

Certificated Staff - BA

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|-----------|---------|----------------|---------|----------------|---------|----------------|---------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 43,254 | 1 | 45,739 | 1 | 48,387 |
| 1 | 41,878 | 2 | 44,354 | 2 | 46,839 | 2 | 49,487 |
| 2 | 42,978 | 3 | 45,454 | 3 | 47,939 | 3 | 50,587 |
| 3 | 44,078 | 4 | 46,554 | 4 | 49,039 | 4 | 51,687 |
| 4 | 45,178 | 5 | 47,654 | 5 | 50,139 | 5 | 52,787 |
| 5 | 46,278 | 6 | 48,754 | 6 | 51,239 | 6 | 53,887 |
| 6 | 47,378 | 7 | 49,854 | 7 | 52,339 | 7 | 54,987 |
| 7 | 48,478 | 8 | 50,954 | 8 | 53,439 | 8 | 56,087 |
| 8 | 49,578 | 9 | 52,054 | 9 | 54,539 | 9 | 57,187 |
| 9 | 50,678 | 10 | 53,154 | 10 | 55,639 | 10 | 58,287 |
| 10 | 51,778 | 11 | 54,254 | 11 | 56,739 | 11 | 59,387 |
| 11 | 52,878 | 12 | 55,354 | 12 | 57,839 | 12 | 61,587 |
| 12 | 53,978 | 13 | 56,454 | 13 | 58,939 | 12 | 61,587 |
| 13 | 55,078 | 14 | 57,554 | 14 | 60,039 | 13 | 63,427 |
| 14 | 56,178 | 15 | 58,654 | 15 | 61,879 | 14 | 65,927 |
| 15 | 57,278 | 16 | 60,494 | 16 | 64,379 | 15 | 68,827 |
| 16 | 59,118 | 17 | 62,994 | 17 | 67,279 | 16 | 71,727 |
| 17 | 61,618 | 18 | 65,894 | 18 | 70,179 | 17 | 74,627 |
| 18 | 64,518 | 19 | 68,794 | 19 | 73,079 | 18 | 77,527 |
| 19 | 67,418 | 20 | 71,694 | 20 | 75,979 | 19 | 80,427 |
| 20 | 70,318 | 21 | 74,594 | 21 | 78,879 | 20 | 84,404 |
| 21 | 73,218 | 22 | 77,494 | 22 | 82,856 | 20 | 84,404 |
| 22 | 76,118 | 23 | 80,914 | 22 | 82,856 | 20 | 84,404 |
| 23 | 79,018 | 23 | 80,914 | 22 | 82,856 | 20 | 84,404 |

Certificated Staff - BA+15

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|------------------|----------------|-----------------------|----------------|-----------------------|----------------|-----------------------|----------------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 44,583 | 1 | 47,103 | 1 | 49,786 |
| 1 | 43,207 | 2 | 45,718 | 2 | 48,238 | 2 | 50,921 |
| 2 | 44,342 | 3 | 46,853 | 3 | 49,373 | 3 | 52,056 |
| 3 | 45,477 | 4 | 47,988 | 4 | 50,508 | 4 | 53,191 |
| 4 | 46,612 | 5 | 49,123 | 5 | 51,643 | 5 | 54,326 |
| 5 | 47,747 | 6 | 50,258 | 6 | 52,778 | 6 | 55,461 |
| 6 | 48,882 | 7 | 51,393 | 7 | 53,913 | 7 | 56,595 |
| 7 | 50,017 | 8 | 52,528 | 8 | 55,047 | 8 | 57,730 |
| 8 | 51,152 | 9 | 53,662 | 9 | 56,182 | 9 | 58,865 |
| 9 | 52,286 | 10 | 54,797 | 10 | 57,317 | 10 | 60,000 |
| 10 | 53,421 | 11 | 55,932 | 11 | 58,452 | 11 | 61,135 |
| 11 | 54,556 | 12 | 57,067 | 12 | 59,587 | 12 | 63,405 |
| 12 | 55,691 | 13 | 58,202 | 13 | 60,722 | 12 | 63,405 |
| 13 | 56,826 | 14 | 59,337 | 14 | 61,857 | 13 | 65,303 |
| 14 | 57,961 | 15 | 60,472 | 15 | 63,755 | 14 | 67,883 |
| 15 | 59,096 | 16 | 62,370 | 16 | 66,335 | 15 | 70,875 |
| 16 | 60,994 | 17 | 64,950 | 17 | 69,327 | 16 | 73,867 |
| 17 | 63,574 | 18 | 67,942 | 18 | 72,319 | 17 | 76,859 |
| 18 | 66,566 | 19 | 70,934 | 19 | 75,311 | 18 | 79,851 |
| 19 | 69,558 | 20 | 73,926 | 20 | 78,303 | 19 | 82,843 |
| 20 | 72,550 | 21 | 76,918 | 21 | 81,295 | 20 | 87,034 |
| 21 | 75,542 | 22 | 79,910 | 22 | 85,486 | 20 | 87,034 |
| 22 | 78,534 | 23 | 83,483 | 22 | 85,486 | 20 | 87,034 |
| 23 | 81,526 | 23 | 83,483 | 22 | 85,486 | 20 | 87,032 |

Certificated Staff - MA

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|-----------|---------|----------------|---------|----------------|---------|----------------|---------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 46,458 | 1 | 49,027 | 1 | 51,760 |
| 1 | 45,082 | 2 | 47,642 | 2 | 50,212 | 2 | 52,944 |
| 2 | 46,266 | 3 | 48,827 | 3 | 51,396 | 3 | 54,128 |
| 3 | 47,451 | 4 | 50,011 | 4 | 52,580 | 4 | 55,312 |
| 4 | 48,635 | 5 | 51,195 | 5 | 53,764 | 5 | 56,496 |
| 5 | 49,819 | 6 | 52,379 | 6 | 54,948 | 6 | 57,680 |
| 6 | 51,003 | 7 | 53,563 | 7 | 56,132 | 7 | 58,865 |
| 7 | 52,187 | 8 | 54,747 | 8 | 57,317 | 8 | 60,049 |
| 8 | 53,371 | 9 | 55,932 | 9 | 58,501 | 9 | 61,233 |
| 9 | 54,556 | 10 | 57,116 | 10 | 59,685 | 10 | 62,417 |
| 10 | 55,740 | 11 | 58,300 | 11 | 60,869 | 11 | 63,601 |
| 11 | 56,924 | 12 | 59,484 | 12 | 62,053 | 12 | 65,970 |
| 12 | 58,108 | 13 | 60,668 | 13 | 63,237 | 12 | 65,970 |
| 13 | 59,292 | 14 | 61,852 | 14 | 64,422 | 13 | 67,950 |
| 14 | 60,476 | 15 | 63,037 | 15 | 66,402 | 14 | 70,642 |
| 15 | 61,661 | 16 | 65,017 | 16 | 69,094 | 15 | 73,764 |
| 16 | 63,641 | 17 | 67,709 | 17 | 72,216 | 16 | 76,885 |
| 17 | 66,333 | 18 | 70,831 | 18 | 75,337 | 17 | 80,007 |
| 18 | 69,455 | 19 | 73,952 | 19 | 78,459 | 18 | 83,129 |
| 19 | 72,576 | 20 | 77,074 | 20 | 81,581 | 19 | 86,251 |
| 20 | 75,698 | 21 | 80,196 | 21 | 84,703 | 20 | 90,744 |
| 21 | 78,820 | 22 | 83,318 | 22 | 89,196 | 20 | 90,744 |
| 22 | 81,942 | 23 | 87,106 | 22 | 89,196 | 20 | 90,744 |
| 23 | 85,064 | 23 | 87,106 | 22 | 89,196 | 20 | 90,744 |

Certificated Staff - MA+15

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|------------------|----------------|-----------------------|----------------|-----------------------|----------------|-----------------------|----------------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 47,458 | 1 | 50,425 | 1 | 53,193 |
| 1 | 46,444 | 2 | 49,040 | 2 | 51,645 | 2 | 54,413 |
| 2 | 47,664 | 3 | 50,260 | 3 | 52,865 | 3 | 55,633 |
| 3 | 48,884 | 4 | 51,480 | 4 | 54,085 | 4 | 56,853 |
| 4 | 50,104 | 5 | 52,700 | 5 | 55,305 | 5 | 58,073 |
| 5 | 51,324 | 6 | 53,920 | 6 | 56,525 | 6 | 59,293 |
| 6 | 52,544 | 7 | 55,140 | 7 | 57,745 | 7 | 60,513 |
| 7 | 53,764 | 8 | 56,360 | 8 | 58,965 | 8 | 61,733 |
| 8 | 54,984 | 9 | 57,580 | 9 | 60,185 | 9 | 62,953 |
| 9 | 56,204 | 10 | 58,800 | 10 | 61,405 | 10 | 64,173 |
| 10 | 57,424 | 11 | 60,020 | 11 | 62,625 | 11 | 65,393 |
| 11 | 58,644 | 12 | 61,240 | 12 | 63,845 | 12 | 67,833 |
| 12 | 59,864 | 13 | 62,460 | 13 | 65,065 | 12 | 67,833 |
| 13 | 61,084 | 14 | 63,680 | 14 | 66,285 | 13 | 69,873 |
| 14 | 62,304 | 15 | 64,900 | 15 | 68,325 | 14 | 72,646 |
| 15 | 63,524 | 16 | 66,940 | 16 | 71,098 | 15 | 75,862 |
| 16 | 65,564 | 17 | 69,713 | 17 | 74,314 | 16 | 79,078 |
| 17 | 68,337 | 18 | 72,929 | 18 | 77,530 | 17 | 82,294 |
| 18 | 71,553 | 19 | 76,145 | 19 | 80,746 | 18 | 85,511 |
| 19 | 74,769 | 20 | 79,361 | 20 | 83,963 | 19 | 88,727 |
| 20 | 77,985 | 21 | 82,578 | 21 | 87,179 | 20 | 93,439 |
| 21 | 81,202 | 22 | 85,794 | 22 | 91,891 | 20 | 93,439 |
| 22 | 84,418 | 23 | 89,737 | 22 | 91,891 | 20 | 93,439 |
| 23 | 87,634 | 23 | 89,737 | 22 | 91,891 | 20 | 93,439 |

Certificated Staff - MA+30

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|-----------|---------|----------------|---------|----------------|---------|----------------|---------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 47,820 | 1 | 51,734 | 1 | 54,535 |
| 1 | 47,719 | 2 | 50,349 | 2 | 52,987 | 2 | 55,789 |
| 2 | 48,973 | 3 | 51,602 | 3 | 54,241 | 3 | 57,042 |
| 3 | 50,226 | 4 | 52,856 | 4 | 55,494 | 4 | 58,296 |
| 4 | 51,480 | 5 | 54,109 | 5 | 56,748 | 5 | 59,549 |
| 5 | 52,733 | 6 | 55,363 | 6 | 58,001 | 6 | 60,802 |
| 6 | 53,987 | 7 | 56,616 | 7 | 59,254 | 7 | 62,056 |
| 7 | 55,240 | 8 | 57,869 | 8 | 60,508 | 8 | 63,309 |
| 8 | 56,493 | 9 | 59,123 | 9 | 61,761 | 9 | 64,563 |
| 9 | 57,747 | 10 | 60,376 | 10 | 63,015 | 10 | 65,816 |
| 10 | 59,000 | 11 | 61,630 | 11 | 64,268 | 11 | 67,070 |
| 11 | 60,254 | 12 | 62,883 | 12 | 65,522 | 12 | 69,577 |
| 12 | 61,507 | 13 | 64,137 | 13 | 66,775 | 12 | 69,577 |
| 13 | 62,761 | 14 | 65,390 | 14 | 68,029 | 13 | 71,673 |
| 14 | 64,014 | 15 | 66,644 | 15 | 70,125 | 14 | 74,522 |
| 15 | 65,268 | 16 | 68,740 | 16 | 72,974 | 15 | 77,826 |
| 16 | 67,364 | 17 | 71,589 | 17 | 76,278 | 16 | 81,131 |
| 17 | 70,213 | 18 | 74,893 | 18 | 79,583 | 17 | 84,435 |
| 18 | 73,517 | 19 | 78,198 | 19 | 82,887 | 18 | 87,740 |
| 19 | 76,822 | 20 | 81,502 | 20 | 86,192 | 19 | 91,044 |
| 20 | 80,126 | 21 | 84,807 | 21 | 89,496 | 20 | 95,962 |
| 21 | 83,431 | 22 | 88,111 | 22 | 94,414 | 20 | 95,962 |
| 22 | 86,735 | 23 | 92,201 | 22 | 94,414 | 20 | 95,962 |
| 23 | 90,040 | 23 | 92,201 | 22 | 94,414 | 20 | 95,962 |

Certificated Staff - MA+45

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|------------------|----------------|-----------------------|----------------|-----------------------|----------------|-----------------------|----------------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 49,095 | 1 | 53,082 | 1 | 55,918 |
| 1 | 49,033 | 2 | 51,697 | 2 | 54,370 | 2 | 57,206 |
| 2 | 50,321 | 3 | 52,985 | 3 | 55,658 | 3 | 58,493 |
| 3 | 51,609 | 4 | 54,273 | 4 | 56,945 | 4 | 59,781 |
| 4 | 52,897 | 5 | 55,560 | 5 | 58,233 | 5 | 61,069 |
| 5 | 54,184 | 6 | 56,848 | 6 | 59,521 | 6 | 62,357 |
| 6 | 55,472 | 7 | 58,136 | 7 | 60,809 | 7 | 63,645 |
| 7 | 56,760 | 8 | 59,424 | 8 | 62,097 | 8 | 64,933 |
| 8 | 58,048 | 9 | 60,712 | 9 | 63,385 | 9 | 66,221 |
| 9 | 59,336 | 10 | 62,000 | 10 | 64,673 | 10 | 67,509 |
| 10 | 60,624 | 11 | 63,288 | 11 | 65,961 | 11 | 68,797 |
| 11 | 61,912 | 12 | 64,576 | 12 | 67,249 | 12 | 71,373 |
| 12 | 63,200 | 13 | 65,864 | 13 | 68,537 | 12 | 71,373 |
| 13 | 64,488 | 14 | 67,152 | 14 | 69,825 | 13 | 73,527 |
| 14 | 65,776 | 15 | 68,440 | 15 | 71,979 | 14 | 76,454 |
| 15 | 67,064 | 16 | 70,594 | 16 | 74,906 | 15 | 79,850 |
| 16 | 69,218 | 17 | 73,521 | 17 | 78,302 | 16 | 83,245 |
| 17 | 72,145 | 18 | 76,917 | 18 | 81,697 | 17 | 86,641 |
| 18 | 75,541 | 19 | 80,312 | 19 | 85,093 | 18 | 90,036 |
| 19 | 78,936 | 20 | 83,708 | 20 | 88,488 | 19 | 93,432 |
| 20 | 82,332 | 21 | 87,103 | 21 | 91,884 | 20 | 98,560 |
| 21 | 85,727 | 22 | 90,499 | 22 | 97,012 | 20 | 98,560 |
| 22 | 89,123 | 23 | 94,738 | 22 | 97,012 | 20 | 98,560 |
| 23 | 92,518 | 23 | 94,738 | 22 | 97,012 | 20 | 98,560 |

Certificated Staff - MA+60

| Base Year | | 05-06 - Year 1 | | 06-07 - Year 2 | | 07-08 - Year 3 | |
|-----------|---------|----------------|---------|----------------|---------|----------------|---------|
| Step | 2004-05 | Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
| | | 1 | 51,559 | 1 | 54,262 | 1 | 57,128 |
| 1 | 50,183 | 2 | 52,877 | 2 | 55,580 | 2 | 58,446 |
| 2 | 51,501 | 3 | 54,195 | 3 | 56,898 | 3 | 59,764 |
| 3 | 52,819 | 4 | 55,513 | 4 | 58,216 | 4 | 61,082 |
| 4 | 54,137 | 5 | 56,831 | 5 | 59,534 | 5 | 62,401 |
| 5 | 55,455 | 6 | 58,149 | 6 | 60,853 | 6 | 63,719 |
| 6 | 56,773 | 7 | 59,468 | 7 | 62,171 | 7 | 65,037 |
| 7 | 58,092 | 8 | 60,786 | 8 | 63,489 | 8 | 66,355 |
| 8 | 59,410 | 9 | 62,104 | 9 | 64,807 | 9 | 67,673 |
| 9 | 60,728 | 10 | 63,422 | 10 | 66,125 | 10 | 68,991 |
| 10 | 62,046 | 11 | 64,740 | 11 | 67,443 | 11 | 70,309 |
| 11 | 63,364 | 12 | 66,058 | 12 | 68,761 | 12 | 72,946 |
| 12 | 64,682 | 13 | 67,376 | 13 | 70,080 | 12 | 72,946 |
| 13 | 66,000 | 14 | 68,695 | 14 | 71,398 | 13 | 75,151 |
| 14 | 67,319 | 15 | 70,013 | 15 | 73,603 | 14 | 78,146 |
| 15 | 68,637 | 16 | 72,218 | 16 | 76,598 | 15 | 81,622 |
| 16 | 70,842 | 17 | 75,213 | 17 | 80,074 | 16 | 85,097 |
| 17 | 73,837 | 18 | 78,689 | 18 | 83,549 | 17 | 88,572 |
| 18 | 77,313 | 19 | 82,164 | 19 | 87,024 | 18 | 92,047 |
| 19 | 80,788 | 20 | 85,639 | 20 | 90,499 | 19 | 95,522 |
| 20 | 84,263 | 21 | 89,114 | 21 | 93,974 | 20 | 100,836 |
| 21 | 87,738 | 22 | 92,589 | 22 | 99,288 | 20 | 100,836 |
| 22 | 91,213 | 23 | 96,961 | 22 | 99,288 | 20 | 100,836 |
| 23 | 94,688 | 23 | 96,961 | 22 | 99,288 | 20 | 100,836 |

Paraprofessionals - Regular Aides - 3.8 Asst.

| Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
|------|---------|------|---------|------|---------|
| | | | | 1 | 10,994 |
| 1 | 9,687 | 1 | 10,300 | 2 | 11,049 |
| 2 | 9,738 | 2 | 10,353 | 3 | 11,102 |
| 3 | 9,790 | 3 | 10,407 | 4 | 11,156 |
| 4 | 9,843 | 4 | 10,460 | 5 | 11,210 |
| 5 | 10,554 | 5 | 11,192 | 6 | 11,956 |
| 6-7 | 11,315 | 6 | 11,977 | 7 | 12,803 |
| 8 | 12,132 | 7 | 12,819 | 8 | 13,831 |
| 9 | 13,009 | 8 | 13,720 | 9 | 14,725 |

Paraprofessionals - Special Ed Aides Yearly 19 Hrs Per Week -- 3.8 Hrs Per Day

| Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
|------|---------|------|---------|------|---------|
| | | | | 1 | 11,950 |

| | | | | | | | |
|-----|--------|--|---|--------|--|---|--------|
| 1 | 10,529 | | 1 | 11,195 | | 2 | 12,009 |
| 2 | 10,585 | | 2 | 11,253 | | 3 | 12,067 |
| 3 | 10,642 | | 3 | 11,312 | | 4 | 12,126 |
| 4 | 10,698 | | 4 | 11,370 | | 5 | 12,184 |
| 5 | 11,471 | | 5 | 12,165 | | 6 | 12,996 |
| 6-7 | 12,299 | | 6 | 13,018 | | 7 | 13,917 |
| 8 | 13,187 | | 7 | 13,933 | | 8 | 15,034 |
| 9 | 14,140 | | 8 | 14,913 | | 9 | 16,005 |

Paraprofessionals - Special Ed Aides Yearly 35 Hrs Per Week -- 7 Hrs Per Day

| Step | 2005-06 | | Step | 2006-07 | | Step | 2007-08 |
|-------------|----------------|--|-------------|----------------|--|-------------|----------------|
| | | | | | | 1 | 22,014 |
| 1 | 19,396 | | 1 | 20,624 | | 2 | 22,124 |
| 2 | 19,499 | | 2 | 20,730 | | 3 | 22,230 |
| 3 | 19,603 | | 3 | 20,838 | | 4 | 22,338 |
| 4 | 19,708 | | 4 | 20,946 | | 5 | 22,446 |
| 5 | 21,131 | | 5 | 22,411 | | 6 | 23,941 |
| 6-7 | 22,656 | | 6 | 23,982 | | 7 | 25,637 |
| 8 | 24,292 | | 7 | 25,667 | | 8 | 27,694 |
| 9 | 26,046 | | 8 | 27,473 | | 9 | 29,484 |

Custodial/Groundskeeper/Maintenance Schedule

| Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
|------|---------|------|---------|------|---------|
| | | | | 1 | 34,360 |
| | | 1 | 33,360 | 2 | 35,610 |
| 1 | 32,389 | 2 | 34,624 | 3 | 36,924 |
| 2 | 32,820 | 3 | 35,068 | 4 | 37,368 |
| 3 | 33,437 | 4 | 35,703 | 5 | 38,028 |
| 4 | 34,250 | 5 | 36,541 | 6 | 38,866 |
| 5 | 35,060 | 6 | 37,375 | 7 | 39,775 |
| 6 | 36,860 | 7 | 39,229 | 8 | 41,679 |
| 7 | 38,620 | 8 | 41,042 | 9 | 43,592 |
| 8 | 40,338 | 9 | 42,811 | 10 | 46,650 |
| 9 | 42,445 | 10 | 45,140 | 11 | 49,566 |
| 10 | 44,556 | 11 | 48,057 | 11 | 49,566 |
| 11 | 46,657 | 11 | 48,057 | 11 | 49,566 |

| Stipends | | | | | | |
|--------------------------------|--------|--|--------|--|--|--------|
| System Maintenance | 13,453 | | 13,992 | | | 14,551 |
| Maintenance Foreman | 10,854 | | 11,288 | | | 11,739 |
| HS Head Custodian | 7,490 | | 7,790 | | | 8,101 |
| MS/BS Head Custodian | 6,084 | | 6,327 | | | 6,580 |
| Heating Controls Mechanic | 4,012 | | 4,172 | | | 4,339 |
| Asst Heating Controls Mechanic | 1,983 | | 2,062 | | | 2,144 |
| Board Messenger | 978 | | 1,017 | | | 1,057 |
| Board Mail Person | 4,206 | | 4,375 | | | 4,550 |
| Plaster Mason | 1,467 | | 1,526 | | | 1,587 |
| Locksmith | 967 | | 1,006 | | | 1,046 |
| Boiler License | 967 | | 1,006 | | | 1,046 |
| Shift Differential | 1.07 | | 1.12 | | | 1.16 |

| Longevity | | | | | | |
|------------------|------|--|------|--|--|------|
| 7-11 | 786 | | 786 | | | 786 |
| 12-16 | 1574 | | 1574 | | | 1574 |
| 17-21 | 2097 | | 2097 | | | 2097 |
| 22+ | 2621 | | 2621 | | | 2621 |

Office Schedule and Secretarial Staff

| Step | 2005-06 | | Step | 2006-07 | | Step | 2007-08 |
|------|---------|--|------|---------|--|------|---------|
| | | | | | | 0 | 35,156 |
| | | | 0 | 33,220 | | 1 | 35,995 |
| 0 | 31,764 | | 1 | 34,040 | | 2 | 36,815 |
| 1 | 32,577 | | 2 | 34,879 | | 3 | 37,654 |
| 2 | 33,371 | | 3 | 35,699 | | 4 | 38,474 |
| 3 | 34,184 | | 4 | 36,538 | | 5 | 39,313 |
| 4 | 35,017 | | 5 | 37,398 | | 6 | 40,173 |
| 5 | 35,870 | | 6 | 38,278 | | 7 | 41,053 |
| 6 | 36,744 | | 7 | 39,180 | | 8 | 41,955 |
| 7 | 37,639 | | 8 | 40,103 | | 9 | 42,878 |
| 8 | 38,556 | | 9 | 41,050 | | 10 | 43,825 |
| 9 | 39,495 | | 10 | 42,019 | | 11 | 44,794 |
| 10 | 40,458 | | 11 | 43,013 | | 12 | 45,788 |
| 11 | 41,443 | | 12 | 44,029 | | 13 | 46,804 |
| 12 | 42,453 | | 13 | 45,071 | | 14 | 47,846 |
| 13 | 43,488 | | 14 | 46,140 | | 15 | 48,915 |
| 14 | 44,548 | | 15 | 47,234 | | 16 | 50,009 |
| 15 | 45,633 | | 16 | 48,353 | | 17 | 51,128 |
| 16 | 46,745 | | 17 | 49,501 | | 18+ | 52,276 |
| 17 | 47,884 | | 18+ | 50,816 | | 18+ | 52,276 |
| 18+ | 49,482 | | 18+ | 50,816 | | 18+ | 52,276 |
| Off | 51,758 | | Off | 53,155 | | Off | 54,681 |

| Longevity | | | | | | |
|-----------|-------|--|--|-------|--|-------|
| 16-20 | 1,434 | | | 1,434 | | 1,434 |
| 21-25 | 2,146 | | | 2,146 | | 2,146 |
| 26+ | 3,457 | | | 3,457 | | 3,457 |

Technology Staff Schedule

| Step | 2005-06 | Step | 2006-07 | Step | 2007-08 |
|-------------|----------------|-------------|----------------|-------------|----------------|
| 1 | 37,804 | 1 | 39,534 | 1 | 41,000 |
| 2 | 38,422 | 2 | 40,170 | 2 | 42,039 |
| 3 | 39,040 | 3 | 40,807 | 3 | 42,694 |
| 4 | 39,658 | 4 | 41,443 | 4 | 43,350 |
| 5 | 40,276 | 5 | 42,080 | 5 | 44,005 |
| 6 | 40,894 | 6 | 42,716 | 6 | 44,661 |
| 7 | 41,512 | 7 | 43,353 | 7 | 45,316 |
| 8 | 42,130 | 8 | 43,989 | 8 | 45,973 |
| 9 | 43,187 | 9 | 44,626 | 9 | 46,628 |
| 10 | 44,272 | 10 | 45,715 | 10 | 47,284 |
| 11 | 45,384 | 11 | 46,832 | 11 | 48,405 |
| 12 | 46,525 | 12 | 47,978 | 12 | 49,556 |
| 13 | 47,696 | 13 | 49,153 | 13 | 50,736 |
| 14 | 48,897 | 14 | 50,359 | 14 | 51,947 |
| 15 | 50,129 | 15 | 51,596 | 15 | 53,189 |
| 16 | 51,393 | 16 | 52,865 | 16 | 54,463 |
| 17 | 52,690 | 17 | 54,167 | 17 | 55,770 |
| 18 | 54,020 | 18 | 55,503 | 18 | 57,111 |

Technology Stipends

| Certification | 2005-06 | | 2006-07 | | 2007-08 |
|-----------------------|----------------|--|----------------|--|----------------|
| (1) Comptia A+ | 250 | | 250 | | 250 |
| (1) Comptia Server+ | 250 | | 250 | | 250 |
| (1) Comptia Network+ | 250 | | 250 | | 250 |
| (1) Comptia Security+ | 250 | | 250 | | 250 |
| (2) Microsoft MCP | 500 | | 500 | | 500 |
| (3) Microsoft MCSA | 1,500 | | 1,500 | | 1,500 |
| (4) Microsoft MCSE | 2,000 | | 2,000 | | 2,000 |
| (5) Cisco CCNA | 500 | | 500 | | 500 |
| (5) Cisco CCNP | 1,500 | | 1,500 | | 1,500 |
| (5) Cisco CCIE | 2,000 | | 2,000 | | 2,000 |

- (1) Stipends can be earned for no more than 1 certification at this level
- (2) Stipends can be earned for no more than 2 certifications at this level
- (3) Replaces MCP Stipends when earned
- (4) Replaces MCSA and MCP Stipends when earned
- (5) Only one stipend can be earned for the certification at this level

BERNARDS HIGH SCHOOL ATHLETIC STIPEND POSITIONS

| | 2005-2006 | 2006-2007 | 2007-2008 |
|--------------------------------|----------------|----------------|----------------|
| <u>Position</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| Assistant AD: Fall | \$3,231 | \$3,361 | \$3,495 |
| Assistant AD: Winter | \$4,217 | \$4,386 | \$4,561 |
| Assistant AD: Spring | \$3,231 | \$3,361 | \$3,495 |
| Baseball: Head | \$6,820 | \$7,093 | \$7,377 |
| Baseball: Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Baseball: Assistant B | \$3,949 | \$4,107 | \$4,271 |
| Basketball: Head | \$8,346 | \$8,680 | \$9,027 |
| Basketball: Assistant A | \$6,370 | \$6,625 | \$6,890 |
| Basketball: Assistant B | \$5,117 | \$5,321 | \$5,534 |
| Cheerleading: Fall Head | \$3,727 | \$3,876 | \$4,032 |
| Cheerleading: Fall Assistant | \$2,725 | \$2,834 | \$2,947 |
| Cheerleading: Winter Head | \$3,727 | \$3,876 | \$4,032 |
| Cross Country: Head | \$6,370 | \$6,625 | \$6,890 |
| Cross Country: Assistant | \$3,822 | \$3,975 | \$4,134 |
| Fencing: Head | \$5,768 | \$5,999 | \$6,238 |
| Fencing: Assistant A | \$4,160 | \$4,326 | \$4,499 |
| Fencing: Assistant B | \$3,744 | \$3,894 | \$4,050 |
| Field Hockey: Head | \$6,370 | \$6,625 | \$6,890 |
| Field Hockey: Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Field Hockey: Assistant B | \$3,949 | \$4,107 | \$4,271 |
| Football: Head | \$9,244 | \$9,613 | \$9,998 |
| Football: Assistant A | \$6,370 | \$6,625 | \$6,890 |
| Football: Assistant B | \$5,834 | \$6,068 | \$6,310 |
| Golf: Head | \$5,653 | \$5,880 | \$6,115 |
| Ice Hockey: Head | \$5,298 | \$5,510 | \$5,730 |
| Ice Hockey: Assistant | \$2,943 | \$3,061 | \$3,183 |
| Lacrosse: Head | \$5,716 | \$5,944 | \$6,182 |
| Lacrosse: Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Lacrosse: Assistant B | \$3,949 | \$4,107 | \$4,271 |
| Open Gym: Fall | \$1,418 | \$1,474 | \$1,533 |
| Open Gym: Winter | \$1,832 | \$1,906 | \$1,982 |
| Open Gym: Spring | \$1,418 | \$1,474 | \$1,533 |
| Ski Team Coach | \$5,653 | \$5,880 | \$6,115 |
| Soccer: Head | \$6,370 | \$6,625 | \$6,890 |
| Soccer: Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Soccer: Assistant B | \$3,949 | \$4,107 | \$4,271 |
| Softball: Head | \$6,820 | \$7,093 | \$7,377 |
| Softball: Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Softball: Assistant B | \$3,949 | \$4,107 | \$4,271 |
| Swimming: Head | \$5,653 | \$5,880 | \$6,115 |
| Swimming: Assistant | \$3,390 | \$3,526 | \$3,667 |
| Tennis: Head | \$5,653 | \$5,880 | \$6,115 |
| Tennis: Womens Assistant | \$3,390 | \$3,526 | \$3,667 |
| Track & Field: M/W Head | \$6,820 | \$7,093 | \$7,377 |
| Track & Field: M/W Assistant A | \$4,936 | \$5,133 | \$5,339 |
| Weight Training: Summer | \$1,418 | \$1,474 | \$1,533 |
| Winter Track: Head | \$5,653 | \$5,880 | \$6,115 |

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|-------------------------|---------|---------|---------|
| Winter Track: Assistant | \$3,390 | \$3,526 | \$3,667 |
| Wrestling: Head | \$8,346 | \$8,680 | \$9,027 |
| Wrestling: Assistant A | \$6,370 | \$6,625 | \$6,890 |
| Wrestling: Assistant B | \$5,117 | \$5,321 | \$5,534 |

Somerset Hills Board Of Education and Somerset Hills Education Association
 2005 -2008 Contract Agreement Schedule B

BERNARDS HIGH SCHOOL COCURRICULAR POSITIONS

| | 2005-2006 | 2006-2007 | 2007-2008 |
|-------------------------------------|----------------|----------------|----------------|
| <u>Position</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| Access Coordinator | \$7,551 | \$7,853 | \$8,168 |
| Activities Technician | \$3,322 | \$3,455 | \$3,593 |
| Attendance Coordinator | \$6,916 | \$7,193 | \$7,480 |
| Bernardian: Literary Advisor | \$4,038 | \$4,200 | \$4,368 |
| Bernardian: Financial Advisor | \$1,976 | \$2,055 | \$2,137 |
| Creativity Action Service (CAS) | \$2,066 | \$2,149 | \$2,235 |
| Class Advisor: Senior | \$3,410 | \$3,547 | \$3,688 |
| Class Advisor: Junior | \$2,961 | \$3,079 | \$3,202 |
| Class Advisor: Sophomore | \$1,256 | \$1,307 | \$1,359 |
| Class Advisor: Freshman | \$1,169 | \$1,216 | \$1,264 |
| Community Service | \$4,131 | \$4,296 | \$4,468 |
| Crimson | \$3,859 | \$4,014 | \$4,174 |
| Drama: Fall Director | \$2,513 | \$2,613 | \$2,718 |
| Drama: Fall Assistant Director | \$1,256 | \$1,307 | \$1,359 |
| Forensics Team / Mock Trial Team | \$2,066 | \$2,149 | \$2,235 |
| Green Team | \$1,377 | \$1,432 | \$1,489 |
| Harvard Model Congress Advisor | \$1,141 | \$1,187 | \$1,234 |
| Key Club | \$2,754 | \$2,864 | \$2,979 |
| Marching Band: Director | \$8,729 | \$9,078 | \$9,441 |
| Marching Band: Assistant Front | \$3,879 | \$4,034 | \$4,196 |
| Marching Band: Assistant Marching | \$3,500 | \$3,640 | \$3,786 |
| Marching Band: Assistant Percussion | \$3,500 | \$3,640 | \$3,786 |
| Musical: Spring Director | \$3,722 | \$3,871 | \$4,026 |
| Musical: Spring Choreographer | \$3,276 | \$3,407 | \$3,543 |
| Musical: Spring Instrumental | \$3,276 | \$3,407 | \$3,543 |
| Musical: Spring Assistant Director | \$1,914 | \$1,990 | \$2,070 |
| Musical: Spring Vocal | \$2,964 | \$3,083 | \$3,206 |
| National Honor Society | \$2,066 | \$2,149 | \$2,235 |
| Peer Leadership | \$7,255 | \$7,545 | \$7,847 |
| Pinnacle | \$1,884 | \$1,960 | \$2,038 |
| Rutgers Academic Challenge | \$1,040 | \$1,082 | \$1,125 |
| SAT Prep Course Instructor | \$1,662 | \$1,728 | \$1,798 |
| Science Team: Biology | \$2,066 | \$2,149 | \$2,235 |
| Science Team: Chemistry | \$2,066 | \$2,149 | \$2,235 |
| Science Team: Earth Science | \$2,066 | \$2,149 | \$2,235 |
| Science Team: Physics | \$2,066 | \$2,149 | \$2,235 |

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|----------------------------|---------|---------|---------|
| Student Council | \$4,129 | \$4,294 | \$4,466 |
| Technology Honor Society | \$2,066 | \$2,149 | \$2,235 |
| TV Studio Coordinator | \$6,963 | \$7,241 | \$7,531 |
| Vocal Music Accompanist | \$3,550 | \$3,692 | \$3,839 |
| Writing Center Coordinator | \$7,551 | \$7,853 | \$8,168 |
| Department Head Supervisor | \$7,551 | \$7,853 | \$8,168 |

Somerset Hills Board Of Education and Somerset Hills Education Association
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BERNARDSVILLE MIDDLE SCHOOL
ATHLETIC & COCURRICULAR POSITIONS

| | 2005-2006 | 2006-2007 | 2007-2008 |
|-------------------------------|----------------|----------------|----------------|
| <u>Athletic Positions</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| Athletic / Activities Advisor | \$2,092 | \$2,176 | \$2,263 |
| Athletic Event Coverage | \$74 | \$77 | \$80 |
| Baseball | \$3,956 | \$4,114 | \$4,279 |
| Basketball: Boys Head | \$4,759 | \$4,949 | \$5,147 |
| Basketball: Boys Assistant | \$1,249 | \$1,299 | \$1,351 |
| Basketball: Girls Head | \$4,759 | \$4,949 | \$5,147 |
| Basketball: Girls Assistant | \$1,249 | \$1,299 | \$1,351 |
| Cross Country | \$3,694 | \$3,842 | \$3,996 |
| Field Hockey: Girls | \$3,694 | \$3,842 | \$3,996 |
| Field Hockey: Girls Assistant | \$1,249 | \$1,299 | \$1,351 |
| Soccer: Boys Head | \$3,694 | \$3,842 | \$3,996 |
| Soccer: Girls Head | \$3,694 | \$3,842 | \$3,996 |
| Softball: Girls Head | \$3,694 | \$3,842 | \$3,996 |
| Track: Head | \$3,694 | \$3,842 | \$3,996 |
| Track: Assistant | \$2,215 | \$2,304 | \$2,396 |

| | 2005-2006 | 2006-2007 | 2007-2008 |
|---------------------------------|----------------|----------------|----------------|
| <u>CoCurricular Positions</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| AV Coordinator (BMS/BES) | \$6,048 | \$6,290 | \$6,541 |
| Clubs (per hour) | \$34 | \$36 | \$37 |
| Community Service Advisor | \$2,433 | \$2,530 | \$2,631 |
| Curriculum Associate | \$2,066 | \$2,149 | \$2,235 |
| Destination Imagination Advisor | \$2,066 | \$2,149 | \$2,235 |
| Drama Advisor: Fall | \$2,066 | \$2,149 | \$2,235 |
| Drama Advisor: Spring | \$2,066 | \$2,149 | \$2,235 |
| Enrichment Coordinator | \$1,329 | \$1,382 | \$1,438 |
| Forensics Advisor | \$2,066 | \$2,149 | \$2,235 |
| FOSS Coordinator | \$1,123 | \$1,168 | \$1,215 |
| Intramurals: Boys Fall | \$461 | \$479 | \$498 |
| Intramurals: Boys Winter | \$461 | \$479 | \$498 |
| Intramurals: Girls Fall | \$461 | \$479 | \$498 |
| Intramurals: Girls Winter | \$461 | \$479 | \$498 |
| Newspaper Advisor | \$2,066 | \$2,149 | \$2,235 |
| Odyssey of the Mind Advisor | \$2,066 | \$2,149 | \$2,235 |
| Peer Leadership Advisor | \$2,066 | \$2,149 | \$2,235 |
| Service Organization Advisor | \$2,974 | \$3,093 | \$3,217 |
| Staff Development Associate | \$2,066 | \$2,149 | \$2,235 |

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|--------------------------------|---------|---------|---------|
| Student Activities Coordinator | \$1,585 | \$1,648 | \$1,714 |
| Student Council Advisor | \$2,244 | \$2,334 | \$2,427 |
| Team Leader | \$1,984 | \$2,064 | \$2,146 |
| Team Leader: Related Arts | \$1,984 | \$2,064 | \$2,146 |
| Yearbook Advisor | \$2,066 | \$2,149 | \$2,235 |

Somerset Hills Board Of Education and Somerset Hills Education Association
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BEDWELL ELEMENTARY SCHOOL COCURRICULAR POSITIONS

| | 2005-2006 | 2006-2007 | 2007-2008 |
|--------------------------------|----------------|----------------|----------------|
| <u>CoCurricular Positions</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| Community Service Advisor | \$2,433 | \$2,530 | \$2,631 |
| Enrichment Coordinator | \$1,329 | \$1,382 | \$1,438 |
| FOSS Coordinator | \$1,123 | \$1,168 | \$1,215 |
| Student Activities Coordinator | \$1,585 | \$1,648 | \$1,714 |
| Team Leader | \$1,984 | \$2,064 | \$2,146 |

OTHER RATES

| | 2005-2006 | 2006-2007 | 2007-2008 |
|------------------------------------|----------------|----------------|----------------|
| <u>Positions</u> | <u>Stipend</u> | <u>Stipend</u> | <u>Stipend</u> |
| Home Instruction Rate per hour | \$47.39 | \$49.29 | \$51.26 |
| Van Driver Rate per trip | \$50.21 | \$52.22 | \$54.31 |
| IB Diploma Mentor Rate per student | \$208 | \$216 | \$225 |
| Attendance Officer | \$1,394 | \$1,449 | \$1,507 |
| Transportation Coordinator | \$3,500 | \$3,640 | \$3,786 |