

4-3267

03-38

AGREEMENT BETWEEN
WILLINGBORO TOWNSHIP BOARD OF EDUCATION
and
THE EMPLOYEES ASSOCIATION OF THE
WILLINGBORO SCHOOLS

With respect to compensation
and the terms and conditions
of employment of its members.

JULY 1, 1988 - JUNE 30, 1992

INDEX

Preamble 1

Agreement 1

Article I, Recognition 1

Article II, Management 2

Article III, Operation of Agreement 3

Article IV, Responsibilities of Parties 4

Article V, Association Check-Off 8

Article VI, Compensation 9

Article VII, Health Insurance, Prescription Plan,
and Dental Plan 11

Article VIII, Sick Leave 13

Article IX, Employee Absence 15

Article X, Holidays 17

Article XI, Vacations 19

Article XII, Hours of Work and Overtime 21

Article XIII, Seniority 24

Article XIV, Physical Examinations 29

Article XV, Part-Time Employees 30

Article XVI, Bulletin Boards 30

Article XVII, Supervisors' Work 30

Article XVIII, Suspension, Discharge, and
Termination of Employment 31

Article XIX, Defense of Legal Actions 32

Article XX, Grievance Procedure 33

Article XXI, Board-Staff Relations Committee and Negotiations Committee	35
Article XXII, Operational Continuity	36
Article XXIII, Distribution of Tools	37
Article XXIV, Duration of Agreement	37
Article XXV, Representation Fee	37
1988-92 Salary Guides	

PREAMBLE

In order to comply with and effectuate the provisions of Chapter 303 of the Public Laws of 1968 for the State of New Jersey, as amended by Chapter 123 of the Public Laws of 1974, THIS AGREEMENT IS MADE AND EXECUTED on this day of, 19 , by and between the BOARD OF EDUCATION OF THE TOWNSHIP OF WILLINGBORO, hereinafter referred to as "The Board" and the EMPLOYEES ASSOCIATION OF WILLINGBORO SCHOOLS, hereinafter referred to as "The Association."

AGREEMENT

It is the intent and purpose of the parties hereto that this Agreement is the complete Agreement covering the rates of pay and the terms and conditions of employment to be observed between the parties hereto.

This Agreement expresses the entire understanding of the parties; any and all prior agreements between the parties with respect to the subject matter herein are hereby cancelled and terminated.

The violation by either party of any provision of this Agreement shall not render the Agreement inoperative.

ARTICLE I - RECOGNITION

1. The Board recognizes the Association as the sole collective bargaining agent with respect to rates of pay and the terms and conditions of employment for employees engaged as follows:
 - A. building, grounds, and pool maintenance;
 - B. custodians and custodial assistants;
 - C. transportation maintenance and mechanics;
 - D. warehousemen;
 - E. food handlers and drivers;
 - F. food service personnel;
 - G. aides;
 - H. security aides;

I. bus and van drivers;

J. Special Education teacher assistants.

2. The term "employee" as used in the Agreement shall apply to all workers engaged in jobs but excluding supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees or effectively to recommend such action.

3. Reference to employees of one gender in this Agreement shall apply to employees of both genders.

4. The parties hereto agree that the position "lead custodian," which had been abolished in the school district effective December 8, 1975, was reinstated for the elementary schools. Persons newly appointed to such positions shall receive a five percent (5%) salary increase. Any person appointed to such position who previously held the position of lead custodian and whose salary was previously increased as a result of holding said position shall not receive an additional increase. The parties understand that the Board intends to create custodial supervisor positions for the two (2) secondary schools, and that such positions will be outside of the unit.

5. The Board will in no way discriminate against or in favor of any employee by reason of the employee's membership or non-membership in the Association, nor by reason of the employee's engaging in permissible Association activities as provided herein. Neither the Association, nor its representatives, nor its members will use discrimination, intimidation, or coercion against any employees who do not join the Association.

6. To the extent practical and possible, there shall be an equalization and rotation of duties among three (3) hour aides to allow for both inside school duties and outside playground duties.

ARTICLE II - MANAGEMENT

The control of all matters relative to the management and operation of the plants and the operation of the school district's business is vested exclusively in the Board, except as these matters may be expressly limited by the terms of this Agreement.

ARTICLE III - OPERATION OF AGREEMENT

1. The Board and the Association, as parties to this Agreement, accept the provisions of the same as commitments which they will each, cooperatively and in good faith, honor, support, and fulfill.
2. No provision of this Agreement will operate retroactively unless expressly so stated herein.
3. Nothing contained herein shall be construed to deny or restrict to any employee or to the Board such rights as either may have under the existing laws of the United States or of the State of New Jersey.
4. Employees hired in the unit shall be considered as probationary employees for the first ninety (90) days of their employment. When an employee completes his probationary period, he shall be entered on the seniority lists of the unit and shall rank for seniority purposes ninety (90) days prior to the day he completed his probationary period. The Board shall issue an individual contract of employment for a fixed duration for each employee at the next regularly scheduled public Board meeting following the completion of his probationary period.
5. Each employee in the unit who has successfully completed his probationary period shall execute an individual contract of employment for a fixed duration, terminating at the end of the Board's fiscal year. Said individual contract shall control the employee's legal status, shall reflect the rate of compensation provided in this Agreement, and shall be subject to this Agreement with respect to each employee's rate of pay and the terms and conditions of his employment. Upon approval by the Board of the contract for the fixed duration of any unit member who has completed the probationary period, said member shall be paid retroactively to the date on which he completed the probationary services the difference between the probationary rate and the regular rate applicable to said position.
6. Whenever any employee is required to appear before the Board or any committee thereof concerning any matter which could adversely affect the continuation of that employee's employment or position or the salary or any increments pertaining thereto, the employee shall be given prior written notice of the reasons for such meetings or interviews and shall be entitled to have a representative of the Employees Association present to advise or represent him during such meeting or interview.
7. All employees with less than ninety (90) days continuous service shall be subject to discharge without recourse, provided

such discharge shall not be used by the Board for the purpose of discrimination against employees because of membership in or legitimate activity in the Association.

8. On or before June 1, the Board shall issue to each employee in the bargaining unit who has been continuously employed therein since the preceding July 1 with respect to twelve (12) month employees and the preceding September 1 with respect to ten (10) month employees either:

A. A written offer of a contract for employment for the next succeeding work year at the then-existing compensation rate or such increase as may be negotiated by the Association, or

B. A written notice that employment will not be renewed for the next succeeding work year. In the event that the Board fails to comply with the above provision, it shall be deemed to have issued a written offer of a contract for employment for the next succeeding work year as of June 1. Offers of employment shall expire within thirty (30) days of the date of issue unless the same are accepted in writing by the employee and said written acceptance delivered to the office of the Personnel Manager within said thirty (30) day period.

9. Where administratively feasible, the Board will provide the Association with notice of the intended suspension or termination of any unit member at least twenty-four (24) hours prior to the effective date of said suspension or termination.

ARTICLE IV - RESPONSIBILITIES OF PARTIES

1. Each of the parties hereby acknowledges the rights and responsibilities of the other party and agrees to discharge its responsibilities under this Agreement. The Association (its officers, representatives, and members) is bound to abide by the provisions of the Agreement.

2. The Board (its officers and any of its representatives) is bound to abide by the provisions of this Agreement.

3. Application to the Job: In addition to the responsibilities that may be provided elsewhere in this Agreement, the following shall be observed:

A. It is recognized that sound, equitable, and competitive work practices are an essential ingredient to the establishment of a climate for the growth and the security of job opportunities at the Board of Education.

(1) It is the duty of every employee to apply himself diligently to his work during all of their working hours. To this end, the Association will support the Board's efforts to curb absenteeism and other practices which curtail work; to eliminate waste and inefficiency; to improve the quality of workmanship; to prevent accidents; and to promote good will between the Board and its employees.

(2) No Association Representative or Association member shall conduct Association activities on Board time unless otherwise provided herein.

(3) The Association shall designate one Association Representative and one alternate for each school in the district. The Association Representative shall have the right in his school to conduct Association activities on Board time, provided that the same does not interfere with the performance of the normal duties of school personnel and provided that the Association Representative first secures the permission of his immediate supervisor to conduct such activities, which permission shall not be unreasonably withheld. In the event that the Association Representative designated to represent a given school is absent or otherwise unavailable, the rights referred to in this subparagraph may be exercised in said person's absence by a member of the Association's Executive Board.

(4) Either the Association President or the President's designee from among the membership of the Association Executive Board shall have the right to enter any school during normal business hours for the purpose of conducting appropriate Association business, provided that said person obtains both the permission of his immediate supervisor to leave his duty station and the prior approval of the principal of the building which he seeks to enter, which permission shall not be unreasonably withheld.

(5) In the event that an emergency arises relating to the alleged breach or administration of this contract after normal school hours or at such other times when the building principal is not available, the Association President or the President's designee from among the membership of the Association's Executive Committee shall have the right to enter the school building for the purpose of discussing or alleviating said problem, provided that said person secures the prior permission of the Director of Plant Facilities, which permission shall not be unreasonably withheld.

(6) The Board will permit the Association to examine all records for the purpose of investigating compliance with the provisions of this Agreement, provided the Association makes an appointment to do so with the office of the Personnel Manager.

(7) The authority of Association Representative designated by the Association shall be limited to, and shall not exceed, the following duties and activities:

(a) Investigation and presentation of grievances in accordance with the provision of this Agreement;

(b) Transmission of written messages and written information concerning Association business to Association members.

(8) Association officers or designated Association Representatives shall be permitted to inspect records pertaining to members of the unit at reasonable times and upon reasonable notice to the Personnel Manager.

(9) The Association shall supply the Board with a complete list of Association officers. Grievance Committeemen and Association Representatives shall promptly report in writing to the Personnel Manager any additions or changes. The list shall indicate the Department or group of employees to be represented by each Association Representative. Recognition of Association Representatives will depend upon such written notification. The Association shall designate one Association Representative and one alternate for each school building with respect to the exercise of those rights referred to in subparagraph 3 of this Article.

(10) The right to determine the size of the work force at any given level of activity, including all types and classifications, is a recognized Board right.

(11) Experimentation by and training of administrative or supervisory employees on any equipment will not require the presence of a bargaining unit employee unless one or more unit employees are assigned by the Board for such work. It is understood that it is not the intent of the Board to replace any bargaining unit employee by an administrative or supervisory employee through the exercise of this right, nor to use any administrative or supervisory employee's work performance for purposes of establishing standards in any area covered by the Labor Agreement.

(12) The Board will provide five uniforms per year to employees in the following categories: building, grounds, pool and transportation maintenance; custodial personnel; and food handlers and food service drivers. The Board will also provide one additional uniform to any employee within the aforementioned categories upon the written certification by the employee's supervisor that an additional uniform is necessary. The Board

further agrees that any employee assigned to outside duties during inclement weather shall be provided a raincoat and a rainhat. The Board further agrees that any employee who is assigned to direct traffic shall be provided with a luminous overlay for use during that particular assignment. It shall be the responsibility of the employee receiving the uniform or item of clothing specified under the terms of this Agreement to return the same to the Board upon termination of his employment, and any employee who fails to do so shall be individually liable to the Board for the reasonable value thereof. Unless safety factors indicate otherwise, at the beginning of the summer, the Board shall give each employee the choice of receiving summer or regular uniforms for the summer. The summer is defined as the months of June, July, and August. The employee shall indicate which type of uniforms is chosen and shall receive that type for that entire summer. The Board shall have the right to require the wearing of uniform items other than those chosen by the employee for safety purposes.

(13) Every employee to whom the Board provides uniforms as previously set forth shall be required to be in uniform while on duty. Any such permanent employee who appears for work not in uniform, without having acquired the prior written permission of the Director of Plant Facilities, may be sent home without pay.

(14) The Board does not expect any employee to operate any equipment or vehicle that is not in proper and safe order. In the event that any employee deems any equipment or vehicle to be in unsafe condition, said employee shall immediately notify the office of the Director of Plant Facilities. The Director of Plant Facilities shall in turn notify the person designated in writing by the Association to act as the Association Safety Officer, and both shall then proceed to inspect the equipment or vehicle. If the Director of Plant Facilities determines that the vehicle or equipment is in safe operating condition, the employee shall utilize the same for any task that said employee is directed to perform. In the event that the Association Safety Officer disagrees with the determination of the Director of Plant Facilities, the Association Safety Officer may register a dissent in writing but the decision of the Director of Plant Facilities shall be final. Any equipment or vehicle which is designated as unsafe for operation by the Director of Plant Facilities shall be appropriately tagged and identified so that it cannot be used by other employees until appropriate adjustments have been made. After the completion of said adjustments, or repairs, the equipment or vehicle shall be reinspected by the Director of Plant Facilities and by the Association's Safety Officer. The determination of the Director of Plant Facilities with respect to the return to service of the equipment or vehicle shall be final and binding, but the Association Safety Officer shall have the right to register any dissent or disagreement with that

determination in writing. It shall be the obligation of all employees to report known defects in machinery or equipment. Failure to do so shall be considered on a case-by-case basis to determine if disciplinary action is warranted. Employees shall at the end of their respective shift report all equipment defects which are not of an emergency nature in writing to the Director of Plant Facilities and to the Association Safety Officer.

(15) The Association and its members shall have the right to use the school building at reasonable hours for meetings, conferences, and activities relating to Association business if they comply with regular procedures for use of facilities.

(16) The Association shall have in each school building the exclusive use of a bulletin board in accordance with, and pursuant to, the provisions of Article XVI herein.

(17) The Board agrees to make available to the Association one mail box in each school which the Association shall have the right to use in a reasonable manner for the purpose of communicating with its membership.

(18) Employees shall report all accidents immediately.

4. All custodians hired after July 1, 1982 may be required to obtain black seal licenses within two (2) years of their hire date. If any individual fails to so obtain a black seal license, he is subject to discharge at the discretion of the Board. Any review shall be limited to the procedural aspects only.

ARTICLE V - ASSOCIATION CHECK-OFF

1. The Board agrees that, in accordance with existing statutes, and upon receipt of individual written authorization from any employee, it will deduct from such employee's net earnings for the first pay period of each month that employee's Association dues, the amount of which shall be specified in writing by either the Secretary Treasurer of the Association or the President of the local Association. The Board agrees that it will then disburse the monies so deducted to the Association promptly, and the Association agrees to officially advise the Personnel Manager of the name and address of the party to whom such disbursement should be directed. The Board will provide the local Association with a copy of all check-off information including the identity of the person for whom deductions are being made and the amount and the date of said deductions.

2. Changes in dues, assessments, or amounts of deductions will be made by the Board only as authorized in writing by the President or Secretary of the Association.

3. Any written authorization or notice submitted to the Board is deemed to be only an authority for the Board to deduct dues and assessments as set forth in the Association's form presently in use.

4. The Association shall indemnify the Board and hold it harmless against any and all suits, claims, demands, and liabilities which shall arise out of, or by reason of, any action taken by the Board for the purpose of complying with the provisions of this Article.

ARTICLE VI - COMPENSATION

1. Under the terms of this Agreement, the Board shall not be required to pay for any time except time spent at work to which the Board assigns the employee unless otherwise specifically provided in this Agreement.

2. All earnings are calculated on a semi-monthly basis.

3. Salaries for the various positions represented by the Association have been prepared by the Board and reviewed and accepted by the Association. Those salaries are set forth as Schedule A (1) for the 1988-89 year; Schedule A (2) for the 1989-90 year; Schedule A (3) for the 1990-91 year; and Schedule A(4) for the 1991-92 year. These salary schedules are intended to provide an eight percent (8%) salary increase for the 1988-89 contract year over the 1987-88 contract year; another eight percent (8%) salary increase for the 1989-90 contract year over the 1988-89 contract year; another approximately nine and six-tenths percent (9.6%) salary increase for the 1990-91 contract year over the 1989-90 contract year for those employees who remain on the guides, exclusive of "senior" employees who shall get an eight percent (8%) increase; and another eight and one-half percent (8 1/2%) increase for the 1991-92 contract year over the 1990-91 contract year. Senior employees shall have separate salary guides. For purpose of this paragraph 3, "senior" employees shall refer to those employees whose eight percent (8%) increase places them over the last step on the salary guide.

4. For the duration of this Agreement, any employee who has completed five (5) months of active service in a position with respect to ten (10) month employment and six (6) months of active service in a position with respect to twelve (12) month employment shall be eligible to move to the next step on the appropriate salary schedule.

5. The rate of pay for probationary custodians shall be three dollars and ninety-two cents (\$3.92) per hour. Upon becoming permanent employees, such employees shall be placed upon the salary guide at the Board's discretion.

6. When promoted, an employee shall be placed on the step of the guide for the new position which provides the employee with a salary equal to or immediately greater than the salary he was receiving in the position from which he was promoted. Subject to paragraph 4, above, a promoted employee shall automatically move to the next step on the 1988-89 salary schedule and/or subsequent schedules in effect at the time of promotion.

7. In addition to the aforesaid compensation adjustments, the Board agrees to pay an additional longevity increment of one hundred dollars (\$100.00) to each eligible employee upon the issuance to said employee of the fourth, seventh, tenth, thirteenth, and sixteenth consecutive contracts of employment in this district. In order to be eligible for said longevity increment, the employee must be regularly employed for a minimum of seven (7) hours per day, five (5) days per week, except that the eleven (11) central kitchen personnel who were reduced in hours from approximate eight (8) to six (6) in the 1985-88 contract settlement shall have the longevity which they actually received in the 1985-86 contract year frozen so long as they stay in the reduced six (6) hour position. The parties hereto acknowledge that certain employees become initially eligible for longevity consideration under the 1974-75 collective bargaining agreement between the parties, and with respect to the employee who became first eligible at that time, longevity eligibility shall be computed on the basis of the 1974-75 contract year being the first year of such eligibility.

8. With respect to persons holding a black seal license, the Board will agree to pay as additional maximum annual compensation the sum of five hundred dollars (\$500.00) to every employee holding such license who is employed for a forty (40) hour week and a twelve (12) month work year. That sum shall be paid in two (2) equal installments of two hundred and fifty dollars (\$250.00), one with the last paycheck in December and one with the last paycheck in June. To be eligible for either of those two hundred and fifty dollar (\$250.00) payments, an employee must be in the active employ of the district as provided above for the full half year preceding that respective payment and must have held a valid black seal license for that full half year preceding that payment. Overtime shall be allocated for black seal turns on a district wide seniority cycle, and if the district does not receive a sufficient number of employees who are willing to voluntarily work black seal assignments at any time, such

overtime assignments can be involuntarily assigned again utilizing the district wide seniority cycle. An employee who refuses an overtime assignment drops to the bottom of the list, and the Board then continues down the list. If no one agrees to work the overtime, then the Board may require the employee who first refused that assignment to work.

9. In addition to the aforementioned compensation rates, any employee working the third shift shall receive an additional compensation adjustment equivalent to thirty-five cents (\$.35) per hour of the otherwise applicable rate for that position as premium pay. This premium pay will be due and payable only when an employee is actually employed on the third shift. In the event that the employee is transferred to another shift, or that the third shift work is eliminated, this premium pay differential shall not become part of the employee's salary in any succeeding pay period.

10. New hires shall be placed on the salary guide at the Board's discretion.

11. Central Kitchen: There shall continue to be two (2) job classifications in the central kitchen. Those job classifications shall be Secondary School Lead and Central Kitchen Personnel. The salaries of these positions shall be established so that all current employees who remain employed in the applicable positions will receive the raises negotiated under this contract. Effective the 1988-89 contract year, the two (2) Secondary School Leads in the secondary school shall be given eight (8) hour contracts.

12. Overtime pay shall be included in the check for the pay period which follows the pay period in which the overtime is worked.

13. Provisions shall be made to permit unit members to purchase tax sheltered annuities. Such employees utilizing this provision shall waive any right to make a claim against the Board as a result thereof.

14. Salary checks shall be distributed in envelopes.

ARTICLE VII - HEALTH INSURANCE, PRESCRIPTION PLAN, AND DENTAL PLAN

1. Except as provided under Section B of this Article, the Board shall pay the full cost of a health insurance program for the personnel in this unit whose regular employment contract is more than twenty (20) hours per week. The plan provided shall

be the Blue Cross, Plan 365, Blue Shield Prevailing Fee Plan, and Rider J. The Major Medical coverage shall contain those features set forth on the plan summary attached hereto as Schedule D.

A. For unit members whose regular employment contract is for a work week of less than seventeen (17) hours per week, no health insurance other than the prescription plan shall be paid for by the district.

B. Newly hired unit members or those rehired after a break in service after July 14, 1986 whose regular contract employment is more than seventeen (17) but equal to or less than twenty (20) work hours per week shall receive an employee-only health insurance program. Unit members under contract as of July 13, 1986 with no break thereafter in active employment shall not be covered by this provision and shall be grandfathered with full health insurance as listed under Paragraph 1 above.

Employees in this bargaining unit who qualify to and actually retire, as that term is used by the Public Employees Retirement System (PERS), shall be eligible to apply for medical insurance, prescription, and dental coverage to age sixty-five (65). The premium for such coverage shall be paid by the Board. The coverage provided is adjustable to keep the premium level within any statutory or regulatory limitation. In the event that during the term of this Agreement, legislation is enacted which would provide health insurance for retirees under PERS, the Board of Education would no longer be obligated to provide this benefit at Board expense, and all health benefits scheduled to be paid would cease.

2. Rider J coverage shall be extended to provide diagnostic and pathology laboratory work to a combined total of four hundred dollars (\$400.00) per year.

3. Unit members who retire, as the term is used by the Teachers Pension and Annuity Fund or the Public Employees Retirement System, whichever applies, or who are on an extended long-term unpaid leave of absence, or who are not provided the full health insurance program under Paragraph 1 above, shall be eligible to apply for medical insurance coverage at a group rate. The premium for such coverage shall be paid solely by the unit member receiving that coverage with no costs of any kind whatsoever to the Board. The coverage provided is adjustable to keep the premium level within any statutory or regulatory limitations. The parties agree and direct any person interpreting this contractual provision or deciding the rights created hereunder to treat any challenge to this provision which attempts to or could result in imposing costs whatsoever upon the Board as a result hereof as a waiver of this contractual provision. The intent is that no costs whatsoever be imposed upon the Board.

4. No unit member whose regular, contracted employment is seventeen (17) or less hours per week shall receive any fringe benefits other than the prescription plan under this contract or Board policy. However, such employees shall have the option to purchase existing insurance benefits described in this Article VII at the group rate, but at their expense.

5. Prescription: For the duration of this Agreement, unit members shall be provided a prescription plan as set forth on the plan summary attached hereto as Schedule D. Commencing July 1, 1990, the co-payment provision shall be increased to three dollars (\$3.00) per prescription. Commencing July 1, 1991, the co-payment provision shall be increased to four dollars (\$4.00) per prescription.

6. The Board shall continue for the duration of this Agreement to provide a maximum of one hundred and ten dollars (\$110.00) per unit employee per contract year for the purpose of purchasing employee-only dental insurance coverage in each of those contract years. The Association shall provide input as to the type and extent of the coverage to be purchased; however, the Board shall make the final decision. Under no circumstances shall the cost to the Board exceed the maximum one hundred and ten dollar (\$110.00) per unit employee for the year of coverage. The parties direct any arbitrator or anyone else reviewing this contract to apply and abide by the maximum one hundred ten dollar (\$110.00) per year limitation.

7. For those employees whose spouses are employed in the district, the Board shall provide a maximum of one (1) family insurance coverage per family unit, provided that should the marital status change, or should the covered employee leave the district's employ, the non-covered employee shall become eligible immediately for the appropriate coverage with no delay or waiting period.

8. The Board will permit any employee whose regular employment contract is for seventeen (17) hours per week or less to purchase the insurance coverage set forth in paragraph 1 of this Article, provided that the cost for this insurance coverage shall be paid solely by the employee and no cost whatsoever paid by the Board.

ARTICLE VIII - SICK LEAVE

1. All members of the unit employed on a twelve (12) month basis shall be entitled to fifteen (15) days paid sick leave during the term hereof, to be pro-rated where necessary with respect to new employees at the rate of one and one-quarter (1.25) days per month for new twelve (12) month employees. All

members of the unit employed on a ten (10) month basis shall be entitled to thirteen (13) days paid sick leave during the term hereof, to be pro-rated where necessary with respect to new ten (10) month employees at the rate of one point three (1.3) days per month.

The term "Sick Leave" as used herein is defined to mean the absence from one's position due to illness, injury, or exclusion by the district's medical authorities due to quarantine or contagious disease. Any portion of such sick leave not utilized within the term of this Agreement may be accumulated by the employee for use as additional sick leave if reemployed by the Board in subsequent years.

2. There shall be a written accounting of accumulated sick leave for each unit member, computed as of July 1 of each year and provided to each employee on or before the next September 15.

3. If any employee otherwise entitled to sick leave under the provisions hereof shall be required to be absent from his post of duty as a result of an accidental personal injury arising out of and in the course of his employment, the Board agrees to pay such employee the full salary or wages for the period of such absence up to one (1) calendar year from the commencement thereof without charging such absence to the employee's annual or accumulated sick leave. Such payment shall be made for any absence during the period in which the employee received or may have been eligible to receive temporary disability benefits under the Workman's Compensation Law. However, any amount of salary or wages payable to an employee pursuant to this provision shall be reduced by the amount of any workman's compensation award or benefits made to the employee for temporary disability.

4. Any employee working a day shift who is unable to report to work will notify the central call-in number of such inability not later than one-half (1/2) hour before the start of his shift on that day. Any employee working a night shift who is unable to report for work shall similarly notify the central call-in number of said inability before 1:00 of the day on which that shift begins. Any employee who fails to comply with these notice provisions, except where conditions beyond the employee's control prevent the same, shall not be paid for the day's absence. The employee shall likewise be required to notify his immediate supervisor or the Board Office of his intention to return to work before the same hour as set forth above, and if he fails to do so, the Board shall incur no obligation to said employee for the day on which he reports to work. Notwithstanding the provisions of this article, aides and cafeteria employees shall continue with the call-in and substitute procedures, if any, as were in effect in 1979-80.

ARTICLE IX - EMPLOYEE ABSENCE

1. Paid Leave - In addition to the sick leave provision previously set forth herein, employees within the unit shall be entitled to the following time off with pay:

A. Three (3) days for personal business, without the necessity for specification of the nature of said business. However, a request for a personal business day must be submitted to the office of the Personnel Manager for approval at least three (3) working days prior to the day for which leave is requested. Personal business days will not be granted on days immediately preceding or immediately following scheduled holidays. Personal business days will not be cumulative from year to year.

B. Five (5) work days for death in the immediate family. For purpose of definition, the "immediate family" will mean father, mother, grandparents, wife, husband, children, step-children, grandchildren, brother(s), sister(s), mother-in-law, father-in-law, or other relatives domiciled in the employee's household.

2. Unpaid Leaves of Absence - Leaves of absence without pay may be made available under the following conditions:

A. Any employee who is absent for more than two (2) weeks and who has acquired seniority of six (6) months or more with the Board and is to be absent because of personal illness beyond accrued personal illness days (personal illness shall be construed to include the quarantining of any employee by the health department when such quarantining prevents the employee from reporting to work), or illness in the immediate family (which shall be construed as husband, wife, mother, father, or children), or physical disability, shall upon written request to the Board be granted a leave of absence for an additional sixty (60) days. All such written requests must be accompanied by a physician's certificate. Leaves shall be granted without pay but with full seniority accumulating during the term thereof. Any employee on leave of absence June 30 of any year must actively return to work for at least one (1) day in the ensuing year in order to be eligible for vacation pay.

B. In the event that any employee requests leave due pregnancy, the Board will grant the same without pay for the balance of the employee's work year. An employee absent on maternity leave may apply for reinstatement prior to the end of the employee's work year, if the employee provides the Board with a physician's certificate certifying that the employee is capable of returning to work and if there is a vacancy in the employee's

job classification at that time. The Board will further agree and honor such an employee's request for reinstatement if a vacancy thereafter occurs in that job classification prior to the end of the applicable work year.

C. If the employee fails to report for work on the first regular work day after the termination of the leave of absence, and the employee's continued absence is not covered by some recognized emergency, the employee shall be subject to immediate discharge and shall forfeit all rights under the terms of this Agreement.

D. Whenever any employee is by mutual agreement of the Board and the Association scheduled during his regular work hours to participate in negotiations, grievance proceedings, or joint conference between the Board and the Union, said employee shall be paid as if the employee were performing his regular duties.

3. Retirement Pay Plan

A. Employees who retire from the District or who die while in the active employ of the District shall be entitled to a retirement pay plan to be calculated as follows:

(1) For the duration of this Agreement, payment shall be at the rate of fifty percent (50%) of the employee's daily rate of pay per unused in-district accumulated sick day up to the maximum permitted by law. This provision applies only to employees whose regular contracted work week exceeds seventeen (17) hours per week.

(2) Such payment shall only be for sick leave days accumulated while the individual is in the active employ of the District and as such in a position which has a regular, contracted work week of more than seventeen (17) hours.

(3) (a) If any employee has any time credited upon beginning employment in the district, the subsequent annual sick leave shall be utilized prior to such credited or carry-over time for sickness during the individual's employment.

(b) If an employee accumulated any time in a seventeen (17) or less hours per week position and moves to a position of more than seventeen (17) hours per week after July 1, 1982, the subsequent annual sick leave shall be utilized prior to any sick leave previously accumulated in the previous seventeen (17) hours or less per week position.

(4) Payment shall be to the retiree or his/her estate, whichever is applicable.

B. Retirement is defined as the term is used by the employee's applicable public pension fund, and does not mean the mere termination of employment with the District.

ARTICLE X - HOLIDAYS

1. The following days shall be designated as paid holidays during the term hereof, subject to the terms and conditions otherwise set forth in this Article:

The day before New Year's Day;

New Year's Day;

Martin Luther King, Jr.'s Birthday;

Washington's Birthday;

Good Friday;

Either Holy Thursday or Easter Monday (depending on school closing calendar);

Memorial Day;

Independence Day;

Labor Day;

Veterans' Day;

Thanksgiving Day;

the Day after Thanksgiving;

Christmas Day;

Either the day before or the day after Christmas (depending on school closing calendar);

Two additional holidays to be agreed upon by the parties which shall be on the day on which the schools in the district are closed.

2. The aforementioned paid holidays shall be available for all members of the unit who are employed on a twelve (12) month basis.

3. Ten (10) month employees who work the school calendar shall be entitled to paid leave on only three (3) of the holidays

listed in paragraph 1 herein, namely Thanksgiving Day, Christmas Day, and Martin Luther King Jr.'s Birthday.

4. A holiday shall be considered generally as starting at 7:00 A.M. of the holiday, or the day when the holiday is observed. Holidays which fall on Saturday shall be celebrated on the preceding Friday, provided that schools are closed on that day. Holidays that fall on Sunday will be celebrated on the following Monday, provided that schools are closed on that day. If schools are open on a day on which a holiday would be otherwise celebrated, the Board and the Association shall negotiate a mutually acceptable day on which to celebrate that holiday consistent with the prevailing school calendar.

5. To be eligible to receive any pay for not working on any of the above holidays, an employee must:

- A. Complete thirty (30) days of service prior to the holiday, or
- B. Be on any approved absence with pay status, or
- C. When holiday occurs during the first two weeks of leave of absence granted pursuant to Article IX.

6. An employee is not eligible to receive holiday pay while laid off by the Board.

7. The Board shall not be obliged to schedule work for any employee on a holiday even though work would have been scheduled for the day if it had not been a holiday. If work is scheduled, it shall be distributed on a shift in a continuous cycle by unit seniority among qualified employees in the unit in a specific department; provided, however, scheduling agreements may be made in the department if qualified people are not available or in cases of emergency.

8. All employees in the bargaining unit must work the work day preceding and the work day following a paid holiday except in case of illness. A doctor's certificate may be requested for absence on these days.

9. Eligible employees who do not work on the above holidays shall receive their regularly assigned daily rate current immediately preceding the holiday.

10. Employees scheduled to work on the above holidays will receive double time for all hours worked on the holiday plus the regular pay for the holiday itself, provided that a minimum of forty (40) hours of work including the holiday is accumulated, during the week of the holiday. If less than forty (40) hours is

accumulated during the week in which the holiday occurs, the employee will receive time and one-half for all hours worked on the holiday rather than double time.

ARTICLE XI - VACATIONS

1. The provisions of this Article with respect to vacation leave shall be applicable only to those employees in this unit who are employed on a twelve (12) month basis.

2. The vacation base period shall begin on July 1st and end June 30th. Every employee whose anniversary of continuous employment is prior to and including June 30th of the vacation year shall be eligible for vacation in accordance with the following:

ACCUMULATED SERVICE	VACATION
If employed during the base period for 6 months, exclusive of the probationary period, but less than 1 full year	1 Week
1 year to less than 5 years	2 Weeks
5 years to less than 15 years	3 Weeks
15 years or more	4 Weeks

3. Each employee who has qualified for vacation allowance during the first year of his employment or who has accumulated six (6) months of service during the base period of vacation computation during any subsequent year of employment shall be entitled to full vacation benefits, notwithstanding the fact that his services may have been terminated for any reason in the ensuing year prior to the receipt of vacation pay. Employees who were not on the active payroll on July 1st, but who became active thereafter as a result of recall, will receive vacation pay so long as they work six (6) months between July 1st and June 30th of the vacation year.

4. All vacations for ground maintenance, pool maintenance, warehouse personnel, custodians, custodial assistants, building maintenance personnel, transportation maintenance personnel, and driver-porters may be taken and completed within the work year of July 1 to June 30. Requests to exercise vacation leave for categories previously mentioned shall be forwarded in writing to the department supervisor at least one (1) week in advance of the first of the calendar month during which such leave is requested, and the same shall be granted. The Board will tender written

responses to all written requests received for vacation scheduling.

5. All requests for vacations to be taken during the months of July and August shall be submitted in writing to the employees' respective department supervisors on or before June 1 of the year in which the vacation is to be taken. Requests will be granted in the order of seniority of the employee within the district. The Board will tender written responses to all written requests received for vacation scheduling.

6. In the case of a death of any employee who is eligible for and has earned a vacation, such vacation due as of the date of the employee's death will be paid to the employee's estate.

7. Vacations of one (1) week or more may be scheduled as consecutive days, or in combination of five (5) consecutive days, beginning on Monday.

8. Vacations will, so far as possible, be granted at times most desired by employees (employees with the greatest seniority being given preference as to choice), but the final right to schedule vacation periods is reserved to the Board in order to insure the orderly operation of the plants. This includes the right by the Board to determine whether or not the schools shall be closed during the vacation period and to schedule vacations at such time.

9. Vacation pay for employees shall be based on the average hours worked for the twelve (12) pay periods starting with the first full work week of the year. In the event employees are eligible for a vacation during the vacation period but have not worked during the first twelve (12) week period of the year, the vacation pay for such employee shall be based on the average hours worked for the first two (2) week period of the four (4) weeks immediately preceding their eligibility dates. Vacation pay for each vacation week with respect to eligible full time employees shall not be less than twenty (20) hours nor more than forty (40) hours per week.

10. Vacation pay will be based on the employee's regular job rate (not temporary rate) current at the time of vacation.

11. In no cases will vacations be allowed to accumulate from year to year.

12. Employees who are scheduled for vacation during the week in which a paid holiday falls shall be required to take an additional day off, which shall be the first normally scheduled work day following the vacation.

13. Employees shall receive their vacation pay on the last working day prior to the beginning of their vacation period, provided that they have requested their vacation pay be made available to them on that date by filing an appropriate written request with the office of the School Business Administrator at least thirty (30) days in advance of the date on which they desire to receive said pay.

ARTICLE XII - HOURS OF WORK AND OVERTIME

1. There shall be five (5) work day classifications within the bargaining unit, namely:

- A. three (3) hours;
- B. four (4) hours;
- C. six (6) hours;
- D. seven (7) hours; and
- E. eight (8) hours

New hires may be employed in three (3) hour positions to replace openings in four (4) hour or more positions. Present employees are grandfathered in positions held as of July 1, 1982.

2. Each employee whose work day exceeds four (4) hours shall receive a one-half (1/2) hour lunch period upon the completion of his first four (4) hours of work. (Lunch periods not paid for by the Board). Employees may leave the school premises for their lunch period provided that they clock out and clock in.

3. Each employee shall be entitled to a fifteen (15) minute break after the first two (2) hours of work. Those employees whose work day exceeds four (4) hours shall be entitled to a second fifteen (15) minute break after the completion of one-half (1/2) of their regular work day.

4. Upon reporting to and leaving their respective jobs, all employees in the unit shall be required to clock in and clock out through the use of an automatic time clock device.

5. With respect to those employees whose regular work day consists of eight (8) hours the following provisions shall apply:

A. Work Week: A normal work week shall consist of five (5) consecutive eight (8) hour days worked from Monday through Friday, except where off-standard work schedules exist; the normal week shall consist of five (5) consecutive days followed by two (2) days of rest.

B. A Day and A Day's Work: A day shall be defined as a consecutive twenty-four (24) hour period beginning with the starting time of an employee's shift. Eight (8) continuous hours of work, interrupted by regularly scheduled lunch periods, shall constitute a day's work.

C. Standard Schedules: The following are the standard schedules for the working hours of the various shifts. It is understood that the Board has the right to operate two different standard schedules simultaneously within a department. The Board will notify the Association Representative before such schedules go into effect. When the Board changes employees from one standard to a different standard schedule, seniority will be considered whenever practicable.

First Shift(A) 7:00 A.M. - 3:30 P.M.

First Shift(B) 10:30 A.M. - 7:00 P.M.

Second Shift 3:00 P.M. - 11:30 P.M.

Third Shift 11:00 P.M.- 7:30 A.M.

6. Overtime Work

A. When the Board desires to schedule overtime work for the seventh day of the work week for a unit in the department, qualified employees in the unit in the department will be scheduled in a continuous cycle by unit seniority in the department as required for the work, but they may be scheduled for a shift other than their normally assigned shift.

B. An overtime turn is defined as four (4) or more overtime hours scheduled and/or worked in the first five (5) days of the work week. Any overtime hours scheduled and/or worked on the seventh day of the employee's work week shall constitute an overtime turn. Overtime distribution schedules shall be maintained for each classification. Declining to work or failure to work overtime when scheduled or working any overtime shall constitute a turn for an employee.

C. The responsibility for the distribution of overtime rests with the Director of Plant Facilities.

D. If any discrepancy occurs with respect to turns between shifts, the supervisor must be notified in writing before the overtime is worked so that the supervisor may have time to change the schedule. If the overtime is worked before the error is detected, the Board's liability shall be limited to granting a make-up turn to the proper employee at the employee's convenience when partial overtime is scheduled. The parties also recognize

the need in cases for exceptions to overtime schedule, which can exist only because of emergency or unavailable qualified personnel.

7. Overtime Pay:

A. Except as provided in (B) or (C) below, time and one-half shall be paid for all hours or parts of hours worked:

- (1) In excess of eight (8) hours in any one work day;
- (2) In excess of forty (40) hours regular shift in any one work week.

B. Double time shall be paid for all hours or parts of hours worked:

- (1) In excess of forty (40) hours regular shift in any work week if excess falls on Saturday or Sunday.
- (2) Overtime rates shall not be paid to employees on more than one overtime basis whether hourly, daily, or weekly. Overtime payments for all employees shall be computed from the employee's average hourly earnings for the current payroll week.

C. No hours attributable to benefit days, including but not limited to sick leave, personal days, or any other leave time, if unpaid, shall be counted towards any overtime entitlement under this contract.

8. Division of Overtime:

A. The Board has the right to schedule overtime work. No employee shall be discriminated against or disciplined for failure to work overtime. Employees who indicate they will work overtime shall be expected to work as scheduled. The Association, its members, and all employees will in good faith comply with this provision and will not take any concerted action to circumvent it.

B. On a shift, scheduled overtime work shall be divided as equally as practicable in a continuous cycle by unit seniority among qualified employees in the unit in a specific department. A qualified employee is one who can perform the full job requirements as normally performed in the job classification for which the overtime is scheduled. However, if employees are scheduled for overtime work for which they alone are qualified, they shall not participate in overtime turns in other work for which they are also qualified until other qualified employees

have had an equal number of turns. Overtime shift work may be scheduled for qualified employees in the unit in the specific department on their regularly assigned shift so long as the employees so scheduled are not more than two (2) turns ahead of other qualified employees on any other shift.

9. Overtime Records:

The Board will make available to the Association monthly records of all overtime worked by members of the unit on or before the 15th day of the following month.

ARTICLE XIII - SENIORITY

1. District-wide seniority is defined as the length of an employee's continuous service in the school district that shall date from the employee's most recent hiring. Departmental seniority is defined as the length of an employee's continuous service in a given department or job category and that shall date from the time of the employee's most recent assignment to said department or job category. The Board and the Association agree to jointly develop a seniority list with respect to all employees presently in the bargaining unit, which shall be signed by both parties and shall be considered as binding upon both parties with respect to future determinations of seniority with respect to employees in the unit. Seniority shall cease upon:

A. Resignation or voluntary quit.

B. Justifiable discharge.

C. Failure to report for work within five (5) consecutive work days without good reason and without written notice to the employee's supervisor and to the Board within said five (5) days.

D. Failure to notify the Board by certified mail (return receipt requested) of acceptance or rejection of recall within three (3) days of receipt of recall notice, or failure to prove inability to give written acceptance of rejection, or failure to return to work from lay-off within five (5) consecutive work days after being notified to return. Notification shall be by certified mail to the last address of the employee as shown on the records of the Board. Copies of recall letters will be mailed to the Association at the same time such letters are sent to the employees.

E. A lay-off by the Board for more than twelve (12) months of an employee having six (6) months or more of accumulated service.

F. A lay-off by the Board for a period exceeding the period of accumulated service of any employee having less than six (6) months service.

Any employee whose seniority has ceased under the foregoing and who is subsequently rehired shall be covered under the terms of this Agreement in the same manner as a new employee.

2. Probationary Period:

A. All employees with less than ninety (90) days continuous service shall be subject to discharge without recourse, provided such discharge shall not be used by the Board for the purposes of discriminating against employees because of membership or legitimate activity in the Association.

B. After completion of the ninety (90) day probationary period, an employee's record of continuous service will date back to the original employment date.

3. Seniority Records:

A. The Board will maintain seniority records of employees which will be available in the Personnel Division for examination by the Association Representative and grievance committeemen.

B. The Board shall notify the Association of all occurring seniority changes as soon as possible.

4. Seniority Units and Classifications:

A. The seniority provisions shall operate within the various labor grades that make up the seniority units which are attached and made a part of this Agreement. The seniority units are made up of one or more job classifications of the same or different departments doing similar work. The units as presently constituted shall remain in effect unless changed by agreement between the parties.

B. An employee when hired shall be assigned to a classification in a unit, and shall accumulate seniority in that unit on the basis of that employee's accredited Board service.

5. Layoff of unit members shall be accomplished in the manner utilized in 1976-77 utilizing the concept of "an aide is an aide."

6. Job Vacancies:

A. Job vacancies are open jobs other than of a temporary nature for which the Board required additional employees. Such vacancies will be filled in the following ways:

(1) When a job opening occurs, it will be filled by the highest qualified employee who has indicated a preference by submitting an appropriate application for the vacant job.

a. An upgrading or downgrading will be filled by the highest senior employee who has indicated a preference for the job and has the skill and ability required for the job.

(2) It is understood that an employee may file for a transfer from one area of the same job classification and must be approved by the office of the Director of Personnel.

(3) Job vacancies will be posted at the clock in each department in the seniority unit in which the opening occurs.

(4) The initial posting shall be in each school and in each department for five (5) days starting at 1:00 P.M. on the day the requisition is received by the Personnel Office.

(5) Interested employees may apply by applying in the office of the Director of Personnel.

(6) Persons who are absent through no fault of their own (e.g. sickness, etc.) during posting will have the opportunity within three (3) days after return to indicate their interest in the job. This pertains to absences other than those covered by formal leaves.

7. Right of Assignment and Transfers:

A. The Board will have the right of job assignments on a particular shift within a labor grade in a specific unit.

B. A temporary transfer is defined as a transfer of an employee to any job other than that employee's regularly assigned job and shall not exceed a period of four (4) weeks, except that employees may be transferred within a labor grade within a unit for a period not exceeding sixty (60) days.

C. If a transfer has been made for the period defined above, the condition shall no longer be considered as temporary condition and thereafter the Board will make a permanent adjustment. However, the duration of a temporary transfer may be extended beyond the above limitation by agreement among the employee, the Association Representative, and the Director of Plant Facilities. All parties are expected to apply a reasonable application of these limitations taking into consideration the

operating problems of the Board. Employees on temporary transfers shall retain and accumulate seniority in their currently assigned unit.

8. Urgency:

A. If temporary transfers are required for reasons other than work not being scheduled or available, the Board may transfer employees without regard to seniority.

B. Payment for Temporary Transfers: Employees involved in temporary transfers shall be paid their assigned personal rate or the rate of the job to which they are transferred, whichever is higher.

C. Voluntary permanent transfers shall be made in accordance with the following:

(1) The request shall be made in writing.

(2) When an employee has voluntarily transferred to another unit, that employee shall not be permitted to transfer again to another unit until said employee has accumulated eighteen (18) months seniority in his present unit.

(3) When an employee makes a voluntary permanent transfer to another unit, he shall waive all of his seniority rights to return to the labor grade and unit from which he was transferred, unless he is laid off from the unit to which he transferred.

(4) This section shall not limit the Board from assigning an employee to duties within his job description.

(5) Trades helpers will normally work in their own trade unit, but there shall be no restriction at any time regarding their working other trade units.

(6) Trades helpers should be used to train additional maintenance personnel from within the district.

(7) Trades helpers shall receive the same rate of pay as they are receiving in their previous employment.

(8) Trades helpers should always be accompanied by a maintenance man.

(9) There shall be no separate salary scale for trades helpers.

(10) In the event an employee has at any time in the past been employed in any job which is now within the bargaining unit and has been or is transferred to a job out of the bargaining unit, the employee may be returned to his former department, or if such department is no longer in existence, to a job in a unit performing similar work, on the basis of the employee's Board service and providing the employee has the skill and ability to perform the job within a two (2) week trial period.

9. Physical Disability Transfer:

A. All temporary Board-incurred disabilities necessitating a temporary transfer will be governed by the temporary transfer provisions of this Article.

B. Non-Board-incurred permanent disability transfer requests may be made only by employees having at least ten (10) years Board service who are permanently unable to perform their assigned jobs. Transfers may only be made on jobs held by employees within the lowest three (3) years of Board seniority actively employed at the time the request is made. Under such transfers, the transferee takes full school board seniority into the unit to which he transfers. Only one (1) such transfer is permitted unless the job is abolished thereafter.

C. Employees who are permanently unable to perform their regularly assigned jobs as a result of a Board-incurred disability may apply for a permanent transfer subject to the following condition: The search by the Board for an appropriate job must be begun first by reviewing jobs held by employees with less than three (3) years seniority and continuing the search at yearly intervals. In no event may the applicant displace an employee with more Board seniority. An employee transferred pursuant to this Section relinquishes recall rights to his former job and carries his full Board seniority into the unit in which the new job is located.

D. An employee who has, as a result of a Board-incurred injury, suffered the loss of an eye, or the equivalent of complete amputation of an essential body member, may apply for preferred seniority on their regularly assigned job as long as the employee is physically able to perform the duties thereof. If the injury prevents the efficient performance on the regularly assigned job, the employee may request a transfer, whereupon the Board will attempt to place the employee in a job commensurate with the employee's skill and physical capability. An application approved under this section shall mean that the employee shall not be subject to displacement as long as the employee is physically capable of efficiently performing the duties of that job. The intent of this Section is to protect

employees who would find it extremely difficult to obtain other employment due to the type of disability covered under this section.

E. Any of the above transfers shall be to a job for which the disabled employee is physically fit and has the present skill and ability to perform the work required. The extent of any disability shall be determined by reference to competent medical reports. The Board will decide whether or not the employee has the skill and ability to perform the available job.

F. The salary of an employee who does suffer a Board connected disability will be the same as the salary prior to the injury regardless of the job to which the employee is transferred.

10. Preferences: During their term of office, Association officers (President, Vice-President, Secretary, and Treasurer) shall be preferred to retention and recall of the work force at any time of any adjustment in the force or layoff of employees. This provides the named officers with top Board seniority.

11. Employees assigned as black seal operators shall do other work as assigned. The black seal assignment shall be a portion of their work during that assignment.

ARTICLE XIV - PHYSICAL EXAMINATIONS

All employees of the Board shall be required to undergo an annual physical examination, the scope of which shall be in accordance with the rules promulgated by the Office of the State Commissioner of Education. The examination shall be at the expense of the Board and shall be conducted by a physician designated by the Board to make the examination. All examinations shall be conducted on the employee's time. The Board further reserves the right to require additional individual physical or psychiatric examinations of any employee whenever, in the judgment of the Board, the employee shows evidence of deviation from normal physical or mental health. Such additional examination shall likewise be at the expense of the Board, but shall be conducted on the employee's own time.

ARTICLE XV - PART-TIME EMPLOYEES

1. It is also recognized by the parties that for periods of time during summer months of June through September, certain additional part-time employees are hired on an hourly basis. Personnel so employed shall not be entitled to receive, in addition to their compensation, any of the benefits listed herein with respect to health insurance, sick leave, holidays, other paid absences, vacations, or unpaid leaves of absence. When said persons are so hired on an hourly basis, the applicable hourly rate shall not exceed the rate paid to probationary employees hired in the same job category, job classification, or doing similar work.

2. Except as provided in this article, no person shall be hired within this bargaining unit on anything other than a probationary or contract basis.

ARTICLE XVI - BULLETIN BOARDS

1. The Association shall have the right to have posted on the designated bulletin boards notices of Association meetings, Association elections, names of Association officials and representatives, and Association social and educational gatherings.

2. The Association agrees it will not make, publish, or circulate any false or misleading remarks about the Board, its management, or other personnel.

3. The Board agrees that it will not make, publish, or circulate any false or misleading remarks about the Association, its officers, representatives, or members.

ARTICLE XVII - SUPERVISORS' WORK

1. The Supervisor may perform such work normally under the Supervisor's jurisdiction and direction as is necessary: (1) to maintain an uninterrupted flow of work and normal departmental efficiency; (2) to train employees; and (3) to relieve bottlenecks.

2. This Article shall not limit the supervisor in performing other or similar work which is a part of their regular duty so long as doing such work does not affect the work opportunities of those employees under the Supervisor.

ARTICLE XVIII - SUSPENSION, DISCHARGE, AND TERMINATION OF EMPLOYMENT

1. The departmental supervisor will notify the employees involved in any suspension or discharge together with the written reason therefore. A hearing on such action may be held before the Personnel Manager within one (1) week after the action is taken by the Personnel Manager. The Association Representative can attend the hearing. Necessary witnesses can be called, but not more than two (2) witnesses shall be present at the hearing at any one time.

2. An employee who has been subject to suspension or discharge shall have the right to file a grievance initiated at the Fourth step of the grievance procedure, as set forth in Article XX of this Agreement.

3. Should it be decided that an employee has been suspended or discharged without just cause, such employee shall be reinstated without loss of seniority and will be paid for the hours the employee would have worked less any deductions required by law. Pay for this purpose shall be for his regular hours worked for each week lost at the employee's average hourly rate of earnings for the two (2) week period immediately preceding the suspension or discharge exclusive of overtime premium, but including night shift bonus for that period of time the employee would have worked on the night shift if the employee is a regularly assigned night shift worker.

4. This Article shall not apply to probationary employees.

5. Employees who are suspended or discharged in accordance with provisions of this Article or who resign shall not be entitled to any compensation other than wages due them or to any other benefits under this Agreement except as provided in Article XI, Vacations.

6. No employee shall be disciplined, reprimanded, or reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent thereof, shall not be made in public and shall be subject to the grievance procedure. Any dismissal or suspension shall be considered disciplinary action and shall be subject to the grievance procedure.

7. Application to the job: In addition to the responsibilities that may be provided elsewhere in this Agreement, the following shall be observed:

A. It is recognized that sound, equitable, and competitive work practices are an essential ingredient to the establishment of a climate for the growth and the security of job opportunities

at the Board of Education. In connection with this recognition, such practices as are listed below will subject any employee engaging in such activities to immediate suspension or discharge.

(1) Stopping work prior to the end of a shift, or extensive absence from a work station without permission.

(2) Complete disregard to rules and regulations as set forth by the Director of Plant Facilities, provided such regulations do not violate the terms of this Agreement.

(3) The consumption of any alcoholic beverage, drugs, or other substance which may impair the work performance of any employee.

(4) All new regulations shall be presented to the Association Executive Board at least one (1) week for review prior to implementation.

B. The general lateness procedure shall be as follows:

(1) For lateness of more than five (5) minutes up to fifteen (15) minutes, dock fifteen (15) minutes pay. For lateness in excess of fifteen (15) minutes, dock pay in fifteen (15) minute intervals, such as for lateness of sixteen (16) minutes to thirty (30) minutes, dock thirty (30) minutes pay.

(2) If late for any length of time of one (1) minute or more for a combined total of more than five (5) times in any two (2) consecutive pay periods, the employee be suspended without pay for (1) day. If five (5) such suspensions have been imposed in any school year, the employee can be terminated with review limited to the procedural aspects only.

ARTICLE XIX - DEFENSE OF LEGAL ACTIONS

1. Whenever any civil action has been or shall be brought against any employee in the unit for any act or omission arising out of and in the course of the performance of his duties, the Board agrees to defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such persons from any financial loss resulting therefrom, provided, however, that the Board retains the right to designate the legal counsel who will so represent the employee and to control the course of said litigation.

2. In the event that any criminal action may be instituted against any employee for any act or omission arising out of and in the course of the performance of his duties, which proceeding

is dismissed or terminated with a final disposition in favor of the employee so accused, the Board agrees that it will reimburse said employee for the reasonable cost of defending such proceedings, including reasonable counsel fees and reasonable expenses incident to the hearing, trial, or appeal.

3. Any employee involved in an accident arising out of or during the course of his employment shall immediately report said accident and any physical injury sustained therein to the employee's supervisor. This report shall be reduced to writing by the employee before going off duty or as soon thereafter as reasonably practicable. The failure of any employee to comply with this provision shall render the employee subject to appropriate disciplinary action by the Board.

4. When an employee is required to appear in any court to testify on behalf of the Board with respect to any event arising out of or occurring during the course of the employee's employment, the employee shall be reimbursed by the Board for any pay which the employee would have earned in the Board's employment during the period in question.

5. Security Aides shall be paid appropriate compensation for appearance in court or at police stations when such appearances extend beyond their contractual work day.

ARTICLE XX - GRIEVANCE PROCEDURE

1. The following definitions are set forth for the purpose of explaining the meaning of certain terms utilized in the remainder of this article:

A. A "grievant" is a person or persons making a claim cognizable under the terms of this Article.

B. A "grievance" is defined to mean a claim by an employee that as to said employee there has been an improper interpretation, application, or violation of this Agreement, or a claim with respect to some working condition which directly affects the grievant.

C. A "day" is defined to mean a regular working day.

2. The purpose of this procedure is to procure equitable and proper solutions of grievances at the lowest possible level.

3. Any employee shall have the right to file a grievance pursuant to this procedure within thirty (30) days after the occurrence which allegedly resulted in the grievance.

4. The time limitations set forth for processing of various steps in the grievance procedure hereinafter specified shall be regarded as maximum limits, and every effort shall be made to process all grievances as expeditiously as possible within those maximum time limitations.

5. The procedure by which grievances are to be prosecuted is as follows:

A. Step 1 - The aggrieved employee, with or without the Association Representative, shall first present the grievance to and discuss the same informally with his immediate supervisor, who will attempt to resolve it. The supervisor shall be allowed a maximum period of three (3) days after presentation of a grievance to study the problem and advise the grievant of the supervisor's determination. The following steps are to be implemented by the Association and the aggrieved party:

B. Step 2 - In the event the grievance is not resolved satisfactorily with the immediate supervisor, the aggrieved employee shall have three (3) days after the receipt of the supervisor's decision within which to make a formal presentation of grievance to the Director of Plant Facilities, the Director of Food Services, or to the building Principal, or Director of Education, depending upon the job category of the employee involved. The presentation of the grievance shall indicate the nature of the complaint and the specific facts that the grievant considers to be relevant to its resolution. The Director of Plant Facilities, the Director of Food Services, or the building Principal shall render a written decision with respect to the grievance within five (5) days of the receipt of the formal written presentation.

C. Step 3 - In the event no mutually satisfactory decision is received within five (5) days after the completion of the presentation made at the level of the Principal, Director of Plant Facilities, or Director of Food Services, within seven (7) calendar days thereafter a written statement of the grievance shall be delivered either manually or by ordinary mail to the office of the Superintendent, who shall have seven (7) additional days, measured from the date of such delivery, to provide a response. In that interim, the appropriate representative or representatives of the Association shall confer with the Superintendent or with the Superintendent's designee in an effort to affect a voluntary settlement.

6. In any event, if the response of the superintendent is unsatisfactory, or if the superintendent has made no response within the time provided above, the grievance may, at the election of either party hereto, be submitted to final and binding arbitration to be conducted under the applicable rules of

the American Arbitration Association, provided that the party wishing to submit to arbitration files a written demand therefor with the American Arbitration Association, and serves a copy of the same upon the other party within thirty (30) school days after the date on which the superintendent had replied, or was required to have replied if no reply was submitted.

7. In the administration of the aforementioned grievance procedure, failure at any one step of this procedure of one charged with the responsibility of rendering a decision to do so within the specified time limits shall permit the aggrieved party to proceed immediately to the next step. The failure at any step of this procedure to appeal a grievance to the next step with the specified time limits shall be deemed to be in acceptance at the decision rendered in that step, and that decision will be a final determination of the grievance. In all cases in which the grievant is represented by the Association, the Association shall be considered the appellant for the purposes of implementing the cost provisions of paragraph 6 herein.

8. Subject to the foregoing limitations and restrictions, the Association may indicate a class action or group grievance, in either the unit's own name or as the representative of a group or class whose individual signatures shall not be indicated, at the second level of the grievance procedure.

9. The arbitrator shall be without authority or ability to amend, modify, delete, or expand this contract.

ARTICLE XXI - BOARD-STAFF RELATIONS COMMITTEE AND NEGOTIATIONS COMMITTEE

1. The parties hereto jointly recognize the fact that there are continuing problems involving non-negotiable matters which the parties should review and discuss on a periodic basis. In order to foster such continuous review and discussion, the parties hereto do agree to establish a Board-Staff Relations Committee which shall be composed of three (3) members designated by the Association, three (3) members designated by the Board, the Personnel Manager, and the Directors of Elementary and Secondary Education. This committee shall meet regularly at least once a month on a day of the month to be regularly fixed by mutual agreement of the committee members immediately after their designation. The Committee may meet at such additional times during the course of the year as may be designated by mutual agreement. Any member of the Committee shall be free to suggest subject matter for discussion and action by the Committee. It is, however, mutually agreed in view of past experience that the Committee shall immediately undertake a review of the following

subjects for the purpose of resolving administrative problems with respect thereto in submitting possible recommendations for future incorporation into the Board policy or the collective bargaining agreement:

- A. Overtime distribution;
- B. Safety with respect to mechanical equipment;
- C. Employment and utilization of substitutes;
- D. Designation and maintenance of parking areas for school maintenance vehicles;
- E. Development of a school district safety manual;
- F. Any additional topics which the Association desires to discuss and which are specified in a written notice filed with the Personnel Manager;
- G. Number of sick and personal days.

2. The negotiation committees can meet if mutually desired to deal with negotiable matters, if any, which the parties wish to discuss.

ARTICLE XXII - OPERATIONAL CONTINUITY

The Association agrees that during the term of this Agreement, neither it nor its officers, employees, or members will engage in, encourage, sanction, support, or institute any work stoppage, boycotts, slowdowns, mass resignation, mass absenteeism, picketing, or other similar practices which would promote the performance of, or interference with, the normal operation of the school district and/or of the Board. In the event that Association members do participate in such proscribed activities despite the aforementioned efforts of the Association, no liability will be imposed upon the Association itself as a result thereof. In the event that the Association members do participate in such activities in violation of this provision, the Association agrees that it will notify its members so engaged to cease and desist from such activities forthwith, and that it will further take all reasonable action necessary to bring about the cessation of such activities. Any employee engaged in such activity may be dismissed or otherwise disciplined by the Board, and the action of the Board in so disciplining employees shall not be subject to the grievance procedure previously set forth in this Agreement.

ARTICLE XXIII - DISTRIBUTION OF TOOLS

The Board agrees that it will provide each employee in the building maintenance, ground maintenance, and pool maintenance category with a set of general tools as listed on Schedule A annexed hereto. The tools so provided by the Board will be inventoried when assigned, and the person to whom they are assigned will be responsible to reimburse the Board for cost of replacing any tools assigned to them which are thereafter lost. The Board further agrees to provide on a "pool" basis for periodic use in the district those tools listed on Schedule B attached hereto. The parties hereto recognize that the tools listed on Exhibit B are required for special use on a non-continuing basis, and the same will be available for use as required in accordance with such guidelines as are established and promulgated by the Director of Plant Facilities.

ARTICLE XXIV - DURATION OF AGREEMENT

1. This Agreement shall become effective as of the date of execution but shall have retroactive application to July 1, 1988, and shall extend from that date through June 30, 1992.

2. Except as otherwise specifically provided within this Agreement, the parties hereto agree that all items presented for or subject to negotiation have been discussed during the negotiations leading to this Agreement; and, therefore, agree that for the term of this Agreement or any extension hereof, negotiations will not be requested on any item, whether contained herein or not. This Agreement, therefore, constitutes the entire understanding between the parties hereto.

ARTICLE XXV - REPRESENTATION FEE

1. Purpose of Fee

Any employee included in Article I who does not become a member of the Association during any membership year (i.e., from September 1 to following August 31) which is covered in whole or in part by this Agreement will be required to pay a representation fee to the Association for that year. The purpose of this fee is to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the

regular membership dues charged by the Association on its own members for that membership year.

3. Deduction and Transmission of Fee

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the 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 Association.

A. 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:

1. Ten (10) days after receipt of the aforesaid list by the Board; or

2. Thirty (30) days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employment 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.

B. Termination of Employment

If an employee who is required to pay a representation fee terminated his or her employment with the Board before the Association 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.

C. Mechanics

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

D. Changes

The Association 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.

E. Once per month the Board will submit a list of new employees hired by the Board in positions represented by the Association during the month preceding the month in which the report is made. The list will include name, job title, and date of employment for such employees.

4. Indemnification, Hold Harmless, and Guarantee Clause

A. The Employees Association of Willingboro Schools and its affiliates shall indemnify and hold the Board harmless against and from any and all claims, demands, suits, and any other forms of liability or costs whatsoever, including but not limited to liability for reasonable counsel fees and other legal costs paid to counsel of the Board's choice that may arise out of or by reason of any action taken or not taken by the Board in conformance with or in attempted conformance with the agency shop or representation fee provision. Furthermore, and in addition hereto, the Employees Association of Willingboro Schools and its affiliates guarantee that they will be responsible for and reimburse to the Board any costs or expenses, including but not limited to the above enumerated types of costs arising from or by reason of any action taken or not taken by the Board in conformance with or in attempted conformance with the agency shop or representation fee provision.

B. The Employees Association of Willingboro Schools and its affiliates shall be solely responsible for any costs, liabilities, refunds, or charges of any type of expense whatsoever arising from the use of the demand and return system or other appeal or challenge to the representation fee. In the event of such a situation, the Employees Association of Willingboro Schools and its affiliates shall indemnify and hold the Board harmless from any such costs, liabilities, refunds, or charges, including but not limited to reasonable counsel fees and other legal costs paid to the counsel of the Board's choice that may arise out of or by reason of any such appeal or challenge.

5. In the implementation and operation of this Agency Fee Provision, the Association guarantees that it will comply with all constitutional, statutory, and regulatory provisions and requirements.

IN WITNESS WHEREOF, the parties hereto have caused the hands of their respective officers and the seals of their respective organizations to be affixed this *3rd* of *April*, 19*90*.

BOARD OF EDUCATION OF THE
TOWNSHIP OF WILLINGBORO

(Seal)

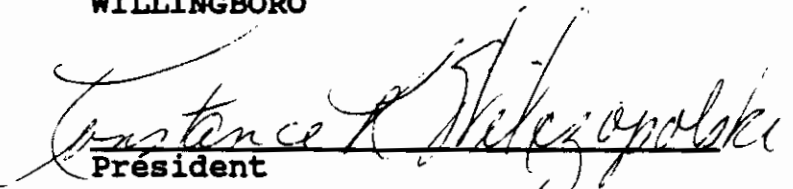

Gerard T. Whittle, President

Attest:

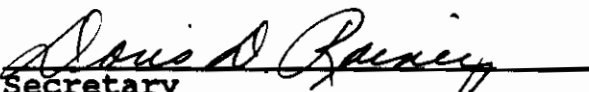

Lee Muller, Secretary to the
Board of Education

EMPLOYEES ASSOCIATION OF
WILLINGBORO

(SEAL)


President

Attest:


Secretary

February 1, 1990

Employees Association of
Willingboro Schools
Willingboro Board of Education
Levitt Administration Building
Salem Road
Willingboro, NJ 08046

Ladies and Gentlemen:

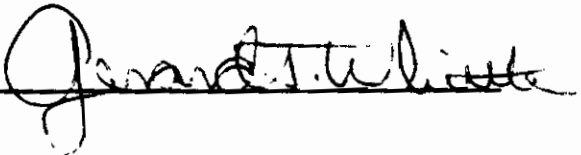
We have reached agreement on a new Collective Bargaining Agreement and this letter will expand that Agreement as follows:

- 1) It has been agreed that the Association will have the right, on an informal basis, to meet with the Board or a Board Committee in the event of a non-renewal of an employee. However, it must be understood that this does not in any way change or modify the Agreement or provide additional substantive rights in the case of any such non-renewal.
- 2) In that it has always been in the WEA negotiations that substantive health and welfare changes have been made, it has been agreed that EAWS will be bound by any cost containment or cost sharing provisions and/or improvements in Medical, Surgical, Major Medical coverage, or Dental, which might be agreed upon by the WSB and the WEA during the present negotiations. Any such change will become effective July 1, 1990.
- 3) The parties have agreed that any offer made and then withdrawn in no way can be used against such party at a later date.

Please signify your approval of the above by signing, dating and returning a copy of this letter in the enclosed envelope.

Very truly yours,

WILLINGBORO SCHOOL BOARD

By: 

AGREED TO AND APPROVED:

EMPLOYEES ASSOCIATION OF
WILLINGBORO SCHOOLS

By: 

ANALYSIS OF COST OF TENTATIVE AGREEMENT
 BETWEEN WILLINGBORO BOARD OF EDUCATION AND EAW

	FOOD SERV	%	COST OF INCREASE OVER PREV YR.	CUM COST OF INCREASE OVER BASE YR.	OTHER	%	COST OF INCREASE OVER PREV YR.	COST OF INCREASE OVER BASE YR.
87-88 SCATTERGRAM	\$370,363				\$2,697,854			
88-89 SCATTERGRAM	\$399,992	8.00	\$29,629	\$29,629	\$2,913,683	8.00	\$215,829	\$215,829
89-90 SCATTERGRAM	\$431,991	8.00	\$31,999	\$61,628	\$3,146,778	8.00	\$233,095	\$448,924
90-91 SCATTERGRAM	\$470,677	8.95	\$38,686	\$100,314	\$3,413,489	8.48	\$266,711	\$715,635
91-92 SCATTERGRAM	\$510,685	8.50	\$40,008	\$140,322	\$3,703,646	8.50	\$290,157	\$1,005,792
		33.45	\$140,322	\$331,693		32.98	\$1,005,792	\$2,386,180

CUM % 37.88%

CUM %

37.28%

FOOD SERVICES DIVISION

EAMS SALARY GUIDES - 1988-1992
 eg370570
 2-26-90

eg370570
 1-31-90

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	A LA CARTE/ELEM LEAD & HRS			(17)	(18)	(19)	(20)																											
86-7	87-8	88-9	89-90	90-91	90-91	RSTRT % INC VS	RSTRT % INC VS	RSTRT % INC VS	89-90	89-90	90-91	90-91	90-91	90-91	RSTRT GUIDE	SENIOR SENIORS	SENIOR SENIOR																											
STEP SALARY																																												
STEP	SALARY	STEP	SALARY	GUIDE REPEAT	DIST	VS	VS	VS	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP																											
1	3779	3958	4150	4351	1	4622	2	4731	3	4840	4	4949	5	5058	6	5167	7	5276	8	5385	9	5494	10	5603	11	5712	12	5821	13	5930	14	6039	15	6148	16	6257	17	6366	18	6475	19	6584	20	6693
2	3879	4062	4387	4616	2	4731	3	4840	4	4949	5	5058	6	5167	7	5276	8	5385	9	5494	10	5603	11	5712	12	5821	13	5930	14	6039	15	6148	16	6257	17	6366	18	6475	19	6584	20	6693		
3	3988	4170	4504	4864	3	4949	4	5058	5	5167	6	5276	7	5385	8	5494	9	5603	10	5712	11	5821	12	5930	13	6039	14	6148	15	6257	16	6366	17	6475	18	6584	19	6693	20	6802				
4	4104	4287	4630	5000	4	5167	5	5276	6	5385	7	5494	8	5603	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911						
5	4122	4412	4765	5146	5	5276	6	5385	7	5494	8	5603	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911								
6	4257	4431	4786	5168	6	5385	7	5494	8	5603	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911										
7	4386	4576	4942	5338	7	5494	8	5603	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911												
8	4661	4715	5092	5500	8	5603	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911														
9	4796	5011	5411	5844	9	5712	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																
10	4919	5156	5568	6014	10	5821	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																		
11	5041	5288	5711	6168	11	5930	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																				
12	5275	5419	5853	6321	12	6039	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																						
13	5368	5671	6124	6614	13	6148	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																								
14	5454	5771	6232	6731	14	6257	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																										
15	5863	5863	6332	6839	15	6366	16	6475	17	6584	18	6693	19	6802	20	6911																												

SUB-TOTAL GUIDE COS
 AVE. HOURLY RATE

CASHIER 6HRS (1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	CASHIER 6HRS		(16)	(17)	(18)	(19)	(20)
											(12)	(13)					
STEP	86-7	87-8	88-9	89-90	STEP	89-90	GUIDE	RSTRT	% INC	\$ INC	RSTRCT	90-91	SENIOR	STEP	RSTRT	SENIOR	GUIDE
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	REPEAT	GUIDE	VS	VS	STEP	SENIORS	SENIORS	STEP	GUIDE	SENIORS	STEP
1	5597	5820	6103	6399	1	6399					1	6932		1	7343		1
2	5786	6017	6286	6591	2	6591					2	7096		2	7521		2
3	5981	6220	6498	6789	3	6789					3	7260		3	7699		3
4	6192	6430	6718	7018	4	7018					4	7424		4	7877		4
5	6450	6656	6944	7255	5	7255					5	7588		5	8055		5
6	6709	6934	7189	7499	6	7499					6	7752		6	8233		6
7	6992	7212	7488	7764	7	7764					7	7916		7	8411		7
8	7206	7516	7789	8088	8	8088					8	8080		8	8589		8
9	7452	7746	8118	8412	9	8412					9	8244		9	8767		9
10	7702	8011	8366	8767	10	8767					10	8408		10	8945		10
11	7934	8280	8652	9035	11	9035					11	8572		11	9123		11
12	8182	8529	8942	9344	12	9344					12	8736		12	9301		12
13	8354	8796	9211	9657	13	9657					13	8900		13	9479		13
14	8538	8981	9499	9948	14	9948					14	9064		14	9657		14
15	8741	9178	9699	10259	15	10259					15	9228		15	9834		15
16	8997	9397	9913	10475	16	10475					16	9392		16	10012		16
			10148	10706	17	10706					1	10744		1	10190		1
					18	10960					2	11080		2	11657		2
											3	11313		3	12022		3
											4	11562		4	12275		4
											5	11837		5	12545		5
											6	12370		6	12843		6
														7	13421		7

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		CENT KITCH PERS 6 HRS		
STEP	SALARY	86-7	87-8	88-9	STEP	89-90	GUIDE	RSTRCT	VS	VS	90-91	90-91	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
STEP	SALARY	SALARY	SALARY	SALARY	STEP	SALARY	REPEAT	GUIDE	VS	VS	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
1	4525	4711	4940	5180	1	5180		1	5681		1	5681		1	5681		1	5681		1
2	4672	4864	5088	5335	2	5335		2	5845		2	5845		2	5845		2	5845		2
3	4826	5022	5254	5495	3	5495		3	6009		3	6009		3	6009		3	6009		3
4	5004	5188	5424	5674	4	5674		4	6173		4	6173		4	6173		4	6173		4
5	5123	5379	5603	5858	5	5858		5	6337		5	6337		5	6337		5	6337		5
6	5241	5507	5727	6051	6	6051		6	6501		6	6501		6	6501		6	6501		6
7	5360	5634	5848	6274	7	6274		7	6665		7	6665		7	6665		7	6665		7
8	5479	5762	5968	6424	8	6424		8	6829		8	6829		8	6829		8	6829		8
9	5585	5890	6085	6572	9	6572		9	6993		9	6993		9	6993		9	6993		9
10	5716	6004	6223	6721	10	6721		10	7157		10	7157		10	7157		10	7157		10
11	5870	6145	6361	6870	11	6870		11	7321		11	7321		11	7321		11	7321		11
12	6036	6310	6484	7003	12	7003		12	7485		12	7485		12	7485		12	7485		12
13	6190	6489	6636	7167	13	7167		13	7649		13	7649		13	7649		13	7649		13
14	6380	6654	6815	7360	14	7360		14	7813		14	7813		14	7813		14	7813		14
15	6558	6859	7008	7568	15	7568		15	7977		15	7977		15	7977		15	7977		15
16	6724	7050	7187	7762	16	7762		16	8141		16	8141		16	8141		16	8141		16
17	6878	7228	7407	8000	17	8000		17			17			17			17			17
18	7079	7394	7614	8223	18	8223		18			18			18			18			18
19	7257	7610	7985	8431	19	8431		19			19			19			19			19
20	7518	7801	8219	8876	20	8876		20			20			20			20			20
21	7660	8082	8425	9099	21	9099		21			21			21			21			21
22	7790	8235	8728	9427	22	9427		22			22			22			22			22
23	8040	8374	8893	9605	23	9605		23			23			23			23			23
24	8301	8643	9044	9768	24	9768		24			24			24			24			24
25	8924	8924	9334	10081	25	10081		25			25			25			25			25
			9637	10408	26	10408		26			26			26			26			26
					27			27			27			27			27			27

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

1 9586
2 9827
3 10181
4 10373
5 10549
6 10888
7 11241
8 11747

2 10401
3 10663
4 11046
5 11255
6 11446
7 11813
8 12197
9 12745

FOOD HANDLER/DRIVERFOOD (1) (2) (3) (4)	FOOD HANDLER/DRIVER 8 HRS (5) (6) (7)	FOOD HANDLER/D (12) (13) (14) (15) (16) (17)	FOOD HANDLER/D (18) (19) (20)
86-7 87-8	88-9	89-90	90-91
SALARY	SALARY	SALARY	SALARY
STEP	STEP	STEP	STEP
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9
10	10	10	10
11	11	11	11
12	12	12	12
13	13	13	13
14	14	14	14
15	15	15	15
16	16	16	16
17	17	17	17
18	18	18	18
10374	11176	11719	13483
10854	11512	12070	14082
11372	12044	13008	14681
11932	12601	13610	15280
12505	13203	14259	15879
13077	13853	14961	17077
13677	14463	15680	17676
14091	15182	16397	18275
14354	15879	17149	18874
14769	16360	17668	19473
15353	16665	17998	20671
15730	17147	18519	21270
16277	17825	19251	21869
16783	18263	19724	22468
17200	18898	20409	23078
17662	19485	21044	23728
17914	19969	21567	24378
19258	20504	22146	
	20798	22462	

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

5

SENIOR HIGH LEAD/6 HRS.		SENIOR HIGH LE																		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
STEP	86-7	87-8	88-9	89-90	90-91	RSTRCT	VS	VS	VS	VS	RSTRCT	VS	VS	VS	RSTRCT	VS	VS	VS	VS	
SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE	GUIDE	DIST	% INC	% INC	% INC	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
1	5087	5203	5455	5720	1	5720					1	10427	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
2	5347	5469	5619	5892	2	5892					2	10645	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
3	5629	5748	5906	6378	3	6378					3	10862	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
4	5935	6051	6208	6704	4	6704					4	11080	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
5	6216	6380	6535	7058	5	7058					5	11298	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
6	6542	6682	6891	7442	6	7442					6	11515	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
7	6712	7033	7217	7794	7	7794					7	11733	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
8	6915	7215	7595	8203	8	8203					8	11950	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
9	7131	7434	7793	8416	9	8416					9	12168	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
10	7347	7666	8028	8671	10	8671					10	12385	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
11	7571	7898	8279	8941	11	8941					11	12603	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
12	7657	8139	8530	9212	12	9212					12	12821	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
13	8050	8231	8790	9493	13	9493					13	13038	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
14	8299	8654	8946	10094	14	10094					14	13256	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
15	8553	8921	9346	10406	15	10406					15	13473	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
16	8807	9194	9930	10724	16	10724					16	13691	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
17	9061	9468	10225	11043	17	11043					17	13910	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
18	9351	9741	10520	11361	18	11361					18	14147	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
19	9561	10052	10857	11725	19	11725					19	14383	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
20	9808	10278	11100	11988	20	11988					20	14619	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
21		10544	11387	12298	21	12298					21	14855	90-91	90-91	90-91	90-91	91-2	91-2	91-2	
22					22						22									
23					23						23									

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

1	16842	1	16273
2	17220	3	18684
3	17665	4	19166
4	18460	5	20029

PM PRODUCTION & HRS	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
STEP SALARY	86-7	87-8	88-9	88-9	STEP SALARY	89-90	90-91	90-91	RSTRT % INC VS DIST	89-90	\$ INC VS	RSTRCT	90-91	90-91	90-91	90-91	STEP	RSTRT	91-2	91-2
STEP SALARY	86-7	87-8	88-9	88-9	STEP SALARY	89-90	90-91	90-91	RSTRT % INC VS DIST	89-90	\$ INC VS	RSTRCT	90-91	90-91	90-91	90-91	STEP	RSTRT	91-2	91-2
1	2972	3031	3178	3178	1	3332						1	3607				1	3795		
2	3133	3195	3273	3273	2	3432						2	3716				2	3914		
3	3308	3368	3450	3450	3	3535						3	3825				3	4032		
4	3495	3556	3637	3637	4	3727						4	3934				4	4150		
5	3673	3757	3841	3841	5	3928						5	4043				5	4268		
6	3828	3948	4058	4058	6	4148						6	4152				6	4387		
7	3978	4115	4264	4264	7	4382	4806		1	9.67%	424	7	4261				7	4505		
8	4146	4276	4444	4444	8	4606						8	4370				8	4623		
9	4216	4457	4618	4618	9	4800						9	4479				9	4741		
10	4255	4532	4814	4814	10	4988						10	4588				10	4860		
11	4394	4574	4895	4895	11	5199						11	4697				11	4978		
12	4516	4724	5101	5101	12	5286						12	4806				12	5096		
13	4641	4855	5243	5243	13	5335						13	4915				13	5215		
14	4764	4989	5388	5388	14	5510						14	5024				14	5333		
15	4888	5121	5531	5531	15	5663						15	5133				15	5451		
16	5013	5255	5675	5675	16	5819						16	5242				16	5569		
17	5134	5389	5820	5820	17	5973											17	5688		
18	5260	5519	5961	5961	18	6129														
19	5399	5655	6107	6107	19	6286														
20	5804	6107	6268	6268	20	6595														
21					21	6770														
22					22															

36

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

86-7	87-8	88-9	STEP	89-90	90-91	RSTRT % INC VS DIST	\$ INC VS	RSTRCT	90-91	90-91	90-91	STEP
SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE REPEAT	89-90	89-90	90-91	RSTRT	SENIORS	SENIORS	STEP
SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE REPEAT	89-90	89-90	90-91	RSTRT	SENIORS	SENIORS	STEP
86-7	87-8	88-9	STEP	89-90	90-91	RSTRT % INC VS DIST	\$ INC VS	RSTRCT	90-91	90-91	90-91	STEP
SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE REPEAT <td>89-90</td> <td>89-90</td> <td>90-91</td> <td>RSTRT</td> <td>SENIORS</td> <td>SENIORS</td> <td>STEP</td>	89-90	89-90	90-91	RSTRT	SENIORS	SENIORS	STEP
SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE REPEAT <td>89-90</td> <td>89-90</td> <td>90-91</td> <td>RSTRT</td> <td>SENIORS</td> <td>SENIORS</td> <td>STEP</td>	89-90	89-90	90-91	RSTRT	SENIORS	SENIORS	STEP

CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.		CUSTODIAN/8 HRS.																			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)																		
STEP	86-87	87-88	88-89	88-89	89-90	89-90	90-91	RSTRT	% INC	89-90	89-90	VS	VS	89-91	90-91	90-91	RSTRT	STEP	STEP																		
SALARY	SALARY	SALARY	STEPSALARY	STEPSALARY	STEPSALARY	SALARY	GUIDE	GUIDE	VS	VS	VS	RSTRCT	STEP	SENIOR	SENIORS	SENIOR	GUIDE	STEP	STEP																		
							REPEAT	DIST	89-90	89-90	89-90	89-90	89-90	SENIOR	SENIORS	SENIOR	GUIDE	STEP	STEP																		
1	10374	10659	1	10979	2	11282					1	13483					1	1																			
2	10854	11152	2	11512	3	12433	13483	30	8.45%	1050	2	14082					2	2																			
3	11372	11668	3	12044	4	13008	14082		8.26%	1074	3	14681					3	3																			
4	11932	12225	4	12601	5	13610	15280	2	12.27%	1670	4	15280					4	4																			
5	12505	12827	5	13203	6	14259	15879	1	11.36%	1620	5	15879					5	5																			
6	13077	13443	6	13853	7	14961	16478	4	10.14%	1517	6	16478					6	6																			
7	13676	14058	7	14518	8	15680	17077	4	8.91%	1397	7	17077					7	7																			
8	14091	14702	8	15182	9	16397					8	17676					8	8																			
9	14354	15148	9	15878	10	17148	18874	7	10.06%	1726	9	18275					9	9																			
10	14769	15431	10	16360	11	17668	19473	2	10.21%	1805	10	18874					10	10																			
11	15353	15877	11	16665	12	17998					11	19473					11	11																			
12	15777	16504	12	17147	13	18519					12	20072					12	12																			
13	16277	16960	13	17825	14	19251	21270	1.5	10.49%	2019	13	20671					13	13																			
14	16783	17498	14	18317	15	19782					14	21270					14	14																			
15	17200	18042	15	18898	16	20409	22468	1	10.09%	2059	15	21270					15	15																			
16	17662	18490	16	19485	17	21044					16	22468					16	16																			
17	17914	18987	17	19969	18	21567					17	22468					17	17																			
18	18337	19258	18	20506	19	22146					18	22468					18	18																			
19	18715	19712	19	20798	20	22462					19	22468					19	19																			
20	19300	20119	20	21289	21	22992					20	22468					20	20																			
21	19639	20748	21	21728	22	23466					21	22468					21	21																			
22	20139	21112	22	22407	23	24200					22	22468					22	22																			
23	20730	21649	23	22801	24	24625					23	22468					23	23																			
24	21314	22285	24	23381	25	25252					24	22468					24	24																			
25	21899	22913	25	24068	26	25993					25	22468					25	25																			
26	22492	23541	26	24746	27	26725					26	22468					26	26																			
27	23160	24179	27	25425	28	27459					27	22468					27	27																			
28	24897	25897	28	26113	29	28202					28	22468					28	28																			
			29	26889	30	29040					29	22468					29	29																			
											30	22468					30	30																			
SUB-TOTAL GUIDE COST																			54.5																		

::

CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT		CUSTODIAN-ASSISTANT	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
STEP	SALARY	SALARY	STEPSALARY	STEPSALARY	STEP	SALARY	GUIDE	RSTRT	% INC	\$ INC	STEP	RSTRCT	STEP	SENIOR	SENIORS	STEP	RSTRT	STEP	SENIOR		
86-87	87-88	88-89	89-90	90-91	90-91	90-91	90-91	90-91	89-90	89-90	89-90	90-91	90-91	90-91	90-91	90-91	91-92	91-92	91-92		
SALARY	SALARY	SALARY	SALARY	GUIDE	REPEAT	SALARY	REPEAT	GUIDE	VS	VS	STEP	GUIDE	STEP	GUIDE	SENIORS	STEP	GUIDE	STEP	SENIOR		
1	10257	10815	1	11453	2	11923															
2	10457	11026	3	11681	3	11569															
3	10673	11241	4	11908	4	12461															
4	10906	11473	5	12141	5	13112															
5	11381	11724	6	12391	6	13383															
6	11769	12235	7	12662	7	13675															
7	12154	12652	8	13213	8	14270															
8	12470	13066	9	13664	9	14757															
9	12856	13405	10	14111	10	15240															
10	13187	13820	11	14478	11	15636															
11	13525	14176	12	14926	12	16120															
12	14038	14539	13	15310	13	16535															
13	14345	15091	14	15703	14	16959															
14	14771	15421	15	16298	15	17602															
15	15218	15879	16	16655	16	17987															
16	15674	16359	17	17149	17	18521															
17	16144	16850	18	17668	18	19082															
18	16626	17355	19	18198	19	19653															
19	17128	17873	20	18743	20	20243															
20	17742	18413	21	19303	21	20847															
21	19073	19073	22	19886	22	21476															
			23	20598	23	22246															

SUB-TOTAL GUIDE COST

1	19426	1
2	20003	2
3	20608	
4	21226	
5	21862	
6	22515	
7	23195	
8	24026	1
9	25107	4
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		

//

GROUNDS/8 HRS.		GROUNDS/8 HRS.			GROUNDS/8 HRS.			GROUNDS/8 HRS.			GROUNDS/8 HRS.			GROUNDS/8 HRS.			GROUNDS/8 HRS.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
STEP	SALARY	87-88	88-89	89-90	VS	VS	90-91	RSTRT	% INC	\$ INC	STEP	RSTRT	STEP	SENIOR	SENIORS	STEP	RSTRT	STEP	SENIOR
							GUIDE	GUIDE				GUIDE	GUIDE	GUIDE			GUIDE	GUIDE	GUIDE
							REPEAT	DIST											
1	11765	12232	1	12761	2	13297					1	13700				1	14264		
2	12165	12647	2	13210	3	13782					2	14253				2	14865		
3	12597	13077	3	13659	4	14267	15914	5	11.55%	1647	3	14807				3	15465		
4	13064	13542	4	14124	5	15253	16467	3	11.63%	1715	4	15360				4	16065		
5	13600	14044	5	14625	6	15795	16467				5	15914				5	16666		
6	14134	14620	6	15167	7	16381	16467				6	16467				6	17266		
7	14853	15194	7	15790	8	17053	18127	1	10.66%	1746	7	17020				7	17867		
8	15315	15967	8	16410	9	17722	18681	1	9.55%	1628	8	17574				8	18467		
9	15867	16464	9	17244	10	18624					9	18127				9	19068		
10	16446	17057	10	17781	11	19203					10	18681				10	19668		
11	16953	17679	11	18422	12	19895					11	19234				11	20268		
12	17453	18224	12	19094	13	20621					12	19787				12	20869		
13	17953	18762	13	19682	14	21257					13	20341				13	21469		
14	18460	19299	14	20263	15	21884					14	20894				14	22070		
15	18924	19845	15	20843	16	22511					15	21448				15	22670		
16	19462	20343	16	21432	17	23147					16	22001				16	23271		
17	20100	20922	17	21971	18	23728					17					17	23871		
18	20561	21608	18	22595	19	24403													
19	20984	22103	19	23336	20	25203													
20	21399	22558	20	24362	21	25781													
21	21824	23004	21	24844	22	26311													
22	23461	23461	22	25338	23	26832													
			23	25338	24	27365													
			24	25338	25														

SUB-TOTAL GUIDE COST

10

1 27219
2 27844
3 28416
4 28978
5 29554
6 30884

1 29533
2 30210
3 30832
4 31441
5 32066
6 33509

1.2

MAINTENANCE 8 HRS			MAINTENANCE 8 HRS			MAINTENANCE 8 HRS			MAINTENANCE 8 HRS			MAINTENANCE 8 HRS			MAINTENANCE 8 HRS			MAINTENANCE 8 HRS		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
86-87	87-88	88-89	89-90	89-90	89-90	89-90	90-91	RSTRCT	% INC	\$ INC	90-91	90-91	90-91	90-91	90-91	90-91	91-92	91-92	91-92	
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE	GUIDE	VS	VS	RSTRCT	RSTRCT	RSTRCT	SENIOR	SENIOR	SENIOR	RSTRCT	SENIOR	SENIOR	
STEP	STEP	STEP	STEP	STEP	STEP	STEP	REPEAT	DIST	89-90	89-90	STEP	STEP	STEP	GUIDE	GUIDE	GUIDE	GUIDE	STEP	STEP	STEP
1	13885	14662	1	15550	2	16486					1	17200					1	17664		
2	14135	14926	2	15835	3	16794	19040	6	11.33%	1938	2	18120					2	18662		
3	14405	15195	3	16120	4	17102	19040	2	9.36%	1630	3	19040					3	19660		
4	14697	15485	4	16411	5	17724	19960	1	12.62%	2236	4	19960					4	20658		
5	15163	15799	5	16724	6	18062					5	20880					5	21657		
6	15846	16300	6	17063	7	18428					6	21800					6	22655		
7	16167	17034	7	17604	8	19013					7	22720					7	23653		
8	16743	17380	8	18397	9	19869					8	23640					8	24651		
9	17350	17999	9	18770	10	20271					9	24560					9	25649		
10	18023	18651	10	19439	11	20994	23640	1	8.67%	1885	10	25480					10	26648		
11	18460	19375	11	20143	12	21755	24560	1	8.68%	1961	11	26400					11	27646		
12	18667	19845	12	20925	13	22599	25480	2	8.86%	2074	12	27320					12	28644		
13	19184	20067	13	21432	14	23147					13	28240					13	29642		
14	19693	20623	14	21672	15	23406					14	29160					14	30640		
15	20219	21170	15	22273	16	24054					15	30080					15	31639		
16	20561	21735	16	22864	17	24693					16	31000					16	32637		
17	20846	22103	17	23474	18	25352					17	31000					17	33635		
18	21461	22409	18	23871	19	25781														
19	22153	23071	19	24202	20	26138														
20	22821	23814	20	24916	21	26910														
21	23500	24533	21	25720	22	27777														
22	23961	25263	22	26495	23	28615	31000	2	8.34%	2385	23	31823					23	32448		
23	24168	25758	23	27284	24	29466					24	32448					24	32728		
24	24839	25981	24	27819	25	30044					25	32728					25	33637		
25	25515	26702	25	28059	26	30304					26	33637					26	34552		
26	26185	27429	26	28338	27	31145					27	34552					27	35459		
27	26823	28149	27	28633	28	31993					28	35459					28	36323		
28	27460	28835	28	29041	29	32833					29	36323					29	37186		
29	28520	29520	29	29442	30	33633					30	37186					30	37383		
			30	31881	31	34432					31	37383					31	37383		

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

15

POOL MAINTENANCE (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20)

86-87 87-88 88-89 89-90

STEP SALARY SALARY STEPSALARY STEP SALARY

POOL MAINTENANCE (11) (12) (13) (14) (15) (16) (17) (18) (19) (20)

(10) % INC VS 89-90 (11) \$ INC VS 89-90 (12) (13) 90-91 RSTRCT GUIDE STEP (14) (15) 90-91 SENIOR GUIDE (16) 90-91 SENIORS (17) 91-92 RSTRT GUIDE STEP (18) 91-92 SENIOR (19) STEP (20) GUIDE

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20						
13839	14565	15394	16262	15394	16262	16626	15731	16989	16067	17352	17724	18135	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616	
14135	14877	15731	16626	16067	17352	17724	18135	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616						
14463	15195	16067	16411	16411	17724	18135	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616							
14813	15548	16411	16792	16792	18135	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616								
15396	15924	16792	17198	17198	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616									
15909	16551	17198	17875	17875	18574	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616									
16578	17102	17875	18470	18470	19305	19948	20787	21652	22436	23246	24093	24886	25597	26352	*34616										
17268	17821	18470	19247	19247	20787	21652	22436	23246	24093	24886	25597	26352	*34616												
17892	18563	19247	20048	20048	21652	22436	23246	24093	24886	25597	26352	*34616													
18539	19234	20048	20773	20773	22436	23246	24093	24886	25597	26352	*34616														
19215	19929	21524	21524	21524	23246	24093	24886	25597	26352	*34616															
19815	20656	22309	22309	22309	24093	24886	25597	26352	*34616																
20414	21301	23005	23005	23005	24886	25597	26352	*34616																	
21016	21945	23701	23701	23701	25597	26352	*34616																		
22592	23522	24400	24400	24400	26352	*34616																			
229676		*32050																							

Pool maintenance staff member placed on maintenance guide effective 1990-91

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

17

WAREHOUSE 8HRS (1) (2)	WAREHOUSE 8HRS (3) (4) (5) (6)			(7)	(8)	(9)	(10)		(11)	WAREHOUSE 8HRS (12) (13)		(14)	(15)		(16)	(17)	(18)	(19)	(20)
	86-87	87-88	88-89				89-90	% INC		VS	89-90		89-90	90-91					
STEP	SALARY	SALARY	SALARY	SALARY	REPEAT	GUIDE	DIST	VS	VS	VS	GUIDE	STEP	GUIDE	STEP	SENIORS	STEP	GUIDE	STEP	GUIDE
1	12115	12607	13166	13734							1	14000				1	14394		
2	12515	13024	13616	14220							2	14734				2	15190		
3	12947	13454	14066	14705	16201		1	10.17%	1496		3	15467				3	15986		
4	13414	13918	14530	15191							4	16201				4	16782		
5	13985	14420	15031	15692							5	16934				5	17578		
6	14611	15034	15574	16234							6	17668				6	18373		
7	15430	15707	16237	16820							7	18401				7	19169		
8	15984	16587	16963	17536							8	19135				8	19965		
9	16567	17183	17914	18320							9	19868				9	20761		
10	17169	17810	18557	19347							10	20602				10	21557		
11	17792	18457	19234	20042							11	21335				11	22353		
12	18121	19126	19933	20773				9.77%	2029		12	22069				12	23148		
13			20657	21528							13	22802				13	23944		
14			21038	22309							14	23536				14	24740		
15				22722							15	24269				15	25536		
16											16	25003				16	26332		
17											17					17	27128		

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

3

(1)	BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS		BUS DRIVER & HRS																						
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)																				
86-87	87-88	88-89	89-90	89-90	89-90	89-90	89-90	89-90	% INC VS	\$ INC VS	STEP	RSTRCT	SENIORS	SENIOR	SENIORS	STEP	RSTRT	STEP	SENIOR																				
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	REPEAT	DIST	VS	VS	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE																				
1	4249	4323	1	4406	1	4473	5930	1	17.59%	887	1	5930	1	11470	1	6124	1	6124	1	12445																			
2	4489	4568	2	4669	2	4758					2	6216	2	11986	2	6434	2	6434	2	13005																			
3	4750	4826	3	4933	3	5043					3	6502	3		3	6744	3	6744	3																				
4	5031	5106	4	5212	4	5328					4	6788	4		4	7055	4	7055	4																				
5	5325	5408	5	5515	5	5629					5	7074	5		5	7365	5	7365	5																				
6	5594	5724	6	5841	6	6008					6	7360	6		6	7675	6	7675	6																				
7	5831	6014	7	6182	7	6308					7	7646	7		7	7986	7	7986	7																				
8	6111	6268	8	6495	8	6677					8	7932	8		8	8296	8	8296	8																				
9	6344	6569	9	6770	9	7014					9	8218	9		9	8606	9	8606	9																				
10	6606	6820	10	7095	10	7311					10	8504	10		10	8917	10	8917	10																				
11	6885	7101	11	7365	11	7662					11	8790	11		11	9227	11	9227	11																				
12	7169	7401	12	7670	12	7955					12	9076	12		12	9537	12	9537	12																				
13	7464	7707	13	7993	13	8283	9076	1	9.57%	793	13	9362	13		13	9847	13	9847	13																				
14	7765	8024	14	8323	14	8666	9362	1	8.44%	729	14	9648	14		14	10158	14	10158	14																				
15	7997	8347	15	8666	15	9015	9934	1	10.51%	945	15	9934	15		15	10468	15	10468	15																				
16	8228	8597	16	8666	16	9015	10220	1	9.20%	861	16	10220	16		16	10778	16	10778	16																				
17	8470	8845	17	8845	17	9285																																	
18	9105	9105	18	9834	18	10620																																	
SUB-TOTAL GUIDE COST																			1	11470	2	11986	9	12445	9	13005													
AVE. HOURLY RATE																			1	11470	2	11986	9	12445	9	13005													

BUS/VAN 6 HRS (1)	(2)	86-87 SALARY	87-88 SALARY	BUS/VAN 6 HRS (4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	BUS/VAN 6 HRS (13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
							89-90 SALARY	90-91 GUIDE REPEAT	RSTRT GUIDE DIST	% INC VS 89-90	\$-INC VS 89-90	STEP	RSTRCT GUIDE STEP	90-91 SENIOR GUIDE	90-91 SENIORS	90-91 SENIORS	STEP	RSTRT GUIDE	91-92 SENIOR GUIDE	91-92 SENIOR GUIDE	
1				1	7868		8253														
2				2	8094		8741														
3				3	8320		8985														
4				4	8552		9236														
5				5	8803		9507														
6				6	8850		9558														
7				7	9123		9853														
8				8	9395		10146														
9				9	9736		10515														
10				10	10074		10880														
11				11	10448		11284														
12				12	10677		11531														
13				13	11036		11919														
14				14	11398		12309														
15				15	11759		12699														
16				16	12120		13089														
17				17	12529		13529														
18				18	12923		13957														
19				19	13387		14458														
20				20	13514		14595														
21				21	14294		15438														
22				22	14742		15922														
23				23																	
SUB-TOTAL GUIDE COST																					

GUIDE TO BE ELIMINATED EFFECTIVE 1990-91;
6 HR. POSITIONS TO BE PRORATED FROM 4 HR. GUID

MECHANICS		MECHANICS			MECHANICS			MECHANICS			MECHANICS			MECHANICS			MECHANICS		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
STEP	86-87	87-88	88-89	89-90	89-90	89-90	90-91	RSTRT	% INC	\$ INC	VS	RSTRCT	STEP	90-91	90-91	90-91	RSTRT	STEP	91-92
	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE	GUIDE	VS	VS	VS	GUIDE	STEP	SENIOR	SENIORS	SENIORS	GUIDE	STEP	SENIOR
							REPEAT	DIST				GUIDE		GUIDE			GUIDE		
1	12490	12910	13385	13853	1	13853						1	18500				19060	1	
2	12990	13427	13943	14455	2	14455						2	19433				20073	2	
3	13530	13964	14501	15058	3	15058						3	20366				21085	3	
4	14113	14545	15081	15661	4	15661	18500	1	18.13%	2839		4	21299				22097	4	
5	14934	15171	15708	16288	5	16288	18500	1	13.58%	2212		5	22232				23109	5	
6	15769	16054	16385	16965	6	16965						6	23165				24122	6	
7	16354	16952	17338	17696	7	17696						7	24098				25134	7	
8	17038	17581	18308	18725	8	18725						8	25031				26146	8	
9	17846	18316	18987	19772	9	19772						9	25964				27159	9	
10	18063	19184	19781	20506	10	20506						10	26897				28171	10	
11	19230	19418	20719	21364	11	21364						11	27830				29183	11	
12	19922	20672	22326	22377	12	22377	23165	1	8.43%	1801		12	28763				30196	12	
13		21416	23129	24112	13	22649						13	29696				31208	13	
		*26701	*28837	24980	14	24112						14	30629				32220	14	
					15	24980						15	31562				33232	15	
					16							16	32495				34245	16	
					XX	31145						17					35257	17	
														1	33637	1		2	36496
														2	35150	2		3	38138
								3											

SUB-TOTAL GUIDE COST
AVE. HOURLY RATE

VANS & HRS (1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
86-87		87-88		88-89		89-90		VS		89-90		VS		89-90		VS		89-90			
SALARY		SALARY		SALARY		SALARY		%		\$		RSTRCT		SENIOR		RSTRCT		SENIOR			
STEP		STEP		STEP		STEP		89-90		89-90		90-91		90-91		90-91		91-92			
GUIDE		GUIDE		GUIDE		GUIDE		VS		VS		GUIDE		GUIDE		GUIDE		GUIDE			
REPEAT		REPEAT		REPEAT		REPEAT		VS		VS		GUIDE		GUIDE		GUIDE		GUIDE			
D1ST		D1ST		D1ST		D1ST		VS		VS		GUIDE		GUIDE		GUIDE		GUIDE			
1	4269	4323	1	4406	1	4473	5642	8	11.88%	599	1	5642	1	10515	10	2	5820	2	11409		
2	4489	4568	2	4659	2	4758	5920	1	11.12%	592	2	5920	2	10988	10	3	6122	3	11922		
3	4750	4826	3	4933	3	5043	6198	1	10.11%	569	3	6198	3			4	6423	4			
4	5031	5106	4	5212	4	5328		1			4	6476	4			5	6725	5			
5	5325	5408	5	5515	5	5629		1			5	6754	5			6	7026	6			
6	5594	5724	6	5841	6	5956		1			6	7032	6			7	7328	7			
7	5832	6014	7	6182	7	6308		1			7	7310	7			8	7630	8			
8	6071	6269	8	6495	8	6677	7310	3	9.48%	633	8	7588	8			9	7931	9			
9	6331	6526	9	6771	9	7014	7588	1	8.18%	574	9	7866	9			10	8233	10			
10	6535	6806	10	7048	10	7313		1	10.64%	810	10	8144	10			11	8535	11			
11	6837	7025	11	7350	11	7612	8422	1	9.60%	762	11	8422	11			12	8836	12			
12	7084	7350	12	7587	12	7938	8700	3	9.57%	784	12	8700	12			13	9138	13			
13	7424	7615	13	7938	13	8194	8978	1			13	8978	13			14	9440	14			
14	7765	7981	14	8225	14	8573		1			14	9256	14			15	9741	15			
15			15	8619	15	8882		1			15	9534	15			16	10043	16			
			16	9015	16	9309		1			16	9812	16			17	10344	17			
			17	9309	17	9736		2					17				10646				
SUB-TOTAL GUIDE COST																	19				

GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS		GUIDANCE AIDES 8 HRS	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)		
86-87	87-88	88-89	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	90-91	90-91	90-91	90-91	90-91	91-92	91-92	91-92	91-92	91-92
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	REPEAT	RSTRCT	% INC	VS	STEP	RSTRCT	STEP	SENIOR	SENIORS	STEP	RSTRCT	STEP	SENIOR	SENIOR	SENIOR
STEP	STEP	STEP	STEP	STEP	STEP	STEP	GUIDE	GUIDE	VS	VS	STEP	GUIDE	STEP	GUIDE	SENIORS	STEP	GUIDE	STEP	SENIOR	SENIOR	SENIOR
1	6757	6950	7167	7506	7741	7375	9001	2	11.03%	894	1	7921	1	14570	1	1	8301	1	15808	1	15808
2	7062	7264	7506	7845	8107	7741					2	8191	2	15225	1	2	8594	2	15808	2	15808
3	7447	7592	7845	8199	8472	8107					3	8461	3		1	3	8887	3	15808	3	15808
4	7805	8006	8199	8646	8855	8472					4	8731	4		2	4	9180	4	15808	4	15808
5	8151	8390	8646	9062	9787	8855					5	9001	5		3	5	9473	5	15808	5	15808
6	8664	8762	9062	9463	10220	9787					6	9271	6		4	6	9766	6	15808	6	15808
7	8925	9314	9463	10059	10864	10220	11161	1	9.20%	941	7	9541	7		5	7	10059	7	15808	7	15808
8	9180	9594	10059	10362	11191	10864					8	9811	8		6	8	10352	8	15808	8	15808
9	9438	9869	10362	10658	11511	11191					9	10081	9		7	9	10645	9	15808	9	15808
10	9684	10146	10658	10958	11834	11511					10	10351	10		8	10	10938	10	15808	10	15808
11	9946	10410	10958	11243	12143	11834					11	10621	11		9	11	11231	11	15808	11	15808
12	10216	10692	11243	11547	12471	12143					12	10891	12		10	12	11524	12	15808	12	15808
13	10487	10982	11547	11861	12810	12471					13	11161	13		11	13	11817	13	15808	13	15808
14	10759	11274	11861	12175	13149	12810					14	11431	14		12	14	12110	14	15808	14	15808
15	11566	12491	12491	12491	13490	13149					15	11701	15		13	15	12403	15	15808	15	15808
											16	11971	16		14	16	12696	16	15808	16	15808
											17		17		15	17	12989	17	15808	17	15808
SUB-TOTAL		GUIDE COST																			

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)						
SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS	SECURITY AIDES 8HRS						
86-87	87-88	88-89	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90	89-90						
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY						
STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP						
1	8046	8376	1	8750	1	9131					1	9324				1	9548								
2	8309	8649	2	9046	2	9450					2	9848				2	10117								
3	8548	8932	3	9341	3	9769					3	10372				3	10685								
4	8807	9189	4	9647	4	10089					4	10896				4	11254								
5	9064	9468	5	9924	5	10418					5	11420				5	11822								
6	9404	9744	6	10225	6	10718					6	11944				6	12391								
7	9638	10109	7	10523	7	11043					7	12468				7	12959								
8	9940	10361	8	10918	8	11365					8	12992				8	13528								
9	10268	10686	9	11190	9	11791					9	13516				9	14096								
10	10539	11038	10	11540	10	12085					10	14040				10	14665								
11	10858	11329	11	11921	11	12464	13516	1	8.44%	1052	11	14564				11	15233								
12	11245	11672	12	12236	12	12875					12	15088				12	15802								
13	11639	12088	13	12606	13	13215					13	16370				13	16370								
14	12048	12512	14	13055	14	13615					14	16939				14	16939								
15	12420	12952	15	13513	15	14100					15	17508				15	17508								
16	12792	13352	16	13988	16	14594					16	18076				16	18076								
17	13175	13751	17	14420	17	15107					17	18645				17	18645								
18	14163	14822	18	14852	18	15573																			
			19	15296	19	16040																			
			20	15296	20	16520																			
SUB-TOTAL GUIDE COST																		1	17841	2	18644	7	19358	3	20229

21

SPECIAL EDUC. TEACHER AIDES 6 HRS		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC		SPECIAL EDUC. TEAC			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)		
86-87	87-88	88-89	89-90	89-90	89-90	89-90	90-91	RSTRT	% INC	\$ INC	STEP	RSTRCT	STEP	SENIOR	SENIORS	STEP	RSTRT	STEP	SENIOR	SENIORS	STEP		
SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	GUIDE	GUIDE	VS	VS	VS	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE	GUIDE		
1	5279	5388	5509	5616	5616	5678	6851	9	9.01%	566	1	5678	1	5906	1	5906	5906	5906	5906	5906	5906	5906	
2	5560	5675	5819	5950	5950	5913					2	5913	2	6161	2	6161	6161	6161	6161	6161	6161	6161	
3	5864	5977	6129	6285	6285	6147					3	6147	3	6669	3	6669	6669	6669	6669	6669	6669	6669	
4	6192	6304	6455	6619	6619	6382					4	6382	4	7178	4	7178	7178	7178	7178	7178	7178	7178	
5	6351	6466	6619	6772	6772	6851					5	6851	5	7433	5	7433	7433	7433	7433	7433	7433	7433	
6	6733	6827	7000	7164	7164	7085					6	7085	6	7942	6	7942	7942	7942	7942	7942	7942	7942	
7	6926	7020	7193	7366	7366	7320					7	7320	7	8196	7	8196	8196	8196	8196	8196	8196	8196	
8	7135	7238	7411	7584	7584	7554					8	7554	8	8451	8	8451	8451	8451	8451	8451	8451	8451	
9	7328	7431	7604	7777	7777	7789					9	7789	9	8705	9	8705	8705	8705	8705	8705	8705	8705	
10	7521	7624	7797	7970	7970	8023					10	8023	10	8959	10	8959	8959	8959	8959	8959	8959	8959	
11	7752	7855	8028	8201	8201	8258					11	8258	11	9214	11	9214	9214	9214	9214	9214	9214	9214	
12	7946	8049	8222	8395	8395	8492					12	8492	12	9468	12	9468	9468	9468	9468	9468	9468	9468	
13	8139	8242	8415	8588	8588	8727					13	8727	13	10185	13	10185	10185	10185	10185	10185	10185	10185	
14	8381	8484	8657	8830	8830	8961					14	8961	14	10498	14	10498	10498	10498	10498	10498	10498	10498	
15	8610	8713	8886	9059	9059	9196					15	9196	15	10760	15	10760	10760	10760	10760	10760	10760	10760	
SUB-TOTAL		GUIDE COST		15		15		15		15		15		15		15		15		15		15	

222

TEACHER AIDES 4HRS		TEACHER AID		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS		TEACHER AIDES 4HRS	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
STEP	86-87	87-88	88-89	88-89	89-90	89-90	90-91	RSTRT	% INC	\$ INC	STEP	RSTRT	STEP	90-91	90-91	STEP	RSTRT	STEP	91-92
	SALARY	SALARY	STEPSALARY	STEPSALARY	SALARY	SALARY	GUIDE	GUIDE	VS	VS	STEP	GUIDE	STEP	SENIOR	SENIOR	STEP	GUIDE	STEP	SENIOR
							REPEAT	DIST	89-90	89-90		GUIDE		GUIDE	GUIDE		GUIDE		GUIDE
1	3381	3480	1	3592	2	3699					1	3698				1	3854		
2	3531	3635	2	3759	3	3879					2	3844				2	4012		
3	3694	3796	3	3925	4	4059	4428	2	9.08%	369	3	3990				3	4171		
4	3870	3971	4	4099	5	4239					4	4136				4	4329		
5	4098	4160	5	4289	6	4427					5	4282				5	4488		
6	4238	4405	6	4493	7	4632					6	4428				6	4646		
7	4487	4556	7	4758	8	4853					7	4574				7	4804		
8	4626	4824	8	4920	9	5138					8	4720				8	4963		
9	4687	4973	9	5209	10	5314					9	4866				9	5121		
10	4919	5039	10	5371	11	5626					10	5012				10	5280		
11	5073	5288	11	5442	12	5800					11	5158				11	5438		
12	5229	5453	12	5711	13	5877					12	5304	1	6264	1	12	5596		
13	5383	5621	13	5890	14	6361					13	5450	2	6367		13	5755	2	6797
14	5787	5787	14	6071	15	6557					14	5596				14	5913	3	6887
			15	6250	16	6750					15	5742				15	6072		
			16	6250	16	6750					16	5888				16	6230		
																17	6388		

1

2

SUB-TOTAL GUIDE COST

TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS		TEACHER AIDES 7HRS																			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)																		
STEP	SALARY	86-87	87-88	88-89	89-90	90-91	GUIDE REPEAT	RSTRCT	% INC VS	\$ INC VS	STEP	RSTRCT	SENIOR	SENIORS	SENIORS	SENIORS	RSTRCT	SENIOR	SENIOR	SENIOR	SENIOR																		
1	5780	5941	6122	6416	6930	7247	8352	1	10.19%	772	1	7157	7506	7765	8025	8284	8543	8803	9062	9321	9581	9840	10099	10358	10618	10877	11136	11396	11655										
2	6045	6214	6711	7018	7580	7941					2	7396																											
3	6333	6498	6711	7018	7580	7941					3	7635																											
4	6644	6808	7353	7714	8331	8803					4	7874																											
5	7021	7142	7714	8151	8803	9409					5	8113																											
6	7504	7548	8151	8712	9409	9639					6	8352																											
7	7687	8067	8925	9160	9893	10164					7	8591																											
8	7890	8264	9160	9411	10164	10436					8	8830																											
9	8106	8482	9411	9910	10703	10979					9	9069																											
10	8323	8714	9910	10166	10979	11249					10	9308																											
11	8536	8947	10166	10415	11249	11531					11	9547																											
12	8756	9176	10415	10677	11531	11803					12	9786																											
13	8971	9413	10677	10928	11803	12102					13	10025																											
14	9196	9644	10928	11206	12102	12402					14	10264																											
15	9413	9886	11206	11558	12402	12924					15	10503																											
16	9652	10119	11558	11966	12924	13489					16	10742																											
17	9955	10376	11966	12490							17																												
18	10307	10702																																					
19	10758	11080																																					
20	11565	12490																																					

SUB-TOTAL GUIDE COST

1

TOTAL GUIDE COST

165.

104

STEP	SALARY	86-87	87-88	88-89	89-90	90-91	GUIDE REPEAT	RSTRCT	% INC VS	\$ INC VS	STEP	RSTRCT	SENIOR	SENIORS	SENIORS	SENIORS	RSTRCT	SENIOR	SENIOR	SENIOR	SENIOR
1	7506										1	7506									
2	7765										2	7765									
3	8025										3	8025									
4	8284										4	8284									
5	8543										5	8543									
6	8803										6	8803									
7	9062										7	9062									
8	9321										8	9321									
9	9581										9	9581									
10	9840										10	9840									
11	10099										11	10099									
12	10358										12	10358									
13	10618										13	10618									
14	10877										14	10877									
15	11136										15	11136									
16	11396										16	11396									
17	11655										17	11655									

25