

A G R E E M E N T

between the

**CAMDEN EDUCATION ASSOCIATION
(*SUPPORT STAFF*)**

and the

CAMDEN CITY SCHOOL DISTRICT

July 1, 2013 through June 30, 2015

TABLE OF CONTENTS

ARTICLE		PAGE
	PREAMBLE	4
I	RECOGNITION	4
	CONTINUATION OF TERMS AND CONDITIONS OF EMPLOYMENT	5
VII	SALARIES	6
XII	SICK LEAVE	8
XXXIX	DURATION OF AGREEMENT	9
A-1 & 2	2013-2015 ATTENDANCE OFFICER SALARY GUIDES	10 – 11
B-1 & 2	2013-2015 COMMUNITY OUTREACH SPECIALISTS SALARY GUIDES	12 – 13
C-1 & 2	2013-2015 COMMUNITY SCHOOL COORDINATORS SALARY GUIDES	14 – 15
D-1 & 2	2013-2015 COMPUTER SPECIALISTS SALARY GUIDES	16 – 17
E-1 & 2	2013-2015 COMPUTER TECHNICIAN SALARY GUIDES	18 – 19
F-1 & 2	2013-2015 DISTRICT PARENT COORDINATORS SALARY GUIDES	20 – 21
G-1 & 2	2013-2015 PARA-PROFESIONALS “A” & “B” SALARY GUIDES	22 – 23
H-1 & 2	2013-2015 MEDIA PERSONNEL SALARY GUIDES	24 – 25
I-1 & 2	2013-2015 10 MO. VAN DRIVERS SALARY GUIDES	26 – 28
I-3 & 4	2013-2015 12 MO. VAN DRIVERS SALARY GUIDES	29 – 31
J-1 & 2	2013-2015 SCHOOL SECURITY OFFICER SALARY GUIDES	32 – 33

K-1 & 2	2013-2015 SPECIAL INVESTIGATORS/PROPERTY SALARY GUIDES	34 – 35
L-1 & 2	2013-2015 WEB SITE TECHNICIAN SALARY GUIDES	36 – 37
	DESCRIPTIONS OF GROUPS I-V SECRETARIAL/CLERKS	38
M-1 & 2	2013-2015 GROUP I SECRETARY/CLERKS SALARY GUIDES	39 – 41
N-1 & 2	2013-2015 GROUP II A SECRETARY/CLERKS SALARY GUIDES	42 – 44
O-1 & 2	2013-2015 GROUP II B SECRETARY/CLERKS SALARY GUIDES	45 – 47
P-1 & 2	2013-2015 GROUP III SECRETARY/CLERKS SALARY GUIDES	48 – 50
Q-1 & 2	2013-2015 GROUP IV SECRETARY/CLERKS SALARY GUIDES	51 – 53
R-1 & 2	2013-2015 GROUP V SECRETARY/CLERKS SALARY GUIDES	54 – 55
S-1 & 2	2013-2015 FOOD SERVICE SALARY GUIDES	56 – 57
T-1 & 2	2013-2015 GENERAL WORKER SALARY GUIDES	58 – 59
U-1 & 2	2013-2015 TRUCK DRIVER SALARY GUIDES	60 – 62
V-1 & 2	2013-2015 STOCK PERSONS SALARY GUIDES	63 – 64

PREAMBLE

THIS AGREEMENT is entered into this _____ day of _____, 2015 by and between the Camden City School District, Camden, New Jersey, hereinafter called "the District" and the Camden Education Association, hereinafter called "the Association." The duration of this Agreement will be as provided in Article XXXIX.

ARTICLE I RECOGNITION

A. Pursuant to N.J.S.A. 34:13A-1, et seq., as amended, known as the New Jersey Employer-Employee Relations Act, the Camden City School District hereby recognizes the Camden Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all Paraprofessionals, A & B; media personnel; community school coordinators; district parent coordinators; parent center coordinators; community outreach specialists; van drivers; special investigators; school security officers; attendance officers; clerical aides; food service truck drivers; food service truck driver helpers; food service general workers; food service cooks; assistant cooks; food service stockpersons (formerly depot manager); computer specialists; bus drivers; property officer, technician; website specialist and all secretarial and clerical employees under contract with the Board, or on leave from the school district, but excluding all confidential secretarial and clerical employees. Confidential employees excluded from the unit include the following: Secretary to the State Superintendent; Secretary to the District Secretary, and, the Secretaries to the Assistant State Superintendents.

B. 1. Unless otherwise indicated, the term "employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit as above defined.

2. "Seniority" shall be based on an employee's continuous length of service with the Board.

CONTINUATION OF TERMS AND CONDITIONS OF EMPLOYMENT

The Camden Education Association and the Camden City School District as a result of discussions and negotiations for the 2013-2015 Collective Bargaining Agreement agree to the following:

1. All language and terms and conditions of employment as provided for in the 2011-2013 Agreement shall remain unchanged and continue in full force and effect without modification for the 2013-2015 Agreement except as may be specifically provided for herein.

2. The following Articles in the 2011-2013 Agreement shall be modified as provided for herein:
 - a. Article VII – Salaries
 - b. Article XII – Sick Leave
 - c. Article XXXIX – Duration of Agreement
 - d. 2013-2015 - Salary Guides

ARTICLE VII

SALARIES

A. 2013-2014

The 2013-2014 Salary Schedules shall remain unchanged from 2012-2013 except as otherwise provided below and which is attached hereto and made a part hereof.

1. Employees who were on any Steps on the Salary Guide in 2012-2013

a. The salaries on all Steps in 2013-2014 shall be frozen and remain unchanged from the 2012-2013 salaries. Employees shall remain on the same Step in 2013-2014 as they were in 2012-2013 and receive the same salary.

b. All employees shall receive retroactive compensation (stipend) in a separate check in the amount of \$250.00.

B. 2014-2015

The 2014-2015 Salary Schedules are attached hereto and made a part hereof, except as otherwise provided below.

1. Employees who were on any Steps below the Maximum Step in 2013-14

a. The salaries on all Steps below the Maximum Step in 2014-2015 shall be frozen and remain unchanged from the 2013-2014 salaries. Employees shall remain on the same Step in 2014-2015 as they were in 2013-2014 and receive the same salary.

b. Employees on all Steps below the Maximum Step shall receive retroactive compensation (stipend) in a separate check in the amount of \$500.00.

2. Employees who were on the Maximum Step in 2013-14

The salary on the Maximum Step of the 2013-2014 Salary Guides shall be increased by 1.5% and such adjusted amount shall be reflected on the Maximum Step base salary of the 2014-2015 Salary Schedules.

ARTICLE XII

SICK LEAVE

E. Effective September 1, 2014, employees with at least ten (10) years experience in the District who notify the District between November 15, 2014 and April 14, 2015 of their intent to sever their employment no later than June 30, 2015, shall be paid \$100.00 for each unused sick leave day accumulated at the time of separation not to exceed \$30,000. Such payment shall be paid in July, 2015. If notice is provided on or after April 15, 2015, payment for unused sick days will not be disbursed until July, 2016. If an employee dies, his/her estate shall receive the value of the accumulated sick days.

ARTICLE XXXIX

DURATION OF AGREEMENT

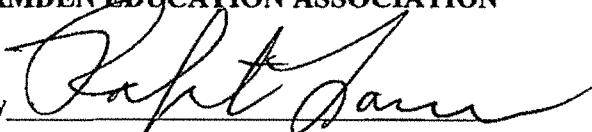
A. The provisions of this Agreement shall be effective July 1, 2013 except as herein provided and shall remain in full force and effect to and including June 30, 2015, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Representatives, attested by their respective secretaries, and their corporate seals to be placed hereon, on the day and year below written.

CAMDEN CITY SCHOOL DISTRICT

CAMDEN EDUCATION ASSOCIATION

By _____

By 

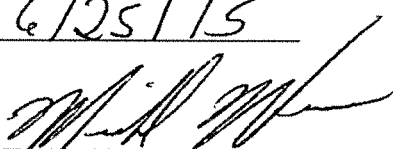
Paymon Rouhanifard
State Superintendent

Robert Farmer
President

Date _____

Date 6/25/15

Attest: _____

Attest: 

Date _____

Date 6-25-15

SALARY GUIDE A-1
ATTENDENCE OFFICERS
2013-2014

Step	NC	15	30	45	60	75
1	23,508	23,918	24,328	24,533	24,738	24,943
2	23,596	24,006	24,416	24,621	24,826	25,031
3	23,728	24,138	24,548	24,753	24,958	25,163
4	23,838	24,248	24,658	24,863	25,068	25,273
5	23,948	24,358	24,768	24,973	25,178	25,383
6	24,888	25,298	25,708	25,913	26,118	26,323
7	25,831	26,241	26,651	26,856	27,061	27,266
8	26,849	27,259	27,669	27,874	28,079	28,284
9	28,583	28,993	29,403	29,608	29,813	30,018
10	30,907	31,317	31,727	31,932	32,137	32,342
11	32,780	33,190	33,600	33,805	34,010	34,215
12	38,111	38,521	38,931	38,136	39,341	39,546
13	39,492	39,902	40,312	40,517	40,722	40,927
14	43,013	43,423	43,833	44,038	44,243	44,448

Step	90	105	120	Degree
1	25,148	25,353	25,558	25,968
2	25,236	25,441	25,646	26,056
3	25,368	25,573	25,778	26,188
4	25,478	25,683	25,888	26,298
5	25,588	25,793	25,998	26,408
6	26,528	26,733	26,938	27,348
7	27,471	27,676	27,881	28,291
8	28,489	28,694	28,899	29,309
9	30,223	30,428	30,633	31,043
10	32,547	32,752	32,957	33,367
11	34,420	34,625	34,830	35,240
12	39,751	39,956	40,161	40,571
13	41,132	41,337	41,542	41,952
14	44,653	44,858	45,063	45,473

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE A-2
ATTENDENCE OFFICERS
2014-2015

Step	NC	15	30	45	60	75
1	23,508	23,918	24,328	24,533	24,738	24,943
2	23,596	24,006	24,416	24,621	24,826	25,031
3	23,728	24,138	24,548	24,753	24,958	25,163
4	23,838	24,248	24,658	24,863	25,068	25,273
5	23,948	24,358	24,768	24,973	25,178	25,383
6	24,888	25,298	25,708	25,913	26,118	26,323
7	25,831	26,241	26,651	26,856	27,061	27,266
8	26,849	27,259	27,669	27,874	28,079	28,284
9	28,583	28,993	29,403	29,608	29,813	30,018
10	30,907	31,317	31,727	31,932	32,137	32,342
11	32,780	33,190	33,600	33,805	34,010	34,215
12	38,111	38,521	38,931	38,136	39,341	39,546
13	39,492	39,902	40,312	40,517	40,722	40,927
14	43,658	44,074	44,490	44,699	44,907	45,115

Step	90	105	120	Degree
1	25,148	25,353	25,558	25,968
2	25,236	25,441	25,646	26,056
3	25,368	25,573	25,778	26,188
4	25,478	25,683	25,888	26,298
5	25,588	25,793	25,998	26,408
6	26,528	26,733	26,938	27,348
7	27,471	27,676	27,881	28,291
8	28,489	28,694	28,899	29,309
9	30,223	30,428	30,633	31,043
10	32,547	32,752	32,957	33,367
11	34,420	34,625	34,830	35,240
12	39,751	39,956	40,161	40,571
13	41,132	41,337	41,542	41,952
14	45,323	45,531	45,739	46,155

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE B-1
COMMUNITY OUTREACH SPECIALISTS
2013-2014

Step	NC	15	30	45	60	75
1	39,530	39,940	40,350	40,555	40,760	40,965
2	39,641	40,051	40,461	40,666	40,871	41,076
3	39,750	40,160	40,570	40,775	40,980	41,185
4	39,861	40,271	40,681	40,886	41,091	41,296
5	39,971	40,381	40,791	40,996	41,201	41,406
6	41,100	41,510	41,920	42,125	42,330	42,535
7	42,114	42,524	42,934	43,139	43,344	43,549
8	43,143	43,553	43,963	44,168	44,373	44,578
9	44,166	44,576	44,986	45,191	45,396	45,601
10	45,188	45,598	46,008	46,213	46,418	46,623
11	46,210	46,620	47,030	47,235	47,440	47,645
12	48,144	48,554	48,964	49,169	49,374	49,579
13	50,034	50,444	50,854	51,059	51,264	51,469
14	54,209	54,619	55,029	55,234	55,439	55,644

Step	90	105	120	Degree
1	41,170	41,375	41,580	41,990
2	41,281	41,486	41,691	42,101
3	41,390	41,595	41,800	42,210
4	41,501	41,706	41,911	42,321
5	41,611	41,816	42,021	42,431
6	42,740	42,945	43,150	43,560
7	43,754	43,959	44,164	44,574
8	44,783	44,988	45,193	45,603
9	45,806	46,011	46,216	46,626
10	46,828	47,033	47,238	47,648
11	47,850	48,055	48,260	48,670
12	49,784	49,989	50,194	50,604
13	51,674	51,879	52,084	52,494
14	55,849	56,054	56,259	56,669

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE B-2

COMMUNITY OUTREACH SPECIALISTS

2014-2015

Step	NC	15	30	45	60	75
1	39,530	39,940	40,350	40,555	40,760	40,965
2	39,641	40,051	40,461	40,666	40,871	41,076
3	39,750	40,160	40,570	40,775	40,980	41,185
4	39,861	40,271	40,681	40,886	41,091	41,296
5	39,971	40,381	40,791	40,996	41,201	41,406
6	41,100	41,510	41,920	42,125	42,330	42,535
7	42,114	42,524	42,934	43,139	43,344	43,549
8	43,143	43,553	43,963	44,168	44,373	44,578
9	44,166	44,576	44,986	45,191	45,396	45,601
10	45,188	45,598	46,008	46,213	46,418	46,623
11	46,210	46,620	47,030	47,235	47,440	47,645
12	48,144	48,554	48,964	49,169	49,374	49,579
13	50,034	50,444	50,854	51,059	51,264	51,469
14	55,022	55,438	55,854	56,063	56,271	56,479

Step	90	105	120	Degree
1	41,170	41,375	41,580	41,990
2	41,281	41,486	41,691	42,101
3	41,390	41,595	41,800	42,210
4	41,501	41,706	41,911	42,321
5	41,611	41,816	42,021	42,431
6	42,740	42,945	43,150	43,560
7	43,754	43,959	44,164	44,574
8	44,783	44,988	45,193	45,603
9	45,806	46,011	46,216	46,626
10	46,828	47,033	47,238	47,648
11	47,850	48,055	48,260	48,670
12	49,784	49,989	50,194	50,604
13	51,674	51,879	52,084	52,494
14	56,687	56,895	57,103	57,519

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE C-1
COMMUNITY SCHOOL COORDINATORS

2013-2014

Step	NC	15	30	45	60
1	16,290	16,700	17,110	17,315	17,520
2	16,401	16,811	17,221	17,426	17,631
3	16,510	16,920	17,330	17,535	17,740
4	16,621	17,031	17,441	17,646	17,851
5	16,731	17,141	17,551	17,756	17,961
6	17,148	17,558	17,968	18,173	18,378
7	17,976	18,386	18,796	19,001	19,206
8	18,796	19,206	19,616	19,821	20,026
9	19,540	19,950	20,360	20,565	20,770
10	20,130	20,540	20,950	21,155	21,360
11	20,740	21,150	21,560	21,765	21,970
12	21,348	21,758	22,168	22,373	22,578
13	25,269	25,679	25,089	26,294	26,499
14	25,983	26,393	26,803	27,008	26,213
15	28,352	28,762	29,172	29,377	29,582

Step	75	90	105	120	Degree
1	17,725	17,930	18,135	18,340	18,750
2	17,836	18,041	18,246	18,451	18,861
3	17,945	18,150	18,355	18,560	18,970
4	18,056	18,261	18,466	18,671	19,081
5	18,166	18,371	18,576	18,781	19,191
6	18,583	18,788	18,993	19,198	19,608
7	19,411	19,616	19,821	20,026	20,436
8	20,231	20,436	20,641	20,846	21,256
9	20,975	21,180	21,385	21,590	22,000
10	21,565	21,770	21,975	22,180	22,590
11	22,175	22,380	22,585	22,790	23,200
12	22,783	22,988	22,193	23,398	23,808
13	26,704	26,909	26,114	27,319	27,729
14	27,418	27,623	27,828	28,033	28,443
15	29,787	29,992	30,197	30,402	30,812

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE C-2
COMMUNITY SCHOOL COORDINATORS
2014-2015

Step	NC	15	30	45	60
1	16,290	16,700	17,110	17,315	17,520
2	16,401	16,811	17,221	17,426	17,631
3	16,510	16,920	17,330	17,535	17,740
4	16,621	17,031	17,441	17,646	17,851
5	16,731	17,141	17,551	17,756	17,961
6	17,148	17,558	17,968	18,173	18,378
7	17,976	18,386	18,796	19,001	19,206
8	18,796	19,206	19,616	19,821	20,026
9	19,540	19,950	20,360	20,565	20,770
10	20,130	20,540	20,950	21,155	21,360
11	20,740	21,150	21,560	21,765	21,970
12	21,348	21,758	22,168	22,373	22,578
13	25,269	25,679	25,089	26,294	26,499
14	25,983	26,393	26,803	27,008	26,213
15	28,777	29,193	29,610	29,817	30,026

Step	75	90	105	120	Degree
1	17,725	17,930	18,135	18,340	18,750
2	17,836	18,041	18,246	18,451	18,861
3	17,945	18,150	18,355	18,560	18,970
4	18,056	18,261	18,466	18,671	19,081
5	18,166	18,371	18,576	18,781	19,191
6	18,583	18,788	18,993	19,198	19,608
7	19,411	19,616	19,821	20,026	20,436
8	20,231	20,436	20,641	20,846	21,256
9	20,975	21,180	21,385	21,590	22,000
10	21,565	21,770	21,975	22,180	22,590
11	22,175	22,380	22,585	22,790	23,200
12	22,783	22,988	22,193	23,398	23,808
13	26,704	26,909	26,114	27,319	27,729
14	27,418	27,623	27,828	28,033	28,443
15	30,324	30,442	30,650	30,858	31,274

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE D-1
COMPUTER SPECIALISTS
2013-2014

Step	NC	15	30	45	60
1	28,427	28,837	29,247	29,452	29,657
2	28,537	28,947	29,357	29,562	29,767
3	28,647	29,057	29,467	29,672	29,877
4	28,757	29,167	29,577	29,782	29,987
5	28,868	29,278	29,688	29,893	30,098
6	29,559	29,969	30,379	30,584	30,789
7	30,247	30,657	31,067	31,272	31,477
8	30,873	31,283	31,693	31,898	32,103
9	31,562	31,972	32,382	32,587	32,792
10	32,251	32,661	33,071	33,276	33,481
11	32,942	33,352	33,762	33,967	34,172
12	33,632	34,042	34,452	34,657	34,862
13	36,601	37,011	37,421	37,626	37,831

Step	75	90	105	120	Degree
1	29,862	30,067	30,272	30,477	30,887
2	29,972	30,177	30,382	30,587	30,997
3	30,082	30,287	30,492	30,697	31,107
4	30,192	30,397	30,602	30,807	31,217
5	30,303	30,508	30,713	30,918	31,328
6	30,994	31,199	31,404	31,609	32,019
7	31,682	31,887	32,092	32,297	32,707
8	32,308	32,513	32,718	32,923	33,333
9	32,997	33,202	33,407	33,612	34,022
10	33,686	33,891	34,096	34,301	34,711
11	34,377	34,582	34,787	34,992	35,402
12	35,067	35,272	35,477	35,682	36,092
13	38,036	38,241	38,446	38,651	39,061

Employees will remain on the same Step they were on in 2012-2013.

All employees shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE D-2
COMPUTER SPECIALISTS
2014-2015

Step	NC	15	30	45	60
1	28,427	28,837	29,247	29,452	29,657
2	28,537	28,947	29,357	29,562	29,767
3	28,647	29,057	29,467	29,672	29,877
4	28,757	29,167	29,577	29,782	29,987
5	28,868	29,278	29,688	29,893	30,098
6	29,559	29,969	30,379	30,584	30,789
7	30,247	30,657	31,067	31,272	31,477
8	30,873	31,283	31,693	31,898	32,103
9	31,562	31,972	32,382	32,587	32,792
10	32,251	32,661	33,071	33,276	33,481
11	32,942	33,352	33,762	33,967	34,172
12	33,632	34,042	34,452	34,657	34,862
13	37,150	37,566	37,982	38,190	38,398

Step	75	90	105	120	Degree
1	29,862	30,067	30,272	30,477	30,887
2	29,972	30,177	30,382	30,587	30,997
3	30,082	30,287	30,492	30,697	31,107
4	30,192	30,397	30,602	30,807	31,217
5	30,303	30,508	30,713	30,918	31,328
6	30,994	31,199	31,404	31,609	32,019
7	31,682	31,887	32,092	32,297	32,707
8	32,308	32,513	32,718	32,923	33,333
9	32,997	33,202	33,407	33,612	34,022
10	33,686	33,891	34,096	34,301	34,711
11	34,377	34,582	34,787	34,992	35,402
12	35,067	35,272	35,477	35,682	36,092
13	38,607	38,815	39,023	39,231	39,650

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 12 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 13 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE E-1
COMPUTER TECHNICIAN
2013-2014

Step	NC	15	30	45	60
1	44,491	44,901	45,311	45,516	45,721
2	44,601	45,011	45,421	45,626	45,831
3	44,711	45,121	45,531	45,736	45,941
4	44,821	45,231	45,641	45,846	46,051
5	44,931	45,341	45,751	45,956	46,161
6	46,068	46,478	46,888	47,093	47,298
7	47,204	47,614	48,024	48,229	48,434
8	48,341	48,751	49,161	49,366	49,571
9	49,477	49,887	50,297	50,502	50,707
10	53,860	54,270	54,680	54,885	55,090

Step	75	90	105	120	Degree
1	45,926	46,131	46,336	46,541	46,951
2	46,036	46,241	46,446	46,651	47,061
3	46,146	46,351	46,556	46,761	47,171
4	46,256	46,461	46,666	46,871	47,281
5	46,366	46,571	46,776	46,981	47,391
6	47,503	47,708	47,913	48,118	48,528
7	48,639	48,844	49,049	49,254	49,664
8	49,776	49,981	50,186	50,391	50,801
9	50,912	51,117	51,322	51,527	51,937
10	55,295	55,500	55,705	55,910	56,320

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE E-2
COMPUTER TECHNICIAN
2014-2015

Step	NC	15	30	45	60
1	44,491	44,901	45,311	45,516	45,721
2	44,601	45,011	45,421	45,626	45,831
3	44,711	45,121	45,531	45,736	45,941
4	44,821	45,231	45,641	45,846	46,051
5	44,931	45,341	45,751	45,956	46,161
6	46,068	46,478	46,888	47,093	47,298
7	47,204	47,614	48,024	48,229	48,434
8	48,341	48,751	49,161	49,366	49,571
9	49,477	49,887	50,297	50,502	50,707
10	54,668	55,084	55,500	55,708	55,916

Step	75	90	105	120	Degree
1	45,926	46,131	46,336	46,541	46,951
2	46,036	46,241	46,446	46,651	47,061
3	46,146	46,351	46,556	46,761	47,171
4	46,256	46,461	46,666	46,871	47,281
5	46,366	46,571	46,776	46,981	47,391
6	47,503	47,708	47,913	48,118	48,528
7	48,639	48,844	49,049	49,254	49,664
8	49,776	49,981	50,186	50,391	50,801
9	50,912	51,117	51,322	51,527	51,937
10	56,124	56,333	56,541	56,749	57,165

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 9 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 10 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE F-1
DISTRICT PARENT COORDINATORS
2013-2014

Step	NC	15	30	45	60
1	31,732	32,142	32,552	32,757	32,962
2	31,864	32,274	32,684	32,889	33,094
3	31,996	32,406	32,816	33,021	33,226
4	32,128	32,538	32,948	33,153	33,358
5	32,261	32,671	33,081	33,286	33,491
6	33,760	34,170	34,580	34,785	34,990
7	35,261	35,671	36,081	36,286	36,491
8	36,761	37,171	37,581	37,786	37,991
9	38,261	38,671	39,081	39,286	39,491
10	39,762	40,172	40,582	40,787	40,992
11	41,262	41,672	42,082	42,287	42,492
12	42,763	43,173	43,583	43,788	43,993
13	47,131	47,541	47,951	48,156	48,361

Step	75	90	105	120	Degree
1	33,167	33,372	33,577	33,782	34,192
2	33,299	33,504	33,709	33,914	34,324
3	33,431	33,636	33,841	34,046	34,456
4	33,563	33,768	33,973	34,178	34,588
5	33,696	33,901	34,106	34,311	34,721
6	35,195	35,400	35,605	35,810	36,220
7	36,696	36,901	37,106	37,311	37,721
8	38,196	38,401	38,606	38,811	39,221
9	39,696	39,901	40,106	40,311	40,721
10	41,197	41,402	41,607	41,812	42,222
11	42,697	42,902	43,107	43,312	43,722
12	44,198	44,403	44,608	44,813	45,223
13	48,566	48,771	48,976	49,181	49,591

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE F-2
DISTRICT PARENT COORDINATORS
2014-2015

Step	NC	15	30	45	60
1	31,732	32,142	32,552	32,757	32,962
2	31,864	32,274	32,684	32,889	33,094
3	31,996	32,406	32,816	33,021	33,226
4	32,128	32,538	32,948	33,153	33,358
5	32,261	32,671	33,081	33,286	33,491
6	33,760	34,170	34,580	34,785	34,990
7	35,261	35,671	36,081	36,286	36,491
8	36,761	37,171	37,581	37,786	37,991
9	38,261	38,671	39,081	39,286	39,491
10	39,762	40,172	40,582	40,787	40,992
11	41,262	41,672	42,082	42,287	42,492
12	42,763	43,173	43,583	43,788	43,993
13	47,838	48,254	48,670	48,878	49,086

Step	75	90	105	120	Degree
1	33,167	33,372	33,577	33,782	34,192
2	33,299	33,504	33,709	33,914	34,324
3	33,431	33,636	33,841	34,046	34,456
4	33,563	33,768	33,973	34,178	34,588
5	33,696	33,901	34,106	34,311	34,721
6	35,195	35,400	35,605	35,810	36,220
7	36,696	36,901	37,106	37,311	37,721
8	38,196	38,401	38,606	38,811	39,221
9	39,696	39,901	40,106	40,311	40,721
10	41,197	41,402	41,607	41,812	42,222
11	42,697	42,902	43,107	43,312	43,722
12	44,198	44,403	44,608	44,813	45,223
13	49,294	49,503	49,711	49,920	50,335

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 12 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 13 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE G-1

PARA-PROFESSIONALS "A" / PARA-PROFESSIONALS "B"

2013-2014

Step	NC	15	30	45	60
1	16,662	17,072	17,482	17,687	17,892
2	16,772	17,182	17,592	17,797	18,002
3	16,881	17,291	17,701	17,906	18,111
4	16,992	17,402	17,812	18,017	18,222
5	17,102	17,512	17,922	18,127	18,332
6	17,521	17,931	18,341	18,546	18,751
7	17,996	18,406	18,816	19,021	19,226
8	18,764	19,174	19,584	19,789	19,994
9	19,447	19,857	20,267	20,472	20,677
10	20,030	20,440	20,850	21,055	21,260
11	20,648	21,058	21,468	21,673	21,878
12	21,435	21,845	22,255	22,460	22,665
13	25,095	25,505	25,915	26,120	26,325
14	25,823	26,233	26,643	26,848	27,053
15	28,376	28,786	29,196	29,401	29,606

Step	75	90	105	120	Degree
1	18,097	18,302	18,507	18,712	19,122
2	18,207	18,412	18,617	18,822	19,232
3	18,316	18,521	18,726	18,931	19,341
4	18,427	18,632	18,837	19,042	19,452
5	18,537	18,742	18,947	19,152	19,562
6	18,956	19,161	19,366	19,571	19,981
7	19,431	19,636	19,841	20,046	20,456
8	20,199	20,404	20,609	20,814	21,224
9	20,882	21,087	21,292	21,497	21,907
10	21,465	21,670	21,875	22,080	22,490
11	22,083	22,288	22,493	22,698	23,108
12	22,870	23,075	23,280	23,485	23,895
13	26,530	26,735	26,940	27,145	27,555
14	27,258	27,463	27,668	27,873	28,283
15	29,811	30,016	30,221	30,426	30,836

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE G-2

PARA-PROFESSIONALS "A" / PARA-PROFESSIONALS "B"

2014-2015

Step	NC	15	30	45	60
1	16,662	17,072	17,482	17,687	17,892
2	16,772	17,182	17,592	17,797	18,002
3	16,881	17,291	17,701	17,906	18,111
4	16,992	17,402	17,812	18,017	18,222
5	17,102	17,512	17,922	18,127	18,332
6	17,521	17,931	18,341	18,546	18,751
7	17,996	18,406	18,816	19,021	19,226
8	18,764	19,174	19,584	19,789	19,994
9	19,447	19,857	20,267	20,472	20,677
10	20,030	20,440	20,850	21,055	21,260
11	20,648	21,058	21,468	21,673	21,878
12	21,435	21,845	22,255	22,460	22,665
13	25,095	25,505	25,915	26,120	26,325
14	25,823	26,233	26,643	26,848	27,053
15	28,802	29,218	29,634	29,842	30,050

Step	75	90	105	120	Degree
1	18,097	18,302	18,507	18,712	19,122
2	18,207	18,412	18,617	18,822	19,232
3	18,316	18,521	18,726	18,931	19,341
4	18,427	18,632	18,837	19,042	19,452
5	18,537	18,742	18,947	19,152	19,562
6	18,956	19,161	19,366	19,571	19,981
7	19,431	19,636	19,841	20,046	20,456
8	20,199	20,404	20,609	20,814	21,224
9	20,882	21,087	21,292	21,497	21,907
10	21,465	21,670	21,875	22,080	22,490
11	22,083	22,288	22,493	22,698	23,108
12	22,870	23,075	23,280	23,485	23,895
13	26,530	26,735	26,940	27,145	27,555
14	27,258	27,463	27,668	27,873	28,283
15	30,258	30,466	30,674	30,882	31,298

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE H-1

MEDIA PERSONNEL

2013-2014

Step	NC	15	30	45	60
1	27,046	27,456	27,866	28,071	28,276
2	27,554	27,964	28,374	28,579	28,784
3	27,663	28,073	28,483	28,688	28,893
4	27,774	28,184	28,594	28,799	29,004
5	27,884	28,294	28,704	28,909	29,114
6	28,824	29,234	29,644	29,849	30,054
7	29,820	30,230	30,640	30,845	31,050
8	30,767	31,177	31,587	31,792	31,997
9	31,778	32,188	32,598	32,803	33,008
10	32,845	33,255	33,665	33,870	34,075
11	33,829	34,239	34,649	34,854	35,059
12	34,778	35,188	35,598	35,803	36,008
13	37,885	38,295	38,705	38,910	39,115
14	39,256	39,666	40,076	40,281	40,486
15	42,790	43,200	43,610	43,815	44,020

Step	75	90	105	120	Degree
1	28,481	28,686	28,891	29,096	29,506
2	28,989	29,194	29,399	29,604	30,014
3	29,098	29,303	29,508	29,713	30,123
4	29,209	29,414	29,619	29,824	30,234
5	29,319	29,524	29,729	29,934	30,344
6	30,259	30,464	30,669	30,874	31,284
7	31,255	31,460	31,665	31,870	32,280
8	32,202	32,407	32,612	32,817	33,227
9	33,213	33,418	33,623	33,828	34,238
10	34,280	34,485	34,690	34,895	35,305
11	35,264	35,469	35,674	35,879	36,289
12	36,213	36,418	36,623	36,828	37,238
13	39,320	39,525	39,730	39,935	40,345
14	40,691	40,896	41,101	41,306	41,716
15	44,225	44,430	44,635	44,840	45,250

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE H-2

MEDIA PERSONNEL

2014-2015

Step	NC	15	30	45	60
1	27,046	27,456	27,866	28,071	28,276
2	27,554	27,964	28,374	28,579	28,784
3	27,663	28,073	28,483	28,688	28,893
4	27,774	28,184	28,594	28,799	29,004
5	27,884	28,294	28,704	28,909	29,114
6	28,824	29,234	29,644	29,849	30,054
7	29,820	30,230	30,640	30,845	31,050
8	30,767	31,177	31,587	31,792	31,997
9	31,778	32,188	32,598	32,803	33,008
10	32,845	33,255	33,665	33,870	34,075
11	33,829	34,239	34,649	34,854	35,059
12	34,778	35,188	35,598	35,803	36,008
13	37,885	38,295	38,705	38,910	39,115
14	39,256	39,666	40,076	40,281	40,486
15	43,432	43,848	44,264	44,472	44,680

Step	75	90	105	120	Degree
1	28,481	28,686	28,891	29,096	29,506
2	28,989	29,194	29,399	29,604	30,014
3	29,098	29,303	29,508	29,713	30,123
4	29,209	29,414	29,619	29,824	30,234
5	29,319	29,524	29,729	29,934	30,344
6	30,259	30,464	30,669	30,874	31,284
7	31,255	31,460	31,665	31,870	32,280
8	32,202	32,407	32,612	32,817	33,227
9	33,213	33,418	33,623	33,828	34,238
10	34,280	34,485	34,690	34,895	35,305
11	35,264	35,469	35,674	35,879	36,289
12	36,213	36,418	36,623	36,828	37,238
13	39,320	39,525	39,730	39,935	40,345
14	40,691	40,896	41,101	41,306	41,716
15	44,888	45,096	45,305	45,513	45,929

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE I-1
10 MONTH VAN DRIVERS
2013-2014

Step	NC	15	30	45	60
1	22,023	22,433	22,843	23,048	23,253
2	22,133	22,543	22,953	23,158	23,363
3	22,243	22,653	23,063	23,268	23,473
4	22,353	22,763	23,173	23,378	23,583
5	22,464	22,874	23,284	23,489	23,694
6	23,438	23,848	24,258	24,463	24,668
7	24,408	24,818	25,228	25,433	25,638
8	25,378	25,788	26,198	26,403	26,608
9	26,574	26,984	27,394	27,599	27,804
10	27,733	28,143	28,553	28,758	28,963
11	28,717	29,127	29,537	29,742	29,947
12	29,650	30,060	30,470	30,675	30,880
13	30,637	31,047	31,457	31,662	31,867
14	33,674	34,084	34,494	34,699	34,904
15	34,832	35,242	35,652	35,857	36,062
16	37,986	38,396	38,806	39,011	39,216

Step	75	90	105	120	Degree
1	23,458	23,663	23,868	24,073	24,483
2	23,568	23,773	23,978	24,183	24,593
3	23,678	23,883	24,088	24,293	24,703
4	23,788	23,993	24,198	24,403	24,813
5	23,899	24,104	24,309	24,514	24,924
6	24,873	25,078	25,283	25,488	25,898
7	25,843	26,048	26,253	26,458	26,868
8	26,813	27,018	27,223	27,428	27,838
9	28,009	28,214	28,419	28,624	29,034
10	29,168	29,373	29,578	29,783	30,193
11	30,152	30,357	30,562	30,767	31,177
12	31,085	31,290	31,495	31,700	32,110
13	32,072	32,277	32,482	32,687	33,097
14	35,109	35,314	35,519	35,724	36,134
15	36,267	36,472	36,677	36,882	37,292
16	39,421	39,626	39,831	40,036	40,446

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE I-2
10 MONTH VAN DRIVERS
2014-2015

Step	NC	15	30	45	60
1	22,023	22,433	22,843	23,048	23,253
2	22,133	22,543	22,953	23,158	23,363
3	22,243	22,653	23,063	23,268	23,473
4	22,353	22,763	23,173	23,378	23,583
5	22,464	22,874	23,284	23,489	23,694
6	23,438	23,848	24,258	24,463	24,668
7	24,408	24,818	25,228	25,433	25,638
8	25,378	25,788	26,198	26,403	26,608
9	26,574	26,984	27,394	27,599	27,804
10	27,733	28,143	28,553	28,758	28,963
11	28,717	29,127	29,537	29,742	29,947
12	29,650	30,060	30,470	30,675	30,880
13	30,637	31,047	31,457	31,662	31,867
14	33,674	34,084	34,494	34,699	34,904
15	34,832	35,242	35,652	35,857	36,062
16	38,556	38,972	39,388	39,596	39,804

Step	75	90	105	120	Degree
1	23,458	23,663	23,868	24,073	24,483
2	23,568	23,773	23,978	24,183	24,593
3	23,678	23,883	24,088	24,293	24,703
4	23,788	23,993	24,198	24,403	24,813
5	23,899	24,104	24,309	24,514	24,924
6	24,873	25,078	25,283	25,488	25,898
7	25,843	26,048	26,253	26,458	26,868
8	26,813	27,018	27,223	27,428	27,838
9	28,009	28,214	28,419	28,624	29,034
10	29,168	29,373	29,578	29,783	30,193
11	30,152	30,357	30,562	30,767	31,177
12	31,085	31,290	31,495	31,700	32,110
13	32,072	32,277	32,482	32,687	33,097
14	35,109	35,314	35,519	35,724	36,134
15	36,267	36,472	36,677	36,882	37,292
16	40,012	40,220	40,428	40,637	41,053

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE I-3
12 MONTH VAN DRIVERS
2013-2014

Step	NC	15	30	45	60
1	24,663	25,073	25,483	25,688	25,893
2	24,773	25,183	25,593	25,798	26,003
3	24,884	25,294	25,704	25,909	26,114
4	24,993	25,403	25,813	26,018	26,223
5	25,104	25,514	25,924	26,129	26,334
6	26,080	26,490	26,900	27,105	27,310
7	27,052	27,462	27,872	28,077	28,282
8	28,020	28,430	28,840	29,045	29,250
9	29,242	29,652	30,062	30,267	30,472
10	30,420	30,830	31,240	31,445	31,650
11	31,406	31,816	32,226	32,431	32,636
12	32,637	33,047	33,457	33,662	33,867
13	33,948	34,358	34,768	34,973	35,178
14	37,581	37,991	38,401	38,606	38,811
15	38,937	39,347	39,757	39,962	40,167
16	42,443	42,853	43,263	43,468	43,673

Step	75	90	105	120	Degree
1	26,098	26,303	26,508	26,713	27,123
2	26,208	26,413	26,618	26,823	27,233
3	26,319	26,524	26,729	26,934	27,344
4	26,428	26,633	26,838	27,043	27,453
5	26,539	26,744	26,949	27,154	27,564
6	27,515	27,720	27,925	28,130	28,540
7	28,487	28,692	28,897	29,102	29,512
8	29,455	29,660	29,865	30,070	30,480
9	30,677	30,882	31,087	31,292	31,702
10	31,855	32,060	32,265	32,470	32,880
11	32,841	33,046	33,251	33,456	33,866
12	34,072	34,277	34,482	34,687	35,097
13	35,383	35,588	35,793	35,998	36,408
14	39,016	39,221	39,426	39,631	40,041
15	40,372	40,577	40,782	40,987	41,397
16	43,878	44,083	44,288	44,493	44,903

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE I-4
12 MONTH VAN DRIVERS
2014-2015

Step	NC	15	30	45	60
1	24,663	25,073	25,483	25,688	25,893
2	24,773	25,183	25,593	25,798	26,003
3	24,884	25,294	25,704	25,909	26,114
4	24,993	25,403	25,813	26,018	26,223
5	25,104	25,514	25,924	26,129	26,334
6	26,080	26,490	26,900	27,105	27,310
7	27,052	27,462	27,872	28,077	28,282
8	28,020	28,430	28,840	29,045	29,250
9	29,242	29,652	30,062	30,267	30,472
10	30,420	30,830	31,240	31,445	31,650
11	31,406	31,816	32,226	32,431	32,636
12	32,637	33,047	33,457	33,662	33,867
13	33,948	34,358	34,768	34,973	35,178
14	37,581	37,991	38,401	38,606	38,811
15	38,937	39,347	39,757	39,962	40,167
16	43,080	43,496	43,912	44,120	44,328

Step	75	90	105	120	Degree
1	26,098	26,303	26,508	26,713	27,123
2	26,208	26,413	26,618	26,823	27,233
3	26,319	26,524	26,729	26,934	27,344
4	26,428	26,633	26,838	27,043	27,453
5	26,539	26,744	26,949	27,154	27,564
6	27,515	27,720	27,925	28,130	28,540
7	28,487	28,692	28,897	29,102	29,512
8	29,455	29,660	29,865	30,070	30,480
9	30,677	30,882	31,087	31,292	31,702
10	31,855	32,060	32,265	32,470	32,880
11	32,841	33,046	33,251	33,456	33,866
12	34,072	34,277	34,482	34,687	35,097
13	35,383	35,588	35,793	35,998	36,408
14	39,016	39,221	39,426	39,631	40,041
15	40,372	40,577	40,782	40,987	41,397
16	44,536	44,744	44,952	45,160	45,577

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE J-1
SCHOOL SECURITY OFFICER
2013-2014

Step	NC	15	30	45	60
1	23,129	23,539	23,949	24,154	24,359
2	23,239	23,649	24,059	24,264	24,469
3	23,349	23,759	24,169	24,374	24,579
4	23,459	23,869	24,279	24,484	24,689
5	23,570	23,980	24,390	24,595	24,800
6	24,317	24,727	25,137	25,342	25,547
7	25,121	25,531	25,941	26,146	26,351
8	25,926	26,336	26,746	26,951	27,156
9	26,681	27,091	27,501	27,706	27,911
10	27,438	27,848	28,258	28,463	28,668
11	28,946	29,356	29,766	29,971	30,176
12	31,226	31,636	32,046	32,251	32,456
13	34,053	34,463	34,873	35,078	35,283
14	35,231	35,641	36,051	36,256	36,461
15	38,395	38,805	39,215	39,420	39,625

Step	75	90	105	120	Degree
1	24,564	24,769	24,974	25,179	25,589
2	24,674	24,879	25,084	25,289	25,699
3	24,784	24,989	25,194	25,399	25,809
4	24,894	25,099	25,304	25,509	25,919
5	25,005	25,210	25,415	25,620	26,030
6	25,752	25,957	26,162	26,367	26,777
7	26,556	26,761	26,966	27,171	27,581
8	27,361	27,566	27,771	27,976	28,386
9	28,116	28,321	28,526	28,731	29,141
10	28,873	29,078	29,283	29,488	29,898
11	30,381	30,586	30,791	30,996	31,406
12	32,661	32,866	33,071	33,276	33,686
13	35,488	35,693	35,898	36,103	36,513
14	36,666	36,871	37,076	37,281	37,691
15	39,830	40,035	40,240	40,445	40,885

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE J-2
SCHOOL SECURITY OFFICER
2014-2015

Step	NC	15	30	45	60
1	23,129	23,539	23,949	24,154	24,359
2	23,239	23,649	24,059	24,264	24,469
3	23,349	23,759	24,169	24,374	24,579
4	23,459	23,869	24,279	24,484	24,689
5	23,570	23,980	24,390	24,595	24,800
6	24,317	24,727	25,137	25,342	25,547
7	25,121	25,531	25,941	26,146	26,351
8	25,926	26,336	26,746	26,951	27,156
9	26,681	27,091	27,501	27,706	27,911
10	27,438	27,848	28,258	28,463	28,668
11	28,946	29,356	29,766	29,971	30,176
12	31,226	31,636	32,046	32,251	32,456
13	34,053	34,463	34,873	35,078	35,283
14	35,231	35,641	36,051	36,256	36,461
15	38,971	39,387	39,803	40,011	40,219

Step	75	90	105	120	Degree
1	24,564	24,769	24,974	25,179	25,589
2	24,674	24,879	25,084	25,289	25,699
3	24,784	24,989	25,194	25,399	25,809
4	24,894	25,099	25,304	25,509	25,919
5	25,005	25,210	25,415	25,620	26,030
6	25,752	25,957	26,162	26,367	26,777
7	26,556	26,761	26,966	27,171	27,581
8	27,361	27,566	27,771	27,976	28,386
9	28,116	28,321	28,526	28,731	29,141
10	28,873	29,078	29,283	29,488	29,898
11	30,381	30,586	30,791	30,996	31,406
12	32,661	32,866	33,071	33,276	33,686
13	35,488	35,693	35,898	36,103	36,513
14	36,666	36,871	37,076	37,281	37,691
15	40,427	40,636	40,844	41,052	41,498

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE K-1
SPECIAL INVESTIGATORS/PROPERTY OFFICER
2013-2014

Step	NC	15	30	45	60
1	46,915	47,325	47,735	47,940	48,145
2	47,025	47,435	47,845	48,050	48,255
3	47,135	47,545	47,955	48,160	48,365
4	47,245	47,655	48,065	48,270	48,475
5	47,356	47,766	48,176	48,381	48,586
6	48,377	48,787	49,197	49,402	49,607
7	49,399	49,809	50,219	50,424	50,629
8	50,418	50,828	51,238	51,443	51,648
9	51,440	51,850	52,260	52,465	52,670
10	52,462	52,872	53,282	53,487	53,692
11	53,482	53,892	54,302	54,507	54,712
12	55,827	56,237	56,647	56,852	57,057
13	58,108	58,518	58,928	59,133	59,338
14	63,248	63,668	64,078	64,283	64,488

Step	75	90	105	120	Degree
1	48,350	48,555	48,760	48,965	49,375
2	48,460	48,665	48,870	49,075	49,485
3	48,570	48,775	48,980	49,185	49,595
4	48,680	48,885	49,090	49,295	49,705
5	48,791	48,996	49,201	49,406	49,816
6	49,812	50,017	50,222	50,427	50,837
7	50,834	51,039	51,244	51,449	51,859
8	51,853	52,058	52,263	52,468	52,878
9	52,875	53,080	53,285	53,490	53,900
10	53,897	54,102	54,307	54,512	54,922
11	54,917	55,122	55,327	55,532	55,942
12	57,262	57,467	57,672	57,877	58,287
13	59,543	59,748	59,953	60,158	60,658
14	64,693	64,898	65,103	65,308	65,718

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE K-2

SPECIAL INVESTIGATORS/PROPERTY OFFICER

2014-2015

Step	NC	15	30	45	60
1	46,915	47,325	47,735	47,940	48,145
2	47,025	47,435	47,845	48,050	48,255
3	47,135	47,545	47,955	48,160	48,365
4	47,245	47,655	48,065	48,270	48,475
5	47,356	47,766	48,176	48,381	48,586
6	48,377	48,787	49,197	49,402	49,607
7	49,399	49,809	50,219	50,424	50,629
8	50,418	50,828	51,238	51,443	51,648
9	51,440	51,850	52,260	52,465	52,670
10	52,462	52,872	53,282	53,487	53,692
11	53,482	53,892	54,302	54,507	54,712
12	55,827	56,237	56,647	56,852	57,057
13	58,108	58,518	58,928	59,133	59,338
14	64,197	64,623	65,039	65,247	65,455

Step	75	90	105	120	Degree
1	48,350	48,555	48,760	48,965	49,375
2	48,460	48,665	48,870	49,075	49,485
3	48,570	48,775	48,980	49,185	49,595
4	48,680	48,885	49,090	49,295	49,705
5	48,791	48,996	49,201	49,406	49,816
6	49,812	50,017	50,222	50,427	50,837
7	50,834	51,039	51,244	51,449	51,859
8	51,853	52,058	52,263	52,468	52,878
9	52,875	53,080	53,285	53,490	53,900
10	53,897	54,102	54,307	54,512	54,922
11	54,917	55,122	55,327	55,532	55,942
12	57,262	57,467	57,672	57,877	58,287
13	59,543	59,748	59,953	60,158	60,658
14	65,663	65,871	66,080	66,288	66,704

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 13 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 14 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE L-1
WEB SITE TECHNICIAN
2013-2014

Step	NC	15	30	45	60
1	37,737	38,147	38,557	38,762	38,967
2	37,847	38,257	38,667	38,872	39,077
3	37,958	38,368	38,778	38,983	39,188
4	38,067	38,477	38,887	39,092	39,297
5	38,178	38,588	38,998	39,203	39,408
6	39,315	39,725	40,135	40,340	40,545
7	40,451	40,861	41,271	41,476	41,681
8	41,588	41,998	42,408	42,613	42,818
9	42,725	43,135	43,545	43,750	43,955
10	46,707	47,117	47,527	47,732	47,937

Step	75	90	105	120	Degree
1	39,172	39,377	39,582	39,787	40,197
2	39,282	39,487	39,692	39,897	40,307
3	39,393	39,598	39,803	40,008	40,418
4	39,502	39,707	39,912	40,117	40,527
5	39,613	39,818	40,023	40,228	40,638
6	40,750	40,955	41,160	41,365	41,775
7	41,886	42,091	42,296	42,501	42,911
8	43,023	43,228	43,433	43,638	44,048
9	44,160	44,365	44,570	44,775	45,185
10	48,142	48,347	48,552	48,757	49,167

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE L-2
WEB SITE TECHNICIAN
2014-2015

Step	NC	15	30	45	60
1	37,737	38,147	38,557	38,762	38,967
2	37,847	38,257	38,667	38,872	39,077
3	37,958	38,368	38,778	38,983	39,188
4	38,067	38,477	38,887	39,092	39,297
5	38,178	38,588	38,998	39,203	39,408
6	39,315	39,725	40,135	40,340	40,545
7	40,451	40,861	41,271	41,476	41,681
8	41,588	41,998	42,408	42,613	42,818
9	42,725	43,135	43,545	43,750	43,955
10	47,407	47,824	48,240	48,448	48,656

Step	75	90	105	120	Degree
1	39,172	39,377	39,582	39,787	40,197
2	39,282	39,487	39,692	39,897	40,307
3	39,393	39,598	39,803	40,008	40,418
4	39,502	39,707	39,912	40,117	40,527
5	39,613	39,818	40,023	40,228	40,638
6	40,750	40,955	41,160	41,365	41,775
7	41,886	42,091	42,296	42,501	42,911
8	43,023	43,228	43,433	43,638	44,048
9	44,160	44,365	44,570	44,775	45,185
10	48,864	49,072	49,280	49,488	49,905

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 9 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 10 shall receive the salary shown on that Step. (1.5% over 2013-2014)

GROUP I:

Head Clerks; Payroll; Purchasing (12 months)

GROUP II A -

Statistical Clerk; Accounting Clerk; Billing (12 months)

GROUP II B:

Secretaries to: Directors; Coordinators; High School Principals; Middle School Principals and Elementary Principals (12 months)

GROUP III:

Clerks (12 months): Superintendent's Office; Business Office; Accounting; Special Services; Typist; Records; Payroll; Reproduction; Data Entry; Bookkeeper; Purchasing; Switchboard Operator; Sub-Teacher; Key punch Operators; Satellite Bookkeeper (12 months); K-8

GROUP IV:

Clerks (10 months); Elementary Clerks; Library Clerks (10 months) K-8

GROUP V:

Clerical Aides (10 months)

SALARY GUIDE M-1

GROUP I

2013-2014

Step	NC	15	30	45	60
1	20,078	28,488	28,898	29,103	29,308
2	28,188	28,598	29,008	29,213	29,418
3	28,298	28,708	29,118	29,323	29,528
4	28,409	28,819	29,229	29,434	29,639
5	28,518	28,928	29,338	29,543	29,748
6	29,876	30,286	30,696	30,901	31,106
7	31,247	31,657	32,067	32,272	32,477
8	32,850	33,260	33,670	33,875	34,080
9	34,638	35,048	35,458	35,663	35,868
10	36,549	36,959	37,369	37,574	37,779
11	38,464	38,874	39,284	39,489	39,694
12	40,525	40,935	41,345	41,550	41,755
13	43,717	44,127	44,537	44,742	44,947
14	45,222	45,632	46,042	46,247	46,452
15	46,964	47,374	47,784	48,194	48,604
16	51,160	51,570	51,980	52,390	52,800

Step	75	90	105	120	Degree
1	29,513	29,718	29,923	30,128	30,538
2	29,623	29,828	30,033	30,238	30,648
3	29,733	29,938	30,143	30,348	30,758
4	29,844	30,049	30,254	30,459	30,869
5	29,953	30,158	30,363	30,568	30,978
6	31,311	31,516	31,721	31,926	32,336
7	32,682	32,887	33,092	33,297	33,707
8	34,285	34,490	34,695	34,900	35,310
9	36,073	36,278	36,483	36,688	37,098
10	37,984	38,189	38,394	38,599	39,009
11	39,899	40,104	40,309	40,514	40,924
12	41,960	42,165	42,370	42,575	42,985
13	45,152	45,357	45,562	45,767	46,177
14	46,657	46,862	47,067	47,272	47,682
15	49,014	49,424	49,834	50,244	50,654
16	53,210	53,260	54,030	54,440	54,850

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE M-2

GROUP I

2014-2015

Step	NC	15	30	45	60
1	20,078	28,488	28,898	29,103	29,308
2	28,188	28,598	29,008	29,213	29,418
3	28,298	28,708	29,118	29,323	29,528
4	28,409	28,819	29,229	29,434	29,639
5	28,518	28,928	29,338	29,543	29,748
6	29,876	30,286	30,696	30,901	31,106
7	31,247	31,657	32,067	32,272	32,477
8	32,850	33,260	33,670	33,875	34,080
9	34,638	35,048	35,458	35,663	35,868
10	36,549	36,959	37,369	37,574	37,779
11	38,464	38,874	39,284	39,489	39,694
12	40,525	40,935	41,345	41,550	41,755
13	43,717	44,127	44,537	44,742	44,947
14	45,222	45,632	46,042	46,247	46,452
15	46,964	47,374	47,784	48,194	48,604
16	51,927	52,344	52,760	53,176	53,592

Step	75	90	105	120	Degree
1	29,513	29,718	29,923	30,128	30,538
2	29,623	29,828	30,033	30,238	30,648
3	29,733	29,938	30,143	30,348	30,758
4	29,844	30,049	30,254	30,459	30,869
5	29,953	30,158	30,363	30,568	30,978
6	31,311	31,516	31,721	31,926	32,336
7	32,682	32,887	33,092	33,297	33,707
8	34,285	34,490	34,695	34,900	35,310
9	36,073	36,278	36,483	36,688	37,098
10	37,984	38,189	38,394	38,599	39,009
11	39,899	40,104	40,309	40,514	40,924
12	41,960	42,165	42,370	42,575	42,985
13	45,152	45,357	45,562	45,767	46,177
14	46,657	46,862	47,067	47,272	47,682
15	49,014	49,424	49,834	50,244	50,654
16	54,008	54,059	54,840	55,257	55,673

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE N-1

GROUP II A

2013-2014

Step	NC	15	30	45	60
1	26,864	27,274	27,684	27,889	28,094
2	26,974	27,384	27,794	27,999	28,204
3	27,084	27,494	27,904	28,109	28,314
4	27,194	27,604	28,014	28,219	28,424
5	27,305	27,715	28,125	28,330	28,535
6	28,662	29,072	29,482	29,687	29,892
7	30,033	30,443	30,853	31,058	31,263
8	31,634	32,044	32,454	32,659	32,864
9	33,423	33,833	34,243	34,448	34,653
10	35,335	35,745	36,155	36,360	36,565
11	37,249	37,659	38,069	38,274	38,479
12	39,312	39,722	40,132	40,337	40,542
13	42,502	42,912	43,322	43,527	43,732
14	44,007	44,417	44,827	45,032	45,237
15	45,668	46,098	46,508	46,713	46,918
16	49,774	50,184	50,594.00	50,799	51,004

Step	75	90	105	120	Degree
1	28,299	28,504	28,709	28,914	29,324
2	28,409	28,614	28,819	29,024	29,434
3	28,519	28,724	28,929	29,134	29,544
4	28,629	28,834	29,039	29,244	29,654
5	28,740	28,945	29,150	29,355	29,765
6	30,097	30,302	30,507	30,712	31,122
7	31,468	31,673	31,878	32,083	32,493
8	33,069	33,274	33,479	33,684	34,094
9	34,858	35,063	35,268	35,473	35,883
10	36,770	36,975	37,180	37,385	37,795
11	38,684	38,889	39,094	39,299	39,709
12	40,747	40,952	41,157	41,362	41,772
13	43,937	44,142	44,347	44,552	44,962
14	45,442	45,647	45,852	46,057	46,467
15	47,123	47,328	47,533	47,738	48,148
16	51,209	51,414	51,619	51,824	52,234

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE N-2

GROUP II A

2014-2015

Step	NC	15	30	45	60
1	26,864	27,274	27,684	27,889	28,094
2	26,974	27,384	27,794	27,999	28,204
3	27,084	27,494	27,904	28,109	28,314
4	27,194	27,604	28,014	28,219	28,424
5	27,305	27,715	28,125	28,330	28,535
6	28,662	29,072	29,482	29,687	29,892
7	30,033	30,443	30,853	31,058	31,263
8	31,634	32,044	32,454	32,659	32,864
9	33,423	33,833	34,243	34,448	34,653
10	35,335	35,745	36,155	36,360	36,565
11	37,249	37,659	38,069	38,274	38,479
12	39,312	39,722	40,132	40,337	40,542
13	42,502	42,912	43,322	43,527	43,732
14	44,007	44,417	44,827	45,032	45,237
15	45,668	46,098	46,508	46,713	46,918
16	50,521	50,937	51,353	51,561	51,769

Step	75	90	105	120	Degree
1	28,299	28,504	28,709	28,914	29,324
2	28,409	28,614	28,819	29,024	29,434
3	28,519	28,724	28,929	29,134	29,544
4	28,629	28,834	29,039	29,244	29,654
5	28,740	28,945	29,150	29,355	29,765
6	30,097	30,302	30,507	30,712	31,122
7	31,468	31,673	31,878	32,083	32,493
8	33,069	33,274	33,479	33,684	34,094
9	34,858	35,063	35,268	35,473	35,883
10	36,770	36,975	37,180	37,385	37,795
11	38,684	38,889	39,094	39,299	39,709
12	40,747	40,952	41,157	41,362	41,772
13	43,937	44,142	44,347	44,552	44,962
14	45,442	45,647	45,852	46,057	46,467
15	47,123	47,328	47,533	47,738	48,148
16	51,977	52,185	52,393	52,601	53,018

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE O-1

GROUP II B

2013-2014

Step	NC	15	30	45	60
1	24,912	25,322	25,732	25,937	26,142
2	25,022	25,432	25,842	26,047	26,252
3	25,133	25,543	25,953	26,158	26,363
4	25,242	25,652	26,062	26,267	26,472
5	25,353	25,763	26,173	26,378	26,583
6	26,712	27,122	27,532	27,737	27,942
7	28,161	28,571	28,981	29,186	29,391
8	29,769	30,179	30,589	30,794	30,999
9	31,679	32,089	32,499	32,704	32,909
10	33,607	34,017	34,427	34,632	34,837
11	35,472	35,882	36,292	36,497	36,702
12	37,596	38,006	38,416	38,621	38,826
13	40,360	40,770	41,180	41,385	41,590
14	42,173	42,583	42,993	43,198	43,403
15	43,761	44,171	44,581	44,786	44,991
16	47,682	48,092	48,502	48,912	49,322

Step	75	90	105	120	Degree
1	26,347	26,552	26,757	26,962	27,372
2	26,457	26,662	26,867	27,072	27,482
3	26,568	26,773	26,978	27,183	27,593
4	26,677	26,882	27,087	27,292	27,702
5	26,788	26,993	27,198	27,403	27,813
6	28,147	28,352	28,557	28,762	29,172
7	29,596	29,801	30,006	30,211	30,621
8	31,204	31,409	31,614	31,819	32,229
9	33,114	33,319	33,524	33,729	34,139
10	35,042	35,247	35,452	35,657	36,067
11	36,907	37,112	37,317	37,522	37,932
12	39,031	39,236	39,441	39,646	40,056
13	41,795	42,000	42,205	42,410	42,820
14	43,608	43,813	44,018	44,223	44,633
15	45,196	46,221	46,631	47,041	47,451
16	49,732	50,142	50,552	50,962	51,372

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE O-2

GROUP II B

2014-2015

Step	NC	15	30	45	60
1	24,912	25,322	25,732	25,937	26,142
2	25,022	25,432	25,842	26,047	26,252
3	25,133	25,543	25,953	26,158	26,363
4	25,242	25,652	26,062	26,267	26,472
5	25,353	25,763	26,173	26,378	26,583
6	26,712	27,122	27,532	27,737	27,942
7	28,161	28,571	28,981	29,186	29,391
8	29,769	30,179	30,589	30,794	30,999
9	31,679	32,089	32,499	32,704	32,909
10	33,607	34,017	34,427	34,632	34,837
11	35,472	35,882	36,292	36,497	36,702
12	37,596	38,006	38,416	38,621	38,826
13	40,360	40,770	41,180	41,385	41,590
14	42,173	42,583	42,993	43,198	43,403
15	43,761	44,171	44,581	44,786	44,991
16	48,397	48,813	49,230	49,646	50,062

Step	75	90	105	120	Degree
1	26,347	26,552	26,757	26,962	27,372
2	26,457	26,662	26,867	27,072	27,482
3	26,568	26,773	26,978	27,183	27,593
4	26,677	26,882	27,087	27,292	27,702
5	26,788	26,993	27,198	27,403	27,813
6	28,147	28,352	28,557	28,762	29,172
7	29,596	29,801	30,006	30,211	30,621
8	31,204	31,409	31,614	31,819	32,229
9	33,114	33,319	33,524	33,729	34,139
10	35,042	35,247	35,452	35,657	36,067
11	36,907	37,112	37,317	37,522	37,932
12	39,031	39,236	39,441	39,646	40,056
13	41,795	42,000	42,205	42,410	42,820
14	43,608	43,813	44,018	44,223	44,633
15	45,196	46,221	46,631	47,041	47,451
16	50,478	50,894	51,310	51,726	52,143

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE P-1

GROUP III

2013-2014

Step	NC	15	30	45	60
1	24,609	25,019	25,429	25,634	25,839
2	24,720	25,130	25,540	25,745	25,950
3	24,829	25,239	25,649	25,854	26,059
4	24,940	25,350	25,760	25,965	26,170
5	25,050	25,460	25,870	26,075	26,280
6	26,408	26,818	27,228	27,433	27,638
7	27,799	28,209	28,619	28,824	29,029
8	29,401	29,811	30,221	30,426	30,631
9	31,251	31,661	32,071	32,276	32,481
10	33,165	33,575	33,985	34,190	34,395
11	35,099	35,509	35,919	36,124	36,329
12	38,612	39,022	39,432	39,637	39,842
13	39,418	39,828	40,238	40,443	40,648
14	41,320	41,730	42,140	42,345	42,550
15	42,864	43,274	43,684	44,094	44,504
16	46,708	47,118	47,528	47,938	48,348

Step	75	90	105	120	Degree
1	26,044	26,249	26,454	26,659	27,069
2	26,155	26,360	26,565	26,770	27,180
3	26,264	26,469	26,674	26,879	27,289
4	26,375	26,580	26,785	26,990	27,400
5	26,485	26,690	26,895	27,100	27,510
6	27,843	28,048	28,253	28,458	28,868
7	29,234	29,439	29,644	29,849	30,259
8	30,836	31,041	31,246	31,451	31,861
9	32,686	32,891	33,096	33,301	33,711
10	34,600	34,805	35,010	35,215	35,625
11	36,534	36,739	36,944	37,149	37,559
12	40,047	40,252	40,457	40,662	41,072
13	40,853	41,058	41,263	41,468	41,878
14	42,755	42,960	43,165	43,370	43,780
15	44,914	45,324	45,734	46,144	46,554
16	47,409	49,168	49,578	49,988	50,398

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE P-2

GROUP III

2014-2015

Step	NC	15	30	45	60
1	24,609	25,019	25,429	25,634	25,839
2	24,720	25,130	25,540	25,745	25,950
3	24,829	25,239	25,649	25,854	26,059
4	24,940	25,350	25,760	25,965	26,170
5	25,050	25,460	25,870	26,075	26,280
6	26,408	26,818	27,228	27,433	27,638
7	27,799	28,209	28,619	28,824	29,029
8	29,401	29,811	30,221	30,426	30,631
9	31,251	31,661	32,071	32,276	32,481
10	33,165	33,575	33,985	34,190	34,395
11	35,099	35,509	35,919	36,124	36,329
12	38,612	39,022	39,432	39,637	39,842
13	39,418	39,828	40,238	40,443	40,648
14	41,320	41,730	42,140	42,345	42,550
15	42,864	43,274	43,684	44,094	44,504
16	47,709	47,825	48,240	48,657	49,073

Step	75	90	105	120	Degree
1	26,044	26,249	26,454	26,659	27,069
2	26,155	26,360	26,565	26,770	27,180
3	26,264	26,469	26,674	26,879	27,289
4	26,375	26,580	26,785	26,990	27,400
5	26,485	26,690	26,895	27,100	27,510
6	27,843	28,048	28,253	28,458	28,868
7	29,234	29,439	29,644	29,849	30,259
8	30,836	31,041	31,246	31,451	31,861
9	32,686	32,891	33,096	33,301	33,711
10	34,600	34,805	35,010	35,215	35,625
11	36,534	36,739	36,944	37,149	37,559
12	40,047	40,252	40,457	40,662	41,072
13	40,853	41,058	41,263	41,468	41,878
14	42,755	42,960	43,165	43,370	43,780
15	44,914	45,324	45,734	46,144	46,554
16	49,489	49,906	50,322	50,738	51,154

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE Q-1

GROUP IV

2013-2014

Step	NC	15	30	45	60
1	19,281	19,691	20,101	20,306	20,511
2	19,392	19,802	20,212	20,417	20,622
3	19,501	19,911	20,321	20,526	20,731
4	19,611	20,021	20,431	20,636	20,841
5	19,722	20,132	20,542	20,747	20,952
6	20,340	20,750	21,160	21,365	21,570
7	20,951	21,361	21,771	21,976	22,181
8	21,538	21,948	22,358	22,563	22,768
9	22,518	22,928	23,338	23,543	23,748
10	23,508	23,918	24,328	24,533	24,738
11	24,575	24,985	25,395	25,600	25,805
12	25,942	26,352	26,762	26,967	27,172
13	28,907	29,317	29,727	29,932	30,137
14	34,290	34,700	35,110	35,315	35,520
15	35,480	35,890	36,300	36,710	37,120
16	38,689	39,099	39,509	39,919	40,329

Step	75	90	105	120	Degree
1	20,716	20,921	21,126	21,331	21,741
2	20,827	21,032	21,237	21,442	21,852
3	20,936	21,141	21,346	21,551	21,961
4	21,046	21,251	21,456	21,661	22,071
5	21,157	21,362	21,567	21,772	22,182
6	21,775	21,980	22,185	22,390	22,800
7	22,386	22,591	22,796	23,001	23,411
8	22,973	23,178	23,383	23,588	23,998
9	23,953	24,158	24,363	24,568	24,978
10	24,943	25,148	25,353	25,558	25,968
11	26,010	26,215	26,420	26,625	27,035
12	27,377	27,582	27,787	27,992	28,402
13	30,342	30,547	30,752	30,957	31,367
14	35,725	35,930	36,135	36,340	36,750
15	37,530	37,940	38,350	38,760	39,170
16	40,739	41,149	41,559	41,969	42,379

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE Q-2

GROUP IV

2014-2015

Step	NC	15	30	45	60
1	19,281	19,691	20,101	20,306	20,511
2	19,392	19,802	20,212	20,417	20,622
3	19,501	19,911	20,321	20,526	20,731
4	19,611	20,021	20,431	20,636	20,841
5	19,722	20,132	20,542	20,747	20,952
6	20,340	20,750	21,160	21,365	21,570
7	20,951	21,361	21,771	21,976	22,181
8	21,538	21,948	22,358	22,563	22,768
9	22,518	22,928	23,338	23,543	23,748
10	23,508	23,918	24,328	24,533	24,738
11	24,575	24,985	25,395	25,600	25,805
12	25,942	26,352	26,762	26,967	27,172
13	28,907	29,317	29,727	29,932	30,137
14	34,290	34,700	35,110	35,315	35,520
15	35,480	35,890	36,300	36,710	37,120
16	39,269	39,685	40,102	40,518	40,934

Step	75	90	105	120	Degree
1	20,716	20,921	21,126	21,331	21,741
2	20,827	21,032	21,237	21,442	21,852
3	20,936	21,141	21,346	21,551	21,961
4	21,046	21,251	21,456	21,661	22,071
5	21,157	21,362	21,567	21,772	22,182
6	21,775	21,980	22,185	22,390	22,800
7	22,386	22,591	22,796	23,001	23,411
8	22,973	23,178	23,383	23,588	23,998
9	23,953	24,158	24,363	24,568	24,978
10	24,943	25,148	25,353	25,558	25,968
11	26,010	26,215	26,420	26,625	27,035
12	27,377	27,582	27,787	27,992	28,402
13	30,342	30,547	30,752	30,957	31,367
14	35,725	35,930	36,135	36,340	36,750
15	37,530	37,940	38,350	38,760	39,170
16	41,350	41,766	42,182	42,599	43,015

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 15 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 16 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE R-1

GROUP V

2013-2014

Step	NC	15	30	45	60
1	17,437	17,847	18,257	18,462	18,667
2	17,548	17,958	18,368	18,573	18,778
3	17,657	18,067	18,477	18,682	18,887
4	17,768	18,178	18,588	18,793	18,998
5	17,878	18,288	18,698	18,903	19,108
6	18,238	18,648	19,058	19,263	19,468
7	19,028	19,438	19,848	20,-053	20,258
8	19,894	20,304	20,714	20,919	21,124
9	20,554	20,964	21,374	21,579	21,784
10	21,202	21,612	22,022	22,227	22,432
11	22,406	22,816	23,226	23,431	23,636
12	23,617	24,027	24,437	24,642	24,847
13	26,172	26,582	26,992	27,197	27,402
14	26,951	27,361	27,771	27,976	28,181
15	29,428	29,838	30,248	30,453	30,658

Step	75	90	105	120	Degree
1	18,872	19,077	19,282	19,487	19,897
2	18,983	19,188	19,393	19,598	20,008
3	19,092	19,297	19,502	19,707	20,117
4	19,203	19,408	19,613	19,818	20,228
5	19,313	19,518	19,723	19,928	20,338
6	19,673	19,878	20,083	20,288	20,698
7	20,463	20,668	20,873	21,078	21,488
8	21,329	21,534	21,739	21,944	22,354
9	21,989	22,194	22,399	22,604	23,014
10	22,637	22,842	23,047	23,252	23,662
11	23,841	24,046	24,251	24,456	24,866
12	25,052	25,257	25,462	25,667	26,077
13	27,607	27,812	28,017	28,222	28,632
14	28,386	28,591	28,796	29,001	29,411
15	30,863	31,068	31,273	31,478	31,888

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE S-2
FOOD SERVICE
2014-2015

Step	NC	15	30	45	60
1	17,350	17,760	18,170	18,375	18,580
2	17,461	17,871	18,281	18,486	18,691
3	17,570	17,980	18,390	18,595	18,800
4	17,681	18,091	18,501	18,706	18,911
5	17,791	18,201	18,611	18,816	19,021
6	18,907	19,317	19,727	19,932	20,137
7	20,134	20,544	20,594	21,159	21,364
8	21,584	21,994	22,404	22,609	22,814
9	23,185	23,595	24,005	24,210	24,415
10	25,607	26,017	26,427	26,632	26,837
11	26,358	26,768	27,178	27,383	27,588
12	29,216	29,632	30,048	30,256	30,464
Step	75	90	105	120	Degree
1	18,785	18,990	19,195	19,400	19,810
2	18,896	19,101	19,306	19,511	19,921
3	19,005	19,210	19,415	19,620	20,030
4	19,116	19,321	19,526	19,731	20,141
5	19,226	19,431	19,636	19,841	20,251
6	20,342	20,547	20,752	20,957	21,367
7	21,569	21,774	21,979	22,184	22,594
8	23,019	23,224	23,429	23,634	24,044
9	24,620	24,825	25,030	25,235	25,645
10	27,042	27,247	27,452	27,657	28,067
11	27,793	27,998	28,203	28,408	28,818
12	30,672	30,880	31,088	31,297	31,713

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 11 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 12 shall receive the salary shown on that Step. (1.5% over 2013-2014)

SALARY GUIDE T-1
GENERAL WORKER

2013-2014

Step	NC	15	30	45	60
1	16,560	16,970	17,380	17,585	17,790
2	16,669	17,079	17,489	17,694	17,899
3	16,780	17,190	17,600	17,805	18,010
4	16,890	17,300	17,710	17,915	18,120
5	16,999	17,409	17,819	18,024	18,229
6	18,226	18,636	19,046	19,251	19,456
7	19,533	19,943	20,353	20,558	20,763
8	20,970	21,380	21,790	21,995	22,200
9	23,143	23,553	23,963	24,168	24,373
10	23,768	24,178	24,588	24,793	24,998
11	25,973	26,383	26,793	26,998	27,203
Step	75	90	105	120	Degree
1	17,995	18,200	18,405	18,610	19,020
2	18,104	18,309	18,514	18,719	19,129
3	18,215	18,420	18,625	17,830	19,240
4	18,325	18,530	18,735	18,940	19,350
5	18,434	18,639	18,844	19,049	19,459
6	19,661	19,866	20,071	20,276	20,686
7	20,968	21,173	21,378	21,583	21,993
8	22,405	22,610	22,815	23,020	23,430
9	24,578	24,783	24,988	25,193	25,603
10	25,203	25,408	25,613	25,818	26,228
11	27,408	27,613	27,818	28,023	28,433

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE V-1

STOCK PERSONS

2013-2014

Step	NC	15	30	45	60
1	32,162	32,572	32,982	33,187	33,392
2	32,273	32,683	33,093	33,298	33,503
3	32,383	32,793	33,203	33,408	33,613
4	32,492	32,902	33,312	33,517	33,722
5	32,603	33,013	33,423	33,628	33,833
6	33,852	34,262	34,672	34,877	35,082
7	35,100	35,510	35,920	36,125	36,330
8	36,349	36,759	37,169	37,374	37,579
9	37,599	38,009	38,419	38,624	38,829
10	38,846	39,256	39,666	39,871	40,076
11	40,096	40,506	40,916	41,121	41,326
12	41,343	41,753	42,163	42,368	42,573
13	42,593	43,003	43,313	43,618	43,823
14	43,841	44,251	44,661	44,866	45,071
15	48,413	48,823	49,233	49,438	49,643

Step	75	90	105	120	Degree
1	33,597	33,802	34,007	34,212	34,622
2	33,708	33,913	34,118	34,323	34,733
3	33,818	34,023	34,228	34,433	34,843
4	33,927	34,132	34,337	34,542	34,952
5	34,038	34,243	34,448	34,653	35,063
6	35,287	35,492	35,697	35,902	36,312
7	36,535	36,740	36,945	37,150	37,560
8	37,784	37,989	38,194	38,399	38,809
9	39,034	39,239	39,444	39,649	40,059
10	40,281	40,486	40,691	40,896	41,306
11	41,531	41,736	41,941	42,146	42,556
12	42,778	42,983	43,188	43,393	43,803
13	44,028	44,233	44,438	44,643	45,053
14	45,276	45,481	45,686	45,891	46,301
15	49,848	50,053	50,258	50,463	50,873

Employees will remain on the same Step they were on in 2012-2013.

All employees on shall receive retroactive compensation (stipend) in the amount of \$250.00 which shall be paid in a separate check.

SALARY GUIDE V-2

STOCK PERSONS

2014-2015

Step	NC	15	30	45	60
1	32,162	32,572	32,982	33,187	33,392
2	32,273	32,683	33,093	33,298	33,503
3	32,383	32,793	33,203	33,408	33,613
4	32,492	32,902	33,312	33,517	33,722
5	32,603	33,013	33,423	33,628	33,833
6	33,852	34,262	34,672	34,877	35,082
7	35,100	35,510	35,920	36,125	36,330
8	36,349	36,759	37,169	37,374	37,579
9	37,599	38,009	38,419	38,624	38,829
10	38,846	39,256	39,666	39,871	40,076
11	40,096	40,506	40,916	41,121	41,326
12	41,343	41,753	42,163	42,368	42,573
13	42,593	43,003	43,313	43,618	43,823
14	43,841	44,251	44,661	44,866	45,071
15	49,139	49,555	49,971	50,180	50,387

Step	75	90	105	120	Degree
1	33,597	33,802	34,007	34,212	34,622
2	33,708	33,913	34,118	34,323	34,733
3	33,818	34,023	34,228	34,433	34,843
4	33,927	34,132	34,337	34,542	34,952
5	34,038	34,243	34,448	34,653	35,063
6	35,287	35,492	35,697	35,902	36,312
7	36,535	36,740	36,945	37,150	37,560
8	37,784	37,989	38,194	38,399	38,809
9	39,034	39,239	39,444	39,649	40,059
10	40,281	40,486	40,691	40,896	41,306
11	41,531	41,736	41,941	42,146	42,556
12	42,778	42,983	43,188	43,393	43,803
13	44,028	44,233	44,438	44,643	45,053
14	45,276	45,481	45,686	45,891	46,301
15	50,596	50,804	51,012	51,220	51,636

Employees will remain on the same Step they were on in 2013-2014.

All employees on Steps 1 – 14 shall receive retroactive compensation (stipend) in the amount of \$500.00 which shall be paid in a separate check.

Those employees on Step 15 shall receive the salary shown on that Step. (1.5% over 2013-2014)