

88-0540

03-38

AGREEMENT

BETWEEN

WILLINGBORO TOWNSHIP BOARD OF EDUCATION

AND

WILLINGBORO EDUCATIONAL SECRETARIES ASSOCIATION

FOR THE ~~1980-81~~ AND 1981-82 SCHOOL YEARS

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PREAMBLE

In compliance with and pursuant to the provisions of the prevailing law of the State of New Jersey, this agreement is made and executed this ____ day of July, 1980, between the Board of Education of Willingboro Township, Burlington County, New Jersey, (hereinafter referred to as the "Board") and the Willingboro Educational Secretaries Association (hereinafter referred to as the "Association").

ARTICLE I. - RECOGNITION

A. Pursuant to the prevailing law of the State of New Jersey, the Willingboro Township Board of Education hereby recognizes the Willingboro Educational Secretaries Association as the exclusive representative for the purpose of collective negotiations concerning terms and conditions of employment for all individuals under contract with the Board in the following unit:

1. Administrative secretaries (other than the secretary to the Superintendent), school secretaries, other secretaries, administrative clerk-typists, clerk-typists, half-time clerk-typists, learning resource center aides, PBS operators, accounts payable clerks, accounts receivable clerks, head payroll clerks, and assistant payroll clerks.

B. Unless otherwise specified in this Agreement, the personnel included in this unit described above shall herein be referred to as employees.

ARTICLE II - NEGOTIATION PROCEDURE

A. The parties agree to commence negotiations with respect to a successor agreement in accordance with the then prevailing law of the State of New Jersey.

B. Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party.

C. The parties mutually pledge that their representatives shall be clothed with the necessary power and authority to make proposals, consider proposals, and make counterproposals during the course of the negotiations. The Association understands that any agreement reached is tentative until ratified by a majority of the Board at a public meeting.

D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement as set forth in Article XIX, neither party shall be required to negotiate with respect to any matter whether or not covered by this Agreement and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

E. In the event that the parties mutually agree to alter, amend or supplement this contract, the terms of said agreement shall be reduced to writing, signed by the parties hereto and adopted by the Board. The terms hereof shall not be otherwise modified.

F. The Board agrees that during the term hereof, it will not negotiate concerning the employees in the bargaining unit defined in Article I with any other organization other than the Association.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions

1. Grievance procedures are means by which employees may appeal the interpretation, application, or violation of policies, agreements, and administrative decisions affecting them.
2. A grievant is the person or persons making the claim.
3. A grievance is defined to mean a claim by an employee that there has been to him or her a misapplication, violation or misinterpretation of policies, agreements or administrative decision.

B. Procedure

1. Any employee shall have the right to appeal the application of policies, this Agreement, and administrative decisions affecting him or her through the grievance procedure within thirty (30) calendar days of the event, or thirty (30) calendar days from the time the employee should have known of the grievance.

2. The parties agree that in presenting his grievance, the grievant shall be assured freedom from coercion.
3. Any grievant has the right to either represent himself in the grievance procedure or to use a representative selected or approved by the Association or a representative approved and selected by the grievant. Whenever an employee is not represented by the Association, the Association shall have the right commencing with Step 2 hereinafter set forth, and all subsequent steps, to present the Association's position in writing.
4. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and if left unresolved until the beginning of the following school year, could result in irreparable harm to the grievant, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
5. Whenever an employee has a complaint the employee shall first discuss it informally with their immediate supervisor or any other person involved who will attempt to resolve it. The supervisor shall be

allowed seven (7) calendar days to study the problem before communicating his determination to the employee.

6. (a) Step 1. An employee desiring to assert a claim shall (subject to the time limits hereinbefore set forth) submit such claim in a formal written presentation which shall thereafter constitute a "grievance" within the purview of this Agreement. Said presentation shall indicate the nature of the complaint and the specific facts relevant to its resolution. Said presentation shall be forwarded to the employee's immediate supervisor. The latter's decision shall be rendered in writing within seven (7) calendar days of the receipt of the grievance.
6. (b) Step 2. A grievant may appeal the decisions rendered in Step 1 within seven (7) calendar days of the receipt of the written decision described in Step 1 by making a formal written appeal to the Superintendent of Schools. The supervisor involved in Step 1 shall file a written report upon notification by the Superintendent of Schools. The Superintendent of Schools or the Superintendent's designated representative shall (within fourteen (14) calendar days of the filing of said appeal) review the grievance and render a decision in writing.

6. (c) Step 3. Within ten (10) days after the decision of the Superintendent as described above, a grievant dissatisfied with the disposition of the grievance may demand that the same be submitted to arbitration. Said demand for arbitration shall be submitted directly to the American Arbitration Association with a copy to all interested parties, and the Arbitrator shall be selected, and the arbitration conducted, pursuant to the rules of the American Arbitration Association. The decision of the arbitrator shall be final and binding upon the parties hereto, except that the provisions of this paragraph shall not be applicable to any dispute concerning the hiring or firing of any employee. The costs for the services of the arbitrator and the administrative costs of the American Arbitration Association shall be divided equally between the parties.
6. (d). The arbitrator shall be wholly without authority to add to, delete from, or modify the provisions of this Agreement in making the decision and rendering the award.

C. Miscellaneous

1. Failure at any step of this procedure of one charged with rendering a decision to do so within the specified time limits, shall permit the grievant to proceed to the next step.

2. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step, and such decision will be deemed final determination of the grievance.
3. When an employee is not represented by the Association, the Association shall have the right to state its views at all steps of the procedure after Step 1.
4. The discharge of a non-tenure employee shall under no circumstances be a grievable subject under this Article.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.
6. All specified time limits in this grievance procedure may be extended by mutual agreement in writing.

ARTICLE IV - EMPLOYEE RIGHTS

- A. Whenever any employee is required to appear before the Superintendent, the Board, or any committee thereof concerning any matter which could adversely affect the continuation of that employee in their office, position, or employment, or the salary

or any increments pertaining thereto, then the employee shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent said employee during such meeting or interview.

B. Pursuant to the prevailing law of the State of New Jersey the Board hereby agrees that every employee within the defined bargaining unit shall have the right to freely organize, join and support the Association for the purpose of engaging in collective negotiations with the Board, and the Board will not directly or indirectly discourage, deprive or coerce any employee with respect to the exercise of such rights. The Board further agrees that it will not discriminate against any employee by reason of membership in the Association, participation in the activities of the Association, or the processing of any grievance hereunder.

C. No employee shall be disciplined, reprimanded, or reduced in rank or compensation without just cause, except as otherwise specifically provided herein.

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

ARTICLE V - ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association in response to reasonable requests from time to time annual financial reports and audits, directory of all personnel in the unit, and agendas and minutes of all public board meetings.
- B. Whenever any representative of the Association or any employee in the bargaining unit is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, said employee shall suffer no loss in pay.
- C. The Association and its representatives shall have the right to use school buildings at reasonable hours for meetings with the approval of this Assistant Superintendent or his designee, which approval shall not be unreasonably withheld.
- D. The Association shall have the right to make reasonable use of school mail boxes or inter-school mail facilities.
- E. A representative designated by the Association shall be granted released time, upon request, not to exceed two hours in any given week to perform the functions as Association representative in the fulfillment of this Agreement. The Association shall advise the Personnel Manager of the Board in writing with regard to the name of the representative so designated.

ARTICLE VI - HOURS OF WORK

- A. All full time secretarial and clerical personnel shall work eight hours per day, inclusive of a one hour lunch period. All approved work performed over 40 hours in a five day week shall be paid at the rate of time plus one-half.
- B. All half-time clerical personnel shall work four hours per day, inclusive of a one-half hour lunch period. The regular work week for such personnel shall be 20 hours.
- C. Reasonable hours encompassing the work day will be established by the building principal for all building personnel and by the Superintendent of Schools for all other personnel.
- D. Overtime is defined to mean any time spent at one's regular or assigned duties either before or after regular daily work hours or on days other than those in the regular work week or regular work year. Overtime work shall be voluntary and based upon mutual agreement of the employee and the immediate supervisor. Overtime work shall be rounded to the nearest one-half hour. The time plus one-half rate when applicable shall be computed by dividing the annual salary by the number of weeks in the work year, dividing the result by the number of hours in the work week, and multiplying the latter result by one and one-half. At the option of the employee, overtime may be taken as compensatory leave at such times as shall be approved by the employee's immediate supervisor.

E. Employees in the unit shall be entitled to one uninterrupted rest period of fifteen minutes during the morning and one uninterrupted rest period of fifteen minutes during the afternoon at such time as shall be mutually agreed upon and at the discretion of their immediate superior.

F. Employees in the unit shall not be required to report for work on days on which the schools are closed due to weather conditions.

ARTICLE VII - HOLIDAYS AND LEAVES OF ABSENCE

A. Holidays. All ten and twelve month employees shall be entitled to paid holidays coinciding with the days during the school year upon which the schools of the Willingboro Township School District are closed for the purpose of observing such holidays pursuant to the "school calendar" adopted by the administrative body of the said district.

B. Sick Leave. All twelve month employees shall be entitled to twelve days of paid sick leave in each work year, and all ten month employees shall be entitled to ten days of paid sick leave in each work year, except that employees whose total continuous employment by the Board is less than ten full months shall be entitled to paid sick leave at the rate of one day of sick leave for each month of employment.

C. Emergency Absence.

Death In Family. All employees, upon application for permission, shall be entitled to five days off with full pay in the event of each death in the immediate family. The "immediate family" shall mean father, mother, wife, husband, child, grandchildren, brother and sister, father-in-law, mother-in-law. All employees shall be entitled to one day off with full pay in the event of each death of grandparents, nephews, nieces, uncles, aunts, brother-in-law, or sister-in-law.

D. Marriage. Any non-tenure employee may take up to five (5) consecutive working days for marriage and honeymoon, three (3) days of which are to be regarded as vacation days and so charged in the current or following year, and the remaining two days to be taken without pay. Tenure employees shall receive full pay for all five of such vacation days.

E. Personal-Religious Days. All employees in the bargaining unit, upon twenty-four hours written notice to their immediate supervisor, shall be entitled to six days of paid leave during the work year to conduct personal business. Such unused days shall be cumulative from year to year at the maximum rate of two days per year up to a maximum accumulation of four days, which accumulation can then be used in addition to the number of personal

leave days granted for a given year. Any leave taken for the celebration of religious holidays shall be deducted from an employee's personal leave days or, if the employee has utilized all such personal leave days, shall be taken without pay.

F. Leave of absence without pay up to one year shall be granted to a tenure employee for the purpose of caring for a sick member of the employee's family. Additional leave beyond such year may be granted to the employee at the discretion of the Board. All benefits to which any such employee was entitled at the time of commencement of leave (including available sick leave) shall be restored upon return. Such returning employee shall be assigned to the same position as last held, if available, otherwise, to a substantially equivalent position.

G. Maternity leaves of absence shall be subject to applicable state and federal law and court and administrative agency interpretations thereof.

ARTICLE VIII - VACATIONS

A. All twelve month employees who have been employed by the Board prior to July 1, 1977, shall be entitled to twenty-three working days of paid vacation leave. All other twelve month employees shall be entitled to paid vacation leave in accordance with the following schedule:

UPON COMPLETION OF

VACATION LEAVE

1 Year	5 Working Days
3 Years	10 Working Days
5 Years	15 Working Days
7 Years	23 Working Days

B. Vacation leave for twelve month employees is calculated on the basis of a July 1 to June 30 work year and is earned in the year preceding that in which it is taken. Such vacation leave is to be taken between July 1 and August 15 unless otherwise approved by the Superintendent. Vacation leave must be used or it will be deemed to have been waived; it cannot be accumulated from year to year.

C. Persons employed in twelve month contractual positions but who are employed subsequent to July 1 of any given school year shall receive paid vacation leave as of June 30 of such school year at the rate of one day for every 60 working days.

D. Ten month employees shall be excused from reporting for work after the date on which schools close in June.

ARTICLE IX - TERMINATION OF EMPLOYMENT

The contract of a non-tenure employee may be terminated by either the Board or by the employee upon prior written notification of at least two weeks. Such termination carried out by the

Board need not be for cause nor is it required that a statement of reasons be given or a hearing afforded. However, the parties acknowledge that they are in agreement that it is to their mutual benefit that terminated employees shall be made aware of the reasons for termination and be given an opportunity to be heard. To that end, the Board shall attempt (at its discretion) to furnish a statement of reasons for termination and grant an opportunity to be heard to a terminated employee who has not achieved tenure. Nothing contained herein shall be construed as an attempt to alter in any way nor to add to, the requirements of law concerning the termination of the employment of tenure employees.

ARTICLE X - SALARIES

A. The salary of each employee in the bargaining unit for the 1980-81 school year shall be computed in accordance with Schedule A, and 1981-82 in accordance with Schedule B, which are annexed hereto and incorporated as a part hereof, retroactive to July 1, 1980, for 12 month employees and to September 1, 1980, for 10 month employees for the 1980-81 school year. The salary of any ten month employee not specifically designated as such on the Schedules, shall be computed as five-sixths (5/6) of the sum payable under the Schedules to a twelve month employee and the salary of any half-time employee at one-half of the appropriate sum.

B. The category of each employee shall be determined by the Personnel Manager, under the direction of the Board of Education. Each new employee shall have a beginning salary based upon the appropriate category and computed at Step 1, regardless of experience. Upon a showing of the skill competence, and performance required by the job, each employee shall at the beginning of each succeeding school year advance to the next highest step, provided, however, that any employee holding a ten month employment contract shall not be eligible to advance to the next succeeding step on the salary guide unless said employee has completed five months of active service in the school district during the school year in which said employee was hired, and provided further that no employee holding a twelve month contract shall be entitled to advance to the next step of the salary guide unless said employee has completed six months of active service in the district during the school year in which said employee was hired.

C. If an employee has been assigned to a position other than the employees' contract classification for which there is a higher rate of compensation, said employee shall be compensated at the higher rate for such time as said employee continues to work in the higher classification after the assignment exceeds 23 consecutive working days or 30 non-consecutive working days during the contracted work year, whichever occurs first. Time spent working

in a higher classification, whether or not such is compensable at the rate applicable thereto, shall not create any entitlement to permanent reclassification or reassignment to the higher classification.

D. In addition to the above-described salary, each contractual employee in continuous employment of the Willingboro Board of Education shall receive a longevity increment in annual salary, in the sum of \$100.00 commencing at the beginning of the fourth, seventh, tenth, thirteenth, and sixteenth school years next succeeding the initial date of continuous employment. Service prior to July 1, 1958, shall not be included in determining length of continuous employment.

E. Salaries hereunder shall be paid on the fifteenth and thirtieth day of the month; in the event that said date may fall on a weekend or holiday, salary payments will be made on the preceding work day.

F. Any unit member who has reached and remained at the final step of the vertical column on the salary guide for one year, and who would not, therefore, receive a scheduled increment, shall receive in each contract year thereafter a career service increment of \$150.00.

ARTICLE XI - HEALTH INSURANCE

The Board agrees that during the term hereof it will extend to the members of this unit the same health insurance benefit program which it extends to members of the teaching staff under the agreement with the Willingboro Education Association. Upon completion of negotiations with the bargaining unit representing teaching staff members, the parties hereto will execute an addendum to this agreement detailing the applicable provisions of said health insurance plan.

ARTICLE XII - PRESCRIPTION INSURANCE

Prescription Plan. For the duration of the 1980-82 agreement, unit members shall be provided a prescription plan as set forth in the December 5, 1977 interest arbitration award of Lawrence Hammer and as interpreted by the March 22, 1980 grievance arbitration award of Robert Mitarini.

ARTICLE XIII - PROMOTIONS

- A. A promotional position shall be one which pays a higher rate and which encompasses a higher level of responsibility.
- B. When a promotional position becomes vacant to which a promotion could be made, notice of said vacancy shall be given to the Association and shall be posted on the bulletin board of the

the central office and of each school. Said notice shall be posted at a reasonable time in advance of contemplated action so as to give prospective applicants a reasonable opportunity to apply. Said notice shall indicate the duties, qualifications and salary range for the position.

C. Employees desiring to apply for such positions shall submit applications in writing to the Personnel Manager within the time limit specified in the notice. Applications shall be retained for consideration in the event of future vacancies unless withdrawn by written notice from the applicant.

D. The Board agrees in considering such applications to give due consideration to the applicant's background and attainments along with other relevant factors.

E. Applicants not selected shall be given written notice thereof, but no such notice shall be required with respect to application retained on file after their original submission unless the applicant transmitted a written request for reconsideration upon the occurrence of a particular vacancy.

F. If any employee is promoted and as a result moves from one classification to another, said employee shall move laterally across the guide.

ARTICLE XIV - VOLUNTARY TRANSFERS

A. In the event that a vacancy occurs in any unit position, the Personnel Manager shall, within a reasonable time thereafter, notify the Association thereof and post notice of the vacancy on the bulletin board in the central office and in each school.

B. Any employee in the unit who desired to transfer to another building may file a written statement of request to do so with the Personnel Manager, including the position and location to which transfer is desired.

C. In the review of requests for voluntary transfer, the Board shall consider the wishes of the individual employee but shall retain the right to dispose of any requests in accordance with the best interest of the school system.

D. Employees in the bargaining unit applying for a job within their own classification shall not be required to take a test to determine their eligibility to fulfill the position.

ARTICLE XV - INVOLUNTARY TRANSFERS

A. Notice of an involuntary transfer or reassignment shall be given to employees as soon as practicable, and except in cases of emergency with not less than sixty (60) days notice.

B. When an involuntary transfer or reassignment is necessary consideration shall be given, among other things, to an employee's area of competence, length of service in a particular location, and all other relevant factors in determining which employee is to be transferred.

C. An involuntary transfer or reassignment shall be made only after a meeting between the employee and the Personnel Manager at which time the employee shall be notified of the reason therefor. In the event that an employee objects to the transfer or reassignment at this meeting, upon the request of the employee, the Superintendent shall meet with the employee. The employee may, at their option, have an Association representative present at such meeting.

D. An employee being involuntarily transferred or reassigned shall be so transferred or reassigned only to an equivalent position.

ARTICLE XVI - SENIORITY

Seniority shall be based upon an employee's service in the district as calculated for tenure purposes. The Board shall maintain a seniority list of employees, copies of which shall be made available to the Association. Such list shall be updated quarterly.

In the event that a reduction in force should occur, that involves tenured employees, the reduction for tenured employees shall be based upon seniority, provided that said tenured employees may be permitted to bump into a lower classification, if they possess the requisite qualifications and ability to perform the functions of the job to which they desire to bump into and further that no one shall be permitted to bump into a higher classification.

In the event that the Board determines to recall any tenured employees who have been reduced in force, said recall shall be on the basis of the tenured employee with the greatest seniority who has held a job within the classification in which the opening exists, or who held a higher classification immediately prior to being reduced in force and has the requisite qualifications and ability to perform the job.

ARTICLE XVII - SECRETARIAL AND CLERICAL COORDINATING COUNCIL

A. The parties agree to establish and maintain the Secretarial and Clerical Coordinating Council to consist of three (3) members designated by the Association and three (3) designated by the Superintendent to study matters of concern to the secretarial and clerical staff and to the Board.

B. Any parties mutually agreed to may be invited to attend a meeting of the Secretarial and Clerical Coordinating Council.

C. The Council shall establish its own procedures.

D. This Council shall meet at least once annually and at such other times as shall be mutually agreed upon by its members.

ARTICLE XVIII - ADMINISTRATION OF CONTRACT

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

B. Any individual employment contract issued to a member of the bargaining unit shall be subject to the provisions hereof as to salary and the terms and conditions of employment.

C. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or certified-mail letter at the following addresses:

1. If by Association, to Board at

Willingboro Township Board of Education
Board Secretary
Garden Plaza Building
Willingboro, New Jersey 08046

2. If by Board, to Association at

President, Willingboro Educational Secretaries
Home Address (to be advised)
Willingboro, New Jersey 08046

D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

E. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.

ARTICLE XIX - TERM AND DURATION

- A. This Agreement shall be effective as of July 1, 1980 subject to the rights of the parties to negotiate a successor agreement as provided in Article II.
- B. This Agreement shall not be extended orally or in writing and it is explicitly understood that it shall expire and terminate absolutely on June 30, 1982.

EXECUTION

The parties have executed this Agreement in four counterparts each of which shall be deemed to constitute an original thereof.

BOARD OF EDUCATION OF
WILLINGBORO TOWNSHIP

BY

Alice B. Martello
Alice Martello, President

(SEAL)

Elmer F. Corda
Elmer F. Corda, Secretary

Date of Execution: 8/11/80

WILLINGBORO EDUCATIONAL
SECRETARIES ASSOCIATION

BY

Joan Corley
Joan Corley, President

William F. J. ...
Secretary

Date of Execution: 8/11/80

SCHEDULE A

WESA

SALARY GUIDE 1980-81

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	(10 Mons.) LRC Aides Clk./Typ. (5/6 of CL. II)	Clk./Typ. Other Than Adm.	Adm. Clk./ Typ. PBX Operator	Secys. Other Than Adm., Payroll Dept. Accounting	Adm. Secys and Head Payroll
	<u>1980-81</u>	<u>1980-81</u>	<u>1980-81</u>	<u>1980-81</u>	<u>1980-81</u>
1	\$5,397	\$ 6,476	\$ 6,626	\$ 7,521	\$ 7,820
2	5,564	6,677	6,831	7,760	8,070
3	5,738	6,885	7,047	8,008	8,330
4	5,920	7,104	7,269	8,268	8,599
5	6,106	7,328	7,501	8,536	8,881
6	6,699	8,038	8,217	9,344	9,648
7	6,903	8,283	8,469	9,581	9,951
8	7,114	8,537	8,729	9,884	10,268
9	7,335	8,802	9,002	10,199	10,597
10	7,564	9,077	9,283	10,525	10,937
11	8,085	9,702	9,915	11,205	11,633
12	8,333	10,000	10,220	11,560	12,002
13	8,592	10,310	10,540	11,929	12,387

SCHEDULE B

WESA

SALARY GUIDE 1981-82

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	(10 Mons.) LRC Aides Clk./Typ. (5/6 of CL. II)	Clk./Typ. Other Than Adm.	Adm. Clk./ Typ. PBX Operator	Secys. Other Than Adm., Payroll Dept., Accounting	Adm. Secys. and Head Payroll
	<u>1981-82</u>	<u>1981-82</u>	<u>1981-82</u>	<u>1981-82</u>	<u>1981-82</u>
1	\$5,751	\$ 6,900	\$ 7,061	\$ 8,014	\$ 8,333
2	5,929	7,115	7,291	8,269	8,599
3	6,114	7,337	7,509	8,533	8,876
4	6,308	7,570	7,746	8,810	9,163
5	6,507	7,808	7,993	9,096	9,464
6	7,138	8,565	8,756	9,957	10,281
7	7,356	8,826	9,025	10,210	10,604
8	7,581	9,097	9,302	10,532	10,942
9	7,816	9,379	9,592	10,868	11,292
10	8,060	9,672	9,892	11,215	11,654
11	8,615	10,338	10,565	11,940	12,396
12	8,880	10,656	10,890	12,318	12,789
13	9,156	10,986	11,231	12,712	13,200