

**Agreement between
South Amboy Custodial/Maintenance Association
and the
South Amboy Board of Education
2011-2014**

**ARTICLE I
Recognition**

- A. The South Amboy Board of Education (hereinafter referred to as the "Board") recognizes the South Amboy Custodial Association (hereinafter referred to as the "Association") as the exclusive and sole representative as defined in Chapter 123, Public Laws of 1974, NJ., for all custodial, custodial/maintenance and maintenance personnel employed on an annual contract and working four (4) hours per day; but excluding the supervisory custodian.
- B. Unless otherwise indicated, the term "employee", when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the unit as defined above.

**ARTICLE II
Negotiation of Successor Agreement**

- A. The Board and the Association agree to commence negotiation in accordance with Chapter 123 of the Public Laws of 1974.
- B. Whenever members of the bargaining unit are mutually scheduled by the parties here to participate during working hours in conferences, meetings, or in negotiations respecting the collective bargaining Agreement, they will suffer no loss in pay.
- C. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

**ARTICLE III
Grievance Procedure**

A. Definition

A "grievance" shall mean a complaint by an employee or employees of the South Amboy Public School System that there has been to him or to them a personal loss, injury, or inconvenience because of a violation, misinterpretation or inequitable application of this Agreement, an administrative decision, or an established policy governing employees. A complaint will not be processed as a grievance under this procedure if it involves or applies to any matter which, according to law or rules or regulations set forth by the Commissioner of Education, is either beyond the scope of Board authority or limited to unilateral action by the Board alone.

B. Procedure

LEVEL ONE:

1. A grievance to be considered under this procedure must be initiated by the employee or the Association within ten (10) school days of its occurrence or within ten (10) school days after the employee would reasonably be expected to know of its occurrence.
2. Any employee who has a grievance shall discuss it first with his/her supervisor in an attempt to resolve the matter informally.
3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, he shall set forth his grievance in writing to the supervisor specifying:
 - (a) The nature of the grievance by article and section of the contract.
 - (b) The nature and extent of the injury, loss, or inconvenience.
 - (c) The relief sought by the aggrieved.
 - (d) The date of the occurrence.

The supervisor shall communicate his decision to the employee in writing within five (5) school days after personal receipt of the written grievance.

LEVEL TWO:

4. The employee may appeal the supervisor's decision to the Superintendent of Schools within ten (10) school days of the receipt of the supervisor's decision. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the supervisor as specified above and the aggrieved dissatisfaction with decisions previously rendered. The Superintendent shall meet with the concerned parties. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent shall communicate his decision in writing, along with supporting reasons, to the employee and the supervisor.
4. If the grievance is not resolved to the employee's satisfaction, he may request a review by the Board of Education. The grievance packet shall be submitted in writing within ten (10) school days through the Superintendent of Schools, who shall forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision in writing within thirty (30) calendar days.

LEVEL FOUR:

5. If an employee is dissatisfied with the decision of the Board of Education and if the matter pertains to the provisions of this Agreement between the Board of Education and the Association, the Association may request the appointment of an arbitrator. The Association shall notify the Superintendent no later than ten (10) school days after written decision of the Board of Education was made

known.

- a The following procedure will be used to secure the services of an arbitrator: A request will be made to the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question. The parties will then be bound by the rules of the Public Employment Relations Commission.
 - b The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing nor subtract anything from the Agreement between the parties or any policy of the Board of Education. If the decision of the Board of Education is taken to arbitration, then the decision of the arbitrator shall be binding upon the parties except that grievances based on past practices shall be limited to advisory arbitration and administrative decisions which do not change past practices shall be limited to an appeal to the Board of Education. The employee may request the Association to pursue arbitration. The Association shall determine the merits of the grievance before going to arbitration. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's award. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.
 - c The parties shall be responsible for all costs incurred by each and only the fee and expenses, if any, of the arbitrator shall be shared by each party paying one-half.
7. Any grievant may represent himself/herself through Level Three of this procedure. The Association shall have the right to be present and to state its views at all stages of the grievance procedure, and no grievance shall be considered resolved without the approval of the Association. Only the Association may process grievances through arbitration.
 8. 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. Any writing relating to personnel action or formal charges brought against an employee by the Board or its administrators and the charge or charges are found warranted, including, but not limited to, notices, appeals and letters of decision will become part of the employee's personnel file.
 9. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, hereto referred to in this Article.
 10. No reprisals of any kind shall be taken by the Board or by any member of the administration against any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.
 11. 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 Superintendent directly and the processing of such grievance shall commence at Level Two.

ARTICLE IV

Employee Rights and Privileges

- A. Pursuant to Chapter 123, Public Laws, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association.
- B. No employee shall be disciplined, reprimanded, terminated or reduced in compensation without just cause. Any such action asserted by the Board, or any agent representing thereof, shall be subject to the grievance procedure herein set forth. Any dismissal or suspension shall be considered a disciplinary action and shall at the option of the employee, be subject to the grievance procedure.
- C. In the event that duties & responsibilities are not carried out properly, the following policy will apply:
 1. The first offense will receive a verbal warning from the maintenance custodial supervisor or administrator (notice of this warning will be sent to the Superintendent's office).
 2. The second offense will result in a warning in writing; which will be handed to the employee before being placed in the employee's personnel file.
 3. The third offense will also result in a written warning as well as two (2) days off without pay. This will also be placed in the employee's personnel file.
 4. Further offenses will result in a written warning and one (1) week off without pay. If persistent violations occur, increments and raises will be withheld and could result in possible dismissal.
 5. Whenever any employee is required to appear before any administrator or supervisor, Board, or any committee or member thereof, concerning any matter which could adversely affect the continuation of that employee in his position employment, or the salary of any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative(s) of the Association present to advise him and represent him during such meeting or interview.
 6. No information pertaining to an employee's conduct, service, character, or personality shall be placed in his or her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he or she has had the opportunity to review such material by affixing his or 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 his or her answer shall be reviewed by the Superintendent or his designee and attached to the filed copy.

ARTICLE V

Association Rights and Privileges

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district.
- B. Representatives of the Association, the New Jersey Education Association, and the National Education Association may be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations, and with the prior approval of the Superintendent.
- C. The Association shall have the right to reasonable use of interschool mail and mail boxes.
- D. The Association President or his/her designee shall suffer no loss of pay if he/she is required by the Board to participate in Association business during school time.
- E. Should negotiations, grievances or other meetings be mutually scheduled by the parties, participants shall suffer no loss in pay.

ARTICLE VI

Insurance

There will be no reduction of benefits for chiropractic, mental health, routine physical or annual gynecological exam.

- A. The Board shall not provide health benefits to employees employed less than twenty (20) hours per week. Part-time employees may enroll in the applicable program at the group rate at the employee's cost.
- B. Subject to the exception following as to the dependents of new hires, as of July 1, 2002 the Board will pay the cost of the existing dental program and the cost of the prescription drug program, provided, however, that the co-payment/deductible for the prescription drug program will be increased, to \$25.00 for brand name items, \$15.00 for generic name items, and \$30 Generic and \$50 brand name mail order prescriptions for 90 day supply.
- C. The Board agrees to provide to its employees, partner in civil union and their families medical, dental, and prescription insurance coverage at the level of benefits provided to the South Amboy Education Association during the ~~2008-~~ ²⁰¹¹ ~~2011~~ ²⁰¹⁴ agreement as follows:

- Medical: deductible \$300/\$600.
 - Co-pay from \$15 to \$20/specialist from \$25 to \$30.
 - Inpatient co-pay when admitted to hospital \$150 per person.
 - Dependent children will be covered up to age of 26 if they attend school full-time. If not in school, coverage ends at 18 (end of the year they attain the age). If once out of school and the child returns to school full-time, coverage will resume under the parent's plan after documentation has been submitted to the Board.
- D. Those who wish to waive medical and prescription insurance coverage will receive a reimbursement in two payments, December and June, for a total of \$4,500.
- E. Employees who are married to or become married to or enter into a civil union with another district employee shall not be eligible for duplicate medical and prescription coverage and shall receive \$1,000 per year in lieu of duplicate coverage. If a qualifying event occurs (death, divorce, loss of job, etc.) the employee will immediately be allowed to re-enroll in the district health benefits program. During the year prior to retirement, the spouse may enroll in single coverage, if necessary, to meet eligibility standards for the state's retirement health benefits plan. **Maintain dental coverage for both employees who are married or in a civil union and working in the district.**
- F. Board paid medical and dental benefits as described in this Article VI will be "employee only" for the first (3) years of employment for employees who are hired after December 31, 1993. Such employees may, however, enroll their dependents in the applicable programs at the group rate, at the employee's cost. Part-time employee may purchase insurance coverage at the group rate.
- G. The Board shall continue to administer a Chapter 125 Pre-tax Plan pursuant to all applicable regulations.
- H. All employees shall receive a copy of the insurance plan.

ARTICLE VII

Vacancies and New Positions

- A. Notices of vacancies and new positions shall be posted in each school. Said notice shall include the title of the position, job description, location and starting date.
- B. Notice shall be posted for five (5) working days. Any employee who may be interested in the position or positions must make written application to the Superintendent within five (5) working days of the posting date.
- C. Employees who have acquired experience, skill and ability, to do the work required in the job, shall be given consideration before an applicant outside the school

- system. All such applicants shall be considered.
- D. When two (2) or more applicants within the system are the finalists for a given position and are equally qualified, the applicant with seniority shall be recommended for appointment.
 - E. Decisions on promotions, based upon sections C and D above, shall be made at the discretion of the administrator involved.

ARTICLE VIII

Transfers and Reassignments

- A. Employees desiring a transfer shall make a request in writing to the Superintendent.
- B. In the event an involuntary transfer is made, the Superintendent shall discuss the transfer with the person within two (2) weeks of the transfer.

ARTICLE IX

Workday

- A. The work day shall be eight (8) hours per day with one-half (1/2) hour exclusive of lunch for both a.m. and p.m. schedules. Lunch breaks must be staggered so that the building is covered at all times.

Each full-time employee shall have two (2) duty free work breaks of fifteen (15) minutes each. Part-time employees shall have one (1) duty free fifteen (15) minute break. One of the aforementioned paid 15 minute break shall be attached to the 30 minute a lunch period making the lunch break 45 minutes. The other paid break may be taken anytime during the work day.

- B. Every custodian must use the time clock. They must punch in and out every day and also for lunch. If the card is not punched, it will result in a loss of pay. All time cards must be validated by the maintenance custodial supervisor. All payroll will be deducted by the time cards. The time cards will be collected by the maintenance custodial supervisor and be presented to the Board Office.
- C. All overtime work over the forty (40) hours will be paid at a rate of one and one-half (1 1/2) times the regular pay, the exception being, if the overtime work is done on Sunday it will be compensated at two (2) times the regular rate of pay. When working overtime, the employee will have the choice of receiving his/her overtime pay or compensatory time for the time worked. **Only 40 hours of compensatory time may be accumulated per year and it cannot be rolled over to the following school year.** If overtime is taken as compensatory time, a forty-eight (48) hour notice is required. The time may be taken in a minimum of 4 hour intervals. Compensatory time may only be taken between September 1 through June 30. Compensatory time may not be carried over into the next school year.
- D. A rotating list of employees will be used when assigning overtime ensuring

equitable distribution of overtime hours.

- E. All custodians are on emergency call. They will be contacted by the maintenance custodial supervisor or the administration. All custodians are required to come in during an emergency call. The rate of pay will be one and one-half (1 1/2) times the regular pay. Custodians called in due to emergencies will be guaranteed a minimum of two (2) hours pay. Successive call-ins within the initial two hour period will not be paid.
- F. If an employee is required to work on a holiday noted in Article X when school is not in session, the time will be compensated at two (2) times the regular rate of pay.
- G. On days when school is closed for inclement weather and employees are required to report to work, employees will be allowed to return home after all buildings are clear of any obstacles (snow, branches, etc.) School must be in proper order for students before custodians are permitted to leave.
- H. When custodians are required to set the building alarm, the custodians within that building will be permitted to punch out 5 minutes early.

**ARTICLE X
Holidays**

- | | |
|---------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| President Day | Veteran's Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Day after Thanksgiving |
| Memorial Day | Christmas Eve |
| Independence Day (July 4) | Christmas Day |
- Handwritten note: Flood 2nd NJEA*

Two (2) days during Christmas week and one day during the NJEA Convention selected by the employees; employees may choose which day he/she will work over Christmas week to ensure that all buildings are covered, upon approval by the maintenance/custodial supervisor.

If school is in session on a listed holiday, compensatory time off shall be granted to the custodians, or the day will be moved to the Friday of Presidents' weekend.

**ARTICLE XI
Evaluations**

- A. There will be a minimum of one (1) evaluation per year for each custodian.
- B. All new custodians will be evaluated during the 30 day probationary period.
- C. These evaluations will be written by the maintenance custodial supervisor.
- D. The end of the year, recommendations will be made by the Business Administrator

to the Superintendent for Board approval no later than May 15th.

- E. Custodians shall have the right to submit a written statement in response to any evaluation and said statement shall be attached to the custodian's evaluation and included in the personnel file.
- F. An electronic surveillance will not be used for employee evaluations.

ARTICLE XII
Building Inspection

- A. On weekends and holidays the maintenance custodial supervisor will inspect the buildings.
When custodians are required to inspect the buildings on weekends and holidays, the employee will be paid a minimum of one (1) hour.
- B. Whenever custodians are required to open or close a building on weekends and holidays, the custodian will be paid a minimum of one (1) hour for each building visit.

ARTICLE XIII
Travel Expense

The mileage benefits for vehicles used by the custodians will be at the State Rate.

ARTICLE XIV
Uniforms

All custodians will be provided with three (3) shirts, three (3) pairs of pants. After the probationary period is completed, new employees will be provided with three (3) pair of pants and three (3) shirts. It is understood that custodians shall wear their uniforms on all workdays. The Maintenance/Custodial Supervisor will make arrangements with a vendor for the purchase of these articles and the vendor will bill the Board for such purchases. In addition to the above stated uniform allotment, custodians shall receive an allotment of \$100.00 for shoes and \$200.00 for a fourth uniform and foul weather gear purchased every three years. Reimbursement or purchase at the districts standard vendor will be an employee option.

ARTICLE XV
Salary Guide

Movement on the guide will occur on July 1st of each year.
If employment begins after Feb 1, will stay on same step until end of the next year.

Longevity:

10-15 years	\$505
16-and more years	\$808

Extra for Black Seal

\$733
(Salary Guide will be attached)

The Board shall reimburse all employees the monies paid to renew the Black Seal License.

Any custodian who assumes the responsibilities of head custodian/supervisor shall receive the appropriate pay differential after the eleventh consecutive day of such assignment, retroactive to the first day of the assignment.

ARTICLE XVI

Vacation

- A. The following vacation schedule will become effective on July 1
- | | |
|--|---------|
| 6 months to 1 year | 1 week |
| Beginning of the 1st year through 5 years | 2 weeks |
| Beginning of the 6th year through 15 years | 3 weeks |
| Beginning of the 16th year through 20 years | 4 weeks |
| Beginning of the 21st year through 29 years | 5 weeks |
| Beginning of the 30 th year of service and over | 6 weeks |
- B. No more than five (5) vacation days can be rolled over into the next school year unless there are extenuating circumstances such as worker's compensation and long term illness.

ARTICLE XVII

Sick Leave

Custodians have twelve (12) days per year sick leave. New employees hired after July 1 shall be granted a number of sick days based on the number of months employed. Custodians must call the head custodian/supervisor two hours before start of shift when calling in sick. A doctor's note may be requested by the Superintendent.

ARTICLE XVIII

Temporary Leave of Absence

All custodians shall be entitled to temporary leave with full pay in accordance with the following provisions:

- A. All employees under contract shall be entitled to temporary leave with full pay in accordance with the following provisions.
1. Five (5) days leave per occurrence in the case of death of father, mother, sister, brother, husband, wife, domestic partner, son, daughter, except in the event that services are attended out of state, in which case, up to two (2) additional days leave may be requested of the Superintendent. Denial of such request shall be non-arbitrable. Special circumstances will be considered by the Superintendent.
 2. Three (3) days leave per occurrence in the case of death of father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, grandmother, grandfather, except in the event that services are attended out of state, in which case, up to two (2)

additional days leave may be requested of the Superintendent. Denial of such request shall be non-arbitrable. Special circumstances will be considered by the Superintendent.

3. One (1) day leave in each school year in the case of death of uncle, aunt, sister-in-law, brother-in-law, nephew, niece, parallel family member, or a related family member of the household for the purpose of attending funeral services. In the event that services are attended out of state, up to two (2) additional days leave may be requested of the Superintendent. Denial of such request shall be non-arbitrable. Special circumstances will be considered by the Superintendent.
 4. Two (2) days leave in each school year for personal reasons. If a request is made for a personal day before or after a holiday, a reason will be provided.
 5. Unused personal leave days shall be accumulated as sick leave at the end of each school year.
 6. Temporary leave entitlement may not be accumulated from year to year.
- B. For 2011-2014 Agreement, two (2) family leave days shall be granted to each full-time employee. Unused family leave days shall be paid at the following rate of pay at the end of the school year: if two (2) days are not used, the employee shall be paid for one (1) day; if one (1) day is unused, the employee shall be paid for one-half (1/2) day.

ARTICLE XIX

Protection of Employees, Students and Property

- A. All employees shall be held harmless under the legal status of indemnification laws: 18A: 16-6 and 18A:16-6.1
- B. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health or safety as determined by the building administrator, except that employees may use the grievance procedure to appeal such a decision.
- C. An employee may use a reasonable force as is necessary to protect himself from attack and to protect another person from injury.
- D. Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate supervisor. A written report will be submitted within a reasonable time after the incident. Such notification shall be immediately forwarded to the Superintendent, who shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to the incident or persons, as permitted by law and shall act in appropriate ways as liaison between the employee, the police, and the courts.

- E. The source and nature of any complaints made by pupils, parents, teachers, or patrons of the public schools shall be immediately brought to the attention of the employee or employees involved if the administration or Board plans to take any disciplinary action as a result of the complaint. Employees may use the grievance procedure to appeal any disciplinary action taken as a result of a complaint.
- F. The Board may, in its sole discretion, reimburse employees for loss, damage, or destruction to the employee's automobile, clothing, or personal property if said loss, damage, or destruction occurred during the employee's performance of his or her duties while on school premises or at a school sponsored activity. The Board's decision in this regard shall not be subject to the grievance procedure.

ARTICLE XX
Deduction from Salary

- A. Association Payroll Dues Deductions
 - 1. The Board agrees to deduct from the salaries of its employees, dues for the South Amboy Custodial Association, the New Jersey Education Association, and the National Education Association, individually and voluntarily as said employees authorize this Board to deduct. Such deductions shall be made in compliance with Chapter 233 New Jersey Public Laws of 1969 (NJSA 52:1415.3e) 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 15th of each month following the monthly period in which deductions were made. The Payroll Department shall disburse such monies to the appropriate association or associations.
 - 2. 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.
- B. Printing Agreement
 - Copies of this agreement shall be printed at joint expense within thirty (30) days after formal signing. The Agreement shall be presented to all employees of the Association.
- C. Notice
 - 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 at the following addresses:
 - 1. If by Association, to Board at 240 John St., South Amboy, NJ 08879.
 - 2. If by Board, to Association at address or the local President's residence.

ARTICLE XXI
Severance Pay

- A All full-time employees are eligible for severance pay.
- B. Any employee who has been employed by the Board for fifteen (15) or more years, who submits to the Superintendent a written statement of intention to retire by at least one (1) year prior to the intended retirement date, and who is eligible for benefits from the Public Employees Retirement System shall be eligible for severance pay as set forth below. In case of illness, accident, or emergency, the one (1) year notice may be waived.
- C. The severance pay shall be paid in a lump sum within thirty days after retirement. If notice is received less than one (1) year prior to the retirement date, payment shall be made the following school year. The exact payment dates shall be mutually agreed upon between the district and the employee.
- D. The severance pay shall be paid as follows with a cap of \$15,000:
 - 1. Employees with fifteen (15) to twenty-five (25) years of service in the district shall receive \$80.00 per day.
 - 2. Employees with twenty-six (26) or more years of service in the district shall receive \$90.00 per day

ARTICLE XXII
REPRESENTATION FEE

- A If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of the fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.
- B Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to 85% of that amount.
- C Once during each membership 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 current members of the Association for the then-current membership. The Board will deduct from the salaries of such employees, in accordance with section D below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.
- D The Board will deduct the representation fee in equal installments, 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 paycheck paid:

- (1) 10 days after receipt of the aforesaid list by the Board, or
- (2) 30 days after the employee begins his or her employment in a bargaining unit position.

- E Except as otherwise provided in this article, the mechanics for the deductions of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- F The Association will notify the Board in writing of any changes in the list provided for in paragraph A above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 10 days after the Board received said notice.
- G The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this article, provided the Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability arising out of the implementation of this article. This indemnification shall include all legal costs.

ARTICLE XXIII
Duration

This Agreement shall be effective as of July 1, 2011 and shall be in effect until June 30, 2014. This Agreement shall not be extended orally.

For the Board of Education
Cindy Zammit 9/15/11
Cindy Zammit, Board President Date
Carolyn B. Joseph 9/21/11
Carolyn B. Joseph Date
Business Administrator/Board Secretary

For the Association
Glen Christensen 9-6-11
Glen Christensen, President Date

BASE YEAR

2010-11 South Amboy Cust. 10-11

Salary Guide

Step	Cust.
1	32,000
2	33,000
3	34,514
4	36,250
5	38,500
6	43,225

YEAR 1

2011-12 South Amboy Sec. & Cust. 10-11

Salary Guide

Step	Cust.	
1	32,583	0.0185
2	33,583	
3	35,097	583
4	36,833	
5	39,083	1.85%
6	43,808	

Staff

Step	Cust.	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	1	1	9.09%
5	-	-	-
6	10	10	90.91%
Totals	11	11	100.00%
Percent	100.00%		

Staff

Step	Cust.	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	1	1	9.09%
6	10	10	90.91%
Totals	11	11	100.00%
Percent	100.00%		

Guide Cost

Step	Cust.
1	-
2	-
3	-
4	36,250
5	-
6	432,250
Total	468,500
Average	42,591
1%	4,685

Guide Cost

Step	Cust.
1	-
2	-
3	-
4	-
5	39,083
6	438,084
Total	477,167
2010-11	468,500
Difference	8,667
% Increase	1.85%

YEAR 2
2012-13 South Amboy Sec. & Cust. 10-11

YEAR 3
2013-14 South Amboy Sec. &

Salary Guide

Step	Cust.	
1	36,681	0.0185
2	38,181	
3	39,681	373
4	41,181	
5	42,681	1.85%
6	44,181	

Salary Guide

Step	Cust.
1	37,344
2	38,844
3	40,344
4	41,844
5	43,344
6	44,844

Staff

Step	Cust.	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	11	11	100.00%
Totals	11	11	100.00%
Percent	100.00%		

Staff

Step	Cust.	Total
1	-	-
2	-	-
3	-	-
4	-	-
5	-	-
6	11	11
Totals	11	11
Percent	100.00%	

Guide Cost

Step	Cust.
1	-
2	-
3	-
4	-
5	-
6	485,995
Total	485,995
2011-12	477,167
Difference	8,828
% Increase	1.85%

Guide Cost

Step	Cust.
1	-
2	-
3	-
4	-
5	-
6	493,285
Total	493,285
2012-13	485,995
Difference	7,290
% Increase	1.50%

Cust. 10-11

0.0150

663

1.50%

Percent

-

-

-

-

-

100.00%

100.00%