

AGREEMENT

BETWEEN

VINELAND BOARD OF EDUCATION

AND

AMALGAMATED LOCAL NO. 2327 - UAW, AFL/CIO

JULY 1, 2004 - JUNE 30, 2007

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7. EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED
8. LIFEGUARD

C. The provisions of this agreement shall not apply to the following employees:

1. Managerial Executives
2. Professional Employees
3. Supervisors within the meaning of the New Jersey Employer-Employee Relations Act.
4. Substitute/Temporary

D. Definitions

1. EMPLOYEE

Unless otherwise indicated, the term "employee" when used hereinafter in this agreement, shall refer to all employees represented by the Union in the negotiating unit as above defined and references to male employees shall include female employees.

2. SUBSTITUTE/TEMPORARY EMPLOYEE

Substitute/Temporary shall be considered as any employee(s) doing unit work on a per diem or hourly basis. Substitutes/Temporary shall not be permitted to fill vacant positions for more than ninety (90) consecutive days.

3. PERMANENT EMPLOYEE

An employee who has acquired Civil Service permanent status in his position after the satisfactory completion of a probationary period.

4. PROVISIONAL EMPLOYEE

An employee appointed to a permanent position pending the regular appointment of an eligible person from a special re-employment, regular re-employment or employment list.

5. PART-TIME EMPLOYEE

An employee whose regular hours of duty are less than the regular or normal work week for that class of work.

ARTICLE I

Recognition

- A. Pursuant to N.J.S.A. 34:13A-1 et seq., the New Jersey Employer-Employee Relations Act, the Board recognizes Amalgamated Local No. 2327 - UAW, AFL/CIO, hereinafter referred to as the Union, as the sole and exclusive bargaining agent for all employees covered by this agreement in all matters pertaining to wages and other terms and conditions of employment.
- B. The provisions of this agreement shall apply to all of the following full-time and part-time employees; excepting substitute/temporary employees.
1. FOOD SERVICE
 - (a) Senior Cooks
 - (b) Assistant Cooks
 - (c) Food Service Workers
 2. PUPIL TRANSPORTATION
 - (a) School Bus Drivers
 - (b) Mechanical Repairers
 - (c) Mechanical Repairer Helpers
 - (d) Mechanical Repairers Bilingual
 3. MAINTENANCE
 - (a) Building Maintenance and Building Service Workers
 - (b) Senior Building Maintenance Workers
 - (c) Recreation Maintenance Workers
 - (d) Maintenance and Construction - Plumbers and Steam fitters
 - (e) Maintenance Repairers
 - (f) Maintenance Repairers - Plumbers, Carpenters Painters, Electricians
 - (g) Building Maintenance Workers Foreman
 - (h) Air Conditioning - Heating Mechanic
 4. AIDES

ARTICLE II

NEGOTIATIONS PROCEDURES

- A. Collective negotiations concerning terms and conditions of employment shall begin on or about October 15th of the year preceding the expiration date of the agreement.
- B. During negotiations the Board and the Union negotiating teams shall have the right to present relevant data to exchange points of view and to make proposals and counter proposals.
- C. This agreement shall not be modified in whole or in part by the parties, except in writing duly executed by both parties.
- D. The parties agree to conduct themselves in accordance with Chapter 123-PL1974 on matters affecting terms and conditions of employment.
- E. The Board of Education shall retain all rights consistent with Civil Service Laws and Regulations.
- F. The Board of Education reserves the right to establish new positions and their salary ranges.
- G. In the event that during the contract period any changes occur affecting terms and conditions of employment, said changes shall be negotiated according to PERC regulations.

ARTICLE III

Grievance Procedures

A. Definitions

1. A grievance is an allegation by an employee, employees or the Union that there is a violation in the interpretation, application or administration of the terms of this agreement. A grievance may also be an allegation by an employee, employees or the Union concerning an administrative decision of the principal or immediate supervisor. Such grievance may be appealed up to and including Level Three; the decision of the Superintendent shall be final with respect to grievances concerning administrative decisions.
2. An "aggrieved person" is the person or persons making the claim.
3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purposes

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to 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. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. If at any level a response from the appropriate party is not rendered within the specified time limits of that level, the grievance shall automatically proceed to the next level. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the

grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. (a) Any aggrieved person may be represented at all stages of the grievance procedure beyond Level One, at his/her option, with a representative selected or approved by the Union.
- (b) If a grievance affects a group or class of employees, the Union may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three.

4. (a) Level One

An employee with a grievance shall first discuss it with his principal or immediate superior with the objective of resolving the matter informally at this level.

(b) Level Two

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee, within five (5) school days the employee shall set forth their grievance in writing to the principal, specifying:

- (1) the nature of the grievance
- (2) the contract article, work rule, school policy, extent of injury, loss or inconvenience.
- (3) the remedy that the employee is seeking to resolve their grievance.

The supervisor or principal shall render their decision to the employee in writing within five (5) school days of receipt of the written grievance.

(c) Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, they shall file the grievance with the Superintendent or his designee within five (5) days.

The Superintendent or his designee will render their decision within ten (10) days after receipt of the grievance.

(d) Level Four

If the aggrieved person is not satisfied with the disposition of their grievance at Level Three, they shall file the grievance with the Board of Education Secretary within ten (10) school days. The Board of Education, at its sole option, shall conduct a hearing before the full Board or a Committee of the Board. A decision shall be rendered by the Board within thirty (30) days of referral of the grievance. Only one (1) grievance will be presented at the meeting with a thirty (30) minute limitation to the grievance presentation.

(e) Level Five

If the aggrieved person is not satisfied with the disposition of their grievance at Level Four, the Union may request a review by a third party. Such request must be made in writing to the Board of Education through the Superintendent's office within ten (10) days of the said Union's receipt of the Board's decision. The Board of Education shall not be required to give reasons for its decision and the Board's decision in the following matters shall be final and not subject to appeal to an arbitrator:

- (1) Any matter subject to any N.J. Civil Service Laws, rules or regulations or any matter within the jurisdiction of the N.J. Civil Service Commission. If Civil Service determines that it has jurisdiction, there shall be no further appeal under the grievance procedure. The matter will be subject to a Civil Service Settlement Conference and if not resolved at that level shall proceed to a formal Civil Service Hearing.
- (2) A complaint of a probationary employee who has not been offered permanent employment.
- (3) If the matter is not subject to NJ Civil Service, the aggrieved person will proceed with their grievance to arbitration as set forth in Section 5.

5. (a) The following procedure will be used to secure the services of an arbitrator:
 - (1) A joint request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 - (2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
 - (3) If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either person to designate an arbitrator.
- (b) The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendation of the arbitrator shall be advisory on the parties until such time that the Board of Education rejects the decision of the arbitrator. Grievances submitted to Level Five subsequent to such rejection shall be binding on the parties.

C. Miscellaneous

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. (a) Failure at any level of the procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.
 - (b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to function in their duties until such grievance or any effect thereof shall be fully determined.

ARTICLE IV

EMPLOYEE RIGHTS AND PRIVILEGES

- A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that it shall not discriminate against any employee with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Union or the processing of any grievance.
- B. Whenever any employee is required to appear before any administrator, supervisor or the Board of Education concerning any matter which will adversely affect the continuation of that employee in his/her position, employment or the salary or any increments pertaining thereto, then she/he shall be given prior written notice of the meeting and the reasons for such meeting or interview and shall be entitled to have a representative present to advise her/him and represent her/him during such meeting or interview. Any suspension of an employee pending charges shall be in accordance with State Laws and regulations. This does not apply to informal conferences involving administrative directives.
- C. No employee shall be prevented from wearing pins or other identification of membership in the Union or its affiliates except if it becomes a safety hazard.
- D. Employees who are suspended without pay but found innocent at conclusion of the Civil Service disciplinary process shall be reimbursed for withheld pay.
- E. Involuntary transfers of employees from one school or work location to another school or work location shall be made only for cause or justification.

ARTICLE V

UNION RIGHTS AND PRIVILEGES

- A. The Board, subject to law and subject to its policies, agrees to furnish to the Union in response to a reasonable request such available information that may assist said Union and the Board in the determination of proper subject matter for negotiations or grievances.
- B. Whenever any representative of the Union or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay.
- C. Subject to the approval of the Superintendent of Schools, the Union and its representatives shall have the right to use school buildings at reasonable times and reasonable intervals in accordance with existing Board policy concerning the use of school buildings. No such activities of the said Union or its direct or indirect representative shall interfere with or in any way interrupt normal school activities.
- D. The Union shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary subject to the approval of the Superintendent of Schools. Said Union shall have access and use of existing bulletin boards within the immediate work areas of affected employees.
- E. The rights and privileges of the Union and its representatives as set forth in this Agreement shall be granted only to the said Union as the exclusive representative of the unit employees.

ARTICLE VI

ANNIVERSARY DATE

All employee anniversary dates shall be effective as of July 1 of each year.

ARTICLE VII

PROMOTIONAL INCREASES

When an employee is granted a promotion, as is defined from one classification to the next, that employee shall be granted one increment at the rate of the new classification. The date of promotion shall then be considered the anniversary date for the purpose of future salary increments in the new classification.

ARTICLE VIII

JUST CAUSE PROVISIONS

No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public and shall be subject to the grievance procedures herein set forth.

ARTICLE IX

OVERTIME

- A. All employees shall be paid time and one-half for all hours worked beyond forty (40) hours in any one (1) week. In calculating said forty (40) hours per week, all sick days, vacation days, holidays and personal leave days shall be counted and included for purposes of calculating overtime.
- B. All overtime will be rounded off to the nearest 15 minutes at the end of each day period. This will be remunerated at the rate of time and one-half the hourly salary.
- C. All overtime remuneration shall be at the proper rate and payment made no later than the second regular pay day if possible.

- D. Overtime that is available shall be allocated based upon seniority on a rotating basis within each school or work location and within each job classification within each school or work location on each separate shift.
- E. Security Guards and Attendance Officers to be paid time and one-half for all hours worked beyond the contractually defined work week but not less than thirty five (35) hours.

ARTICLE X

EMPLOYMENT PROCEDURES

A. Employment of personnel will be in accordance with applicable provisions of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereafter promulgated by the Civil Service Commission.

B. Promotional Posting

Vacancies in promotional positions in the maintenance department, which the Board intends to fill, are to be posted with notice to the office of Amalgamated Local 2327 UAW. Maintenance employees who desire to apply for the open position shall apply for such within five (5) working days of the date of announcement. In filling the positions, seniority will be considered.

C. Posting of aides/food service full-time vacancies. Whenever a full-time position becomes vacant or available in the aide or food service classification, where less than full-time positions exist, part-time aides and food service employees shall be notified of the full-time vacancies so that those individuals, should they so elect, may apply for the full-time positions in accordance with established Board procedures.

D. All full-time job vacancies shall be posted by way of notice on bulletin boards in each building office with a copy of each job posting to be sent to a union designee through the inter-school mail system and a copy to Local 2327 UAW.

E. Food service workers. During the life of this contract, the number of food service workers working less than five (5) hours per day shall not exceed forty (40) for the first year of the contract; Forty-five (45) for the second year of the contract; and fifty (50) for the third year of the contract. Increases to 45 and 50 shall not take place until new school(s) are built.

As the Board constructs new facilities, the parties to this contract agree to negotiate the ratio of full-time to part-time food service workers.

The Board will offer full time Food Service positions, if available, to part time Food Service Workers, based on seniority.

- F. The Board of Education shall furnish the Union each pay day, the names and addresses and job positions of all new hirees and the Board shall further advise each new hiree that it is important for him/her to report to the Local 2327 UAW within ten (10) days of employment.

- G. Snow Day: When the Board of Education District Office is closed due to snow/inclement weather, twelve-month employees called in will receive their regular rate of pay.

ARTICLE XI

Facilities and Equipment

All employees where applicable shall be provided with the appropriate equipment necessary to do a high quality of work.

1. Bus drivers shall be provided with the necessary implements and available space for washing and cleaning vehicles.
2. All employees shall be provided proper lavatory and rest room facilities.
3. Return of Buses

Bus drivers returning from field trips later than 10:00 p.m. will be permitted to take their buses home provided said buses are parked on the driver's property and not on a public street, and returned the next calendar day not later than 7:00 a.m. This procedure shall apply unless due to special circumstances, different instructions are provided by the Coordinator of Pupil Transportation Services.

4. Bus drivers who are required to drive a school bus to the New Jersey State Inspection Station and who are required to spend more than one and one-half (1 1/2) hours at the inspection station, shall be compensated at their normal hourly driving rate for all time spent at the inspection station in excess of one and one-half (1 1/2) hours. The individual bus driver must provide proof of time spent at the inspection station.
5. Transportation department to assign school buses without regard to seniority in order to permit uniform wear and tear of bus fleet. If the assignment is done for any other purpose it shall be subject to the grievance procedure.

SECURITY GUARDS AND ATTENDANCE OFFICERS:

1. The Board shall pay for the cost of uniforms and/or the cost of laundering security guard uniforms.
2. Attendance officers to be provided a jacket identifying them as school district employees.

3. The Board will continue to seek a used police vehicle for use at the high school campus by security guards.

GARAGE MECHANICS AND MAINTENANCE PERSONNEL

The Board shall provide an annual allowance for steel toed shoes in the amount of \$100.00. These employees will be required to wear steel toed shoes on the job. Failure to comply with this requirement will result in disciplinary action.

In order to receive the annual allowance for steel toed shoes, the employee must present an original receipt for reimbursement, not a copy. The original receipt will be maintained by the Board. Should the employee require use of the receipt, the receipt will be made available to the employee.

UNIFORM ALLOWANCE FOR MECHANICS

Garage Mechanics shall receive \$150.00 per year for steel toed shoes. The Board shall also purchase one winter work jacket per year for Garage Mechanics.

ARTICLE XII

SEPARATIONS AND DEMOTIONS

The separation, lay-off, demotion, suspension, removal, resignation and/or reinstatement of unit personnel shall be in accordance with applicable provision of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereinafter promulgated by the Civil Service Commission.

ARTICLE XIII

EMPLOYEE EVALUATION

A. Frequency and Review

Evaluation shall be made at least once each year for all employees who have worked at least three (3) months during the rating period. Each employee shall be given a copy of his performance evaluation and shall have the opportunity to review such evaluation with the supervisor who made the evaluation prior to its being placed in his personnel file. Appeals on adverse performance evaluations shall be resolved through the grievance procedure.

B. No Separate File

An employee shall have the right to inspect his/her official file kept in the personnel office.

Although the Board agrees to protect the confidentiality of personnel references and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.

ARTICLE XIV

WORK YEAR

A. Ten (10) month employees

The work year for the following shall be in accordance with the teachers' work year (185 days):

1. Aides
2. Educational Interpreters for the auditorily handicapped.

The above employees' work year shall be the same as the teachers' work year, which shall include any in-service days required pursuant to the teachers' calendar. On days that students are not in school, such as in-service days, these employees shall work a normal workday which shall not be less than four (4) hours in duration.

The following ten month employees shall work 184 days per year:

1. All food service personnel
2. School bus drivers

B. Twelve (12) month employees (July 1 - June 30)

1. Mechanics and helpers
2. Plant operations and maintenance personnel

ARTICLE XV

The Vineland Board of Education and the Union agree that the following sums of money shall be utilized for salary increases for the years indicated:

Salary Guide

- A. Contract year 2004-2005: The first seven (7) steps on the 2003-2004 Salary Guides for Aides (Aides Guides No. 2 and No. 5) shall be eliminated. The first two (2) steps on the 2003-2004 Salary Guides for Security and Maintenance Guide No. 1 shall be eliminated.

Aides Guides No. 2 and No. 5; Security; and Maintenance Guide No. 1 shall receive a 5.5% increase.

All other Salary Guides to receive a 5.0% increase.

The top of all Salary Guides shall be frozen at a 3.5% increase for the first year of the contract.

- B. Contract year 2005-2006: Employees on all Salary Guides shall advance one (1) step in July and one (1) step in January of Contract Year No. 2. All Salary Guides shall be capped at 5.9% increase for the second contract year. The 5.9% increase shall be allocated 3% in July and 2.9% in January.

The top of all Salary Guides shall be frozen at 3.5% increase for the second contract year.

- C. Contract year 2006-2007: Employees on all Salary Guides shall advance one (1) step in July and one (1) step in January of Contract year No. 3.

All Salary Guides shall be capped at a 7% increase for contract year No. 3. The 7% increase shall be allocated 4% for the step advancement in July, and 3% for the step advancement in January.

The top of all salary guides shall be frozen at 3.5% increase for Contract year No. 3.

- D. All Salary Guides shall be mutually agreed upon by the parties.

The Scattergram for the successor contract to this agreement shall be based upon actual salary.

The parties acknowledge that the above two-step advances on the Salary Guides are designed to resolve any claimed inequities as to salary and shall not be considered a past practice of the Board or past practice as to any future contracts.

The Union agrees to withdraw all unfair labor practice charges currently pending at PERC.

All employees working outside of their job classification shall receive the rate of pay of the higher classification only after working in said higher classification for a period of five (5) days in any one contract year.

Aides - any new hirees without twelve (12) college credits shall be assigned to Aides 1 Guide.

Employees are to be paid in accordance with the salary guide but not less than the minimum nor more than the maximum based on the appropriate classification and creditable experience. Increments shall be made effective on the employee's anniversary date as set forth in Article VI; additional salary adjustments shall be deemed the employee's general wage adjustment and shall be effective on July 1st of each respective year. Personnel employed less than full time shall be paid a pro-rated amount based on the scheduled work period within the appropriate classification.

SALARY GUIDES ATTACHED HERETO AS APPENDIX A.

E. Additional Pay for Black Seal Boiler License

Qualified employees who possesses a valid, current Black Seal Boiler License, and who verifies such to the Secretary of the Board of Education shall be entitled to \$800.00 per year added to his/her annual salary. Employees who apply for such entitlement after the start of the fiscal year shall be eligible for a prorated portion of the amount shown. Initial payments shall begin in the month following the month in which verification is made. It is the employee's responsibility to renew such license and to apply for the entitlement. Payments shall terminate on the date of expiration of licenses not properly renewed and verified.

Those employees currently receiving a stipend for Black Seal Boiler license as of September 1, 2001, shall be grandfathered and shall continue to receive said stipend. The parties have agreed to a list of said grandfathered employees.

Those employees not listed on the grandfather list and all future hires after September 1, 2001, obtaining a Black Seal License will receive the \$800.00 per year stipend only if working in the job titles of Custodian, Supervisor of Building Services, Building Maintenance Worker, Senior Building Maintenance Worker and Senior Custodian.

F. Seven-Hour Instructional Aides(Educational Aides)

All new hirees as seven-hour classroom aides shall be required to possess a high school diploma, plus a minimum of twelve (12) college credits. The twelve (12) college credits shall be in education related courses only. Seven-hour classroom aides who were employees of the Board of Education as of September 8, 1992, shall be exempt from this requirement.

Those clerical aides employed prior to September 1, 1993 shall not be required to meet contract educational requirements as outlined above for employment as Educational Aides.

G. Bilingual Interpreters

The parties recognize that there are certain aides who on occasion are utilized as English/Spanish translators. During those times when said aides serve as translators, they shall receive their normal hourly rate of pay and shall receive an additional one-half (1/2) of their hourly rate of pay. Said additional compensation shall be received only for that time when the aide actually serves as a translator and shall be with the approval and verification of the school principal.

H. Aides/interpreters for the Auditorily Handicapped

Those employees working part-time as aides and part-time as interpreters for the auditorily handicapped shall be paid at the rate of four (4) hours per day as interpreter, and three (3) hours per day as aide.

I. Shift Differential

All employees working during the second shift shall be compensated an additional twenty-five (\$.25) cents per hour for each hour worked during the second shift. All employees working during the third shift shall be compensated an additional thirty-five (\$.35) cents per hour for each hour worked during the third shift.

J. Shift Differential for Maintenance Personnel (Pool Maintenance)

The maintenance personnel who are responsible for the swimming pool maintenance at the High School work a shift from 3:30 a.m. until 12:00 noon. These individuals shall receive the shift differential applicable to the third shift for all hours worked during the period of time from 3:30 a.m. until 7:00 a.m. All hours worked after 7:00 a.m. shall be paid at the normal rate of pay.

K. Diesel Mechanics

Those Diesel Mechanics receiving an ASE certification shall receive a stipend of \$500.00 per year. In order to receive said stipend, the employee must pass three of the six ASE tests, not including the air conditioning test. The employee will pay for the ASE test, however, if the employee successfully completes the tests, the Board shall reimburse the employee a sum not to exceed \$150.00.

L. Transportation Mechanics

Those Transportation Mechanics qualifying as Diesel Mechanics shall be moved up one step on the salary guide. There shall be no change in the current job title.

M. Certified Pool Operator

Those individuals designated as Certified Pool Operator by the Board of Education shall receive a stipend of \$300.00 per year.

N. Seniority for Shift Preference

If an employee satisfies all job title qualifications, then in that event, seniority shall control for selection of shift preference.

O. Advance Degrees for Instructional Aides

Those Instructional Aides (on Aides Salary Guides No. 2 and No. 5) shall receive an additional stipend of \$400.00 per year for an Associates Degree. Those Aides on Salary Guides No. 2 and No. 5 having a Bachelors Degree shall receive a stipend of \$600.00 per year.

The Associates Degree or Bachelors Degree must be related to the employee's job title. The employee must present a copy of the transcript or diploma in order to receive the stipend as noted.

ARTICLE XVI

WORK HOURS

Except for part-time personnel whose working hours are prorated, the work day of employees covered by this agreement shall be as follows:

1. AIDES

- (a) Aides working a seven (7) hour day shall receive a thirty (30) minute uninterrupted lunch period to be included within the seven (7) hour day.

2. FOOD SERVICE PROGRAM

- (a) Senior Cooks - seven (7) hours excluding a thirty (30) minute uninterrupted lunch period.
- (b) Assistant Cooks - five (5) hours excluding a thirty (30) minute uninterrupted lunch period.
- (c) Food Service Workers - five (5) hours excluding a thirty (30) minute uninterrupted lunch period.

3. PUPIL TRANSPORTATION SERVICES

- (a) Mechanics and helpers - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.
- (b) School Bus Drivers - Bus drivers shall be paid on an hourly basis as per the salary guides attached hereto. Bus drivers shall be paid in accordance with a package based upon hours driven. The package hours shall include 1.25 hours per day which includes completion of pre-trip bus inspections; refueling bus; maintaining route sheets and seating charts on file; cleaning and washing bus; meetings and parent conferences not to exceed thirty (30) minutes per day; completing required reports; lateness due to bad weather breakdowns; or disciplinary problems.

Four (4) bus driver workshops shall be held annually. The length of the workshop shall co-incide with the driver's hourly package.
- (c) Pension Credit. All additional run hours for school bus drivers which are continuous during the school year shall be calculated into the base salary such that pension credit is provided, contingent upon approval of the pension bureau.

4. MAINTENANCE

- (a) Maintenance - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.

Work schedules showing the employees shifts, work days and hours shall be established and posted in work locations by the school principal and/or immediate supervisor.

One (1) uninterrupted ten (10) minute break period shall be permitted each work day for all full-time employees.

ARTICLE XVII

Health Care Insurance Program

1. New Jersey Health Benefits Plan

At the option of each full-time, permanent employee whose regular work week is twenty (20) hours or more, the Board of Education shall furnish individual, employee/spouse, parent/child and/or family, full premium coverage for all eligible employees for hospitalization, dental, prescription and vision plans during each year of this agreement. the coverage provided under hospitalization shall be equivalent to the New Jersey State Health Benefits Plan.

Should the Board elect to change the health insurance carrier during the term of this agreement, the level of benefits shall not be decreased except as set forth in this contract.

The Board to pay the full premium costs for such insurance for the duration of this contract.

The parties acknowledge that the Board currently provides health insurance benefits pursuant to a plan with Aetna/US Healthcare. The Board currently provides two plans, the Patriot V and Patriot X. Effective the third year of this contract, Patriot X Plan is amended as follows: The co-pay for specialists shall increase from \$15.00 to \$25.00; and co-pay for Emergency room visits shall increase from \$35.00 to \$50.00.

2. Prescription Drug Plan

The Board of Education shall furnish an individual employee/spouse, parent/child and/or family full premium prescription-drug insurance policy to all eligible and desirous employees whose regular work week is twenty (20) hours or more.

Effective October 1, 2004, current co-pay of \$5.00 generic/\$15.00 brand name shall be increased to \$5.00 generic/\$25.00 brand name. The co-pays noted above shall apply to mail in prescriptions.

The Board to pay the full premium costs for such insurance for the duration of this contract.

3. Dual Health Insurance Coverage:

Those employees who have health insurance coverage through a spouse; other health insurance; or who opt to not receive health insurance coverage through the Board, shall receive payment equal to thirty per cent (30%) of the premium cost to the Board. An employee shall be permitted to opt out of a particular program, such as prescription drug coverage and be compensated for 30% of that individual premium. Should a change of life event occur, i.e., death of spouse or divorce from spouse, then in that event, the employee shall be permitted to re-enroll in the Board's health insurance plan without penalty.

This plan option will be in compliance with Section 125 of the Internal Revenue Code, cash payments made pursuant to this are taxable to the employee(s) electing cash in lieu of health and hospitalization insurance. This option is governed under the Vineland Board of Education Cafeteria Plan effective as of July 1, 1996. (Copy on File).

Health Care Insurance Program:

4. Any employee who has reached sixty-five (65) years of age and is covered under Medicare shall receive the cost of Medicare payments equal to, but not exceeding the cost of insurance coverage granted to other employees covered by this agreement.

5. For the duration of this agreement, the Union shall make available to permanent personnel whose regular work week is twenty (20) hours or more, disability insurance. Said insurance shall be CNA Disability Income Insurance Plan, the premiums for which shall, during the period of this contract be two per cent (2%) of the gross pay.

7. The Board reserves the right to change the insurance carriers provided that benefits are equal. It is understood that should the insurance coverage set forth in the preceding paragraphs be more than the premium set forth in the preceding paragraphs at any time during the course of this contract, then and in such event, the Board's premium contribution shall not exceed that set forth above.

ARTICLE XVIII

HOLIDAYS

A. All employees covered by this agreement shall be granted paid holidays according to the schedule listed below, except that hourly workers shall receive no compensation for these days:

<u>Holiday</u>	<u>2004-2005</u>	<u>2005-2006</u>	<u>2006-2007</u>
Independence Day	July 4	July 4	July 4
Labor Day	Sept 6	Sept 5	Sept 4
Columbus Day	Oct 11	Oct 10	Oct 9
Election Day	Nov 2	Nov 8	Nov 7
Veterans' Day	Nov 11	Nov 11	Nov 11
Thanksgiving Day	Nov 25	Nov 24	Nov 23
Day after Thanksgiving	Nov 26	Nov 25	Nov 24
Christmas Eve	Dec 24	Dec 24	Dec 24
Christmas Day	Dec 25	Dec 25	Dec 25
New Year's Eve	Dec 31	Dec 31	Dec 31
New Year's Day	Jan 1	Jan 1	Jan 1
M.L. King's Birthday	Jan 17	Jan 16	Jan 15
Lincoln's Birthday	Feb 12	Feb 12	Feb 12
President's Day	Feb 21	Feb 20	Feb 19
Good Friday	Mar 25	Apr 14	Apr 6
Easter Monday	Mar 28	Apr 17	Apr 9
Memorial Day	May 30	May 29	May 28

B. Observance of legal holidays will be as above described except in any instance where the date for the declared holiday is changed by executive order or legislation. Said holiday shall be observed accordingly. As per statute, Sunday holidays are observed on Monday.

C. Should a holiday fall on a Saturday, those employees working forty (40) hours per week shall receive, in lieu of the holiday, a compensatory day to be taken during the annual Christmas holiday period while the schools within the District are closed to students, or during the summer vacation period while schools are not in session to include not in session for summer school.

D. The holiday schedule may be adjusted by the Board of Education as required by the school calendar. The parties acknowledge that the exact dates of the above noted holidays may change based upon the school calendar.

E. Vacation Days: Vacation for twelve month employees covered by this contract shall be as follows:

1. Up to 10 years employment: One day per month as per Civil Service Rules.
2. Between 11-15 years of employment: 15 days
3. 16 years of employment: 16 days
4. 17 years of employment: 17 days
5. 18 years of employment: 18 days
6. 19 years of employment: 19 days
7. 20 or more years of employment: 20 days

The above vacation days shall be awarded upon completion of the years identified above.

ARTICLE XIX

LONGEVITY

10-24 years of experience with the Board of Education - \$200 beyond base pay.

25-29 years of experience with the Board of Education - \$300 beyond base pay.

30-34 years of experience with the Board of Education - \$500 beyond base pay.

35 or more years of experience with the Board of Education - \$500 beyond base pay.

Longevity shall be eliminated effective June 30, 2007.

ARTICLE XX

COMPLAINT PROCEDURE

A. Procedural Requirements

Any complaints regarding an employee made to any members of the administration by any parent, student or other person which does or may influence evaluation of an employee shall be processed according to the procedure outlined below.

B. Meeting with Principal or Immediate Supervisor

The principal or immediate supervisor shall meet with the employee to apprise the employee of the full nature of the complaint and they shall attempt to resolve the matter informally without the need to be represented by the Union.

C. Rights of Representation

The employee shall have the right to be represented by the Union at any meetings or conferences regarding such complaint beyond the informal meeting referred to above.

ARTICLE XXI

DEDUCTION FROM SALARY

A. The Union Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees dues for the Union, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (NJSA 52:14-15.9e) as amended, 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 said Union within a reasonable time following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the Union.
2. The Union named above shall certify to the Board, in writing, the current rate of its membership dues. If said Union changes the rate of its membership dues, said Union shall give the Board written notice prior to August 1 of each school year.

B. Credit Union Checkoff

Employees may individually elect to have monies deducted from their pay for deposit in the 65 Family Federal Credit Union and/or the Cumco Credit Union. Upon authorization by the Credit Union and the employee, said deductions shall be made each pay period and transmitted to the credit union subsequent to said pay period. Deductions may be changed no more than two (2) times during a fiscal year.

The Board shall make payments by payroll deduction to the CumCo Credit Union, if requested by an employee.

C. Education Fund

Effective July 1, 1991, the Board of Education agrees to pay one-quarter (1/4) of one per cent (1%) of the total earnings of all employees covered by this Agreement to the Local 2327 UAW Vineland Board Education Fund. The purpose of said Fund is to enable members of the Union to pursue their individual educational goals and for such other educational endeavors to be undertaken by the Union.

Payment shall be made by the Board of Education on a monthly basis on or before the 15th day of the month following each month for which the payment is being made.

Payments pursuant to this provision shall be directed to Local 2327 UAW, Vineland Board of Education Fund, 598-600 Shiloh Pike, Bridgeton, NJ 08303.

Each year, the Union shall provide an accounting to the Board of Education as to how the Education Fund was spent.

D.

UAW V-CAP

During the life of this Agreement, the Board agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes or has executed the following "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form; provided further however, that the Board will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file an unrevoked "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the Board before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the Board from the employees first union dues period in the first month following receipt of the checkoff authorization card and shall continue until the checkoff authorization is revoked in writing. The Board agrees to remit said deductions promptly to UAW V-CAP, in the care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The Board further agrees to furnish UAW V-CAP with the name, address, social security number, and date of last Authorization of those employees for whom deductions have been made. The Board further agrees to furnish UAW V-CAP with a monthly and year to date report of each such employee's deductions.

E.

The Union shall provide to the Board of Education an annual accounting on the Union Education and Union Disability Funds.

ARTICLE XXII

SICK LEAVE

All employees shall be entitled to sick leave with pay (based on their aggregate years of service).

A. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every fiscal year thereafter. It shall be accumulative with no maximum limit. Part-time permanent employees and those employees working less than 12 months shall be entitled to sick leave on a prorated basis.
2. An employee who has been reemployed shall be credited with the total accrued sick leave at the termination of his previous employment.

B. Definition of Sick Leave

Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee or absence caused by death in the immediate family of such employee.

C. Reporting of absence on Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. Normally this shall constitute a doctor's note.
 - (a) An employee who has been absent on sick leave for periods totaling more than fifteen (15) days in one calendar year consisting of periods of less than five (5) days shall have his or her sick leave record reviewed by the Board and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one (1) day or less, only one submission of such proof shall be necessary for a period of six (6) months.
 - (b) The Board may require proof of illness of an employee on sick leave whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

2. In the case of leave of absence due to exposure to contagious disease, a certification from a doctor shall be required.
3. In the case of an employee attending a member of the employee's immediate family, reasonable proof of same shall be required.
4. In the case of death in the immediate family, reasonable proof of same shall be required.
5. The Board may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined at the expense of the Board, by a physician designated by the Board. Such examination shall establish whether the employee is capable of performing normal duties and that his/her return will not jeopardize the health of other employees.

D. Accumulated Sick Leave Upon Retirement

1. Any permanent employee employed by the Board of Education for a minimum of fifteen (15) years immediately preceding retirement shall be granted a retirement or terminal payment according to the following:
 - (a) Ten month employees shall receive payment equal to one-two hundredths (1/200) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the employee.
 - (b) Twelve month employees shall receive payment according to one-two hundredths and fortieths (1/240) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the employee.
2. The weighted allowance mentioned above shall be computed as follows: fifty per cent (50%) of sick leave days accumulated, not to exceed a maximum of \$9,500.00 upon retirement.

E. Absence Without Leave

Any unauthorized absence of an employee from duty shall be an absence without leave and may be cause for disciplinary action including removal.

F. Sick Leave for Bus Drivers

Bus drivers who have accumulated sick leave and are absent due to illness shall be paid on the basis of their total daily pay for regular runs permanently assigned to the drivers at that time.

ARTICLE XXIII

LEAVES OF ABSENCE/PERSONAL DAY

A. Leaves of Absence Without Pay

A leave of absence may be granted without pay to an employee for a period not to exceed twelve (12) months at any one time. Such leave of absence may be renewed for an additional period not to exceed twelve (12) months.

A leave of absence without pay for a probationary employee shall be restricted to exceptional situations and shall not exceed sixty (60) days nor be continued beyond the termination of the temporary appointment or position itself. In no case shall an employee receive entitlements while on leave which she/he could not receive while in active employment.

1. Military Leave

- (a) A permanent employee who enters upon active duty with the military or naval service in time of war or emergency shall be granted a leave of absence for the period of such service and three months thereafter.
 - (1) In case of service-connected illness or wound which prevents her/him from returning to her/his employment, such leave shall be extended until three months after recovery, but not beyond the expiration of two years after the date of discharge.
 - (2) An employee who voluntarily continues in the military service beyond the time when he may be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned her/his employment and resigned.
- (b) A permanent employee who enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) shall be granted a leave of absence for such period of training. Such leave is not considered military leave.
- (c) An employee with probationary status who enters upon active duty with the Armed Forces or who, pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) either enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training, shall be recorded as having resigned.

- (d) A permanent employee who is a member of the National Guard or Naval Militia or of a reserve component of any of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to all regular approved leave.
- (e) A full-time temporary or provisional employee who is a member of the National Guard or Naval Militia or of a reserve component of the Armed Forces of the United States who is required to undergo field training or annual active duty for training shall be granted a leave of absence with pay as provided by regulation.

2. Maternity Leave

A maternity leave of absence shall be treated as an extended leave which is granted for personal illness or disability with the following added stipulations:

- (a) As soon as an employee becomes aware of her pregnancy, she shall forthwith notify the Superintendent of Schools in writing of the predicted date of birth and indicate the tentative schedule of the anticipated period of absence for maternity leave.

The employee may continue to work until the state of her health or the welfare of the pupils determine that a leave of absence commence. This determination shall be made after a conference with the employee and consultation between the immediate supervisor and the Superintendent of Schools. Where disagreement regarding the dates for the commencement of leave of absence arises, the Superintendent of Schools shall consult with the School Medical Officer prior to making a decision.

- (b) A period of one working month (20 school days) immediately preceding delivery of the child and one working month immediately following the birth date shall be the maximum entitlement of sick leave days. There will be no allowance for days during the months of July and August for ten month employees. All emoluments due to the individual employee under sick leave provisions shall be provided during this period.
- (c) Prolonged absence before or after the authorized sick leave period, except when mitigated by continuing illness arising from or associated with child-bearing, shall be treated as extended leave and will be granted without pay.

B. Leaves of Absence With or Without Pay

1. Educational Leave

A permanent employee may be granted an educational leave with or without pay as established by the Board regulations. The purpose of such leave is to permit an employee to pursue special work or training related to his employment and which will improve his competence and capacity in the district. Such training must be of direct value to the Board and limited to increasing knowledge or skills not directly available through in-service training. The Board shall reimburse an employee for tuition costs for any approved course or training.

2. Jury/Witness Leave

An employee shall be given time off when:

- (a) Performing jury duty
- (b) Summoned to appear as a witness before a court, legislative committee or judicial or quasi-judicial body unless the appearance is as a party to the litigation in a matter unrelated to his capacity as an employee of the school district.
- (c) Performing emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or the President of the United States.

3. Disability Leave: Sick Leave Injury

Any employee who is disabled because of occupational injury or disease may be granted a leave of absence with full or partial pay. Any amount of salary or wages paid or payable to an employee for disability leave shall be reduced by the amount of workmen's compensation award under the New Jersey Worker's Compensation Act for temporary disability.

- (a) Such leave shall not be granted beyond one (1) year from the date of injury or illness.
- (b) Medical or other proof relating to the injury or illness and the continued disability of the employee shall be provided.

4. Union Business

A Union member may be granted a leave of absence without pay to hold an elected office in the U.A.W., Amalgamated Local #2327 for a minimum of six (6) months and a maximum of two (2) years.

C. Leave of Absence With Pay

An employee may need to be absent from assigned duty due to a personal emergency situation or to attend to a personal matter which is, by its nature, of such pressing importance that it can only be performed during work hours. The total allowance of temporary leaves of absence under this Article shall not in the aggregate exceed three (3) days per year for ten (10) month employees (two with no reason) and four (4) days per year for twelve (12) month employees (three with no reason).

Said personal days without reason shall not be taken on the day before or the day after a school holiday, federal or state holiday. Additionally, the employee must provide a minimum of three (3) days notice prior to taking said personal day without reason.

The Board will grant temporary leaves of absence with pay in order for the employee to attend to an emergency or personal matter according to the following:

- (1) Any legal matter in which the employee, the employee's spouse, employee's child or any member of the employee's household is a party; at the time of said request, the employee may be required to submit the name of the attorney and/or indicate the place where such business is to be conducted for purposes of verification.
- (2) Marriage of the employee.
- (3) Death or illness of an immediate family member.
- (4) Death of a relative other than a member of the immediate family
- (5) Observance of any religious holiday(s) mandated by one's faith where such observance prevents the employee from working on said day(s).
- (6) Death of an intimate friend
- (7) Attendance at the marriage of a member of the immediate family.
- (8) Participation in graduation ceremonies or college orientation of self, spouse or child.
- (9) Home emergency, i.e., catastrophe, fire, storm damage.
- (10) Any other personal emergency at the discretion of the Superintendent of Schools.

Notice of a desire for temporary leave shall be filed with the Superintendent through the employee's supervisor on the form provided for such purpose. The reason shall be indicated by the employee checking the appropriate space on the form or by specifying a reason where the list does not provide for same. This must reach the office of the Superintendent of Schools not less than five (5) work days in advance of the date(s) requested. (A waiver of this time limit may be approved by the Superintendent in an emergency.)

Employees may convert all unused temporary or personal leave days available in any school year to accumulated sick leave. Once such days are converted to accumulated sick leave, said days cannot later be utilized for temporary and/or personal leave days.

D. Vacation Days

Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of school district business, employees may request to carry such days into the succeeding year only. Such request must be approved by the Assistant Superintendent for Business/Board Secretary.

ARTICLE XXIV

Seniority Assignment of Bus Routes

A. Basic Route Packages

- 1.) Basic route packages which include kindergarten routes will be assigned before the beginning of the school year by seniority and consideration of the skill, ability and qualifications to perform the work.
- 2.) Those drivers wishing to be placed on the list of those considered shall apply in writing to the transportation coordinator not later than August 1. Thereafter, the administration, at its discretion, shall determine the assignment of routes.
- 3.) Selection made by the drivers shall be final and may not be changed by them. When the driver selects his/her route package for the coming school year, the driver will be notified whether or not this route package has a paid lay-over time. Should the route package have a paid lay-over time, and during the course of the year a driver is needed to drive an extra run, the driver will not be paid for that run. Extra routes will be assigned on a rotating basis between all drivers who do not have a middle school included in their route package.
- 4.) Special education and handicapped routes shall be exempt from this seniority provisions, however, during the school year, notification shall be made to bus drivers of openings for these routes so that interested drivers may notify the transportation office of their desire to be considered. Final decision as to selection of drivers for these routes rest with the Board.
- 5.) Once bus routes are selected by bus drivers, the bus routes shall not be changed between full-time drivers.

B. ATHLETIC TRIPS AND FIELD TRIPS

- 1.) Athletic trips and field trips shall be assigned on a rotational basis according to seniority, providing the driver has a valid telephone number at their residence.
- 2.) Drivers wishing to be placed on the list of those to be considered for such trips shall notify the transportation coordinator in writing not later than August 1.
- 3.) If a trip is offered and rejected, for whatever reason, the driver's name will be placed at the bottom of the rotation list. However, if the driver has accepted a trip and then cancels that trip for whatever reason, that driver will forfeit the right to that trip and the next available trip.

- 4.) In the event that a trip is canceled after the bus driver has reported for the assignment, the driver shall be paid for one hour and assigned the next scheduled trip.
- C. All bus trips within the City of Vineland and all bus trips outside the City of Vineland shall be paid at the same rate.
- D. Bus drivers who are assigned field trips or extra-curricular trips shall be provided money in advance for payment of tolls and/or parking.

ARTICLE XXV

REPRESENTATION FEE (AGENCY SHOP)

A. Purpose of Fee

If an employee does not become a member of the U.A.W., Amalgamated Local 2327, during any membership year (i.e. from July 1 to the following June 30) which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Union for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.

B. Amount of Fee

1. Notification

Prior to the beginning of each membership year, the Union will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that membership year. The representation fee to be paid by non-members will be determined by the Union in accordance with the law.

2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Union as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Union to its own members and the representation fee may be set up to 85% of that amount as the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the Union membership year immediately following the effective date of the change.

C. Deduction and Transportation of Fee

1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the Board a list of those employees who have not become members of the Union for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph 2 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Union.

2. Payroll Deduction Schedule

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.

- (a) Ten (10) days after receipt of the aforesaid list by the Board; or
- (b) Thirty (30) days after the employee begins his or her employment in the bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Termination of employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Union has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

4. Procedure

Except as otherwise provided in this Article, the procedure for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

5. Changes

The Union will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.

6. New employees

On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Union a list of all employee who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

D. Indemnification

1. Liability

The Union 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 that:

- (a) The Board gives the Union timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- (b) If the Union so requests in writing, the Board will surrender to the Union full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Union in gathering evidence, securing witnesses and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE XXVI

Miscellaneous Provisions

A. Nondiscrimination

The Board and the Union agree that there shall be no discrimination and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, sex or marital status unless it is a bona fide occupational requirement.

B. BOARD POLICY

This agreement constitutes Board policy for the term of said agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

C. TRAVEL ALLOWANCE

Senior cook or authorized designated employee shall be paid travel allowance in the amount of \$150.00.

The allowance shall be paid in two equal installments each year in February and in June.

D. SEPARABILITY

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

E. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If any individual contract contains any language inconsistent with the agreement, this agreement during its duration shall be controlling.

F. COURT ATTENDANCE

Attendance officers, security guards and/or bus drivers who are required to appear in municipal court because of employment related incidents, excluding traffic violations, shall be paid at their hourly rate of pay. An official document from the Court attesting to Court attendance must be provided by the employee to receive payment.

G. BUS BREAKDOWNS

Bus drivers shall be reimbursed for additional time, verified by the Coordinator of Pupil Transportation Services, which is added to the normal daily runs due to breakdowns. This reimbursement shall be at the hourly rate of pay or \$14.15 per hour for employees grandfathered pursuant to this contract.

H. BUS LAYOVERS

When an abbreviated session is scheduled for intermediate and primary schools only, bus drivers shall be reimbursed for layover time, verified by the Coordinator of Pupil Transportation Services, between their intermediate/primary afternoon runs and secondary afternoon runs. This reimbursement shall be at the employee's hourly rate of pay.

I. MEAL REIMBURSEMENT

School bus drivers and aides shall be reimbursed for meals on field trips as follows:

Lunch 11:30 a.m. - 12:30 p.m. - \$7.00
Dinner 5:00 p.m. - 6:00 p.m. - \$10.00

Limited to bus drivers and aides only.

The driver must leave by 11:30 a.m. in order to receive payment for lunch and return after 6:00 p.m. in order to receive payment for supper.

The bus driver or aide must present a paid receipt from the food vendor in order to be reimbursed for the lunch and dinner meals.

J. PRINTING AGREEMENT

Copies of this agreement shall be printed by personnel of the Board on in-house printing equipment within thirty (30) days after the agreement is signed.

K. 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 registered letter or ordinary mail at the following address:

1. If by the Union to the Vineland Board of Education, at the Board of Education offices, 625 Plum Street, Vineland, New Jersey 08360.
2. If by the Board to U.A.W., Amalgamated Local #2327, 598-600 Shiloh Pike, Bridgeton, NJ 08302
Telephone: (856) 451-9900; Fax No. (856) 451-9911.

L. HEALTH AND SAFETY

The Vineland Board of Education shall endeavor to provide conditions of work which are both safe and healthy in conformity with all Federal, State and local laws.

M. Workshops

The Board of Education agrees to include in its Workshops topics regarding health, safety and training of employees.

N. Educational Interpreters for the Auditorily Handicapped

The parties recognize that the Board utilizes certain interpreters and the Board internally shall refer to those individuals as such. The parties further recognize that the Department of Personnel of the State of New Jersey may refer to these individuals by way of a different title, and the Board has no authority over the Department of Personnel.

O. Certification of Interpreters for the Auditorily Handicapped

All individuals who provide educational interpreting services, sign language interpreting, oral interpreting or cued speech transliteration to students who are deaf, hard of hearing or deaf/blind in Grades Preschool through 12 shall hold the Educational Interpreter Endorsement as required by N.J.A.C. 6A:9-13.18.

P. Surveillance Cameras:

Surveillance cameras which were installed by the Board in the work place shall not be utilized by the Board to monitor the quality or quantity of work performed by employees.

Q. Chairperson of Local:

The Chairperson of Local 2327 may be granted leave of absence with pay as requested during his/her term of office subject to approval by the Superintendent or his designee. Such approval shall not be unreasonably withheld.

R. Bomb Scares

All bomb scares shall be handled in accordance with Board policy and by qualified personnel only.

S. WORKERS CARRYING BEEPERS

Workers carrying beepers to be identified by name to receive two (2) additional hours per week. Should any worker not respond to a beeper call three (3) times in any one (1) year, that worker will lose this additional stipend for a period of six (6) months. A list of workers to be paid for carrying beepers is attached to this agreement.

ARTICLE XXVII

DURATION OF AGREEMENT

This agreement shall remain in full force and effect for a three (3) year period from July 1, 2004 to and including June 30, 2007. This agreement may be extended by mutual consent of the employer and Union after the aforementioned termination date.

FOR THE EMPLOYER:

VINELAND BOARD OF EDUCATION

ATTEST:

BY

Frank N. Prodeno
PRESIDENT OF THE BOARD

Kevin J. Franchetta
SECRETARY OF THE BOARD

FOR THE UNION:

Tuan Smith UAW
Sandra J. Urban REG. 9
Jackie Spanglerfield
James E. Budy Jr.
John M. Palko
Lisa Frankfield
Colin G. Gentry
Sharon Chubb

Albert Franchetta
Sharon Maliege
Judith Barfole
Steve Cant
Anthony P. Cury
William F. Allen
Pepper S. Sals
Debra L. Ganci

DATED: 1-19-05

ADDENDUM

INDIVIDUALS TO RECEIVE STIPEND FOR CARRYING BEEPER:

Biggs, Daniel J, III

Bishop, James E.

Davis, John C.

Howgate, Robert B.

Kalowitz, John D.

Marino, Richard C.

Pitocchi, Robert

Pottorff, Michael D.

Steen, John D.

Trzeciak, Jason

Aides #1	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	10,801	10,836	11,150	10,961	11,037	11,037	0.00
2	11,069	11,122	11,448	11,295	11,352	11,352	0.00
3	11,365	11,422	11,727	11,448	11,598	11,598	0.00
4	11,689	11,727	12,067	11,968	12,123	12,123	0.00
5	12,001	12,040	12,388	12,388	12,543	12,543	0.00
6	12,321	12,361	12,718	12,718	12,873	12,873	0.00
7	12,651	12,691	13,048	13,048	13,203	13,203	0.00
8	12,989	13,030	13,387	13,387	13,542	13,542	0.00
9	13,337	13,379	13,737	13,737	13,892	13,892	0.00
10	13,684	13,727	14,085	14,085	14,240	14,240	0.00
11	14,032	14,075	14,427	14,427	14,582	14,582	0.00
12	14,380	14,423	14,775	14,775	14,930	14,930	0.00
13	14,728	14,771	15,119	15,119	15,274	15,274	0.00
14	15,076	15,119	15,467	15,467	15,622	15,622	0.00
15	15,424	15,467	15,815	15,815	15,970	15,970	0.00
16	15,772	15,815	16,163	16,163	16,318	16,318	0.00
17	16,120	16,163	16,511	16,511	16,666	16,666	0.00
18	16,468	16,511	16,859	16,859	17,014	17,014	0.00
19	16,816	16,859	17,207	17,207	17,362	17,362	0.00
20	17,164	17,207	17,555	17,555	17,710	17,710	0.00
21	17,512	17,555	17,903	17,903	18,058	18,058	0.00
22	17,860	17,903	18,251	18,251	18,406	18,406	0.00
23	18,208	18,251	18,599	18,599	18,754	18,754	0.00
	31,72	31,72	31,72	31,72	31,72	31,72	407,355.44
							365,491.69

Aides #1	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	15.00	10,801	10,836	11,150	10,961	11,037	0.00
2	16,007	11,069	11,122	11,448	11,295	11,352	0.00
3	17,014	11,365	11,422	11,727	11,598	11,655	0.00
4	18,021	11,689	11,727	12,067	11,968	12,025	0.00
5	19,028	12,001	12,040	12,388	12,269	12,326	0.00
6	20,035	12,321	12,361	12,718	12,600	12,657	0.00
7	21,042	12,651	12,691	13,048	12,930	12,987	0.00
8	22,049	12,989	13,030	13,387	13,270	13,327	0.00
9	23,056	13,337	13,379	13,737	13,610	13,667	0.00
10	24,063	13,684	13,727	14,085	13,950	14,007	0.00
11	25,070	14,032	14,075	14,427	14,290	14,347	0.00
12	26,077	14,380	14,423	14,775	14,635	14,692	0.00
13	27,084	14,728	14,771	15,119	15,000	15,057	0.00
14	28,091	15,076	15,119	15,467	15,365	15,422	0.00
15	29,098	15,424	15,467	15,815	15,730	15,787	0.00
16	30,105	15,772	15,815	16,163	16,095	16,152	0.00
17	31,112	16,120	16,163	16,511	16,460	16,517	0.00
18	32,119	16,468	16,511	16,859	16,825	16,882	0.00
19	33,126	16,816	16,859	17,207	17,190	17,247	0.00
20	34,133	17,164	17,207	17,555	17,555	17,612	0.00
21	35,140	17,512	17,555	17,903	17,903	17,960	0.00
22	36,147	17,860	17,903	18,251	18,251	18,308	0.00
23	37,154	18,208	18,251	18,599	18,599	18,656	0.00
	31,72	31,72	31,72	31,72	31,72	31,72	436,517.71
							440,900.25

AIDES #1: NON-INSTRUCTIONAL AIDES AND HOME SCHOOL LIAISON

Aides #2	03-04	FTE	Total	(Based on 185 work days)	04-05	FTE	Total
1	11,292	2.00	22,583.15	0	0.00	0.00	0.00
2	11,557	2.00	23,113.55	0	0.00	0.00	0.00
3	11,628	14.00	165,594.81	0	0.00	0.00	0.00
4	12,106	2.00	24,212.01	0	0.00	0.00	0.00
5	12,458	12.00	149,862.92	0	0.00	0.00	0.00
6	12,620	8.00	105,842.05	0	0.00	0.00	0.00
7	13,076	3.00	40,728.53	0	0.00	0.00	0.00
8	13,576	3.00	40,728.53	13,918	48.00	680,081.15	0.00
9	13,971	3.00	41,914.08	14,323	3.00	42,968.60	0.00
10	14,378	7.00	100,648.13	14,740	3.00	44,218.35	0.00
11	14,831	3.00	44,493.35	15,169	7.00	106,183.78	0.00
12	15,299	1.00	15,299.22	15,647	3.00	46,940.49	0.00
13	15,763	0.00	0.00	16,141	1.00	16,140.88	0.00
14	16,281	1.00	16,281.30	16,651	0.00	0.00	0.00
15	16,795	2.00	33,590.54	17,177	0.00	0.00	0.00
16	17,328	0.00	0.00	17,719	0.00	0.00	0.00
17	17,873	11.00	196,598.76	18,279	2.00	36,557.25	0.00
18	18,437	5.00	92,186.81	18,856	0.00	0.00	0.00
19	19,020	5.00	95,106.81	19,451	11.00	213,963.26	0.00
20	19,629	11.00	215,823.93	20,065	5.00	103,322.07	0.00
21	20,239	2.00	40,478.01	20,699	5.00	103,487.39	0.00
22	20,879	8.00	20,878.83	21,352	7.00	149,465.07	0.00
23	21,537	8.00	172,299.72	22,027	1.00	22,027.03	0.00
24	22,217	5.00	111,086.37	22,722	2.00	44,054.32	0.00
25	22,919	2.00	45,838.86	23,439	5.00	117,196.12	0.00
26	23,643	0.00	0.00	24,180	2.00	48,359.99	0.00
27	24,001	3.00	72,004.43	24,942	5.00	126,381.28	0.00
			123.00 1,865,382.26				

Aides #2	05-06A	FTE	Total	05-06B	FTE	Total
1	13,931	49.00	688,123.59	1	13,931	0.00
2	14,725	3.00	44,257.86	2	14,336	0.00
3	15,182	3.00	45,545.94	3	14,753	708,122.54
4	15,647	3.00	109,527.81	4	15,182	45,545.94
5	16,114	7.00	48,422.04	5	15,647	46,940.49
6	16,651	1.00	16,650.86	6	16,273	48,518.11
7	17,177	0.00	0.00	7	16,651	49,951.89
8	17,719	0.00	0.00	8	17,177	17,176.77
9	18,279	2.00	36,557.25	9	17,719	17,719.01
10	18,856	0.00	0.00	10	18,279	18,279.00
11	19,451	11.00	213,963.26	11	18,856	37,717.00
12	20,065	5.00	103,322.07	12	19,451	19,451.00
13	20,699	5.00	103,487.39	13	20,065	11.00
14	21,352	7.00	149,465.07	14	20,699	220,719.86
15	22,027	1.00	22,027.03	15	21,352	229,548.34
16	22,722	2.00	44,054.32	16	22,027	107,637.28
17	23,439	5.00	117,196.12	17	22,722	155,443.67
18	24,180	8.00	187,513.79	18	23,439	242,298.79
19	24,942	5.00	120,898.99	19	24,180	251,990.74
20	25,719	5.00	126,381.28	20	25,719	45,444.05
			123.00 2,202,435.86			

Aides #2	06-07A	FTE	Total	06-07B	FTE	Total
1	14,079	0.00	0.00	1	14,082	0.00
2	14,488	0.00	0.00	2	14,501	0.00
3	14,909	0.00	0.00	3	14,923	0.00
4	15,343	48.00	736,447.44	4	15,357	0.00
5	15,789	3.00	47,367.77	5	15,803	758,540.91
6	16,273	3.00	48,518.11	6	16,273	48,518.11
7	16,766	7.00	117,894.14	7	16,766	49,358.92
8	17,279	3.00	51,850.05	8	17,279	121,218.79
9	17,804	0.00	0.00	9	17,804	53,591.52
10	18,339	0.00	0.00	10	18,339	18,427.77
11	18,884	1.00	18,884.00	11	18,884	0.00
12	19,439	1.00	19,439.00	12	19,439	19,609.83
13	20,004	2.00	39,218.67	13	20,229	2.00
14	20,579	2.00	41,158.00	14	20,868	0.00
15	21,164	5.00	105,817.00	15	21,527	11,001.19
16	21,759	5.00	108,797.50	16	22,206	238,936.74
17	22,364	7.00	156,543.67	17	22,908	259,458.89
18	22,979	7.00	156,851.33	18	23,631	48,658.72
19	23,604	2.00	47,261.81	19	24,377	0.00
20	24,239	1.00	24,239.00	20	25,087	505,965.72
			123.00 2,365,475.40			

Aides #2	06-07C	FTE	Total
1	14,079	0.00	0.00
2	14,488	0.00	0.00
3	14,909	0.00	0.00
4	15,343	48.00	736,447.44
5	15,789	3.00	47,367.77
6	16,273	3.00	48,518.11
7	16,766	7.00	117,894.14
8	17,279	3.00	51,850.05
9	17,804	0.00	0.00
10	18,339	0.00	0.00
11	18,884	1.00	18,884.00
12	19,439	1.00	19,439.00
13	20,004	2.00	39,218.67
14	20,579	2.00	41,158.00
15	21,164	5.00	105,817.00
16	21,759	5.00	108,797.50
17	22,364	7.00	156,543.67
18	22,979	7.00	156,851.33
19	23,604	2.00	47,261.81
20	24,239	1.00	24,239.00
			123.00 2,433,812.55

AIDES #2: INSTRUCTIONAL AIDES

Aides #3	Interpreter (Certified)	FTE	Total	04-05	FTE	Total	05-06	FTE	Total	06-07A	FTE	Total	06-07B	FTE	Total
1	28,668	0.74	21,214.10	28,668	0.74	21,214.10	29,502	0.74	22,274.80	29,502	0.74	22,274.80	30,390	0.74	23,162.50
2	28,531	0.86	22,274.80	28,531	0.86	22,274.80	29,365	0.86	22,935.50	29,365	0.86	22,935.50	30,253	0.86	23,823.20
3	31,356	0.81	25,362.43	31,356	0.81	25,362.43	32,200	0.81	26,651.55	32,200	0.81	26,651.55	33,088	0.81	27,540.67
4	32,280	0.81	25,362.43	32,280	0.81	25,362.43	33,124	0.81	27,454.13	33,124	0.81	27,454.13	34,012	0.81	28,342.75
5	33,251	0.81	25,362.43	33,251	0.81	25,362.43	34,094	0.81	27,454.13	34,094	0.81	27,454.13	35,076	0.81	28,342.75
6	34,253	1.00	36,283.66	34,253	1.00	36,283.66	35,250	1.00	37,047.86	35,250	1.00	37,047.86	36,424	1.00	37,812.06
7	35,294	1.00	36,283.66	35,294	1.00	36,283.66	36,466	1.00	37,047.86	36,466	1.00	37,047.86	37,708	1.00	37,812.06
8	36,349	1.00	36,283.66	36,349	1.00	36,283.66	37,643	1.00	37,047.86	37,643	1.00	37,047.86	38,890	1.00	37,812.06
9	37,433	1.00	36,283.66	37,433	1.00	36,283.66	38,728	1.00	37,047.86	38,728	1.00	37,047.86	40,020	1.00	37,812.06
10		10.44	370,984.95		10.44	365,623.73		10.44	315,368.93		10.44	320,897.68		10.44	326,503.42

Aides #4	Interpreter (Non-Certified)	FTE	Total	04-05	FTE	Total	05-06	FTE	Total	06-07A	FTE	Total	06-07B	FTE	Total
1	20,201	0.00	0.00	20,587	0.00	0.00	20,587	0.00	0.00	20,799	0.00	0.00	20,801	0.00	0.00
2	20,894	0.00	0.00	21,213	0.00	0.00	21,213	0.00	0.00	21,421	0.00	0.00	21,423	0.00	0.00
3	21,465	0.00	0.00	21,847	0.00	0.00	21,847	0.00	0.00	22,061	0.00	0.00	22,064	0.00	0.00
4	22,067	0.00	0.00	22,498	0.00	0.00	22,498	0.00	0.00	22,721	0.00	0.00	22,723	0.00	0.00
5	22,726	0.00	0.00	23,170	0.00	0.00	23,173	0.00	0.00	23,400	0.00	0.00	23,402	0.00	0.00
6	23,406	0.00	0.00	23,863	0.00	0.00	23,865	0.00	0.00	24,099	0.00	0.00	24,102	0.00	0.00
7	24,105	0.00	0.00	24,576	0.00	0.00	24,579	0.00	0.00	24,820	0.00	0.00	24,824	0.00	0.00
8	24,826	0.00	0.00	25,310	0.00	0.00	25,313	0.00	0.00	25,562	0.00	0.00	25,566	0.00	0.00
9	25,567	0.00	0.00	26,067	0.00	0.00	26,069	0.00	0.00	26,329	0.00	0.00	26,332	0.00	0.00
10	26,329	0.86	22,643.31	27,251	0.86	23,435.83	28,173	0.86	24,263.26	28,707	0.86	24,667.87	29,209	0.86	25,119.90
		0.86	22,643.31		0.86	23,435.83		0.86	24,263.26		0.86	24,667.87		0.86	25,119.90

AIDES #3: INTERPRETER (CERTIFIED)
AIDES #4: INTERPRETER (NON-CERTIFIED)

Maintenance #1	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	17,502	0	19,034	19,034	19,204	19,204	0.00
2	18,042	0	19,621	19,621	19,796	19,796	0.00
3	18,586	0	20,227	20,227	20,406	20,406	0.00
4	19,172	0	20,850	20,850	21,036	21,036	0.00
5	19,763	0	21,492	21,492	21,684	21,684	0.00
6	20,372	0	22,155	22,155	22,352	22,352	0.00
7	21,000	0	22,838	22,838	23,041	23,041	0.00
8	21,647	0	23,542	23,542	23,751	23,751	0.00
9	22,315	0	24,267	24,267	24,484	24,484	0.00
10	23,002	0	25,013	25,013	25,238	25,238	0.00
11	23,707	0	25,779	25,779	26,011	26,011	0.00
12	24,439	0	26,566	26,566	26,848	26,848	0.00
13	25,198	0	27,374	27,374	27,654	27,654	0.00
14	25,983	0	28,203	28,203	28,484	28,484	0.00
15	26,793	0	29,054	29,054	29,333	29,333	0.00
16	27,628	0	29,927	29,927	30,212	30,212	0.00
17	28,488	0	30,822	30,822	31,107	31,107	0.00
18	29,373	0	31,739	31,739	32,018	32,018	0.00
19	30,283	0	32,678	32,678	32,944	32,944	0.00
20	31,218	0	33,639	33,639	33,886	33,886	0.00
21	32,178	0	34,622	34,622	34,844	34,844	0.00
22	33,163	0	35,627	35,627	35,818	35,818	0.00
23	34,173	0	36,654	36,654	36,808	36,808	0.00
24	35,207	0	37,703	37,703	37,814	37,814	0.00
25	36,265	0	38,774	38,774	38,836	38,836	0.00
26	37,347	0	39,867	39,867	40,874	40,874	0.00
	76.00	76.00	76.00	76.00	76.00	76.00	76.00
	1,757,153.05	1,855,604.30	1,979,816.25	2,057,134.75	2,122,339.08	2,188,588.85	2,255,902.93

MAINTENANCE #1: BUILDING MAINTENANCE WORKERS/SECURITY GUARD

Maintenance #3	03-04	FTE	Total	04-05	FTE	Total	05-06A	FTE	Total	05-06B	FTE	Total	06-07A	FTE	Total	06-07B	FTE	Total
1	22,304	0.00	0.00	22,750	0.00	0.00	22,762	0.00	0.00	22,762	0.00	0.00	22,966	0.00	0.00	23,688	0.00	0.00
2	22,961	0.00	0.00	23,420	0.00	0.00	23,432	0.00	0.00	23,432	0.00	0.00	23,636	0.00	0.00	24,363	0.00	0.00
3	23,637	0.00	0.00	24,109	0.00	0.00	24,122	0.00	0.00	24,122	0.00	0.00	24,337	0.00	0.00	25,071	0.00	0.00
4	24,333	0.00	0.00	24,819	0.00	0.00	24,833	0.00	0.00	24,833	0.00	0.00	25,087	0.00	0.00	25,840	0.00	0.00
5	25,050	1.00	25,049.59	25,550	0.00	0.00	25,564	0.00	0.00	25,564	0.00	0.00	25,826	0.00	0.00	26,601	0.00	0.00
6	25,787	0.00	0.00	26,302	1.00	26,302.07	26,310	0.00	0.00	26,316	0.00	0.00	26,586	0.00	0.00	27,384	0.00	0.00
7	26,547	0.00	0.00	27,076	0.00	0.00	27,081	0.00	0.00	27,081	0.00	0.00	27,369	0.00	0.00	28,190	0.00	0.00
8	27,329	1.00	27,328.73	27,976	0.00	0.00	27,989	0.00	0.00	27,989	1.00	27,988.52	28,175	0.00	0.00	29,020	0.00	0.00
9	28,133	0.00	0.00	28,695	1.00	28,695.16	28,711	0.00	0.00	28,711	0.00	0.00	28,859	0.00	0.00	29,724	1.00	29,724.19
10	28,952	0.00	0.00	29,540	0.00	0.00	29,556	1.00	29,556.02	29,568	0.00	0.00	29,704	0.00	0.00	30,630	0.00	0.00
11	29,801	0.00	0.00	30,410	0.00	0.00	30,426	0.00	0.00	30,426	1.00	30,426.12	30,561	0.00	0.00	31,484	0.00	0.00
12	30,682	0.00	0.00	31,376	0.00	0.00	31,376	0.00	0.00	31,376	0.00	0.00	31,508	0.00	0.00	32,374	0.00	0.00
13	31,600	1.00	31,600.32	32,371	0.00	0.00	32,371	0.00	0.00	32,371	0.00	0.00	32,501	0.00	0.00	33,426	0.00	0.00
14	32,556	0.00	0.00	33,400	1.00	33,399.79	33,400	0.00	0.00	33,400	0.00	0.00	33,528	0.00	0.00	34,681	0.00	0.00
15	33,541	0.00	0.00	34,461	0.00	0.00	34,461	0.00	0.00	34,461	0.00	0.00	34,584	0.00	0.00	35,940	0.00	0.00
16	34,554	0.00	0.00	35,554	0.00	0.00	35,554	0.00	0.00	35,554	0.00	0.00	35,674	0.00	0.00	37,048	0.00	0.00
17	35,596	0.00	0.00	36,683	0.00	0.00	36,683	0.00	0.00	36,683	0.00	0.00	36,804	0.00	0.00	38,150	0.00	0.00
18	36,759	0.00	0.00	37,848	0.00	0.00	37,848	0.00	0.00	37,848	0.00	0.00	37,970	0.00	0.00	39,363	0.00	0.00
19	38,049	0.00	0.00	39,269	0.00	0.00	39,269	0.00	0.00	39,269	0.00	0.00	39,393	0.00	0.00	40,611	0.00	0.00
20	39,589	1.00	39,589.21	40,969	0.00	0.00	40,969	0.00	0.00	40,969	0.00	0.00	41,101	0.00	0.00	42,404	0.00	0.00
21	41,266	0.00	0.00	42,888	0.00	0.00	42,888	0.00	0.00	42,888	0.00	0.00	43,021	0.00	0.00	43,864	0.00	0.00
22	43,081	0.00	0.00	44,949	0.00	0.00	44,949	0.00	0.00	44,949	0.00	0.00	45,094	0.00	0.00	46,020	0.00	0.00
23	45,046	0.00	0.00	47,166	0.00	0.00	47,166	0.00	0.00	47,166	0.00	0.00	47,321	0.00	0.00	48,481	0.00	0.00
24	47,166	1.00	47,166.75	49,428	0.00	0.00	49,428	0.00	0.00	49,428	0.00	0.00	50,601	0.00	0.00	51,924	0.00	0.00
25	49,428	0.00	0.00	51,924	0.00	0.00	51,924	0.00	0.00	51,924	0.00	0.00	52,106	0.00	0.00	53,540	0.00	0.00
26	53,540	0.00	0.00	56,228	0.00	0.00	56,228	0.00	0.00	56,228	0.00	0.00	56,428	0.00	0.00	57,936	0.00	0.00
		5.00	168,639.59		5.00	177,071.57		5.00	184,289.27		5.00	190,292.06		5.00	196,172.25		5.00	201,112.44

MAINTENANCE #3: SUPERVISOR OF BUILDING SERVICE
BUILDING SERVICE FOREMAN

Maintenance #4

Maintenance #4	03/04	FTE	Total	04/05	FTE	Total	05/06A	FTE	Total	05/06B	FTE	Total	06/07A	FTE	Total	06/07B	FTE	Total
1	26,243	0.00	0.00	26,859	0.00	0.00	26,965	0.00	0.00	27,046	0.00	0.00	27,416	0.00	0.00	27,525	0.00	0.00
2	26,624	0.00	0.00	27,555	0.00	0.00	27,664	0.00	0.00	27,747	0.00	0.00	28,127	0.00	0.00	28,236	0.00	0.00
3	27,622	1.00	27,622.05	28,270	1.00	28,003.16	28,382	1.00	28,382.00	28,497	1.00	28,497.00	28,857	1.00	28,857.00	29,071	1.00	29,071.00
4	28,338	1.00	28,338.45	29,003	1.00	29,003.38	29,118	1.00	29,118.00	29,205	1.00	29,205.00	29,605	1.00	29,605.00	29,723	1.00	29,723.00
5	29,073	0.00	0.00	29,755	1.00	29,755.38	29,873	1.00	29,873.25	29,962	1.00	29,962.00	30,373	1.00	30,373.00	30,494	1.00	30,494.00
6	29,628	1.00	29,628.12	30,327	1.00	30,327.00	30,448	1.00	30,448.04	30,562	1.00	30,562.00	30,974	1.00	30,974.00	31,094	1.00	31,094.00
7	30,603	1.00	30,603.52	31,320	1.00	31,320.53	31,443	1.00	31,443.00	31,537	1.00	31,537.00	31,949	1.00	31,949.00	32,068	1.00	32,068.00
8	31,965	0.00	0.00	32,133	1.00	32,133.64	32,259	1.00	32,259.11	32,365	1.00	32,365.00	32,768	1.00	32,768.00	32,828	1.00	32,828.00
9	32,710	0.00	0.00	32,865	0.00	0.00	33,097	1.00	33,097.00	33,195	1.00	33,195.00	33,649	1.00	33,649.00	33,782	1.00	33,782.00
10	33,048	2.00	66,096.21	33,821	2.00	67,642.00	34,056	2.00	68,112.00	34,292	2.00	68,584.00	34,746	2.00	69,492.00	34,868	2.00	69,736.00
11	33,368	5.00	166,839.06	34,097	5.00	170,494.00	34,336	5.00	171,672.00	34,576	5.00	172,850.00	35,030	5.00	175,150.00	35,152	5.00	175,394.00
12	33,687	5.00	168,435.00	34,416	5.00	172,016.00	34,656	5.00	173,312.00	34,896	5.00	174,600.00	35,374	5.00	177,925.00	35,496	5.00	178,169.00
13	35,954	0.00	0.00	36,705	0.00	0.00	36,758	0.00	0.00	36,811	0.00	0.00	37,286	0.00	0.00	37,427	0.00	0.00
14	36,980	2.00	73,960.38	37,751	2.00	75,502.00	37,804	2.00	75,608.00	37,857	2.00	75,714.00	38,246	2.00	76,492.00	38,368	2.00	76,736.00
15	38,035	2.00	76,069.24	38,826	2.00	77,657.33	38,884	2.00	77,764.00	38,942	2.00	77,870.00	39,324	2.00	78,648.00	39,383	2.00	78,756.00
16	39,120	2.00	78,239.42	39,636	2.00	79,272.70	39,694	2.00	79,380.00	39,752	2.00	79,488.00	40,134	2.00	80,266.00	40,192	2.00	80,374.00
17	40,235	1.00	40,234.92	41,076	1.00	41,076.00	41,134	1.00	41,134.00	41,192	1.00	41,192.00	41,612	1.00	41,612.00	41,670	1.00	41,670.00
18	41,384	1.00	41,383.76	42,247	1.00	42,246.67	42,308	1.00	42,308.00	42,369	1.00	42,369.00	42,769	1.00	42,769.00	42,830	1.00	42,830.00
19	42,563	0.00	0.00	43,453	1.00	43,452.95	43,514	1.00	43,514.00	43,575	1.00	43,575.00	44,020	1.00	44,020.00	44,081	1.00	44,081.00
20	43,778	0.00	0.00	44,891	0.00	0.00	44,952	0.00	0.00	45,013	0.00	0.00	45,476	0.00	0.00	45,537	0.00	0.00
21	45,028	0.00	0.00	45,967	0.00	0.00	46,032	0.00	0.00	46,097	0.00	0.00	46,560	0.00	0.00	46,621	0.00	0.00
22	46,310	1.00	46,309.52	47,278	1.00	47,278.00	47,346	1.00	47,346.00	47,414	1.00	47,414.00	47,887	1.00	47,887.00	47,954	1.00	47,954.00
23	47,631	0.00	0.00	48,248	1.00	48,248.16	48,316	1.00	48,316.00	48,384	1.00	48,384.00	48,857	1.00	48,857.00	48,924	1.00	48,924.00
		20.00	708,615.56		20.00	744,719.51		20.00	750,444.91		20.00	756,169.90		20.00	761,935.71		20.00	767,660.66

MAINTENANCE #4: MAINTENANCE REPAIRER (PLUMBER)
 MAINTENANCE REPAIRER (CARPENTER)
 MAINTENANCE REPAIRER (ELECTRICIAN)
 ELECTRICIAN/HEATING AND AIR CONDITIONING MECHANIC
 AUDIO/VISUAL/ELECTRONICS REPAIRER
 HVAC MECHANIC
 ELECTRICIAN
 ELECTRONICS SYSTEM TECHNICIAN
 SENIOR RECREATION MAINTENANCE WORKER

Maintenance #	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	29,752	29,662	29,800	29,889	30,300	30,420	30,420
2	30,523	30,451	30,572	30,664	31,089	31,209	31,209
3	31,314	31,240	31,364	31,459	31,891	32,018	32,018
4	32,106	32,049	32,177	32,274	32,717	32,847	32,847
5	32,906	32,860	33,011	33,110	33,565	33,699	33,699
6	33,714	33,682	33,906	34,008	34,435	34,572	34,572
7	34,531	34,502	34,749	34,856	35,272	35,415	35,415
8	35,356	35,334	35,586	35,696	36,112	36,260	36,260
9	36,189	36,170	36,425	36,537	36,962	37,115	37,115
10	37,030	37,012	37,270	37,383	37,808	37,966	37,966
11	37,878	37,861	38,102	38,216	38,641	38,804	38,804
12	38,733	38,717	38,948	39,063	39,488	39,656	39,656
13	39,594	39,579	39,802	39,918	40,343	40,516	40,516
14	40,461	40,447	40,662	40,779	41,194	41,371	41,371
15	41,334	41,321	41,538	41,656	42,071	42,253	42,253
16	42,213	42,201	42,419	42,538	42,953	43,140	43,140
17	43,100	43,088	43,306	43,426	43,841	44,033	44,033
18	44,000	43,988	44,206	44,327	44,742	44,939	44,939
19	44,910	44,898	45,106	45,228	45,643	45,845	45,845
20	45,830	45,818	46,026	46,149	46,564	46,771	46,771
21	46,760	46,748	46,956	47,080	47,495	47,707	47,707
22	47,700	47,688	47,896	48,021	48,436	48,648	48,648
23	48,650	48,638	48,846	48,971	49,386	49,603	49,603
Total	277,143.37	281,000.55	286,730.55	290,422.74	300,759.65	303,382.24	303,382.24

Maintenance #	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	29,752	29,662	29,800	29,889	30,300	30,420	30,420
2	30,523	30,451	30,572	30,664	31,089	31,209	31,209
3	31,314	31,240	31,364	31,459	31,891	32,018	32,018
4	32,106	32,049	32,177	32,274	32,717	32,847	32,847
5	32,906	32,860	33,011	33,110	33,565	33,699	33,699
6	33,714	33,682	33,906	34,008	34,435	34,572	34,572
7	34,531	34,502	34,749	34,856	35,272	35,415	35,415
8	35,356	35,334	35,586	35,696	36,112	36,260	36,260
9	36,189	36,170	36,425	36,537	36,962	37,115	37,115
10	37,030	37,012	37,270	37,383	37,808	37,966	37,966
11	37,878	37,861	38,102	38,216	38,641	38,804	38,804
12	38,733	38,717	38,948	39,063	39,488	39,656	39,656
13	39,594	39,579	39,802	39,918	40,343	40,516	40,516
14	40,461	40,447	40,662	40,779	41,194	41,371	41,371
15	41,334	41,321	41,538	41,656	42,071	42,253	42,253
16	42,213	42,201	42,419	42,538	42,953	43,140	43,140
17	43,100	43,088	43,306	43,426	43,841	44,033	44,033
18	44,000	43,988	44,206	44,327	44,742	44,939	44,939
19	44,910	44,898	45,106	45,228	45,643	45,845	45,845
20	45,830	45,818	46,026	46,149	46,564	46,771	46,771
21	46,760	46,748	46,956	47,080	47,495	47,707	47,707
22	47,700	47,688	47,896	48,021	48,436	48,648	48,648
23	48,650	48,638	48,846	48,971	49,386	49,603	49,603
Total	277,143.37	281,000.55	286,730.55	290,422.74	300,759.65	303,382.24	303,382.24

MAINTENANCE #5: SENIOR MAINTENANCE REPAIRER
SUPERVISING INVENTORY CONTROL CLERK
COMPUTER SERVICE TECHNICIAN
SUPERVISING MAINTENANCE REPAIRER: PLUMBER, CARPENTER, ELECTRICIAN

Maintenance #	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	32,743	33,575	33,771	33,936	34,466	34,668	0.00
2	33,529	34,381	34,582	34,751	35,293	35,500	0.00
3	34,334	35,206	35,412	35,585	36,141	36,352	0.00
4	35,158	36,051	36,262	36,439	37,008	37,225	0.00
5	36,002	36,916	37,133	37,314	37,897	38,118	0.00
6	36,866	37,803	38,024	38,209	38,806	39,033	0.00
7	37,752	38,709	38,937	39,127	39,738	40,000	0.00
8	38,657	39,638	39,871	40,059	40,672	40,930	0.00
9	39,584	40,583	40,822	41,009	41,628	41,882	0.00
10	40,534	41,503	41,748	41,935	42,556	42,806	0.00
11	41,507	42,461	42,708	42,895	43,518	43,764	0.00
12	42,507	43,477	43,724	43,911	44,536	44,778	0.00
13	43,537	44,521	44,768	44,955	45,581	45,819	0.00
14	44,585	45,597	45,844	46,031	46,657	46,893	0.00
15	46,136	47,203	47,450	47,637	48,263	48,498	0.00
16	47,346	48,442	48,689	48,876	49,502	49,737	0.00
17	48,586	49,713	49,960	50,147	50,773	51,008	0.00
18	49,850	51,016	51,263	51,450	52,076	52,311	0.00
19	51,168	52,378	52,625	52,812	53,438	53,673	0.00
20	52,510	53,728	53,975	54,162	54,788	55,023	0.00
21	53,888	55,136	55,383	55,570	56,196	56,431	0.00
22	55,302	56,582	56,829	57,016	57,642	57,877	0.00
23	56,752	58,038	58,285	58,472	59,098	59,333	0.00
	2.00	2.00	2.00	2.00	2.00	2.00	106,907.51

**MAINTENANCE #6: SUPERVISING HEATING & A/C MECHANIC
 SUPERVISING MECHANIC (TRANSPORTATION)
 SENIOR COMPUTER SERVICE TECHNICIAN**

Maintenance #	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	34,778	35,698	35,945	36,159	36,763	37,017	0.00
2	35,575	36,517	36,769	36,988	37,605	37,865	0.00
3	36,390	37,354	37,612	37,836	38,467	38,733	0.00
4	37,224	38,210	38,474	38,703	39,349	39,621	0.00
5	38,078	39,081	39,358	39,590	40,251	40,528	0.00
6	38,952	39,981	40,268	40,487	41,173	41,458	0.00
7	39,845	40,899	41,197	41,425	42,137	42,429	0.00
8	40,759	41,838	42,138	42,375	43,100	43,395	0.00
9	41,694	42,797	43,093	43,342	44,120	44,417	0.00
10	42,651	43,779	44,081	44,342	45,162	45,462	0.00
11	43,633	44,783	45,093	45,369	46,382	46,689	0.00
12	44,640	45,809	46,127	46,400	47,643	47,959	0.00
13	45,672	46,856	47,181	47,465	48,963	49,287	0.00
14	46,729	47,924	48,256	48,549	50,327	50,659	0.00
15	47,811	49,013	49,359	49,666	51,744	52,085	0.00
16	48,918	50,124	50,481	50,799	53,214	53,563	0.00
17	50,050	51,256	51,589	51,917	54,736	55,092	0.00
18	51,207	52,411	52,750	53,083	56,309	56,672	0.00
19	52,389	53,589	53,938	54,285	57,944	58,314	0.00
20	53,596	54,791	55,149	55,504	59,641	60,019	0.00
21	54,828	56,024	56,391	56,762	61,400	61,785	0.00
22	56,085	57,297	57,673	58,058	63,214	63,607	0.00
23	57,367	58,619	58,999	59,389	65,074	65,475	0.00
	59,237	61,310	62,383	63,474	64,885	65,716	1.00
	56,317.53	59,133.41	62,382.79	63,474.49	64,585.29	65,715.53	1.00

MAINTENANCE #7: SENIOR COMMUNICATIONS/ELECTRONICS TECHNICIAN
SECURITY GUARD (SCHOOLS)
ATTENDANCE OFFICER

Food Service #1 (Based on 6 hour day)

Food Service #1	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total
1	10,864	10,864	10,864	11,052	11,224	11,280	0.00
2	11,182	11,182	11,182	11,370	11,494	11,561	0.00
3	11,450	11,450	11,450	11,638	11,759	11,839	0.00
4	11,727	11,727	11,727	11,907	12,025	12,104	0.00
5	12,004	12,004	12,004	12,185	12,300	12,379	0.00
6	12,281	12,281	12,281	12,463	12,575	12,654	0.00
7	12,558	12,558	12,558	12,741	12,851	12,930	0.00
8	12,835	12,835	12,835	13,019	13,127	13,206	0.00
9	13,112	13,112	13,112	13,297	13,403	13,482	0.00
10	13,389	13,389	13,389	13,575	13,679	13,758	0.00
11	13,666	13,666	13,666	13,853	13,955	14,034	0.00
12	13,943	13,943	13,943	14,131	14,231	14,310	0.00
13	14,220	14,220	14,220	14,409	14,507	14,586	0.00
14	14,497	14,497	14,497	14,687	14,783	14,862	0.00
15	14,774	14,774	14,774	14,965	15,059	15,138	0.00
16	15,051	15,051	15,051	15,243	15,335	15,414	0.00
17	15,328	15,328	15,328	15,521	15,611	15,690	0.00
18	15,605	15,605	15,605	15,799	15,887	15,966	0.00
19	15,882	15,882	15,882	16,075	16,161	16,240	0.00
20	16,159	16,159	16,159	16,253	16,337	16,416	0.00
21	16,436	16,436	16,436	16,631	16,713	16,792	0.00
	62.24	62.24	62.24	62.24	62.24	62.24	62.24
	802,209.20	841,705.60	880,175.12	919,650.56	959,126.00	998,601.44	627,765.04

FOOD SERVICE #1: FOOD SERVICE WORKERS

Food Service #2	03-04	04-05	05-06A	05-06B	06-07A	06-07B	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total	
1	11,361	11,647	11,713	11,768	11,949	12,017	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2	11,636	11,929	12,000	12,053	12,239	12,308	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
3	11,918	12,218	12,287	12,345	12,538	12,606	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4	12,201	12,514	12,585	12,643	12,838	12,911	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
5	12,501	12,814	12,885	12,943	13,138	13,211	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6	12,842	13,128	13,200	13,258	13,453	13,526	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7	13,191	13,484	13,559	13,617	13,812	13,885	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8	13,550	13,850	13,928	13,986	14,181	14,254	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
9	13,918	14,227	14,308	14,366	14,561	14,634	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
10	14,297	14,614	14,698	14,756	14,951	15,024	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
11	14,686	15,011	15,098	15,156	15,351	15,424	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
12	15,085	15,420	15,508	15,566	15,761	15,834	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
13	15,495	15,839	15,928	15,986	16,181	16,254	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
14	15,919	16,270	16,359	16,417	16,612	16,685	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
15	16,351	16,715	16,804	16,862	17,057	17,130	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
16	16,791	17,168	17,257	17,315	17,510	17,583	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
17	17,241	17,628	17,717	17,775	17,970	18,043	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
18	17,701	18,088	18,177	18,235	18,430	18,503	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
19	18,171	18,558	18,647	18,705	18,900	18,973	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
20	18,651	19,038	19,127	19,185	19,380	19,453	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
21	19,141	19,528	19,617	19,675	19,870	19,943	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
							13.00	201,125.57	13.00	206,465.92	13.00	211,773.42	13.00	217,116.87	13.00	222,460.32	13.00	227,802.77

FOOD SERVICE #2: ASSISTANT COOKS

Food Service #3
(Based on 7 hour day)

	03-04	FTE	Total
1	15,842	0.00	0.00
2	16,224	0.00	0.00
3	16,614	1.00	16,614.35
4	17,015	1.00	17,014.59
5	17,479	0.00	0.00
6	17,954	0.00	0.00
7	18,443	1.00	18,442.64
8	18,944	0.00	0.00
9	19,456	0.00	0.00
10	19,980	1.00	19,979.20
11	20,517	0.00	0.00
12	21,067	1.00	21,066.19
13	21,629	0.00	0.00
14	22,204	1.00	22,202.20
15	22,792	4.15	94,870.00
16	23,394	0.00	0.00
17	24,123	0.00	0.00
18	24,779	0.00	0.00
19	25,453	1.00	25,452.08
		12.15	255,188.35

	04-05	FTE	Total
1	16,243	0.00	0.00
2	16,634	0.00	0.00
3	17,035	0.00	0.00
4	17,445	1.00	17,445.07
5	17,865	1.00	17,865.32
6	18,293	0.00	0.00
7	18,832	0.00	0.00
8	19,385	1.00	19,384.78
9	19,952	0.00	0.00
10	20,534	1.00	20,532.16
11	21,131	0.00	0.00
12	21,744	1.00	21,742.05
13	22,373	0.00	0.00
14	23,018	1.00	23,016.70
15	23,679	1.00	23,677.96
16	24,356	4.15	99,813.50
17	25,049	0.00	0.00
18	25,758	0.00	0.00
19	26,484	1.00	26,482.94
		12.15	267,563.96

	05-06A	FTE	Total
1	16,336	0.00	0.00
2	16,730	0.00	0.00
3	17,133	0.00	0.00
4	17,546	0.00	0.00
5	17,968	1.00	17,968.42
6	18,401	1.00	18,401.28
7	18,903	0.00	0.00
8	19,417	0.00	0.00
9	19,946	1.00	19,945.72
10	20,488	0.00	0.00
11	21,044	1.00	21,043.12
12	21,614	0.00	0.00
13	22,200	1.00	22,198.20
14	22,803	1.00	22,800.04
15	23,423	0.00	0.00
16	24,060	1.00	24,058.99
17	24,723	4.15	102,601.91
18	25,398	0.00	0.00
19	26,095	1.00	26,093.95
		12.15	275,253.95

	05-06B	FTE	Total
1	16,415	0.00	0.00
2	16,810	0.00	0.00
3	17,215	0.00	0.00
4	17,630	0.00	0.00
5	18,055	0.00	0.00
6	18,490	1.00	18,489.51
7	18,935	1.00	18,934.52
8	19,451	0.00	0.00
9	19,980	0.00	0.00
10	20,524	1.00	20,524.15
11	21,082	0.00	0.00
12	21,654	1.00	21,653.13
13	22,241	0.00	0.00
14	22,844	1.00	22,843.04
15	23,471	1.00	23,470.51
16	24,112	0.00	0.00
17	24,767	1.00	24,767.00
18	25,440	4.15	105,577.37
19	27,274	1.00	27,274.04
		12.15	282,636.04

	06-07A	FTE	Total
1	16,670	0.00	0.00
2	17,071	0.00	0.00
3	17,483	0.00	0.00
4	17,904	0.00	0.00
5	18,335	0.00	0.00
6	18,777	0.00	0.00
7	19,229	1.00	19,229.09
8	19,692	1.00	19,692.31
9	20,229	0.00	0.00
10	20,780	0.00	0.00
11	21,345	1.00	21,345.11
12	21,924	0.00	0.00
13	22,517	1.00	22,517.65
14	23,124	1.00	23,124.84
15	23,753	0.00	0.00
16	24,400	1.00	24,400.33
17	25,077	0.00	0.00
18	25,758	1.00	25,757.68
19	27,751	5.15	142,919.39
		12.15	299,009.49

	06-07B	FTE	Total
1	16,768	0.00	0.00
2	17,170	0.00	0.00
3	17,584	0.00	0.00
4	18,007	0.00	0.00
5	18,441	0.00	0.00
6	18,885	0.00	0.00
7	19,340	0.00	0.00
8	19,806	1.00	19,805.66
9	20,283	1.00	20,283.08
10	20,768	0.00	0.00
11	21,403	0.00	0.00
12	22,052	0.00	0.00
13	22,684	0.00	0.00
14	23,197	1.00	23,197.30
15	23,629	1.00	23,628.98
16	24,476	0.00	0.00
17	25,142	1.00	25,141.81
18	25,829	0.00	0.00
19	28,237	6.15	173,657.46
		12.15	307,869.86

FOOD SERVICE #3: SENIOR COOKS

Transportation #1		04-05		05-06A		05-06B		06-07A		06-07B	
	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total
1	0.00	10,648	0.00	10,784	0.00	10,912	0.00	11,159	0.00	11,302	0.00
2	186,652.00	10,829	0.00	10,967	0.00	11,097	0.00	11,348	0.00	11,494	0.00
3	121,455.60	11,012	17.75	11,154	0.00	11,285	0.00	11,541	0.00	11,699	0.00
4	13,535.00	11,187	11.40	11,343	17.75	11,477	0.00	11,737	0.00	11,887	0.00
5	27,987.50	11,369	1.25	11,522	11.40	11,672	17.75	11,936	0.00	12,089	0.00
6	44,403.00	11,446	2.50	11,609	0.00	11,750	0.00	12,019	11.40	12,174	0.00
7	11,746.00	11,523	0.00	11,676	1.25	11,828	0.00	12,087	11.40	12,241	0.00
8	11,746.00	11,600	0.00	11,753	1.25	11,905	0.00	12,164	11.40	12,314	0.00
9	11,746.00	11,677	0.00	11,830	1.25	11,982	0.00	12,241	11.40	12,391	0.00
10	37,182.80	11,754	6.35	11,907	5.70	12,060	5.70	12,318	11.40	12,473	11.40
11	57,424.80	11,831	3.10	12,082	6.35	12,235	6.35	12,491	11.40	12,648	11.40
12	46,124.20	11,908	4.70	12,257	3.10	12,430	6.35	12,666	11.40	12,825	11.40
13	41,986.20	12,089	3.70	12,414	4.70	12,597	3.10	12,833	11.40	12,998	11.40
14	66,345.50	12,274	3.30	12,579	4.70	12,752	4.70	13,000	11.40	13,177	11.40
15	62,435.50	12,459	5.10	12,743	3.30	12,917	4.70	13,167	11.40	13,344	11.40
16	97,759.90	12,644	4.70	12,908	5.10	13,072	3.30	13,331	11.40	13,501	11.40
17	36,072.40	12,829	7.20	13,072	4.70	13,237	5.10	13,500	11.40	13,668	11.40
18	73,059.40	13,014	4.80	13,236	7.20	13,402	4.70	13,667	11.40	13,835	11.40
19	98,415.00	13,199	5.15	13,401	4.80	13,567	2.60	13,834	11.40	14,002	11.40
20	22,115.30	13,384	1.30	13,566	3.15	13,732	2.60	14,001	11.40	14,169	11.40
21	128,174.20	13,569	1.45	13,731	1.30	13,897	3.15	14,168	11.40	14,336	11.40
22	18,084.00	13,754	8.20	13,906	1.30	14,062	1.30	14,331	11.40	14,501	11.40
23	84,837.80	13,939	5.30	14,071	8.20	14,227	1.45	14,496	11.40	14,665	11.40
24	18,084.00	14,124	1.10	14,236	5.30	14,392	8.20	14,661	11.40	14,830	11.40
25	21,658.30	14,309	1.30	14,401	1.10	14,557	5.30	14,826	11.40	14,995	11.40
26	41,620.80	14,494	2.40	14,566	1.30	14,722	1.10	15,001	11.40	15,170	11.40
27	49,005.00	14,679	2.75	14,731	2.40	14,887	1.30	15,166	11.40	15,335	11.40
28	0.00	14,864	0.00	14,896	2.75	15,052	2.40	15,331	11.40	15,500	11.40
29	27,306.40	15,049	1.45	15,063	0.00	15,218	2.75	15,496	11.40	15,665	11.40
30	25,187.50	15,234	1.30	15,237	1.45	15,394	0.00	15,661	11.40	15,830	11.40
31	28,821.70	15,419	1.45	15,401	1.30	15,558	1.45	15,826	11.40	16,000	11.40
32	78,415.90	15,604	5.25	15,566	1.45	15,722	1.45	16,091	11.40	16,260	11.40
	130,900	1,755,232.40		130,900	1,875,127.74		130,900	1,950,171.76		130,900	2,005,398.41

TRANSPORTATION #1: SCHOOL BUS DRIVER

Transportation #2	03-04	04-05	05-06	05-06B	06-07A	06-07B	Total
1	24,615	25,173	25,732	25,307	25,134	25,715	0.00
2	25,274	25,848	26,422	25,984	26,320	26,403	0.00
3	25,950	26,538	27,122	26,680	27,024	27,109	0.00
4	26,645	27,248	27,934	27,334	27,747	27,835	0.00
5	27,359	27,977	28,665	28,127	28,480	28,579	0.00
6	28,090	28,726	29,387	28,879	29,352	29,444	0.00
7	28,843	29,495	30,169	29,652	30,034	30,129	0.00
8	29,618	30,285	30,980	30,445	30,838	30,935	0.00
9	30,410	31,097	31,793	31,261	31,653	31,763	0.00
10	31,224	31,909	32,605	32,078	32,472	32,582	0.00
11	32,058	32,742	33,438	32,912	33,306	33,416	0.00
12	32,912	33,596	34,292	33,766	34,158	34,268	0.00
13	33,786	34,470	35,166	34,640	35,006	35,116	0.00
14	34,680	35,364	36,060	35,534	35,880	35,990	0.00
15	35,594	36,278	36,974	36,448	36,802	36,912	0.00
16	36,528	37,212	37,918	37,392	37,746	37,856	0.00
17	37,482	38,166	38,872	38,346	38,700	38,810	0.00
18	38,456	39,140	39,846	39,320	39,674	39,784	0.00
19	39,450	40,134	40,840	40,314	40,668	40,778	0.00
20	40,464	41,148	41,854	41,328	41,682	41,792	0.00
21	41,498	42,182	42,888	42,362	42,716	42,826	0.00
22	42,552	43,236	43,942	43,416	43,770	43,880	0.00
23	43,626	44,310	45,016	44,490	44,844	44,954	0.00
24	44,720	45,404	46,110	45,584	45,938	46,048	0.00
25	45,834	46,518	47,224	46,698	47,052	47,162	0.00
	5.00	5.00	5.00	5.00	5.00	5.00	151,826.25
Total	151,826.25	158,417.56	164,200.09	168,885.04	175,744.30	181,121.70	

Transportation #2	03-04	04-05	05-06	05-06B	06-07A	06-07B	Total
1	24,615	25,173	25,732	25,307	25,134	25,715	0.00
2	25,274	25,848	26,422	25,984	26,320	26,403	0.00
3	25,950	26,538	27,122	26,680	27,024	27,109	0.00
4	26,645	27,248	27,934	27,334	27,747	27,835	0.00
5	27,359	27,977	28,665	28,127	28,480	28,579	0.00
6	28,090	28,726	29,387	28,879	29,352	29,444	0.00
7	28,843	29,495	30,169	29,652	30,034	30,129	0.00
8	29,618	30,285	30,980	30,445	30,838	30,935	0.00
9	30,410	31,097	31,793	31,261	31,653	31,763	0.00
10	31,224	31,909	32,605	32,078	32,472	32,582	0.00
11	32,058	32,742	33,438	32,912	33,306	33,416	0.00
12	32,912	33,596	34,292	33,766	34,158	34,268	0.00
13	33,786	34,470	35,166	34,640	35,006	35,116	0.00
14	34,680	35,364	36,060	35,534	35,880	35,990	0.00
15	35,594	36,278	36,974	36,448	36,802	36,912	0.00
16	36,528	37,212	37,918	37,392	37,746	37,856	0.00
17	37,482	38,166	38,872	38,346	38,700	38,810	0.00
18	38,456	39,140	39,846	39,320	39,674	39,784	0.00
19	39,450	40,134	40,840	40,314	40,668	40,778	0.00
20	40,464	41,148	41,854	41,328	41,682	41,792	0.00
21	41,498	42,182	42,888	42,362	42,716	42,826	0.00
22	42,552	43,236	43,942	43,416	43,770	43,880	0.00
23	43,626	44,310	45,016	44,490	44,844	44,954	0.00
24	44,720	45,404	46,110	45,584	45,938	46,048	0.00
25	45,834	46,518	47,224	46,698	47,052	47,162	0.00
	5.00	5.00	5.00	5.00	5.00	5.00	175,744.30
Total	175,744.30	181,121.70	186,504.00	191,889.04	197,284.00	202,679.00	

TRANSPORTATION #2: MECHANIC: MECHANICAL REPAIRER (BI-LINGUAL)

Transportation #3		03-04		04-05		05-06A		05-06B		06-07A		06-07B	
	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total
1	18,489	0.00	18,844	0.00	18,944	0.00	18,844	0.00	19,023	0.00	19,023	0.00	19,023
2	19,048	0.00	19,414	0.00	19,414	0.00	19,414	0.00	19,568	0.00	19,568	0.00	19,568
3	19,624	0.00	20,000	0.00	20,000	0.00	20,000	0.00	20,160	0.00	20,160	0.00	20,160
4	20,217	0.00	20,605	0.00	20,605	0.00	20,605	0.00	20,800	0.00	20,800	0.00	20,800
5	20,828	0.00	21,227	0.00	21,227	0.00	21,227	0.00	21,428	0.00	21,428	0.00	21,428
6	21,458	0.00	21,869	0.00	21,869	0.00	21,869	0.00	22,077	0.00	22,077	0.00	22,077
7	22,104	0.00	22,528	0.00	22,528	0.00	22,528	0.00	22,744	0.00	22,744	0.00	22,744
8	22,770	0.00	23,208	0.00	23,208	0.00	23,208	0.00	23,430	0.00	23,430	0.00	23,430
9	23,465	0.00	23,869	0.00	23,869	0.00	23,869	0.00	24,137	0.00	24,137	0.00	24,137
10	24,186	0.00	24,631	0.00	24,631	0.00	24,631	0.00	24,905	0.00	24,905	0.00	24,905
11	24,959	0.00	25,375	0.00	25,375	0.00	25,375	0.00	25,630	0.00	25,630	0.00	25,630
12	25,774	0.00	26,206	0.00	26,206	0.00	26,206	0.00	26,500	0.00	26,500	0.00	26,500
13	26,618	0.00	27,063	0.00	27,063	0.00	27,063	0.00	27,254	0.00	27,254	0.00	27,254
14	27,488	0.00	27,948	0.00	27,948	0.00	27,948	0.00	28,145	0.00	28,145	0.00	28,145
15	28,387	0.00	28,862	0.00	28,862	0.00	28,862	0.00	29,067	0.00	29,067	0.00	29,067
16	29,316	0.00	29,807	0.00	29,807	0.00	29,807	0.00	30,016	0.00	30,016	0.00	30,016
17	30,276	0.00	30,782	0.00	30,782	0.00	30,782	0.00	30,999	0.00	30,999	0.00	30,999
18	31,266	0.00	31,789	0.00	31,789	0.00	31,789	0.00	32,013	0.00	32,013	0.00	32,013
19	32,288	0.00	32,829	0.00	32,829	0.00	32,829	0.00	33,061	0.00	33,061	0.00	33,061
20	33,345	0.00	33,903	0.00	33,903	0.00	33,903	0.00	34,142	0.00	34,142	0.00	34,142
21	34,435	0.00	35,013	0.00	35,013	0.00	35,013	0.00	35,259	0.00	35,259	0.00	35,259
22	35,562	0.00	36,177	0.00	36,177	0.00	36,177	0.00	36,413	0.00	36,413	0.00	36,413
23	36,726	0.00	38,011	0.00	38,076	0.00	38,052	0.00	40,042	0.00	40,042	0.00	40,042
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

TRANSPORTATION #3: MECHANICAL REPAIRER HELPER

Security Guard and Attendance Officer

(Based on 7 hour day + 184 work days)

OS-AM	FTE	Total	04-05	FTE	Total	05-06A	FTE	Total	05-06B	FTE	Total	06-07A	FTE	Total	06-07B	FTE	Total
1	13,540	13,539.53	0	0.00	0.00	14,804	8.00	0.00	14,804	8.00	0.00	14,856	8.00	0.00	14,856	8.00	0.00
2	14,032	7,000	0	0.00	0.00	15,342	8.00	122,739.83	15,342	8.00	0.00	15,396	8.00	0.00	15,396	8.00	0.00
3	14,543	4,000	14,804	8.00	118,431.09	15,901	4.00	63,802.66	15,901	4.00	127,295.33	16,357	8.00	0.00	16,357	8.00	0.00
4	15,072	7,000	15,342	4.00	81,369.92	16,479	7.00	115,354.13	16,479	7.00	119,549.14	17,138	8.00	132,293.54	17,138	8.00	137,106.82
5	15,620	5,000	15,901	5.00	111,304.66	17,078	5.00	85,392.24	17,078	5.00	119,549.14	17,762	7.00	66,553.31	17,762	7.00	71,046.34
6	16,188	12,000	16,479	5.00	82,395.81	17,701	12.00	212,411.67	17,701	12.00	220,146.14	18,409	7.00	124,331.10	18,409	7.00	128,863.08
7	16,778	3,000	17,078	3.00	53,102.92	18,346	3.00	55,036.53	18,346	3.00	57,036.19	19,079	5.00	92,045.06	19,079	5.00	96,396.96
8	17,389	5,000	17,701	3.00	91,727.56	19,012	5.00	96,050.32	19,012	5.00	98,527.63	19,773	12.00	226,951.86	19,773	12.00	237,270.57
9	18,021	4,000	18,346	5.00	76,048.26	19,706	4.00	78,622.10	19,706	4.00	81,894.36	20,494	5.00	102,468.73	20,494	5.00	107,481.24
10	18,678	3,000	18,706	3.00	61,000.00	20,474	3.00	63,916.70	20,474	3.00	66,833.00	21,293	4.00	85,170.14	21,293	4.00	89,462.97
11	19,463	3,000	19,706	3.00	61,000.00	21,272	3.00	64,000.00	21,272	3.00	67,000.00	22,193	3.00	88,462.97	22,193	3.00	92,462.97
12	20,283	3,000	20,494	3.00	61,000.00	22,094	3.00	64,000.00	22,094	3.00	67,000.00	23,036	3.00	89,462.97	23,036	3.00	93,462.97
13	20,949	3,000	21,272	1.00	21,727.23	22,980	1.00	23,862.17	22,980	1.00	26,000.00	23,882	1.00	26,000.00	23,882	1.00	28,146.71
14	21,767	1,000	22,101	1.00	22,863.88	23,860	1.00	24,790.00	23,860	1.00	26,756.00	24,815	1.00	28,862.24	24,815	1.00	31,000.00
15	22,616	0.00	23,860	1.00	22,863.88	24,790	1.00	24,790.00	24,790	1.00	26,756.00	25,781	1.00	28,862.24	25,781	1.00	31,000.00
16	23,497	0.00	24,790	0.00	0.00	25,756	0.00	0.00	25,756	0.00	0.00	26,786	0.00	0.00	26,786	0.00	0.00
17	24,413	0.00	25,756	0.00	0.00	26,761	0.00	0.00	26,761	0.00	0.00	27,832	0.00	0.00	27,832	0.00	0.00
18	25,368	0.00	26,761	0.00	0.00	27,804	0.00	0.00	27,804	0.00	0.00	28,897	0.00	0.00	28,897	0.00	0.00
19	26,359	0.00	27,804	0.00	0.00	28,889	0.00	0.00	28,889	0.00	0.00	30,016	0.00	0.00	30,016	0.00	0.00
20	27,383	0.00	28,889	0.00	0.00	30,016	0.00	0.00	30,016	0.00	0.00	31,187	0.00	0.00	31,187	0.00	0.00
21	28,451	0.00	29,899	0.00	0.00	31,187	0.00	0.00	31,187	0.00	0.00	32,404	0.00	0.00	32,404	0.00	0.00
22	29,561	0.00	30,016	0.00	0.00	32,404	0.00	0.00	32,404	0.00	0.00	33,668	0.00	0.00	33,668	0.00	0.00
23	30,715	0.00	31,187	0.00	0.00	33,668	0.00	0.00	33,668	0.00	0.00	34,980	0.00	0.00	34,980	0.00	0.00
24	31,912	0.00	32,404	0.00	0.00	34,980	0.00	0.00	34,980	0.00	0.00	36,342	2.00	76,494.11	36,342	2.00	77,822.36
25	33,149	0.00	33,668	1.00	34,980.00	36,342	1.00	38,902.82	36,342	1.00	41,800.00	38,903	1.00	44,800.00	38,903	1.00	47,800.00
26	34,449	0.00	34,980	1.00	36,342.00	38,903	1.00	41,800.00	38,903	1.00	44,800.00	41,803	1.00	47,800.00	41,803	1.00	50,800.00
27	35,075	1.00	35,074.99	1.00	36,342.82	41,803	1.00	44,800.00	41,803	1.00	47,800.00	44,803	1.00	50,800.00	44,803	1.00	53,800.00
		55.00	925,538.12	55.00	976,260.82	55.00	1,012,073.64	55.00	1,048,006.56	55.00	1,083,235.84	55.00	1,128,184.80	55.00	1,178,184.80	55.00	1,228,184.80

SECURITY GUARD AND ATTENDANCE OFFICER

Summary:	03-04	04-05	05-06A	05-06B	06-07A	06-07B
Aides #1	31.72	376,650.75	395,401.69	407,356.44	419,169.77	449,480.25
Aides #2	123.00	1,986,382.26	2,136,557.08	2,202,435.69	2,272,202.25	2,433,812.56
Aides #3	10.44	370,984.96	385,603.73	395,052.44	402,970.45	420,153.45
Aides #4	0.86	22,643.31	23,435.83	23,843.95	24,263.26	25,119.80
Aides #5	82.00	1,231,965.86	1,350,252.47	1,390,112.51	1,430,871.96	1,531,347.50
Maint #1	76.00	1,757,153.05	1,895,604.75	1,916,604.30	1,979,816.25	2,122,339.09
Maint #2	15.00	412,804.73	433,444.96	448,330.56	463,796.00	504,960.41
Maint #3	5.00	108,634.56	113,418.57	117,296.27	121,264.92	128,822.45
Maint #4	2.00	44,100.11	45,770.17	47,440.23	49,110.29	51,780.34
Maint #5	8.00	277,143.37	287,000.53	296,857.69	306,714.85	326,572.01
Maint #6	1.00	56,317.53	58,133.41	60,000.29	61,917.17	63,884.05
Maint #7	1.00	56,317.53	58,133.41	60,000.29	61,917.17	63,884.05
F/S #1	62.24	802,209.20	841,705.60	865,570.44	890,175.12	949,442.82
F/S #2	13.00	186,040.02	195,747.00	201,125.57	206,486.02	220,335.48
F/S #3	12.15	255,188.35	267,865.98	275,263.66	282,639.04	307,869.86
Trans #1	130.90	1,735,293.40	1,821,483.51	1,875,737.74	1,930,171.76	2,065,767.47
Trans #2	5.00	151,626.25	159,417.56	164,200.09	168,985.04	181,016.78
Trans #3	0.00	0.00	0.00	0.00	0.00	0.00
Trans #4	2.00	79,428.98	83,401.48	85,903.52	88,419.39	97,272.28
Security	55.00	925,538.12	976,260.90	1,012,073.64	1,048,006.96	1,126,184.80
Total	655.31	11,651,581.75	12,288,860.33	12,670,254.66	13,054,082.79	14,088,888.88

Group	Year 1	Year 2A	Year 2B	Year 3A	Year 3B
Special	5.50%	3.00%	2.90%	4.00%	3.00%
Regular	5.00%	3.00%	2.90%	4.00%	3.00%
Top Cap	3.50%	1.75%	1.75%	1.75%	1.75%