals to the Board

Grievances appealed to the Board shall be processed as in Level 3, except that the Board will establish a hearing within thirty (30) days.

5. Level 5 -- Arbitration

- a. Within ten (10) days of the decision of the Board, the Association may request arbitration of the grievance by filing notice with the Superintendent.
- b. The Board and the Association shall request a list of arbitrators from the public Employment Relations Commission.
- c. Within five (5) days of receipt of such list, an arbitrator shall be selected by alternately striking names from the list, the Association striking first. If the arbitrator is unable to serve, a new list shall be requested, and the process repeated.
- d. The arbitrator shall establish rules for the hearing, except as provided herein.
- e. The arbitrator shall first rule on the arbitrability of the grievance, if so requested by either party.
- f. The arbitrator shall have no power to add to, subtract from or alter the language of the Agreement. He shall have no power to make an award inconsistent with law. He shall rule only on the interpretation of the clause of the Agreement.
- g. The arbitrator's decision shall be binding on all parties, except that if his decision requires legislative action, such decision shall be effective only if such legislation is enacted.
- h. The cost of the services of the arbitrator shall be shared equally by the parties.
- i. Only grievances pertaining to violation of this Agreement may be processed to arbitration.

6. General Provision

- a. No prejudice will attend any employee by reason of the utilization of participation in the grievance procedure.
- b. The filing or pendency of any grievance shall not impede the normal management and operation of the schools.
- c. All records of grievance processing shall be filed separately
- d. Parties in interest will cooperate in investigating and providing pertinent information concerning a grievance being processed.

ARTICLE 4 PROBLEM SOLVING PROCEDURE

- A. Employees may submit problems, in writing, not of a contractual nature, to the Supervisor of Buildings and Grounds. If they are not satisfied with the solution provided by the Supervisor of Buildings and Grounds they may appeal the problem to the Superintendent.
- B. The Superintendent's decision will be final and binding.
- C. All of the problems submitted in this procedure will be in writing and all of the answers given to the employee will be in writing.

ARTICLE 5 LEAVES OF ABSENCE

- A. Personal Illness
 1. Except for personal disability or an emergency situation, employees shall be expected to work each designated workday unless excused under the following stipulations:
 - a. For twelve (12) month regularly salaried employees, allowance for personal illness or disability will be twelve (12) days per year with the unused portion accumulated without limit. After five (5) years of service in the district, one (1) additional day per year will be added until a maximum of fifteen (15) days per year is reached.
 - b. A physician's statement may be required for personal illness or disability.

B. Bereavement Leave

1. The Board will provide regularly salaried employees four (4) workdays bereavement leave for each death in the immediate family.
2. The immediate family shall consist of the employee's mother, father, sister, brother, son, daughter, spouse, mother-in-law, father-in-law, and grandparents, or significant other,
3. The workdays granted for bereavement leave shall be non-cumulative.
4. The Board will provide one (1) workday per year for the death of each relative other than the immediate family noted above or each close friend. This workday shall be non-cumulative.

C. Personal Business Days

1. Each regularly salaried employee may utilize up to two (2) workdays per year for personal business reasons and must state the specific reason for the request.
2. The Supervisor of Buildings and Grounds must be notified in writing forty-eight (48) hours in advance of said leave on the form provided. Forms are available from the office of Supervisor of Buildings and Grounds.
3. If the Supervisor of Buildings and Grounds is not notified forty-eight (48) hours prior to said leave, then the leave may be taken only if an emergency exists which has been explained to the Supervisor of Buildings and Grounds.
4. Unused personal business days shall convert to sick days, as long as the accumulated sick leave number does not exceed fifteen (15) for any given year.
5. No personal business days may be taken on the days immediately preceding or following a holiday or vacation period, or taken during the period between May 1st and June 30th without the expressed permission of the Supervisor of Buildings and Grounds.
6. No more than two (2) members of the unit may take a personal business leave on the same day. (One per building - High School/Middle School and Mary Shoemaker School.)

7. Personal leave may be taken for full or one-half (1/2) days. The first personal day must be taken as a full day. The second personal day may be taken in one half (1/2) days.

D. Rules Governing Absences

1. Employees are to notify the Supervisor of Buildings and Grounds of pending absence.
2. The daily clocking in and out are important parts of the employee accounting procedures. Any irregularities may result in a wage reduction.
3. Special consideration may be given for particular problems of employees with extended years of service.
4. After returning from absence, each employee will prepare an Absence Record Form, completed accurately, and turn it in to the office of the Supervisor of Buildings and Grounds within three (3) school days. If an employee fails to turn in the Absence Record Form within the required time period, the employee will be docked five (\$5) dollars for the day's absence(s).
5. These rules governing absences shall also apply to Article 7, "VACATION."

ARTICLE 6
HOLIDAYS

The following holidays shall be observed with a paid full day off for maintenance and custodial personnel.

Independence Day
Labor Day
Thanksgiving Day
Day After Thanksgiving
Day Before Christmas
Christmas Day
Day Before New Year's Day
New Year's Day
Presidents' Weekend (2 days)
Martin Luther King, Jr. Day
Good Friday
Memorial Day

Total - 13 Days

ARTICLE 7
VACATION

1. Annual vacations based on seniority shall be taken at a time approved by the Supervisor of Buildings & Grounds. Vacation requests must be submitted to the Supervisor of Buildings & Grounds at least one week in advance of the intended vacation day.
2. Vacation schedule for all regular maintenance and custodial employees will be:

1 - 7 years service	2 weeks
8 - 14 years service	3 weeks
15 - 20 years service	4 weeks
21 or more years service	5 weeks
3. All vacations shall be with regular pay.
4. Whenever a holiday observed by maintenance and custodial employees falls within the scheduled vacation period, the employee will receive one (1) extra day of vacation time.
5. Employees with greater than one (1) of service and on the payroll as of June 30th will be eligible for vacation the following fiscal year.
6. When an employee, as a result of years of service becomes eligible for additional weeks of vacation, those weeks may be taken any time during that fiscal year.

7. An employee may reschedule a vacation for reasons approved by the Supervisor of Buildings and Grounds, or because of a disability at the time of vacation.
8. Any first year employee who is not eligible for vacation may take two (2) weeks vacation without pay and be reimbursed after their anniversary date of employment.
9. Ten (10) days of a current year's vacation may be accrued forward to a succeeding year with the approval of the Supervisor of Buildings and Grounds.
10. An employee will receive a vacation allowance equivalent to any unused vacation to which entitled at the time of termination. This allowance is paid regardless of the reason for termination.
11. The "Rules Governing Absences," Article 5-D shall apply for absence(s) due to vacation.

ARTICLE 8

COMPENSATION

A. Salary Guide

1. Employees shall be paid according to exhibits 1, 2, 3 and 4 attached hereto and made part therefor.
2. Classifications of employees shall be as follows:

Class 1	Class 2	Class 3
Electrical Mechanic	Maintenance Person	Custodian
Plumbing Mechanic	Grounds Person	
Gen. Construction Mechanic		
Elementary Supervisor		

B. Additional Stipends.

Team Leader	See Exhibit 2
Night Supervisor	See Exhibit 2
Boiler License	See Exhibit 2
Bus License	\$250.00
Mechanic's Helper	\$500.00
Licensed Electrician	See Exhibit 2
Project Coordinator	See exhibit 2
Incentive Program	Up to: \$324.00
Crossing Guard	\$5.05/hr 1995-96 @ \$5.55/hr.
Hourly Person's and Substitutes	As per placement on the guide in exhibit 4

C. Criteria for Incentive Program

1. Participation in in-service training - each custodial/maintenance staff member would be offered the opportunity to participate in an instructional program. The staff member would be required to present and/or show leadership by actively participating in at least one training session. Monetary award for participation would be up to \$108.00.
2. Attendance - monetary awards for attendance as follows:
 - a. 0 to 3 sick days used - \$108.00
 - b. 4 to 6 sick days used - \$ 54.00
 - c. more than 6 sick days used - no award
3. Overall evaluation - monetary awards for overall annual evaluation:
 - a. outstanding - \$108.00
 - b. excellent - \$ 75.00
 - c. above average \$ 54.00
 - d. average - no award

D. Qualifications for Class 1 Mechanic

1. Minimum of 5 years experience in field
2. Minimum of 2 years classroom or equivalent training
3. Passing score on appropriate test(s)

E. Qualification for Mechanic's Helper Stipend

1. Must be enrolled in courses or be actively engaged in equivalent training leading to Class 1 Mechanic qualifications.

F. Pay Dates

Maintenance and custodial personnel employed on a twelve (12) month basis shall be paid in twenty-four (24) equal semimonthly installments on the 15th of the month and on the day prior to the last banking day of the month. If pay day falls on a non-work day, pay will be provided on the last regular work day prior to the regular pay date.

G. Deductions from salaries

1. The Board agrees to deduct from the salaries of its employees dues for the Woodstown Pilesgrove Regional Support Association, the Salem County Education Association, the New Jersey Education Association and the National Education Association, or any one or any such combination of such Associations as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in Compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.3(e) and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the New Jersey Education Association.

It is understood by parties to this Agreement that the Board shall have no other obligation or liability, financial or otherwise, other than as set forth herein, because of action rising out of the understandings expressed in the language of this Article. It is further understood that once that funds deducted are remitted to the Association the disposition of such funds thereafter shall be the sole and exclusive obligation and responsibility of the Association.

2. Upon written request from an employee, the Board will deduct any pay to the Salem County School Employees Federal Credit Union such amount as determined by the employees.
3. The Association shall indemnify and save the Board and Administration harmless against any and all claims, demands, suits or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this Article or in reliance upon any lists, notice or assignment furnished under this Article.

H. Uniforms

1. The Board shall provide employees with five (5) work shirts per year at Board cost. Employees may designate long or short sleeved according to preference. Appropriate pants of their own choosing are acceptable. Uniform shirts are required to be worn. Shirts will be replaced as needed upon notification by the employee to the Supervisor of Buildings and Grounds.
2. The Board shall provide one (1) pair of safety shoes every two (2) years at Board cost. Safety shoes are required to be worn.

ARTICLE 9

WORKDAY / WORK WEEK

- A. The regular work week shall be forty (40) hours Monday through Friday. A regular workday shall be eight (8) hours with an unpaid lunch.
- B. Time and one-half will be paid to any employee who works in excess of forty (40) hours in a given week. The forty (40) hours must be hours actually worked and recorded on the employees time card. A paid holiday and/or sick day will be considered as hours actually worked.

ARTICLE 10

RETIREMENT BENEFIT

Retiring employees will be granted payment for unused sick leave as follows:

1. Employees who retire immediately from service under the rules of PERS/TPAF and are not vesting and who have not less than ten (10) years of service in the Woodstown-Pilesgrove district and who have accumulated at least one hundred sick leave days, will be compensated at the rate of twenty-two (\$22.00) dollars per day.
2. Employees who claim this payment must notify the Board of their intent to retire by December 1 of their final year of service if they retire at the end of the school year, or not less than seven (7) months in advance of their retirement date if they retire at any other time. If, due to unusual circumstances, notice is given less than seven (7) months in advance, payment may be made twelve (12) months after the receipt of notice. In the event that an employee, having met all the requirements herein, dies before receiving payment, payment will be made to the employee's estate.

Payment will be made in any of the following schedules at the option of the employee:

1. Full payment on or about July 1.
2. Full payment on or about January 1.
3. Half payment on each of the above dates.

ARTICLE 11

EVALUATIONS

- A. All employees will receive a written evaluation at least once annually using a standard format. More frequent formal or informal evaluations will be conducted as appropriate. Employees may attach an unanswerable addendum to any written evaluation or criticism of their performance.
- B. New maintenance and custodial personnel shall be employed for a ninety (90) day probationary period.

ARTICLE 12

COST OF PRINTING

- A. Copies of this Agreement shall be provided to the Board and the Association in as many copies as shall be mutually agreed upon. Cost of publication and distribution shall be borne equally by the parties to this Agreement.
- B. Copies of this Agreement shall be provided to each current employee by the WPRSA. Copies of individual job descriptions shall be provided to each current employee by the Board of Education. Copies of this Agreement and the job description shall be provided by the Board of Education to each final candidate recommended for employment.

ARTICLE 13

HEALTH INSURANCE

- A. The Board of Education shall make available to regularly salaried employees working twenty (20) hours per week in the bargaining unit, and be responsible for the payment of employee coverage and one hundred (100%) per cent of the dependent coverage for each employee in the New Jersey Public Employees Health Benefits Plan or an equal to or better than employee health benefits plan.
- B. The Board will provide coverage under a five (\$5.00) dollar co-pay prescription plan at Board expense for each employee and his or her family where applicable.

- C. The Board of Education shall pay the cost of premiums for the employee and dependents, for the Delta Dental III A Dental Insurance Plan, or its equivalent.
- D. The Board will reimburse each employee for costs incurred for optical health care and/or medical and dental care to the employee or members of his immediate family which are not reimbursable under insurance coverage provided herein, upon presentation of receipted bills and evidence that reimbursement has been claimed and denied under insurance provided herein, if appropriate, to a maximum of four hundred (\$400) dollars per year. Employee bills must be submitted by June 30 and payment will be made by July 31.

ARTICLE 14

POSTING PROCEDURE

Any vacancy will be posted on the central bulletin board in each school building for a ten (10) day period after the vacancy is made known to the Superintendent and a copy of this notice will be sent to the Association.

ARTICLE 15

TRANSFERS AND REASSIGNMENTS

- A. An employee who desires a change in assignment or who desires to transfer to another building may file a written statement of such desire with the Supervisor of Buildings and Grounds.
- B. Notice of involuntary transfer or reassignment shall be given to employees as soon as practicable.
- C. An involuntary transfer or reassignment shall be made only after a meeting between the employee involved and the Supervisor of Buildings and Grounds, at which time the employee shall be notified of the reason thereof. In the event that an employee objects to the transfer or reassignment at this meeting, upon the request of the employee, the Superintendent or designee shall meet with him/her. The employee may, at his/her option, have an Association representative present at such meeting.
- D. A list of open positions in the school district shall be made available to all employee being involuntarily transferred or reassigned. Such employees may request the positions, in order of preference, to which they desire to be transferred.
- E. Such request shall be considered prior to final determination. If an employee is assigned to a lower salaried position, his/her salary shall be frozen until his/her level of service corresponds with that rate of pay.

ARTICLE 16

PHYSICAL EXAMS

A physical examination is required prior to employment and once each year during employment. Physicals will be obtained through the school physician and school nurse at the Board of Education's expense. Physicals will be administered during a regularly scheduled visit by the school doctor in the high school health office. Each employee will be informed prior to the date of his/her appointment.

ARTICLE 17

ASSOCIATION RIGHTS

- A. The Board shall make available to the Association any information in the public domain regarding financial data. The Board will also make available information which may be necessary for the Association to process any grievance. All requests shall be in writing to the Superintendent.
- B. Whenever any representative of the Association or any employee is scheduled by the Board to participate during work hours in negotiations he shall suffer no loss in pay.
- C. The Association and its representatives shall have the privilege of using school buildings at reasonable hours for meetings with knowledge of the Superintendent or his/her designee.
- D. The Association shall have reasonable space on all existing bulletin boards in areas used exclusively by employees.
- E. The Association shall have the right to reasonable use of the inter-school mail facility and school mailboxes. Except for routine announcements, all other material shall be in sealed envelopes.
- F. The Association shall have the right to reasonable use of a typewriter, copy machine and audio-visual units, subject to paying for any incurred costs.

ARTICLE 18

BOARD RIGHTS.

- A. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulation (a) to direct employees of the school district, (b) to hire, promote, transfer, assign and retain employees in positions in the school district, and for just cause, to suspend, to demote, discharge or take other disciplinary action against employees (c) to relieve employees from duty because of lack of work or for other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means and personnel by which such operations are to be conducted and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.
- B. During the term of this Agreement, the Association and its members of the bargaining unit represented by the Association, shall not have the right to engage in a work stoppage or strike. The Association shall not be bound to this provision if the Board refuses to meet with the Association for the purpose of negotiations as prescribed by this Agreement and by public law.

ARTICLE 19

STATUTORY SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is declared illegal by any action or legal authority or recognized jurisdiction, 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.

ARTICLE 20

FULLY BARGAINED PROVISION

This Agreement incorporates the entire understanding of the parties on all matters which were the subject of negotiations.

ARTICLE 21

SAVINGS CLAUSE

Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted so as to eliminate, reduce or otherwise detract from any benefit existing prior to its effective date. A benefit is herein defined to mean one that is tangible and measurable and existing for no less than three (3) years.

ARTICLE 22

JURY DUTY

All employees covered by this Agreement who are called on jury duty shall be paid for the time thus lost from regular school duties and the amount of payment shall be the difference between their regular pay and their jury duty pay.

ARTICLE 23

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1993 and shall continue in full force and effect until June 30, 1996. The parties agree that there will be no new negotiations on any matter for either party during the life of this contract except those for a successor agreement.

In witness hereof the Woodstown Pilesgrove Regional Support Association and the Woodstown Pilesgrove Regional Board of Education have signed this Agreement through action of these designated officers.

FOR THE WOODSTOWN-PILESGROVE REGIONAL SUPPORT ASSOCIATION

FOR THE BOARD OF EDUCATION OF THE WOODSTOWN-PILESGROVE REGIONAL SCHOOL DISTRICT

John J. ...
PRESIDENT

[Signature]
PRESIDENT

Donald Stearns
CHAIRPERSON
NEGOTIATIONS COMMITTEE

Michael A. Caporale
CHAIRPERSON
NEGOTIATIONS COMMITTEE

ATTEST:

[Signature]
BOARD SECRETARY

1/23/95
DATE

Exhibit 1

Salary Increase ONLY

NAME	02/93		03/94		03/94		04/95		04/95		04/95		05/96		05/96		05/96		05/96		3 yr		3 yr	
	Salary	\$ Inc.	\$ Inc.	% Inc.	Salary	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.	\$ Inc.	% Inc.
Brewer (a)	15600	1050	1050	6.73%	16650	1000	1000	6.01%	17650	1000	1000	5.10%	18550	900	900	5.10%	18550	2950	2950	16.91%	2950	2950	18.91%	
Dalgo (a)	18600	1050	1050	5.65%	19650	1050	1050	5.34%	20700	1050	1050	4.03%	21700	1000	1000	4.03%	21700	3100	3100	16.67%	3100	3100	16.67%	
Hackell (a)	15925	1050	1050	6.59%	16975	1000	1000	5.89%	17975	1000	1000	5.01%	18875	900	900	5.01%	18875	2850	2850	18.52%	2850	2850	18.52%	
Hersh (a)	15925	1050	1050	6.59%	16975	1000	1000	5.89%	17975	1000	1000	5.01%	18875	900	900	5.01%	18875	2850	2850	18.52%	2850	2850	18.52%	
Lo	20000	1050	1050	5.25%	21050	1000	1000	4.75%	22050	1000	1000	4.06%	22950	900	900	4.06%	22950	2950	2950	14.75%	2950	2950	14.75%	
Mullans (a)	15925	1050	1050	6.59%	16975	1000	1000	5.89%	17975	1000	1000	5.01%	18875	900	900	5.01%	18875	2850	2850	18.52%	2850	2850	18.52%	
Shimp (b)	20000	550	550	2.75%	20550	500	500	2.43%	21050	500	500	3.09%	21700	650	650	3.09%	21700	1700	1700	4.50%	1700	1700	4.50%	
Trotta (a)	18000	1050	1050	5.83%	19050	1000	1000	5.07%	19450	1000	1000	4.63%	19950	900	900	4.63%	19950	2950	2950	18.11%	2950	2950	18.11%	
Willey (a)(b)	17000	1450	1450	8.53%	18450	1000	1000	5.42%	19450	1000	1000	5.01%	20350	900	900	5.01%	20350	3350	3350	18.71%	3350	3350	18.71%	
Wright (a)	15800	1050	1050	6.65%	16850	1000	1000	5.93%	17850	1000	1000	5.04%	18750	900	900	5.04%	18750	2950	2950	18.67%	2950	2950	18.67%	
Carpenier (b)	26975	1000	1000	3.71%	27975	1250	1250	4.47%	28225	250	250	0.89%	30475	2500	2500	8.83%	30475	3500	3500	12.97%	3500	3500	12.97%	
Mal (b)	28850	1000	1000	3.47%	29850	1250	1250	4.19%	31100	1250	1250	4.02%	32350	1250	1250	4.02%	32350	3500	3500	12.13%	3500	3500	12.13%	
Ollek (b)	28625	1000	1000	3.49%	29625	1250	1250	4.22%	30875	1250	1250	4.05%	32125	1250	1250	4.05%	32125	3500	3500	12.23%	3500	3500	12.23%	
Powers (b)	28875	1000	1000	3.46%	29875	1250	1250	4.10%	31125	1250	1250	4.02%	32375	1250	1250	4.02%	32375	3500	3500	12.12%	3500	3500	12.12%	
Stevenson (b)	28875	1000	1000	3.46%	29875	1250	1250	4.10%	31125	1250	1250	4.02%	32375	1250	1250	4.02%	32375	3500	3500	12.12%	3500	3500	12.12%	
Willis (b)	20000	1000	1000	5.00%	21000	1250	1250	5.95%	22250	1250	1250	5.62%	23500	1250	1250	5.62%	23500	3500	3500	17.50%	3500	3500	17.50%	
Danner	20500	1050	1050	5.12%	21550	1150	1150	5.34%	22700	1150	1150	5.07%	24000	1300	1300	5.73%	24000	3500	3500	17.07%	3500	3500	17.07%	

NOTE: Pure salary increases ONLY. These calculations DO NOT account for any adjustments made to the salaries of seven (7) individuals for 1992-93, nor do they account for any stipends for which an individual may be eligible.

Woodstown-Pilesgrave Custodial-Maintenance Staff

Exhibit 2

Salary Adjustments

NAME	92/93 Salary	Salary Adjustment 92/93	New 92/93 Salary	92/93 % Increase
Brewer	15600	600	16200	3.85%
Hackett	15925	675	16600	4.24%
Hasn	15925	675	16600	4.24%
Mullans	15925	675	16600	4.24%
Trotta	16000	200	16200	1.25%
Wiley	17000	300	17300	1.76%
Wright	15800	400	16200	2.53%

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<u>Stieends</u>	92/93	93/94	94/95	95/96
<u>Sciler</u>				
Carcenter	375	400	420	440
Jefeo	375	400	420	440
Ma:	375	400	420	440
Shimp	375	400	420	440
Stavenscn	375	400	420	440
Willis	375	400	420	440
Wiley	375	400	420	440

<u>Team Leader</u>				
Defeo	1250	1310	1375	1435
Ollek	1200	1260	1325	1385
Powers	1350	1420	1490	1560

<u>Electrician</u>				
Mai	4250	4450	4650	4850

<u>Coordinator</u>				
Ollek	2000	2100	2200	2300

Woodstown - Pine Grove Custodial - Maintenance Staff

Exhibit 3

Salary = after adjustment + appropriate stipend(s)

NAME	82/83 Salary	83/84 \$ Inc.	83/84 % Inc.	83/84 Salary	84/85 \$ Inc.	84/85 % Inc.	84/85 Salary	85/86 \$ Inc.	85/86 % Inc.	85/86 Salary	3 yr \$ Inc.*	3 yr % Inc.
Brewer *	16200	1050	6.48%	17250	1000	5.80%	18250	900	4.93%	19150	3550	22
Daleo	20225	1135	5.61%	21360	1135	5.31%	22105	1080	4.80%	23575	3350	16
Hackell *	16600	1050	6.33%	17650	1000	5.67%	18650	900	4.83%	19550	3625	22
Hash *	16600	1050	6.33%	17650	1000	5.67%	18650	900	4.83%	19550	3625	22
La	20000	1050	5.25%	21050	1000	4.75%	22050	900	4.08%	22950	2950	11
Mullans *	16600	1050	6.33%	17650	1000	5.67%	18650	900	4.83%	19550	3625	22
Shimp	20375	575	2.82%	20950	520	2.48%	21470	670	3.12%	22140	1765	8
Troita *	16200	1050	6.48%	17250	1000	5.80%	18250	900	4.93%	19150	3150	19
Willay *	17875	1475	8.35%	19150	1020	5.33%	20170	820	4.56%	21090	3715	21
Wright *	16200	1050	6.48%	17250	1000	5.80%	18250	900	4.93%	19150	3350	21
Carpenter	27350	1025	3.75%	28375	1270	4.48%	29645	1270	4.28%	30915	3565	13
Mal	33475	1225	3.66%	34700	1470	4.24%	36170	1470	4.06%	37640	4165	12
Oilek	31425	1180	3.84%	32985	1415	4.29%	34400	1410	4.10%	35810	3985	12
Powers	30425	1070	3.54%	31295	1320	4.22%	32615	1320	4.05%	33935	3710	12
Stevenson	28250	1025	3.60%	30275	1270	4.19%	31645	1270	4.03%	32815	3565	12
Willis	20375	1025	5.03%	21400	1270	5.93%	22670	1270	5.60%	23940	3565	17
Danner	20500	1050	5.12%	21550	1150	5.34%	22700	1300	5.73%	24000	3500	17

* 3 year \$ & % increases calculated upon 1982-83 unadjusted base salary.

Step	83/84	Step	84/85	Step	85/86
1	16850	1	17460	1	17500
2	17250	2	17850	2	18000
3	17650	3	18250	3	18500
4	17850	4	18650	4	19150
5	18100	5	18900	5	19550
6	18400	6	19200	6	19750
7	18750	7	19450	7	20000
8	19200	8	19750	8	20300
9	19650	9	20200	9	20650
10	20125	10	20700	10	21100
11	20560	11	21050	11	21700
12	21050	12	22050	12	22950
		12	22050	12	22950

In each year of the proposal, each custodian moves up one (1) step on the guide. (except for Shimp)

