

AGREEMENT BETWEEN
THE SUSSEX COUNTY EDUCATIONAL
SERVICES COMMISSION
AND
THE EDUCATIONAL SERVICES
EMPLOYEES' ASSOCIATION, INC.

COVERING THE PERIOD OF
JULY 1, 2015 THROUGH JUNE 30, 2018

Article I: Recognition

This agreement will cover all full-time, part-time and custodial employees except for Superintendent, Business Administrator/Board Secretary, Superintendent's Secretary, Custodian of School Monies, Substitute Teacher Calling Operator, Principals, Substitutes and all Confidential or Supervisory Personnel.

Article II: Negotiations of a Successor Agreement

A. Deadlines

1. Shall be in accordance with the law.
2. Agreement is to be reduced to writing.

B. Modification

1. Only in writing executed by both parties.
- 2.

Article III: Grievance Procedure

A. Definitions

1. Grievance – is a claim by an employee or the Association based upon the interpretation, application or alleged violation of this agreement, Commission policies or administrative decision affecting terms and conditions of employment.
2. Aggrieved Person – is the employee or employees of the Association making the claim of grievance. The aggrieved person or persons should be identified.
3. Party in Interest – is the person or persons making the claim and any person, including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to determine, at the lowest possible level, equitable solution to both parties of the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits, may, however, be extended by mutual agreement. All grievances shall be filed within 14 days from the date of the occurrence which constitutes grounds for the alleged grievance or within 14 days of the date when the grievant should have become aware of the grievance. In the event of failure by either party to adhere to the time limits set forth herein, the following shall occur; if the Administration or the Commission, the grievance may be moved to the next step; if by the Association,

the response not timely appealed, it will be deemed to have been accepted and the matter closed.

2. Year End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in the procedure by the end of the school year, the grievance steps shall be accelerated, if possible or the time shall be extended by mutual consent.

3. Level One – Principal or Immediate Supervisor

An employee with a grievance must report same to their immediate supervisor or Principal within 14 days of the date when the relevant determines the issue to exist. If the Principal or immediate supervisor is not able to immediately address the Grievance, a conference must be scheduled within 10 working days. The employee may, at his/her discretion, discuss the situation directly or through the Association's designated representative with the objective of resolving the matter informally.

4. Level Two – Superintendent

If the aggrieved person is not satisfied with the disposition of his/her grievance of Level One, he/she may file the grievance in writing with the Superintendent of the Commission (with a copy to the Association) within 10 days of the conference specified in Level One. The Superintendent shall have 10 days to respond.

5. Level Three – Commission

If the employee is not satisfied with the action taken by the Superintendent, he/she shall notify in writing, within 10 days of the date by which the response was or should have been made, the Secretary of the Commission. The Secretary of the Commission shall immediately notify the President of the Commission who shall arrange a hearing if the employee is not satisfied with the action. Said hearing is to be held in Executive Session within thirty (30) days or not later than the second Commission meeting after requested by the grievant, whatever is later. The Commission shall have thirty (30) days to respond.

6. Level Four – Advisory Arbitration

If the employee is not satisfied with the action taken by the Commission, he/she shall notify in writing, within 10 days of the date, he/she received or should have received the Commission's response, his/her intention to file for arbitration with the American Arbitration Association (AAA) provided the matter is not barred by law from proceeding to arbitration. Once filed for arbitration, both sides will be bound by the rules of the AAA and the cost of the arbitrator shall be borne equally by both parties. The arbitrator's decision shall be advisor on the parties.

D. Rights of Employees to Representation

1. Any aggrieved person shall be represented at all stages of the Grievance Procedure by himself/herself, or at his/her option, by a representative he/she selects.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a whole group or class of employees, the Association may submit such grievance in writing and shall commence at Level One.

2. Written Decisions

Decisions rendered after Level One shall be in writing, and shall set forth the decision And the reasons thereof and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate Grievance File

All documents, communications and records dealing with the processing of grievance shall be filed in a separate file and shall not be kept in the personnel files of any participants.

4. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private.

5. Association grievances shall be filed at the level at which such violations occurred,

Providing, however, the time limits for initiating a grievance as set forth in paragraph C(1) shall be adhered to.

Article IV: Employment

A. Placement on Salary Schedule

1. New employees shall be placed on the salary guide at a level acceptable to them and the school district provided no new employees are placed higher on the salary guide than existing employees with the same experience.

2. If an employee is hired by January 31 they are eligible for movement on the guide the following September. If an employee is hired after January 31 they will be ineligible for movement the following September and will remain on the step they were hired at for the second school year.

B. Previously accumulated unused sick leave days for employees who enter military service shall be restored to them upon returning to their teaching position.

C. Notification for termination of employment shall be:

1. Non-tenured – 30 calendar days

2. Tenured – 60 calendar days

3. Non-certified – 14 calendar days

- D. The Superintendent shall notify the Association in writing of the names, address, education, certificates, licenses, salary and salary placement for each new employee identified under the Recognition Clause within two (2) weeks of hire.

Article V: Association Rights and Privileges

- A. Release time for meetings

- a. Whenever any representative of the Association or any employee participated during working hours in mutually scheduled negotiations, grievance proceedings, teacher curriculum conferences, or any parent-teacher meetings, he/she shall suffer no loss in pay.
- b. Up to two (2) days without loss of pay shall be given for the Association President or designee to attend NJEA meetings or conferences off school grounds.

- B. The Association and its representatives shall have the privilege to use school buildings at reasonable hours for meetings with the authorization of the C.S.A.

- C. With the authorization of the C.S.A., the Association shall have the privilege to use school facilities and equipment at reasonable times providing the equipment is to be operated by a qualified operator. Standard use request procedures shall be followed in B and C.

- D. Bulletin Boards

The location of the Association bulletin board in the faculty room shall be jointly designated by the Association and the Administration. No approval shall be required regarding the use of the room bulletin board. With prior consent of the C.S.A., other forms of school communication may be used.

- E. Mail Facilities and Mail Boxes

The Association shall have the privilege of using the school mail boxes with the authorization of the C.S.A.

- F. All rights granted shall be for the exclusive use of the Association.

Article VI: Employee Rights

- A. Just Cause

No employees shall be disciplined without just cause. The non-renewal of a non-tenured employee shall not be construed to be a disciplinary action under this paragraph.

B. Criticism of an Employee

Any critique by a supervisor or administrator of an employee shall occur in private.

C. Association Identification

No employees shall be prevented from wearing official pins or other identification of membership in the Association or its affiliates.

D. Notification of Vacancies

The Superintendent shall deliver to the Association and post it in all school buildings a list of the known vacancies in positions covered by this agreement which shall occur during the following school year; however, the Commission retains the sole discretion to make such appointments as it may deem appropriate.

E. Statutory Savings Clause

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under New Jersey School Law or other applicable laws and regulations including such right as may exist under Chapter 123, Laws of 1984. The rights granted to employees herein shall be deemed to be in addition to those provided elsewhere.

F. Complaints related to job performance shall be reported to the employee unless prohibited by law. The complaints shall be investigated with a copy of the investigation given to the employee.

G. An employee shall be entitled to representation at any meeting which could adversely affect employment. Prior written notice with reasons for the meeting shall be given.

Article VII: Protection of Teachers, Student and Property

A. Unsafe and Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions, or to perform tasks which endanger their health, safety, or well being except those which one normally associates with the employee's assigned duties and would be executed by a prudent person.

B. Assault

1. Legal Assistance

The commission will support any employee who has been assaulted while acting in the discharge of his/her duties by cooperating with police investigations.

The Commission will provide appropriate legal assistance in accordance with

N.J.S.A. 18A:16-6.

2. Reimbursement for Personal Property Damage

The Commission shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by an employee while the employee was acting in the discharge of his/her duties within the scope of his/her employment.

Article VIII: Employees Facilities

A. Special clothing and equipment shall be provided yearly, as appropriate to individual assignment.

1. Disposable gloves, as well as face shields, arm and shin guards as needed.
2. Employees shall be allowed to select their own smocks to maximize comfort and utility. The total cost shall not exceed twenty (20) dollars per year.

Article IX: Seniority and Reduction in Force

Any reduction in force shall be accomplished by seniority. Employees shall exercise their total employment seniority to replace a less senior employee in the same job category.

1. In the event that a vacancy occurs, a laid-off employee shall be entitled to recall thereto in order of his/her seniority.
2. Notice to recall to work shall be address to the employee's last known address appearing on the records of the school district, by certify mail return receipt requested. Within 10 days from receipt of such letter, the employee shall notify the Board, in writing, whether or not he/she desires to return to the work involved in the recall.
3. If the employee rejects such offer or fails to respond, said employee shall forfeit all rights to the recall list.
4. Upon recall, employees shall have their accumulated seniority restored to the date of layoff.
5. Recalled employees shall have all benefits restored in accordance with their accumulated seniority, including but not limited to vacation eligibility, step on guide, etc.

Tenure Teacher RIF

1. Tenured teachers with at least 15 years of service with the Commission, if reduced in force, shall receive payment for unused sick days calculated at their per diem rate for each day with a maximum cap for unused sick days to be \$5,000, calculated at 1/200 per day.

Article X: Work Year

A. Ten Month Employees

1. The work year for employees at NHA shall be 180 days, and an additional five (5) professional development days.

B. Twelve Month Employees

1. Shall include secretaries and clerks
1. All working days except:
 - a. Holidays and Recess (12 days)
 - b. Vacations according to the following schedule:
 1. 1 to 3 years experience 2 weeks
 2. 4 to 9 years experience 3 weeks
 3. 10 or more years experience 4 weeks
3. Vacations are earned on anniversary date.

C. Inclement Weather

1. Certified staff and paraprofessionals will not have to report to work when schools are closed due to inclement weather.
2. Office staff will be at the discretion of the Superintendent/Principal.

D. Early Dismissal before Thanksgiving and Winter Recess.

1. Northern Hills Academy staff will be dismissed at 1:00 p.m. Teachers and staff will be dismissed at 1:00 pm in order for the students to receive full credit for the days.
2. Employees in the non-public schools shall be released after the students' dismissal the day before Thanksgiving and Winter Recess.

Article XI: Hours and Load

A. Work Day

1. Teachers and Paraprofessionals
 - a. Full-time staff shall have a thirty-five (35) hour work week with a work day of seven (7) hours a day. The hours at Northern Hills Academy will be 8:00 a.m. to 3:00 p.m. The Commission may change the daily hours no more than 20 minutes forward or backward, in establishing the yearly hours. (Students' hours will be 8:30 a.m. to 2:30 p.m.).

b. Full-time Chapter 192/193 teachers will work the equivalent of seven (7) hours per day.

c. Full-time paraprofessionals shall have a thirty-five (35) hour work week with a work day of seven (7) hours a day, 8:00 a.m. – 3:00 p.m.

d. In case of an emergency, such as bus delays, a paraprofessional along with a certified staff member shall stay until all busses leave. All paraprofessionals shall receive compensation after approximately five (5) minutes. Compensation shall be a per diem rate calculated every 15 minutes thereafter.

2. Part-time certificated staff may work up to Twenty-Eight (28) hours weekly on an assigned schedule with prior approval of the Superintendent.

3. Secretaries, Clerks and Central Office

a. Central Office hours will be 8:00 a.m. – 4:00 p.m.

B. Lunch Periods

1. Full-time teachers shall have a 30 minute duty-free paid lunch. Part-time teachers in the Non-Public schools shall be entitled to this lunch break on days they work at least four (4) hours.

2. Paraprofessionals at NHA who work four (4) or more hours shall be entitled to a thirty (30) minute paid lunch break. Paraprofessionals working less than four (4) hours shall receive no lunch break.

3. Central Office staff will receive 40 minutes per day.

C. Employees may leave the building upon notification to the office during their lunch period.

D. Break Time

1. In addition to their duty-free lunch, full-time teachers will have sixty (60) minutes of non-student contact per day, with a minimum of thirty (30) of which will be prep time. For teachers in Northern Hills Academy, one prep period per week shall be for collaborative planning as determined by the Superintendent.

2. Teachers who work less than four (4) hours will receive a fifteen (15) minute prep period. Teachers in non- public schools working four (4) or more hours will receive a thirty (30) minute prep period.

3. Full-time salaried paraprofessionals shall have fifteen (15) minute break in the AM.

E. Evening Meetings

Certified staff will attend up to three (3) evening meetings annually, with a maximum of 90 minutes per meeting. Meetings will be held between September and June.

F. Faculty Meetings

Full-time employees shall be required to attend one (1) meeting per month not to extend beyond one hour and fifteen minutes. Part-time employees who are required to attend the meetings shall be compensated at his/her hourly rate.

Article XII: Teacher Work Stations

A. Notification of assignments and locations for the following school year shall be done as soon as practical, and except for emergencies, not later than two (2) weeks after the change has occurred. A list of all assignments will be provided to the Association's President or his/her designee.

B. Mileage Reimbursement

1. Employees will be reimbursed for pre-approved use of personal vehicles at the prevailing per mile rate established by the NJ State Legislature. Should this law be repealed, the IRS rate in effect at that point in time will take effect.

C. Procedure for Requesting a Change in Assignment

1. Association will be notified of all vacancies.
2. Requests for change will be made by April 30th.

Article XIII: Promotions

Consideration will be given to current employees.

Article XIV: Evaluations

A. Procedure

1. Frequency

a. Certified Staff

1. Tenured

a. One/two shall be the standard number of evaluations within parameters of code. (Number at discretion of Supervisor).

2. Non-Tenured

a. Three shall be the standard number of evaluations.

(Number at discretion of Supervisor within parameter of code).

2. Evaluations shall contain a narrative section.
3. All evaluations shall be conducted in the open.
4. The employee shall be given copies of all evaluations with a section for employee's comments.
5. A conference will be available after all evaluations.

B. Personnel Record

1. Only one personnel file will be kept and it shall be open to inspection by the employee. Medical and Workmen's Comp records must be kept in a separate confidential file. All requests to review personnel files shall be in writing and shall be submitted forty-eight (48) hours in advance. In the case of an emergency access will be provided with less than forty-eight (48) hours' notice.
2. No material derogatory to an employee's conduct, service, character or personality, which is not part of the normal business record of the employer, shall be placed in his/her personnel file unless the employee has been afforded the opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicated agreement with the contents thereof. In the event the employee refuses to affix his/her signature to any material that is being added to his/her personnel file, the material will be added to the file with a notation that the employee refused to sign the material. Any material originally addressed to the employee via certified, return receipt mail, shall be presumed to have been reviewed by him/her. The employee shall also have the right to submit a written answer to such material and his/her answer shall be attached to the file copy.

Article XV: Professional Development

A. Tuition Reimbursement for Certified Staff

1. Eligible employees must have been employed for at least one (1) year.
2. Maximum of six credits a year.
3. Reimbursement at the current rate of Rutgers University.
4. Requires prior approval of the Superintendent.
5. Must receive a grade of "B" or better.

B. Workshops and Conferences (Certified and Non-certified staff)

With prior approval of the Superintendent and the Board, compensation for expenses related to workshops/seminars shall be reimbursed if the workshop/seminar is related to skills used in the classroom.

C. Non-public school teachers will be required to attend two (2) professional development

days (Orientation Day and one (1) day at the Superintendent's discretion (either Martin Luther King or Columbus Day) per year and will be compensated at their hourly rate. Full-time certified teachers will attend five (5) professional development days, including one (1) Orientation Day, Columbus Day, Martin Luther King Day, and two (2) days at the discretion of the Superintendent. It shall be voluntary to attend additional professional development days and no further compensation will be paid.

Article XVI: Sick Leave

- A. All sick leave shall be cumulative.
- B. Employees shall be notified of their accumulated number of sick days by October 31st of each year.
- C. Number of sick days granted a year with full pay:
 - 1. 12 month employees – 12 days per year
 - 2. 10 month employees – 10 days per year
 - 3. New employees will receive their sick days:
 - 4 days as of September 1st
 - 4 days as of December 1st
 - Balance on April 1st
 - 4. Returning employees will receive all their sick days on their first working day of the school year.
 - 5. Sick time for part-time non-public teachers and for part-time paraprofessionals shall be calculated as follows: 2 X the number of weekly hours worked. Upon retirement, accumulated sick time hours shall be translated into days based on 6 ¾ hours days.
- D. Reimbursement for unused sick days upon application to (and acceptance of) respective pension system upon retirement.
 - 1. Employees must have ten years of continuous employment with SCESC.
 - 2. Reimbursement will be:
 - a. Certified staff - \$50.00 per day
 - b. Non-Certified staff - \$25.00 per day
 - c. The maximum payment will be \$5000.00 for certified staff and \$3000 for non-certified staff.
- E. In the event of death, the employee's estate shall be paid the employee's accumulated leave payouts as stated in this Article, Section D.
- F. Commission employees hired for the Extended School Year Program shall not accrue sick days during the Program and shall be permitted to utilize one (1) accrued sick day

during the Program. The employee may be required to furnish a doctor's note in accordance with the Employee Handbook.

Article XVII: Temporary Leaves of Absence with Pay

- A. Personal – 3 days for full-time and 1 day for part-time employees. Three days notice will be given except in the case of an emergency. 1 unused personal day can carry over to sick time (1 day) at end of school year.
- B. Illness in the Family – 3 days for illness of a member of employee's immediate family (spouse, children, mother, father or anyone who resides in the employee's home). This benefit is extended to all employees.
- C. Death
 - 1. Immediate Family – 4 days (spouse, children, parents, grandparents, grandchildren, sisters, brothers, in-laws, and anyone residing in the employee's home.) This benefit is extended to all employees.
 - 2. Student or staff – One (1) day. In the event of the death of a student, the teacher and the paraprofessional of the student may attend the funeral.
- D. Legal – Any day employee is required to appear by subpoena or if the Commission initiates the action.
- E. Any good cause - If approved by the Board of Directors.

Article XVIII: Family, Medical and Unpaid Extended Leaves of Absence

- A. Child Rearing – Employees shall be entitled to any time permitted under the Federal Family Medical Leave Act and the New Jersey Family Leave Act.
- B. Illness in Family (Definition from XVIIIB)
- C. Any good cause (if approved by Commission)
- D. Time Limits – Unpaid leave may be extended as follows:
 - 1. Central Office
 - a. Up to 1 year
 - 2. All Others
 - b. Prior to February 1st
 - 1. To the next June 30th
 - c. After February 1st
 - 1. To the next June 30th or following June 30th, or natural break during following year.

E. Miscellaneous

1. Employees may return early from leave if a position is available. If, however, an employee on leave needs to return to work due to hardship or other unforeseen circumstances, the employee shall notify the Commission, in writing, and be permitted to return to work within fifteen (15) days of notification.
2. A pregnant bargaining unit member shall notify the Commission 60 days prior to the commencement of such leave. Whenever practicable, other bargaining unit members will provide the Commission at least thirty (30) calendar days written notice of the request for the leave. The request will include the reason for the leave, the expected beginning date, the expected ending date and whether the bargaining unit member intends to use paid leave for any part of the leave. All leaves of absences may be extended up to a period of one (1) year.
3. A bargaining unit member utilizing maternity leave may commence Family and Medical Leave pursuant to this Article before or after the birth of her child, at her option.

Article XIX: Insurance Protection

The Commission shall continue to provide health and dental insurance. Health benefits shall be substantially equivalent to those in place on December 17, 1992.

Eligibility for fringe benefits shall be extended only to employees scheduled to work at least thirty (30) hours per full student week unless eligibility for participation on the basis of a shorter work week is mandated. Employees receiving benefits hired prior to the ratification of this contract shall be grandfathered.

All employees shall contribute toward his/her health insurance coverage in accordance with PL 2011, Ch. 78.

Employees who are ineligible for Board paid health insurance protection shall be able to purchase coverage at group premium rates.

All employees shall have the option of opting-out from medical coverage. Provided that the employee is covered under a spouse's or partner's employer provided health benefit coverage, said employee shall be reimbursed up to 25% of the amount saved by the employer or \$5,000, whichever is less.

Flexible Spending accounts for Health/Dependent Care.

The Board shall provide and pay the administrative expenses for the Dependent Care Flexible Spending Account (FSA) and Section 125 Cafeteria Plan of the Internal Revenue

Code (26 U.S.C. 125) for payment of any medical, dental and vision insurance costs to an employee as permitted by law.

Article XX: Salaries

A. Guide – See Schedule A

Salary column changes shall occur only after the employee has properly completed all requirements for the graduate degree or required number of credits. To be eligible for a column change for the entire year, application must be submitted by September 1st. To be eligible for a column change for the second half of the year, application must be submitted by February 1st. A column change shall not be made until official transcript(s) have been received by the Commission verifying the degree or all required course work.

The following shall be the annual salary adjustments, inclusive of all increments, for all employees:

Increases for 2015-2016	2.5% as per attached guides
Increases for 2016-2017	2.5% as per attached guides
Increases for 2017-2018	2.5% as per attached guides

Salaries shall be inclusive of increment and retroactive to July 1, 2015.

Salary guides are to be mutually developed by both parties.

B. Method of Payment

1. Tenth month

a. 20 equal checks for salaried employees

b. Last check to be paid on the last day provided responsibilities have been fulfilled.

2. Commission employees will be given first opportunity for Extended School Year assignments at their 10 month salary rate or hourly rate based upon the upcoming school years rate of pay.

3. 12 Month Employees

a. 24 equals check for salaried employees.

4. Paydays will be on the 15th and 30th of the month. When paydays fall on holidays, vacations, weekends or recesses, the employees will be paid on the previous working day.

5. Pay schedules will be distributed on the first working day of the school year.

6. Northern Hills Academy paraprofessionals will receive their regular salary when subbing, if their regular salary is higher than their substitute salary.

7. "Sub Teacher" (a full-time or part-time paraprofessional covering for a teacher during the day) will receive an additional \$5.00 per hour.

Article XXI: Duration

The duration will be for three years: 2015-2016, 2016-2017, 2017-2018.

Article XXII: Intentionally Deleted

Article XXIII: Additional Compensation

- A. After school curriculum writing - \$45.00/hour
- B. One (1) workday annually on-site release time per child for APA. Preparation and/or assessment writing may be done after school or on weekends provided that a full day (6 hours) is completed. Release time during the school week will be granted to compensate for after-school or weekend work. These provisions require mutual agreement.
- C. Lost prep compensation - \$40.00
- D. Non-public teachers who work more than twelve (12) hours per week shall receive five (5) release hours annually to complete progress reports. Non-public teachers working less than twelve (12) hours per week shall receive three (3) release hours annually to complete progress reports.
- E. Hourly staff members who are providing professional development on behalf of the Commission outside of their normal work hours shall be compensated at the rate of Forty-Five Dollars (\$45.00) per hour.

Article XXIV: Representation Fee

- A. Purpose of Fee
If an employee who is eligible to become a member, does not become a member of this Association during any membership year which is covered in whole or part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year.
- B. Amount of Fee
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. This representation fee will be equal to 85% of that amount.

Article XXV: Miscellaneous

- A. If any provision of this agreement is held to be contrary to law, then such provision shall not be deemed valid, except to the extent permitted by law, but all other provisions shall continue in full force and effect.

B. Any individual contract between the Commission and the individual employee, heretofore and hereafter executed shall be subject to and consistent with this agreement. Should any individual contract be inconsistent with this agreement, this agreement shall be controlling absent the approval of such individual contract by the Commission and Association.

C. The Commission will print and distribute copies of this agreement to existing employees and new hires.

D. Notification to each side will be done at their respective addresses by certified mail.

For the agreement covering the period of July 1, 2015 through June 30, 2018.

ATTEST: *Evan Deinstem*
Business Administrator

DATE: 3/3/16

SUSSEX COUNTY EDUCATIONAL
SERVICES COMMISSION

BY *Julia McCall*
President

DATE: 3-3-16

ATTEST: *Josephine McKelvey*

DATE: 2/24/16

EDUCATIONAL SERVICES
EMPLOYEES' ASSOCIATION, INC.

BY *Christine Rudinsky*
President

DATE: 2/24/16

FULL TIME CERTIFICATED STAFF

STEP	2015-2016		2016-2017		2017-2018	
	BA	MA	BA	MA	BA	MA
1	46,875	50,485	47,695	51,310	48,475	52,095
2	47,325	50,935	48,140	51,755	48,925	52,545
3	47,775	51,385	48,585	52,200	49,375	52,995
4	48,225	51,835	49,030	52,645	49,825	53,445
5	48,675	52,285	49,480	53,095	50,275	53,895
6	49,125	52,735	49,930	53,545	50,720	54,340
7	49,575	53,185	50,380	53,995	51,170	54,790
8	50,025	53,635	50,830	54,445	51,620	55,240
9	50,475	54,085	51,280	54,895	52,070	55,690
10	50,925	54,535	51,730	55,345	52,520	56,140
11	51,475	55,085	52,280	55,895	53,070	56,690
12	52,025	55,635	52,830	56,445	53,620	57,240
13	52,625	56,235	53,430	57,045	54,220	57,840
14	53,525	57,135	54,330	57,945	55,120	58,740
15	54,775	58,385	55,580	59,195	56,370	59,990
16	56,175	59,785	56,980	60,595	57,770	61,390
17	57,575	61,185	58,380	61,995	59,170	62,790
18	59,075	62,685	59,880	63,495	60,670	64,290
19	60,575	64,185	61,380	64,995	62,170	65,790
20	62,575	66,185	63,380	66,995	64,170	67,790
21	64,775	68,385	65,580	69,195	66,370	69,990

PARAPROFESSIONAL STAFF

STEP	2015-2016	2016-2017	2017-2018
1	13.41	13.45	13.50
2	13.51	13.55	13.60
3	13.61	13.65	13.70
4	13.76	13.78	13.83
5	13.90	13.92	13.96
6	14.10	14.12	14.15
7	14.40	14.42	14.45
8	14.75	14.77	14.80
9	15.10	15.12	15.15
10	15.47	15.49	15.52
11	15.85	15.87	15.90
12	16.35	16.37	16.40
13	16.85	16.87	16.90
14	17.40	17.42	17.45
15	18.00	18.02	18.05
16	18.60	18.62	18.65
17	19.20	19.22	19.25
18	19.80	19.82	19.85
19	20.40	20.42	20.45
20	21.05	21.07	21.10
21	21.70	21.72	21.75
22	22.40	22.42	22.45
23	23.13	23.14	23.16
24	23.87	23.87	23.88
25	24.61	24.61	24.61
26	25.35	25.60	25.85

PART TIME CERTIFIED STAFF

2015-2016		2016-2017		2017-2018	
STEP	SALARY	STEP	SALARY	STEP	SALARY
1	23.25	1	23.19	1-2	24.08
2	23.55	2	23.49	3	24.38
3	23.90	3	23.84	4	24.73
4	24.30	4	24.24	5	25.13
5-6	25.03	5	24.97	6	25.87
7	25.78	6-7	25.72	7-8	26.61
8	26.54	8	26.48	9	27.35
9	27.32	9	27.26	10	28.09
10	28.11	10	28.05	11	28.83
11	28.91	11	28.85	12	29.57
12	29.71	12	29.65	13	30.31
13	30.51	13	30.45	14	31.05
14	31.31	14	31.25	15	31.79
15	32.11	15	32.05	16	32.53
16	32.91	16	32.85	17	33.27
17	33.71	17	33.65	18	34.01
18	34.51	18	34.45	19	34.75
19	35.31	19	35.25	20	35.50

PART TIME CHAPTER 226 NURSES

2015-2016		2016-2017		2017-2018	
STEP	SALARY	STEP	SALARY	STEP	SALARY
1	23.37	1	23.65	1	24.12
2	23.87	2	24.15	2	24.62
3	24.37	3	24.65	3	25.12
4	24.87	4	25.15	4	25.62
5	25.37	5	25.65	5	26.12
6	25.87	6	26.15	6	26.62
7	26.37	7	26.65	7	27.12
8	26.87	8	27.15	8	27.62
9	27.57	9	27.85	9	28.12
10	28.28	10	28.56	10	28.83
11	29.01	11	29.28	11	29.55
12	29.75	12	30.01	12	30.28
13	30.50	13	30.75	13	31.02
14	31.26	14	31.51	14	31.77
15	32.03	15	32.28	15	32.53
16	32.81	16	33.06	16	33.31

CUSTODIANS

2015-2016		2016-2017		2017-2018	
STEP	SALARY	STEP	SALARY	STEP	SALARY
1	16.96	1	17.34	1	17.73
2	17.31	2	17.69	2	18.08
3	17.66	3	18.04	3	18.43
4	18.05	4	18.39	4	18.78
5	18.44	5	18.77	5	19.13
6	18.85	6	19.18	6	19.52