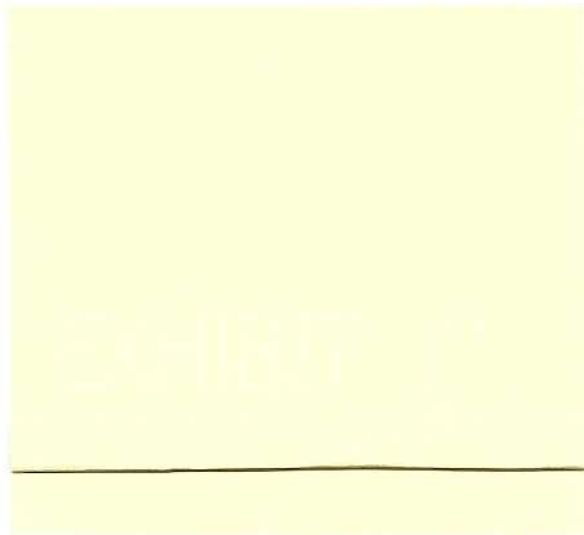


COLLECTIVE BARGAINING AGREEMENT BETWEEN
COMMUNITY CHARTER SCHOOL OF PATERSON BOARD OF TRUSTEES
AND
COMMUNITY CHARTER SCHOOL EDUCATION ASSOCIATION

Effective July 1, 2018 to June 30, 2021



ARTICLE I
RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all regularly employed, non-supervisory certificated and non-certificated employees, employed by the Board, but excluding: managerial executives, confidential employees, and supervisors and all other employees.

- B. Definitions
 1. Unless otherwise indicated, the term "employee," when used in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as defined.
 2. Unless otherwise indicated, the term "teacher," when used in this Agreement, shall refer to all non-managerial, certified employees.
 3. Unless otherwise indicated, the term "support staff," when used in this Agreement, shall refer to all non-managerial, non-certificated employees.
 4. The term "he" shall refer to both males and females.
 5. The term "spouse" shall refer to domestic partners, married partners, and civil union partners.

- C. Just Cause

No employee shall be disciplined, reprimanded, reduced in rank without just cause. Any such action shall be subject to binding arbitration.

ARTICLE II
GRIEVANCE PROCEDURE

- A. Definition
The term "grievance" means a complaint or claim that there has been an improper application, interpretation or violation of any term or provision of this agreement (contract) and/or matters of compensation and monetary reimbursement.
- B. Purpose
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. Filing a grievance
A grievance may be filed by any individual employed by the Board or by the Association. Any grievance must be lodged at the proper initiating level within twenty-one (21) calendar days of the happening of the event.
 2. Failure to communicate a decision
Failure at any step to communicate the decision on a grievance within the specified time limitations will constitute a denial of a grievance. Failure to appeal an answer which is unsatisfactory within a specific time limitation will be deemed to constitute an acceptance of such a response as dispositive.
 3. Informal attempt to resolve a complaint.
An individual who has a complaint will discuss it first with his/her immediate supervisor in an attempt to resolve the matter informally.
 4. Level one - Immediate superior
If as a result of the discussion, the matter is not resolved to the satisfaction of the complainant within fourteen (14) calendar days, the Association will set forth the Association's grievance in writing to the immediate superior, specifying:
 - a. The nature of the grievance;
 - b. the nature and extent of the injury, loss, or inconvenience;
 - c. the result of the previous discussion.

The Association will identify the exact clause, policy, or administrative decision which is being grieved. The Association will also attach a copy of any previous decisions. The immediate superior will communicate his/her decision to the Association in writing within ten (10) calendar days of receipt of the written grievance.

5. **Level two - Board of Trustees**
If the grievance is not resolved to the Association's satisfaction, the Association, no later than fourteen (14) calendar days after the receipt of the immediate superior's decision, may request a review by the Board of Trustees or a committee thereof. The request will be submitted in writing through the Association, who will attach all related papers and forward the request to the Board. The Board, or a committee thereof, will review the grievance and will, at its option, hold a hearing with the Association and render a decision in writing within thirty (30) calendar days of the receipt of the grievance by the Board.

6. **Level three - Arbitration**
In the cases of those grievances involving an alleged violation or interpretation of the express terms of this Agreement only, if the decision of the Board does not resolve the grievance to the satisfaction of the Association, notice of the intention to proceed to arbitration will be given to the Board within fourteen (14) calendar days after the receipt of the decision which is being appealed.

Any such contractual grievance not resolved by timely resort to the foregoing procedure will be subject to arbitration initiated and conducted under the rules of the New Jersey Public Employee Relations Commission. Only those grievances which arise under the expressed written terms of this Agreement may be submitted to arbitration. The arbitrator will limit him/herself to the issues submitted to him/her. He/she can add nothing to nor subtract anything from nor modify the Agreement between parties or any policy of the Board. This will be given within thirty (30) calendar days of the completion of the arbitrator's hearings. For issues of discipline, as defined in N.J.S.A. 34:13A-22, the arbitrator's decision shall be binding on both parties. For other issues, the arbitrator's decision shall be advisory only. Each party shall bear its own expenses (witnesses, attorney fees, etc.), but the expenses of the arbitrator shall be shared equally by the Association and the Board.

7. **Meetings and Hearings**
No meeting or hearing conducted under this procedure will be public. The only parties in attendance will be the parties in interest and their designated representatives.

D. **Time Limits**
Time limits may be extended upon mutual agreement in writing by the parties.

ARTICLE III
ASSOCIATION RIGHTS AND PRIVILEGES

- A. Association Meetings
The Association shall be allowed to use the school facilities at the end of the work day, inclusive of professional development days, except no employee assigned after care duties can attend such Association meeting held during after care.

ARTICLE IV
EMPLOYMENT STATUS

- A. Categories of Employment
Employees at the School fall into one of the following categories:
1. Full Time
 - a. Exempt
 - b. Non- Exempt
 2. Part Time
 3. Substitute
 4. Temporary
- B. Definitions
1. Full Time
 - a. 10 Month: Employees work a minimum of 40 hours per week from late August through June.
 - b. 11 Month: Employees work a minimum of 40 hours per week. These employees work from September through June and, depending upon the requirements of the position, the entire month of July or August, or 2 weeks each in July or August.
 - c. 12 Month: Employees work a minimum of 40 hours per week from July 1 through June 30.
 2. Part Time
Employees whose scheduled work week is less than 40 hours. Part-time positions may be 10 or 12 month positions and may be designated as exempt or non-exempt as defined below. Part-time employees are not eligible for benefits other than the State pension program. The details are described in the Employee Handbook.
 3. Exempt Employees
Employees whose responsibilities are exempt from the overtime provisions of the Federal and State Wage and Hour Laws, specifically the Fair Labor

Standards Act (FLSA) and the New Jersey Wage & Hour LW (NJWHL). Exempt employees are not eligible for overtime pay.

4. Non- Exempt Employees

Employees whose responsibilities are not exempt from the overtime provisions of the FLSA and NJWHL. Salaries are calculated on an hourly basis, and overtime is paid in accordance with the Federal and State laws, and the School's policies. Such employees shall receive explicit permission by the Building Principal/Equivalent or Designee. The designee shall be identified by the end of the first period of the employee's contract year.

5. Substitute

Employees who provide coverage for instructional staff or the School Nurse on an as needed basis and are paid per diem.

6. Temporary Employee

An employee who is hired for a specified time frame. A temporary employee in a non-exempt position is paid by the hour; while a temporary employee in an exempt position is paid according to the terms of hire for that individual. Temporary employees do not receive benefits provided by the School to employees.

ARTICLE V SALARIES

A. Employee Salary

1. Effective July 1, 2015, the new starting salary for teaching staff shall be \$49,000.00; any employee employed prior to July 1, 2013, shall have their annual salary adjusted to \$51,000.00; any employee employed on or July 1, 2013, shall have their annual salary adjusted to \$49,000.00. In addition, once the aforementioned salary adjustments take effect, the base salaries of the Association shall be increased by 5.0%.
2. Effective July 1, 2018, the salaries of the Association shall be increased, inclusive of increment, by 3.0%.
3. Effective July 1, 2019, the salaries of the Association shall be increased, inclusive of increment, by 3.0%.
4. Effective July 1, 2020, the salaries of the Association shall be increased, inclusive of increment, by 3.0%.
5. All increases are inclusive of increment and retroactive to the date(s) referenced above, when applicable.

6. Salary Guides are to be mutually developed by both parties. The minimum starting salary for certificated staff hired after July 1, 2016 shall be \$49,000.
7. With respect to July 1, 2016, any employee who signs and returns their individual employment contract no later than June 1, 2016 for the 2016-2017 school year, shall receive a one-time, non-pensionable "Retention Stipend" with a value of \$1,000.00 (less appropriate taxes). Any employee who does not complete the full 2016-2017 school year, must repay the "Retention Stipend" at a prorated amount based upon the date of severance. This stipend is only being offered for the 2016-2017 school year.

ARTICLE VI

UNAVAILABILITY TO WORK

- A. Time Off Policy - Eleven and Twelve Month Employees
Eleven and twelve month employees shall receive per year on an accrual basis:
 1. 12 Sick days
 2. 6 Personal days
 3. Vacation days:
 - a. 10 Vacation days for the first 2 years of employment
 - b. 12 Vacation days in years 3 and 4 of employment
 - c. 15 Vacation days in years 5 through 9 of employment
 - d. 20 Vacation days in year 10 of employment and thereafter
- B. Carryover
Employees are allowed to carryover a maximum of 10 days earned time (sick, vacation, personal days or any combination thereof). The carried over days must be used by June 30 of the following school year. Employees may carry over unused sick days. Employees can convert up to two unused personal days to sick days, which shall be accruable.
- C. Ten Month Employees
Ten month employees shall receive per year on an accrual basis:
 1. 10 Sick days
 2. 5 Personal daysTen month employees are not entitled to vacation days.
- D. Call Out Procedure
The regular and prompt attendance of staff members is an essential element of the efficient operation the School and the achievement of our mission. The School is vitally interested in the attendance of each employee and considers conscientious attendance an important criterion of satisfactory job performance. The School expects employees to come to work each day they are scheduled unless prevented from doing so due to illness or other personal situations. This

procedure provides guidelines for employees for situations in which an unscheduled absence or lateness is unavoidable.

1. Employees are required to call one of the School Administrators, or their designee, listed below (or a successor to those listed below) using one of the numbers listed below no later than 5:30 a.m. on the day of the call out. Voicemails and text messages will not be accepted. Employees are required to speak to one of the Administrators listed below and the Human Resources Coordinator.

Position or Department	Contact for Call Out	
COO, CAO, Community Schools Director and Confidential Secretary, IT Coordinator, Accountant, Accounting Clerk	Mark Valli	
Vice Principals, Math Coaches, Literacy Coaches, Literacy Supervisor, Special Ed Coordinator	Chief Academic Officer	
Instructional Assistants, School Safety Monitors, Family Workers, Social Worker, Administrator's Assistant, Building Assistants, School Nurses, Teachers	Vice Principal (5-8) Vice Principal (K-4)	

Employees must use the call out contact for his/her position or department. Call out to other individuals on the list above will be considered a violation of this procedure.

Employees who violate this policy will be subject to disciplinary action in line with the State guidelines and Board policy.

E. Absenteeism and Tardiness

The regular presence of assigned personnel is vital to the success of the school's education program. Consistent absenteeism or tardiness is unacceptable and subject to disciplinary action. Employees are expected to personally report all illnesses and request all leave at the earliest possible time. For 12 and 11 month employees, vacation leave requests of 2 days or more must be submitted to supervisors at least two (2) weeks in advance. Vacation leave request for one day and Personal leave must be submitted to the employee's supervisor at least 48 hours prior to the leave whenever possible. Certificated 10-month employees who

have perfect attendance from May 1 through June 30 shall receive a \$1,000 bonus by October 1 of the next school year, so long as said employee remains in good standing then. "Good standing" shall mean performing work duties and not terminated or in a termination or resignation notice period. Certificated 10-month employees who have a perfect attendance record for an entire school year and who works an entire school year. shall receive a \$2,000 bonus by October 1 of the next school year, so long as said employee remains in good standing then.

F. **Jury Duty**

The School will indemnify any staff member against loss of pay incurred by a call to jury duty. The School prohibits retaliation against any employee for an absence caused by service on a panel of grand or petit jurors. The time any such employee is absent on jury duty will not be charged against personal leave and will count as school service.

Teaching staff members shall report a call to jury duty during the school term to the CEO/Chief Advocate or their immediate supervisor who shall determine whether or not a replacement is available. A copy of the notice to report must be submitted to the COO. Teaching staff members scheduled for jury service during the school term for which the administration indicates a replacement cannot reasonably be found shall seek from the Assignment Judge an excusal or deferment of service. Teaching staff members shall obtain from the CEO/Chief Advocate or designee a letter indicating the lack of availability of a substitute in such instances. A staff member who is absent from school duties on jury duty will receive full pay.

On return from jury duty, the employee must submit to his/her immediate supervisor a court record of the number of days served on jury duty. While on jury duty, an employee must report daily to his/her supervisor the schedule for the following day.

- G. Employees shall be entitled to bereavement leave with pay of five (5) days in the event of a death in the employee's immediate family (spouse/life partner, child, parent, sister, or brother) and three (3) days for grandparent or grandchildren.

H. **Black-Out Days**

Whenever possible, vacation and personal day requests should not be made prior to or following a holiday or school vacation periods. Exceptions will be at the administration's sole discretion and may be made for emergencies and special circumstances. Requests shall be submitted in writing to the immediate supervisor who will reply in writing.

ARTICLE VII
HOLIDAY PAY

- A. Eleven and 12 month employees are required to work on days when the SCHOOL is closed but the DISTRICT is open unless a request to us personal leave time or vacation time is made in a timely fashion and approved by the employee's supervisor. The following days are district closings and are paid holidays for eleven and twelve month employees:

Independence Day; Labor Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve; Christmas Day; New Year's Eve; New Year's Day; Martin Luther King Holiday; President's Day; Good Friday, Memorial Day and Independence Day.

ARTICLE VIII
DEDUCTION FROM SALARY

- A. **Association Payroll Dues Deduction**
The Board agrees to deduct from the salaries of its employees dues for Community Charter School Education Association, the Passaic County Education Association, the New Jersey Education Association, and the National Education Association, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with current records of any corrections, shall be transmitted to such person as may from time to time be designated by the Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate Association or Associations.
- B. **Certification of Dues**
Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any Association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.
- C. **The Board agrees to deduct from employees' salaries money for services and other programs as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies within ten (10) days of deduction, to such agencies. Any employee may have such deductions discontinued at any time upon fifteen (15) days written notice to the Board and the appropriate agency.**
- D. **Deferred Compensation Plans**
 1. The Board and the Association agree that employees shall have the right to utilize automatic payroll deduction for participation in tax-advantaged products under a 403(b) and/or 457 plan.
 2. The Board shall adopt and make available to its employees a written Plan consistent with IRS regulations. The Plan shall include a listing of companies approved by the Board and shall provide a broad array of investment choices (including 403(b)(7) no-load mutual funds). The Plan shall include a Roth account for receipt of after-tax deposits that grow tax-free into retirement.
 3. The Plan shall include all of the material provisions regarding eligibility, benefits, applicable limitations, and contracts available under the Plan, and the time and form under which the benefits and distributions would be made.
 4. The Board agrees that no administrative costs will be passed on to the employees.

5. Employees shall be provided with information regarding the various approved vendors, including contact information and investment vehicles. The vendors selected by the Board shall make available to employees in writing for the investment vehicles they market with a clear breakdown of all fees, surrender penalties and performance data.
6. Employees shall be responsible for their own investment choices and the Board and Association shall be held harmless from any risks associate with such employee selections.

ARTICLE IX REPRESENTATION FEE

- A. **Purpose of Fee**
If any employee does not become a member of the Association during any membership year (i.e. September 1 to August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.
- B. **Amount of Fee/Notification**
At the onset of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members/fee-payers will be determined by an impartial arbitrator in accordance with the law.
- C. **Notification - Deduction and Transmission of Fee**
On or about October 1 of each year, the Board will submit to the Association a list of all employees in the bargaining unit. On or about January 1 of each year, the Association shall provide the Board with the names of those employees who are required to the pay the representation fee.
- D. **Payroll Deduction Schedule**
The Board will deduct from the salaries of the employees the full amount of the yearly representation fee in equal installments beginning with the first paycheck in February.
- E. **Mechanics**
Except as otherwise provided in this Article, the mechanics for the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.
- F. **Changes**
The Association will notify the Board in writing of any changes in the list provided

for in Paragraph B 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.

G. New Employees

On or about the last day of each month, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding month. The list will include names, Social Security numbers, job titles, dates of employment, and the places of assignment for all such employees. The Board will also notify the Association of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, or death.

ARTICLE X
SCHOOL CALENDAR/WORK YEAR

A. Prep Time and Lunch Breaks

1. Eleven and twelve month employees along with Instructional Assistants shall receive a one period paid lunch break each workday. Supervisors have discretion for authorizing other breaks for employees as needed. Lunch breaks should be taken on a staggered schedule so that the employee's absence does not impact other co-workers or school business.
2. Teachers and Basic Skills Instructors receive a 40 minute (paid) prep period daily at a designated time when classroom coverage can be arranged. The preps are to be taken on school grounds. Preps cannot be made up when coverage cannot be provided. In addition to the prep Teachers and Basic Skills Instructors receive a 40 minute (one period) paid lunch break each day.
3. Prep time is work time and shall be used for lesson planning, preparing and grading student tests and assignments. Preparation time lost due to field trips, special activities or in the event of an emergency will not be made up.

B. Work Hours

1. The official instructional day is 8 a.m. to 4 p.m. Employee work hours shall be as in effect at the time of ratification of the Agreement by both parties.) Professional development meetings shall be four (4) times per month, once per week, on half days, from 1:30pm to 4pm.

C. Teacher Institute

1. First and Second year Teachers are required to attend a 2-week Teacher Institute session in August.
2. Staff members who have completed (2) two full academic years shall only be required to attend the second week of the 2-week session stated above.

D. NJEA Convention

1. Effective July 1, 2016, the school shall be closed for two (2) days during the NJEA Convention.

E. School Year

1. The last day of the teacher school year (10-month employees) is one full-day after the last day of instruction, keeping the school year duration the same from the 2015-2016 school year.

- F. Certificated employees shall appear at evening from 4:00 pm to 7:00 pm for up to four (4) evenings per school year, for back-to-school night and three parent-teacher conferences scheduled to coincide with the conclusion of marking periods. On such days, the school day shall end at 1 PM. The Administration will make its best efforts to schedule such evening events on Wednesdays.

**ARTICLE XI
INSURANCE BENEFITS**

A. Health Benefits

1. Employees will be offered the single health insurance plan in place at the time of contract ratification by both parties. Employees may opt for a dependent or family plan, in which case the School will pay half of the premium difference. Additionally, any legally mandated employee contributions will apply. The School shall solicit other plans and may provide those which are equal to or better than the current plan.

**ARTICLE XII
DURATION OF AGREEMENT**

- A. This Agreement shall commence on July 1, 2018 and shall expire on June 30, 2021.

COMMUNITY CHARTER
SCHOOL EDUCATION ASSOCIATION

BOARD OF TRUSTEES
COMMUNITY CHARTER SCHOOL OF
PATERSON

President

DocuSigned by:
Michael Deblasio

Chairperson

Witness

Witness

Date: _____

Date: 8/9/2020

BASE YEAR

2017-18

**Community Charter
UNASSIGNED**

Step

Salary

A

30,077

B

31,190

C

40,000

D

41,200

Year 1

2018-19

**Community Charter
UNASSIGNED**

Step

Salary

A=1

31,645

B=2

32,765

3

33,895

4

35,035

5

36,185

6

37,345

7

38,515

8

39,695

C=9

40,885

D=10

42,085

Year 2

2019-20

**Community
Charter
UNASSIGNED**

Step

Salary

1

32,175

2

32,425

3

33,655

4

34,895

5

36,135

6

37,385

7

38,645

8

39,915

9

41,195

10

42,485

**Year 3
2020-21**

UNASSIGNED

Step	Salary
1	33,980
2	34,230
3	34,480
4	35,690
5	36,915
6	38,155
7	39,410
8	40,675
9	41,950
10	43,235

YEAR 1
2018-19 **Community Charter School of Paterson**

Salary Guide Step	BA	MA
1	49,600	53,600
2	50,600	54,600
3	50,600	54,600
4	51,840	55,840
5	53,095	57,095
6	54,345	58,345
7	55,595	59,595
8	56,845	60,845
9	58,095	62,095
10	58,095	62,095
11	59,345	63,345
12	60,595	64,595
13	60,595	64,595
14	60,595	64,595
15	62,400	66,400
16	64,205	68,205
17	66,010	70,010
18	67,820	71,820
19	69,630	73,630
20	69,630	73,630
21	69,630	73,630
22	71,460	75,460
23	73,290	77,290
24	75,120	79,120
25	76,950	80,950
26	78,780	82,780
27	80,610	84,610

**YEAR 2
2019-20**

Community Charter School of Paterson

**Salary Guide
Step**

BA

MA

1	51,395	55,395
2	51,395	55,395
3	52,145	56,145
4	52,145	56,145
5	53,395	57,395
6	54,650	58,650
7	55,900	59,900
8	57,150	61,150
9	58,400	62,400
10	59,650	63,650
11	59,650	63,650
12	60,900	64,900
13	62,760	66,760
14	62,760	66,760
15	62,760	66,760
16	64,620	68,620
17	66,480	70,480
18	68,340	72,340
19	70,200	74,200
20	72,060	76,060
21	72,060	76,060
22	72,060	76,060
23	73,920	77,920
24	75,780	79,780
25	77,640	81,640
26	79,500	83,500
27	81,360	85,360

**YEAR 3
2020-21**

Community Charter School of Paterson

**Salary Guide
Step**

BA

MA

1	51,985	55,985
2	52,735	56,735
3	52,735	56,735
4	53,485	57,485
5	53,485	57,485
6	54,735	58,735
7	55,990	59,990
8	57,490	61,490
9	58,990	62,990
10	60,490	64,490
11	61,990	65,990
12	61,990	65,990
13	63,490	67,490
14	65,010	69,010
15	65,010	69,010
16	65,010	69,010
17	66,910	70,910
18	68,810	72,810
19	70,710	74,710
20	72,610	76,610
21	74,510	78,510
22	74,510	78,510
23	74,510	78,510
24	76,410	80,410
25	78,310	82,310
26	80,210	84,210
27	82,110	86,110

Year 3	
2020-21	Community Charter Safety Monitors
Step	Salary
1	11.58
2	11.83
3	12.08
4	12.33
5	12.59
OG	15.45

Instructional Aides

BASE YEAR

2017-18 Community Charter IA

Step	Salary
1	28,000
2	28,840
3	29,680
4	30,077
5	30,680
6	31,190
7	31,800
8	32,440
9	33,000

Year 1

2018-19 Community Charter IA

Step	Salary
1	28,600
2	29,100
3	29,940
4	30,340
5	30,945
6	31,455
7	32,065
8	32,705
9	33,330

Year 2
2019-20 **Community Charter IA**

Step	Salary
1	29,280
2	29,780
3	30,280
4	30,680
5	31,285
6	31,795
7	32,405
8	33,045
9	33,670

Year 3
2020-21 **Community Charter IA**

Step	Salary
1	29,660
2	30,160
3	30,660
4	31,160
5	31,765
6	32,275
7	32,885
8	33,525
9	34,150

BASE YEAR

2017-18

Community Charter Security

Step	Salary
1	15.04
2	15.14

Year 1

2018-19

Community Charter Security

Step	Salary
1	15.44
2	15.54

Year 2

2019-20

Community Charter Security

Step	Salary
1	15.91
2	16.01

Year 3

2020-21

Community Charter Security

Step	Salary
1	16.39
2	16.49

BASE YEAR

2017-18

Community Charter Secretary

Step	Salary
1	33418
2	35140
3	36855
4	38570
5	40285
6	42000

Year 1

2018-19

Community Charter Secretary

Step	Salary
1	34,140
2	35,640
3	37,370
4	39,100
5	40,850
6	42,650

Year 2

2019-20

Community Charter Secretary

Step	Salary
1	35,220
2	36,470
3	37,970
4	39,700
5	41,500
6	43,300

**Year 3
2020-21 Community Charter Secretary**

Step	Salary
1	36,655
2	37,655
3	38,905
4	40,405
5	42,155
6	43,950