

AGREEMENT

between

STATE OPERATED SCHOOL DISTRICT

OF

**THE CITY OF JERSEY CITY
HUDSON COUNTY, NEW JERSEY**

and

**LOCAL 2262
AMERICAN FEDERATION
OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES
AFL-CIO**

JANUARY 1, 2004 TO DECEMBER 31, 2006

and extension year

January 1, 2003
to
December 31, 2003



LOCAL 2262
American Federation of State, County, Municipal Employees
AFL-CIO

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TABLE OF CONTENTS

ARTICLE

I	RECOGNITION	1
II	DEDUCTIONS FROM SALARY	2
III	UNION REPRESENTATIVES	3
IV	EMPLOYER RIGHTS AND RESPONSIBILITIES	3
V	GRIEVANCE PROCEDURE	4
VI	HOURS	5
VII	OVERTIME	7
VIII	MEAL PERIODS	8
IX	HOLIDAYS	8
X	LEAVE OF ABSENCE FOR PERSONAL ILLNESS	9
XI	FUNERAL LEAVE	12
XII	MILITARY LEAVE	13
XIII	LEAVE OF ABSENCE	14
XIII-A	OTHER LEAVE	14
XIV	VACATIONS	14
XV	PENSIONS	15
XVI	DISCIPLINE	15
XVII	DISCHARGE	16
XVIII	SENIORITY	16
XIX	SAFETY AND HEALTH	16
XX	EQUAL TREATMENT	17
XXI	BULLETIN BOARDS	17
XXII	INSURANCE	17
XXIII	SALARIES AND LONGEVITY PLAN	18
XXIV	GENERAL PROVISIONS	18
XXV	CAR ALLOWANCE	18
XXVI	CHANGES, SUPPLEMENTS OR ALTERATIONS	18
XXVII	TERMINAL LEAVE	19
XXVIII	WORKING IN A HIGHER TITLE	19
XXIX	EXTENSION OF AGREEMENT AND MISCELLANEOUS	19
XXX	DENTAL PLAN	20
XXXI	ALLOWANCE FOR UNIFORMS	20
XXXII	TERM AND RENEWAL	21

PREAMBLE

This **AGREEMENT** made this 26th day of January, 2005, is entered into by the **STATE-OPERATED SCHOOL DISTRICT OF THE CITY OF JERSEY CITY** hereinafter referred to as the "EMPLOYER," and **LOCAL 2262**, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "UNION," by reason of the fact that said parties have as their purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment for all employees as described in Article I of this Agreement.

**ARTICLE I
RECOGNITION**

A. The Employer hereby recognizes the Union, during the lifetime of this Agreement, as the exclusive representative for collective negotiations concerning the terms and conditions of employment for employees of the Employer in the following positions as well as all other positions set forth in the Salary Guides:

12 Month Employees

- Carpenter Supervisor
- Carpenter
- Carpenter's Helper
- Custodial Fireman
- Custodial Worker
- Custodian
- Electrician Supervisor
- Electrician
- Electrician's Helper
- Electronics Repairer
- Equipment Operator
- Groundskeeper
- Head Custodian
- Laborer Supervisor
- Laborer
- Maintenance Repairer
- Painter Supervisor
- Plasterer
- Plasterer's Helper
- Plumber Supervisor
- Plumber
- Plumber's Helper
- Principal Custodian
- Senior Custodian
- Senior Maintenance Repairer (Painter)
- School Bus Dispatcher
- School Transportation Inspector/Bus Driver
- Storekeeper
- Stock Clerk
- Truck Driver

10 Month Employees

- Assistant Cafeteria Manager
- Bus Attendants
- Bus Driver
- Cafeteria Manager

Cook
Food Service Worker
Security Guard
Senior Cook
Senior Food Service Worker
Food Service Inspector

B. In the event a title change is made in any of the positions noted in Section A, and the duties and responsibilities remain the same, the new title will be included in the bargaining unit.

C. Any new title, if it is related, will be in the bargaining unit pursuant to a determination by the Public Employment Relations Commission or pursuant to an agreement between the parties.

ARTICLE II DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1968, *N.J.S.A. (R.S.) 52:14-15.9(c)*. The amounts to be deducted shall be certified to the Secretary of the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to Council 52 by the fifteenth (15th) of the following month, after such deductions are made.

B. If, during the life of this Agreement, there shall be any change in the rate of the membership dues, the Union shall furnish to the Employer written notice forty-five (45) days prior to the effective date of such change. It is understood that the only obligation of the Employer shall be as noted in this Article.

C. The Union will provide the necessary "check off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Secretary of the Employer, or his/her designee. The Union shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon the salary deduction authorization card submitted by the Union to the Employer.

D. Any new employee who does not join within thirty (30) days of initial employment within the unit and any employee who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representative fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union

membership dues, fees, and assessments, as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement, so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this Agreement by a Successor Agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year, shall be considered to be in continuous employment.

ARTICLE III UNION REPRESENTATIVES

A. The Employer shall recognize and deal with those Union representatives and grievance committee members designated by the Union through its internal processes in each Department and Division of Employment. Such Union representatives and grievance committee members limited to one (1) for each grievance, unless otherwise noted in Article V (Grievance Procedure) shall suffer no loss of regular pay for authorized time spent in processing grievances.

B. Three (3) Union representatives may be permitted an aggregate total of twelve (12) days off without loss of pay for the purpose of attending Union conventions. The aforementioned representatives, who shall have been duly authorized by the Union to attend such conventions, shall notify the Employer no less than thirty (30) days in advance of such convention.

C. The President of the Union or his/her designee shall be permitted to engage in Union business for three (3) hours per day provided that the schedule of hours is approved by his or her department director.

ARTICLE IV EMPLOYER RIGHTS AND RESPONSIBILITIES

A. The Employer on its own behalf retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the Laws and Constitutions of the State of New Jersey and the United States. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the terms of this Agreement, and then only to the extent such terms are in conformance with Law.

**ARTICLE V
GRIEVANCE PROCEDURE**

A. Definition

A grievance is any dispute which may arise between the parties regarding the application, meaning, or interpretation of this Agreement.

B. Purpose

1. The purpose of this procedure is to secure at the lowest possible step, equitable solutions to the problems which may, from time to time, arise affecting employees.

2. Nothing therein contained shall be construed to prevent any employee from processing his/her own grievance, provided the Union may have an observer at any hearing on the employee's grievance.

C. Procedure

1. It is important that grievances be processed as rapidly as possible, therefore, the number of days indicated at each level should be considered as maximum and every reasonable effort shall be considered to expedite the process. The time limits may be extended, however, by mutual agreement.

2. An aggrieved employee shall institute action under provisions hereof within thirty (30) calendar days of the occurrence of the grievance. Failure to act within the said thirty (30) day period shall be deemed to constitute an abandonment of the grievance.

3. Steps of the Grievance Procedure

a. Level 1-

With the immediate supervisor, who is not in the Bargaining Unit, the grievance shall be discussed at a meeting with the aggrieved employee and the Union Steward, with the immediate supervisor of the employee. A decision shall be made within five (5) workdays by the immediate supervisor and the Union will be notified.

b. Level 2-

If the grievance is not resolved to the employee's satisfaction, the same shall be reduced to writing by the Union within five (5) work days from the determination in paragraph a. above, and submitted to the Human Resources Department. The Human Resources Department shall meet with the grievant and his/her

Steward, Local President or his/her designee. The answer to such grievance shall be made in writing, with a copy to the Steward and Local President within five (5) working days after the meeting.

c. Level 3-

If the grievance is not resolved through Steps a., and b., then the aggrieved shall have the right to pursue the remedies afforded by the provisions of the Civil Service Act.

d. In the event the aggrieved does not elect to pursue his/her grievance under the provisions of the Civil Service Act, the Union shall have the right to submit such grievance within ten (10) working days from the determination in Step b. to the Public Employment Relations Commission for the selection of an arbitrator. The authority of the arbitrator shall be limited solely to the interpretation of the Agreement and he/she shall have no authority to add, subtract from, or modify any of the provisions of the Agreement. In rendering his/her decision, which shall be binding upon both parties, the arbitrator shall be bound by laws of the State of New Jersey and of the United States, and decisions of the courts of New Jersey.

e. In the event of arbitration, the costs of the arbitrator's services shall be paid by the losing party.

f. It is agreed between the parties that no arbitration hearing shall be held until after the expiration date of at least thirty (30) days after the decision rendered by Step b. Furthermore, no arbitration hearing shall be held unless the aggrieved specifically waives his/her right to pursue his/her legal remedies under the Civil Service Act.

4. Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar actions which would involve suspension of work that may disturb or interfere with the orderly operation of the Public Schools.

5. The Union President, or his/her authorized representative, may report an impending grievance to the Human Resources Department in an effort to forestall its occurrence.

ARTICLE VI HOURS

A. The regular work day for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of eight (8) consecutive hours of work excluding lunch periods, from 8 a.m. to 4:30 p.m., except as noted otherwise in this article.

B. The regular workweek for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of not more than forty (40) hours, five (5) consecutive days, Monday through Friday.

C. The District may establish a night shift for new employees assigned to the Maintenance Department. Current employees may volunteer for the night shift. If more employees volunteer than are needed, then seniority will prevail. Employees assigned to the night shift (to commence no later than 4:30 p.m.) shall work a seven and one-half (7½) hour day exclusive of a one-half (½) hour lunch.

D. Cafeteria workers shall work thirty (30) hours per week Monday through Friday.

E. The regular workday for Custodial Personnel shall consist of eight (8) consecutive hours, which includes a one-half hour lunch period (7 ½ working hours).

F. Custodial Employees on the night shift (to commence at 2:00 p.m. or thereafter) shall work a seven and a half (7 ½) hour day, including one-half (1/2) hour for lunch.

G. Clerks and all other personnel in the warehouse shall work eight (8) hours a day exclusive of lunch.

H. Miscellaneous employees (*i.e.* Recreational Maintenance Worker and all inactive titles) shall work eight (8) hours a day exclusive of lunch.

I. All employees shall be assigned in accordance with the existing Civil Service rules and regulations.

J. The regular work year for ten (10) month employees assigned to the Food Service Department (excluding those employees who already work in excess of the following schedule) shall be from September 1 to two (2) days after the end of the school year with the exception of Saturdays and Sundays and the holidays provided in this Agreement and the Christmas and Spring recess and the NJEA two (2) day convention recess, but shall not extend beyond June 30.

K. In the event that emergency (snow) days are required, they must be made up at the end of the year for all ten (10) month employees.

L. Food Service Inspectors will work ten (10) months, September 1, to June 30.

M. Twelve (12) month Security Guards shall work eight (8) hours a day exclusive of lunch. Ten (10) month Security Guards shall work seven and one-half (7 ½) hours exclusive of lunch. The work year for ten (10) month Security Guards shall be

from September 1, to one (1) day after the end of the school year. However, no 10-month security guard shall be required to work beyond June 30th.

N. The District may assign new staggered shifts to all Security Guards (ten (10) and twelve (12) month). No staggered shift shall start after 9:30 a.m.. However, all other staggered shifts already implemented may continue as has been the practice.

O. Effective September 1, 2004, all bus drivers shall work eight (8) hours each day exclusive of lunch. Effective September 1, 2004, the District shall implement a revised work schedule for bus drivers during school recess periods when schools are closed modeled after the revised, temporary work schedules implemented for bus drivers during the 2001-2002, 2002-2003 and 2003-2004 school years.

**ARTICLE VII
OVERTIME**

A. An employee who is requested to return to work during periods other than his/her regularly scheduled shift shall be paid overtime. The employee shall be guaranteed not less than two (2) hours at premium time if the number of hours worked is less than two (2) hours.

B. For full-time employees, hours worked in excess of those set forth in Article VI above, shall be compensated at one and one-half (1½) times the regular hourly rate of pay.

C. Security Guards shall be entitled to overtime pay at one and one-half (1½) times the hourly rate of pay for hours worked in excess of their daily work day.

D. Overtime work shall be distributed as evenly as possible to employees working within the same job classification and within the same job location.

E. The Employer in scheduling overtime work will distribute it as evenly as practicable among qualified employees under that Civil Service title normally engaged in the work involved.

F. A record of overtime hours worked by each employee shall be accessible and be made available to Union representatives at reasonable times.

G. All employees covered by this Agreement required to work on Sundays or holidays shall be compensated at the rate of two (2) times the regular hourly rate of pay.

H. When employees are called in for or work overtime on snow removal they shall receive double time pay.

I. If the employee who is on snow removal continues working into his/her regular shift his/her double time stops and straight time begins.

J. 1. A twelve (12) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 260 days for a daily rate; then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

2. A ten (10) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 200 days then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

K. As per past practice, the individuals designated as the "on call emergency man/woman" shall be compensated a minimum of two (2) hours of overtime for periods they are assigned.

ARTICLE VIII MEAL PERIODS

A. All employees covered under this Agreement with the exception of Tradesmen, Trades Foremen and Cafeteria Workers, shall be granted a lunch period in conformity with existing practice. Whenever possible, the lunch period shall be scheduled in the middle of the employee's regular shift. It is understood that the aforementioned lunch period shall be without pay.

B. Tradesmen, Trades Foremen, Laborers and all others who work eight (8) hours a day shall receive a one-half (1/2) hour lunch period without pay.

C. Cafeteria Workers in the schools shall receive a ten (10) minute break whenever possible during working hours.

ARTICLE IX HOLIDAYS

A. The following days shall be recognized as paid holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. President's Day
4. Good Friday

5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. General Election (November)
10. Veteran's Day
11. Thanksgiving Day
12. Day after Thanksgiving Day
13. Christmas Eve (December 24)
14. Christmas Day
15. New Year's Eve (December 31)
16. New Year's Day
17. Rosh Hashanah*
18. Yom Kippur*

*B. Rosh Hashanah and Yom Kippur will be a Holiday only when schools are closed. If schools are open, it will be a regular workday.

Christmas Eve and New Year's Eve for all employees will be a holiday only when schools are closed.

C. Whenever any of the holidays listed in Section A fall on Saturday, the preceding Friday shall be observed as the holiday, provided the schools are closed.

D. Whenever any of the holidays listed in Section A fall on Sunday, the succeeding Monday shall be observed as the holiday, provided the schools are closed.

E. The holidays in this Article are only to be taken on days when the schools are closed. Any such holidays that cannot be taken because the schools are open shall be paid double time.

**ARTICLE X
LEAVE OF ABSENCE FOR
PERSONAL ILLNESS**

A. Personal Illness Requiring Leave

If the absence of an employee because of personal illness exceeds five (5) days within a thirty (30) day period, the employee shall forfeit per diem pay for the time in excess, unless leave of absence is granted by the Employer, in which case the amount of deduction shall be as provided in these rules. If the days are consecutive and a leave of absence is required, the leave shall be dated from the first day of absence.

B. Leave of Absence for Personal Illness

Leave of absence for personal illness may be granted only when requested on the prescribed form signed by a regularly licensed Doctor of Medicine (a Doctor of Dental Science or Dental Surgery in case of mouth ailments) and approved by the Employer.

Said leave of absence shall not be in excess of one-half year from the first day of absence due to personal illness. All leaves of absence must be approved by the Human Resources Department.

Personal illness leave with pay shall include any absence that occurs on any day or any succeeding days that an employee is not actively performing the duties of his/her assignment.

In the computation of personal illness deductions the fifteen (15) days personal illness leave granted for the current fiscal year shall be utilized first, and next, if the absence exceeds fifteen (15) days in any fiscal year, the days in the employee's cumulative personal illness leave account shall be used.

The School District, in its sole discretion, may approve absences beyond the accumulated personal illness leave. These additional days shall be called "permissive personal illness" leave and shall be defined as one additional day for each year of employment.

Individual days of absence may not be applied against permissive leave. If any employee has not used his/her entire permissive leave in a school year, he/she may request the Superintendent of Schools or the Employer, in writing, to apply the unused days within that school year (to June 30) to a new illness leave (five (5) days or more) if such is necessary prior to the expiration of that current school year.

An employee who has served from one (1) to ten (10) years in the Jersey City School System may be allowed an absence beyond the accumulated personal illness leave and the permissive personal illness leave not greater than forty (40) days in any one fiscal year, during which period he/she shall forfeit one-half per diem substitute's pay.

An employee who has served ten (10) or more years in the Jersey City School System may be allowed an absence beyond the accumulated personal illness leave and the permissive personal illness leave not greater than eighty (80) days in any one fiscal year, during which period he/she shall forfeit one-half per diem substitute's pay.

These extended leaves may only be granted in cases of a long and extended illness which is serious in nature. Any decision by the District in this respect shall not be subject to arbitration, but may be reviewed by the State District Superintendent. Salary payments may be discontinued in cases of absence in any one fiscal year which exceeds that enumerated in the preceding paragraphs.

C. No Loss of Pay for the First Fifteen (15) Days

1. An employee absent because of personal illness shall suffer no loss of pay for:

a. One (1) working day for each month of service during the remainder of the first fiscal year of service following assignment of permanent appointment, and

b. Fifteen (15) working days in every fiscal year thereafter.

D. Unused Days to be Accumulated

Up to a maximum of fifteen (15) days of personal illness leave for any fiscal year not required (used) by an employee shall be accumulated to his or her credit from year to year.

Accumulated personal illness with pay shall be granted an employee when needed, provided that in computing the amount of pay there shall be deducted the amount of monies which the employee is paid under the provisions of Title 34, Chapter 15 of the Revised Statutes of the State of New Jersey for Temporary Disability for any period for which the employee is entitled to receive accumulated personal illness leave pay.

E. Computation of Personal Illness Leave Deductions

In order to establish the accumulated personal illness leave presently due an employee, any portion of allowable personal illness leave not required (used) by an employee for all years of service for such employee prior to and subsequent to the adoption of civil service shall be included.

Intervening holidays shall not be counted as workdays when computing allowable personal illness leave days.

Days lost due to injuries or illness occurred as a result of activities which were required by the character of the employee's assigned work shall be excluded in the computation of allowable personal illness days.

F. Absence in Excess of One-Half Year for Personal Illness

1. An employee whose absence for personal illness exceeds one-half (½) year shall be required to take a physical examination directed by the Human Resources Department. Upon receipt of the medical report, the Employer shall either:

a. Grant an additional leave for a period not to exceed six (6) months at a loss of full pay, except in situations where the accumulated personal illness and permissive personal illness/extended leave have not been exhausted, or,

b. Return the employee to his/her position with the Employer. No further renewal or extension of leave of absence may be granted except upon the arrival, in writing, of the Civil Service Commissioner's decision where such non-instructional employees are under Civil Service.

G. Accumulated Personal Illness Incentive Plan

A non-instructional employee, upon retirement after ten (10) years of service shall receive a lump sum payment amount of ten dollars (\$10) per day for each unused day accumulated in his/her personal illness leave bank. In the event of death after ten (10) years of service, the employee's estate shall receive a lump sum payment as prescribed herein.

H. Medical Examination

The Human Resources Department may arrange for the examination of an employee absent for personal illness.

I. Any employee covered by this Agreement who has at least two (2) years of continuous service with the Jersey City School District shall have the option of cashing in 30% of sick days at the rate of \$40.00 per day or at ½ the substitute per diem rate, whichever is greater.

J. Attendance Incentive Plan

An employee who has no absences during his/her entire work year shall receive a \$276 bonus. The bonus will be split into two parts, \$138 each semester for employees who achieve perfect attendance during the semester. The first semester is July 1 through January 31, the second, February 1 through June 30. The only excused absences relative to this policy are: death in the immediate family, jury duty or excused vacation day(s).

**ARTICLE XI
FUNERAL LEAVE**

A. Absence for Death in Family – in case of death of a parent, brother, sister, husband, wife, child, stepchild or relative who is a member of the immediate household of the employee, the employee shall be excused without loss of regular straight time pay, or accumulated leave, not to exceed five (5) consecutive calendar days.

B. Absence for Death of a Relative – in case of death of a relative not included in Section A above, the employee shall be excused for the day of the funeral without loss of regular straight time pay or accumulated leave.

ARTICLE XII MILITARY LEAVE

A. Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted as provided by applicable statutes.

B. Military Leave (Permanent Employee)
Field Training or Attendance at Service Schools

An employee with permanent status, and any employee having temporary status with one year or more of continuous service who is required to undergo military field training or attendance at service schools for a period of two (2) weeks or less during any fiscal year shall be granted leave of absence with pay.

Military leave shall be in addition to regular vacation allowed such employee. Whenever such military field training or attendance at service schools requires the participant to remain for a longer period than the prescribed two (2) weeks, such employee shall receive the difference between his/her pay and his/her military pay for the remainder of such time, provided that such additional time of training or service school attendance is not in excess of 1 (one) calendar month during any fiscal year. Should any military field training or attendance at service schools in excess of that granted above be required in the same fiscal year, military leave without pay for each additional period shall be granted. Unused vacation leave shall be granted and may be used before military leave without pay becomes effective.

C. Leave for Extended Active Military Service

1. Any employee with permanent status entering active military service with the armed forces of the United States shall be granted:

- a. Military leave without pay for the period of his/her service.
- b. Earned and unused vacation leave. Such leave may be used by the employee before military leave without pay becomes effective.
- c. Re-enlistment in active military service shall be considered as resignation from the employee's permanent position, unless such re-enlistment is required in accordance with Federal Law governing military service.

**ARTICLE XIII
LEAVE OF ABSENCE**

A leave of absence without pay, not to exceed six (6) months, may be granted to any permanent employee who has been employed for a period of ninety (90) days. Said leave may not be arbitrarily or unreasonably withheld.

**ARTICLE XIII-A
OTHER LEAVE**

A. All employees shall be entitled to two (2) personal business days per year without loss of pay. The personal business days shall not be cumulative. Unused personal business days shall be transferred to the sick leave bank at the end of the work year.

B. One who requests a personal business day shall submit his/her request on the form prescribed, to the Department Head in time to allow the request to reach the office of the Superintendent of Schools three (3) days prior to the day of leave.

C. Except in cases of personal emergency, personal business leave days may not be taken on:

1. The first or last week of the school year.
2. The day before or after a school holiday.
3. The day prior to or immediately following a vacation period within the school year.

**ARTICLE XIV
VACATIONS**

A. The vacation schedule shall be as follows for all employees covered under this Agreement, with the exception of 10 month employees who were hired prior to July 1, 1987:

1. One (1) day per month for the first year of employment.
2. Twenty-two (22) days for two (2) through fourteen (14) years of employment.
3. Twenty-five (25) days for fifteen (15) years or more.

4. Food Service Workers hired prior to July 1, 1987, shall continue to receive vacation pay pursuant to the past practice of the parties.

B. Ten (10) month employees, including Food Service Workers hired after July 1, 1987, shall not be entitled to vacation under this Article XIV.

C. All employees who commence employment after April 19, 1997, shall not be entitled to the current vacation schedule, but shall be eligible under a new schedule as follows:

<u>Years of Employment</u>	<u>Vacation Days</u>
less than one year	one day per month earned to a maximum of 10 days
1 through completion of 4	15 days
5 through completion of 9	20 days
10 through completion of 14	22 days
starting with the 15 th year	25 days

All employees who commenced employment prior to April 19, 1997, shall remain on the existing vacation schedule.

D. All 12 month employees assigned to the Maintenance Department, including all custodial personnel, may request to be scheduled for vacation days during the regular work year. The request must be approved by the Director of Maintenance based upon the needs of the District. This vacation initiative shall be implemented upon the establishment of guidelines mutually agreed to by Local 2262 and the District

ARTICLE XV PENSIONS

Employees shall receive pensions at retirement pursuant to the provisions of State Law and Local Ordinances.

ARTICLE XVI DISCIPLINE

- A. Disciplinary action shall include only the following:
1. Written reprimand.
 2. Suspension (Notice to be given in writing.)
 3. Discharge.

B. Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon any employee may be processed as a grievance but not before other employees or the public, so as not to be done in a manner which will embarrass the employee.

ARTICLE XVII DISCHARGE

A. The employer shall not discharge any employee without just cause. Except where violence and/or the health and safety of other employees and school children may be involved, the employer shall give the Union five (5) working days notice of the intention to discharge an employee. During such five (5) days, the two (2) sides shall meet to try to resolve the case. If discharge takes place, the Union and the individual will be given a written reason for discharge and the grievance procedures may be invoked.

B. The Union shall have the right to take up the suspension and/or discharge as a grievance at the second step of the grievance procedure, and the matter shall be handled in accordance with this procedure, including arbitration.

ARTICLE XVIII SENIORITY

A. Seniority is defined as an employee's total length of service with the employer in his/her job classification, beginning with his/her date of hire, as defined under the provisions of the New Jersey Civil Service Act.

B. In all cases of shift assignment, building assignment, vacation schedules and other situations where substantial employee financial advantages or disadvantages are concerned, employees with the greatest amount of seniority shall be given preference, provided the employee has the ability to perform the work involved, subject to Article V, Grievance Procedure.

ARTICLE XIX SAFETY AND HEALTH

A. Wherever practicable, the employer shall at all times maintain safe and healthy working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to assure their safety and health.

**ARTICLE XX
EQUAL TREATMENT**

A. The Employer agrees that there will be no discrimination for reasons of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, sex or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States, the nationality of any individual, union membership or union activities.

B. Employee titles when used in this Agreement shall refer to all male and female personnel.

**ARTICLE XXI
BULLETIN BOARDS**

A. Bulletin boards will be allowed by the employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The employer shall have the right to determine the location and size of the said bulletin board, but the entire cost shall be borne by the Union.

**ARTICLE XXII
INSURANCE**

A. Employees shall receive health insurance and hospitalization as currently provided in the Plan subscribed to by the Employer.

B. Life Insurance – The Employer will provide for Life Insurance in the amount of \$3,500.00 and Accidental Death and Dismemberment Insurance in the amount of \$3,500.00 for each employee.

C. Current medical insurance, dental and prescription benefits payments made by members of the unit shall continue but any increases shall be paid by the District for the life of contract. Prescription co-pay shall not exceed (\$7) except in the case of generic drug which shall not exceed (\$3) per District policy and provide family and employee/spouse without employee contribution per District policy.

D. A family optical plan shall be provided by the District.

E. An optional flex spending plan will be made available.

**ARTICLE XXIII
SALARIES AND LONGEVITY PLAN**

Salary payments shall be in accordance with the mutually agreed upon salary guides attached and incorporated into this agreement.

Longevity pay shall be as follows:

After 5 years	\$300.00
After 10 years	\$500.00
After 15 years	\$700.00
After 20 years	\$900.00

**ARTICLE XXIV
GENERAL PROVISIONS
(SEPARABILITY AND SAVINGS)**

Should any portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision.

**ARTICLE XXV
CAR ALLOWANCE**

Tradesmen using their own cars to travel from school to school and to carry their own materials with which to work shall receive a car allowance at the rate of five dollars (\$5) per eight (8) hour days.

**ARTICLE XXVI
CHANGES, SUPPLEMENTS OR
ALTERATIONS**

Any provision of this Agreement may be changed, supplemented or altered provided both parties mutually agree in writing.

**ARTICLE XXVII
TERMINAL LEAVE**

Employees covered under this Agreement shall be entitled to two (2) terminal leave days pay for each year of service.

**ARTICLE XXVIII
WORKING IN A HIGHER TITLE**

Any employee working in a position which calls for a higher rate of pay than the affected employee's title, shall receive such higher rate of pay during his/her tour of duty in the higher paying position provided the employee works in such higher paying position for at least five (5) days and in that event the employee shall receive the higher rate of pay retroactively to the first day.

**ARTICLE XXIX
EXTENSION OF AGREEMENT
AND MISCELLANEOUS**

A. The Employer agrees that any statements in its Rules and Regulations adopted July 1, 1978, which conflict with any of the provisions of its collective bargaining agreement with Local 2262 shall be modified to the extent necessary to conform with said collective bargaining agreement. Any such statements altering the terms and conditions of employment of the employees covered by such agreement shall not be implemented without negotiation with the Union.

B. The Employer and the Union each agree to pay one-half (1/2) of the cost for the final printing of one thousand (1000) copies of this Agreement in booklet form. The Union will prepare the final Agreement format and select the printer.

C. In case of lay-offs, Civil Service rules will prevail. Prior to the lay-off of any employee covered under this Agreement, the Employer agrees to meet and confer with the Executive Board to obtain its views on the proposed action.

D. In the event negotiations for a successor Agreement continue beyond the expiration date of this Agreement, the parties agree that the provisions of this Agreement will be extended and will remain in full force and effect during such period of negotiations.

E. The extension of this Agreement shall in no way affect the rights of the parties to agree or disagree on the subject of any retroactive payments which shall be a matter of negotiations and mutual agreement.

F. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues for the life of this Agreement.

G. The District shall have the right to create a four (4) day, ten (10) hour schedule for all general trades employees and craft positions. This shall be a trial program and on a pilot plan in buildings designated by the District. The District retains the right to terminate the program in its discretion with two (2) weeks advance notice to the Union. This program would be in lieu of a differential payment. Sick Leave, Vacation Leave and Other Day Leave shall be calculated accordingly for employees on this plan to accommodate the ten (10) hour schedule.

ARTICLE XXX DENTAL PLAN

The Employer shall continue the current Dental benefits as established by past practice.

ARTICLE XXXI ALLOWANCE FOR UNIFORMS

A. The following employees shall be provided with the following clothing allowances which shall continue to be administered by the District through a voucher system:

1. Security Guards shall receive \$300 for the first year of employment and \$200 each year thereafter.
2. Bus Drivers shall receive \$300 for the first year of employment and \$200 each year thereafter.
3. Food Service Personnel shall receive \$150 for the first year of employment and \$100 each year thereafter.
4. Effective September 1, 2004, all Local 2262 members not currently required to wear uniforms will now be required to wear shirt and/or smock uniforms designated by the District unless specifically exempted by the District. These employees shall receive \$150 for the first year of employment and \$100 each year thereafter.

**ARTICLE XXXII
TERM AND RENEWAL**

Provisions of this Agreement shall be effective as of January 1, 2003 and shall remain in full force and effect through December 31, 2006, subject to the right of the employer and Local 2262 to negotiate for a modification of this Agreement.

IN WITNESS WHEREOF, the parties have hereto set their hands and seals at Jersey City, New Jersey, on this 26th day of January, 2005.

STATE-OPERATED SCHOOL
DISTRICT OF THE CITY
OF JERSEY CITY

By: Charles T. Epps, Jr.
Dr. Charles T. Epps, Jr.
State District Superintendent

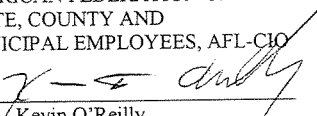
Joann Gilman
Joann Gilman
Business Administrator

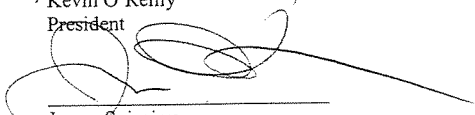
Ken Iwama
Ken Iwama
Chief Labor Counsel

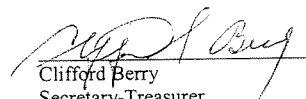
John T.M. Chester
John T.M. Chester
Special Assistant


AMERICAN FEDERATION OF
STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO


By:

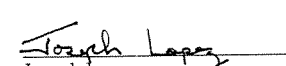

Kevin O'Reilly
President

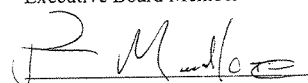

James Spizzirro
Vice-President

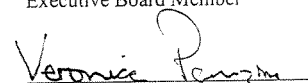

Clifford Berry
Secretary-Treasurer

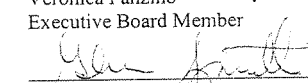

Patrick Ballance
Recording Secretary


Richard Holden
Executive Board Member


Joseph Lopez
Executive Board Member


Paul A. Maiellaro
Executive Board Member


Veronica Panzino
Executive Board Member


Glenn J Spinelli
Executive Board Member

SALARY GUIDES

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Boiler Operator	A	1	31,204	31,725	32,994	33,875
		2	31,768	32,299	33,591	34,488
		3	32,431	32,972	34,291	35,207
		4	32,929	33,479	34,818	35,748
		5	33,879	34,445	35,822	36,779
		6	34,849	35,430	36,848	37,832
		7	35,852	36,450	37,908	38,921
		8	36,885	37,501	39,001	40,043
		9	37,806	38,437	39,975	41,042
		10	39,019	39,670	41,257	42,359
Motor Vehicle Operator Handicap.	AA	1	35,710	36,306	37,758	38,766
		2	36,354	36,962	38,440	39,466
		3	37,114	37,734	39,244	40,291
		4	37,882	38,312	39,944	40,908
		5	38,771	39,419	40,996	42,090
		6	39,883	40,549	42,171	43,297
		7	41,029	41,714	43,382	44,541
		8	41,793	42,491	44,191	45,370
		9	41,793	42,491	44,191	45,370
		10	43,064	43,783	45,535	46,751
Senior Storekeeper	AAA	1	36,125	36,728	38,197	39,217
		2	36,740	37,354	38,848	39,885
		3	37,465	38,090	39,614	40,672
		4	38,007	38,642	40,188	41,261
		5	39,047	39,699	41,287	42,389
		6	40,108	40,778	42,409	43,542
		7	41,200	41,888	43,563	44,726
		8	42,329	43,036	44,757	45,952
		9	44,301	45,040	46,842	48,093
		10	50,044	50,879	52,915	54,327
Supervising Laborer	B	1	38,847	39,496	41,076	42,173
		2	39,550	40,210	41,819	42,935
		3	40,375	41,049	42,691	43,831
		4	40,994	41,678	43,346	44,503
		5	42,178	42,883	44,598	45,789
		6	43,369	44,114	45,878	47,103
		7	44,633	45,379	47,194	48,454
		8	45,921	46,688	48,555	49,852
		9	47,192	47,981	49,900	51,232
		10	49,261	50,084	52,087	53,478
Painter	BB	1	39,935	40,602	42,226	43,354
		2	41,109	41,796	43,467	44,628
		3	42,319	43,025	44,746	45,941
		4	43,563	44,290	46,062	47,292
		5	44,845	45,594	47,418	48,684
		6	46,163	46,934	48,811	50,115
		7	47,523	48,316	50,249	51,590
		8	48,920	49,737	51,726	53,107
		9	50,360	51,201	53,249	54,670
		10	51,840	52,705	54,813	56,277
		11	53,365	54,256	56,426	57,933
		12	62,240	63,280	65,811	67,568
Storekeeper	BBB	1	34,904	35,487	36,907	37,892
		2	35,498	36,091	37,535	38,537
		3	36,195	36,800	38,272	39,294
		4	36,721	37,334	38,827	39,864
		5	37,720	38,350	39,884	40,949
		6	38,746	39,393	40,969	42,062
		7	39,799	40,464	42,082	43,206
		8	40,887	41,570	43,233	44,387
		9	41,944	42,645	44,351	45,535
		10	43,683	44,413	46,189	47,423

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value	
Carpenter	C	1	39,935	40,602	42,226	43,354	
	C	2	41,109	41,796	43,467	44,628	
	C	3	42,319	43,025	44,746	45,941	
	C	4	43,563	44,290	46,062	47,292	
	C	5	44,845	45,594	47,418	48,684	
	C	6	46,163	46,934	48,811	50,115	
	C	7	47,523	48,316	50,249	51,590	
	C	8	48,920	49,737	51,726	53,107	
	C	9	50,360	51,201	53,249	54,670	
	C	10	51,840	52,705	54,813	56,277	
	C	11	53,365	54,256	56,426	57,933	
	C	12	60,395	61,404	63,860	65,565	
Painter's Helper	CC	1	30,491	31,001	32,241	33,101	
	CC	2	31,043	31,561	32,824	33,700	
	CC	3	31,690	32,219	33,508	34,403	
	CC	4	32,178	32,715	34,023	34,932	
	CC	5	33,105	33,658	35,004	35,939	
	CC	6	34,055	34,624	36,008	36,970	
	CC	7	35,032	35,617	37,042	38,031	
	CC	8	36,537	37,147	38,633	39,665	
Supervising Carpenter	CCC	1	40,150	40,821	42,454	43,587	
	CCC	2	40,873	41,556	43,218	44,372	
	CCC	3	41,731	42,428	44,125	45,303	
	CCC	4	42,360	43,067	44,790	45,986	
	CCC	5	43,605	44,333	46,107	47,338	
	CCC	6	44,887	45,637	47,463	48,730	
	CCC	7	46,208	46,979	48,859	50,163	
	CCC	8	52,520	53,397	55,533	57,016	
	CCC	9	56,063	56,999	59,279	60,862	
	CCC	10	59,087	60,074	62,477	64,145	
	CCC	11	62,274	63,314	65,846	67,604	
	CCC	12	67,313	68,437	71,174	73,075	
Cashier/Food Service Worker	D	1	22,741	23,121	24,046	24,688	
	D	2	23,152	23,538	24,480	25,133	
	D	3	23,635	24,029	24,991	25,658	
	D	4	23,997	24,398	25,374	26,052	
	D	5	24,690	25,102	26,107	26,804	
	D	6	25,399	25,823	26,856	27,573	
	D	7	26,128	26,564	27,627	28,364	
	D	8	26,786	27,233	28,322	29,079	
	D	9	26,786	27,233	28,322	29,079	
	D	10	27,600	28,061	29,184	29,963	
	Plasterer	DD	1	39,935	40,602	42,226	43,354
		DD	2	41,109	41,796	43,467	44,628
DD		3	42,319	43,025	44,746	45,941	
DD		4	43,563	44,290	46,062	47,292	
DD		5	44,845	45,594	47,418	48,684	
DD		6	46,163	46,934	48,811	50,115	
DD		7	47,523	48,316	50,249	51,590	
DD		8	48,920	49,737	51,726	53,107	
DD		9	50,360	51,201	53,249	54,670	
DD		10	51,840	52,705	54,813	56,277	
DD		11	53,365	54,256	56,426	57,933	
DD		12	60,598	61,610	64,074	65,785	
Supervising Electrician	DDD	1	40,150	40,821	42,454	43,587	
	DDD	2	40,873	41,556	43,218	44,372	
	DDD	3	41,731	42,428	44,125	45,303	
	DDD	4	42,360	43,067	44,790	45,986	
	DDD	5	43,605	44,333	46,107	47,338	
	DDD	6	44,887	45,637	47,463	48,730	
	DDD	7	46,208	46,979	48,859	50,163	
	DDD	8	53,444	54,337	56,510	58,019	
	DDD	9	56,063	56,999	59,279	60,862	
	DDD	10	59,087	60,074	62,477	64,145	
	DDD	11	62,274	63,314	65,846	67,604	
	DDD	12	67,313	68,437	71,174	73,075	

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Plumber	EE	1	39,935	40,602	42,226	43,354
	EE	2	41,109	41,796	43,467	44,628
	EE	3	42,319	43,025	44,746	45,941
	EE	4	43,563	44,290	46,062	47,292
	EE	5	44,845	45,594	47,418	48,684
	EE	6	46,163	46,934	48,811	50,115
	EE	7	47,523	48,316	50,249	51,590
	EE	8	48,920	49,737	51,726	53,107
	EE	9	50,360	51,201	53,249	54,670
	EE	10	51,840	52,705	54,813	56,277
	EE	11	53,365	54,256	56,426	57,933
	EE	12	59,981	60,983	63,422	65,116
Supervisor of Electronic Repairer	EEE	1	40,150	40,821	42,454	43,587
	EEE	2	40,873	41,556	43,218	44,372
	EEE	3	41,731	42,428	44,125	45,303
	EEE	4	42,360	43,067	44,790	45,986
	EEE	5	43,605	44,333	46,107	47,338
	EEE	6	44,887	45,637	47,463	48,730
	EEE	7	46,208	46,979	48,859	50,163
	EEE	8	53,444	54,337	56,510	58,019
	EEE	9	56,063	56,999	59,279	60,862
	EEE	10	59,087	60,074	62,477	64,145
	EEE	11	62,274	63,314	65,846	67,604
	EEE	12	67,313	68,437	71,174	73,075
Supervising Equipment Operator	F	1	32,727	33,273	34,604	35,528
	F	2	33,315	33,872	35,227	36,167
	F	3	34,016	34,584	35,967	36,927
	F	4	34,527	35,104	36,508	37,483
	F	5	35,543	36,137	37,582	38,586
	F	6	36,590	37,201	38,689	39,722
	F	7	37,666	38,295	39,827	40,890
	F	8	42,808	43,523	45,264	46,473
	F	9	44,907	45,657	47,483	48,751
	F	10	47,328	48,119	50,043	51,379
	F	11	49,881	50,714	52,742	54,151
	F	12	53,918	54,818	57,011	58,533
Plumber's Helper	FF	1	33,261	33,817	35,169	36,108
	FF	2	33,863	34,428	35,805	36,761
	FF	3	34,568	35,146	36,551	37,527
	FF	4	35,100	35,687	37,114	38,105
	FF	5	36,111	36,714	38,183	39,202
	FF	6	37,150	37,771	39,282	40,330
	FF	7	38,218	38,856	40,410	41,489
	FF	8	44,071	44,807	46,599	47,844
Transportation Inspector	FFF	1	33,821	34,386	35,762	36,716
	FFF	2	34,433	35,008	36,408	37,380
	FFF	3	35,150	35,737	37,167	38,159
	FFF	4	35,691	36,287	37,739	38,746
	FFF	5	36,720	37,334	38,827	39,864
	FFF	6	37,776	38,407	39,943	41,009
	FFF	7	38,859	39,508	41,089	42,186
	FFF	8	39,979	40,646	42,272	43,401
	FFF	9	40,449	41,124	42,769	43,911
	FFF	10	41,679	42,375	44,070	45,247
Custodian	G	1	30,491	31,001	32,241	33,101
	G	2	31,043	31,561	32,824	33,700
	G	3	31,690	32,219	33,508	34,403
	G	4	32,178	32,715	34,023	34,932
	G	5	33,105	33,658	35,004	35,939
	G	6	34,055	34,624	36,008	36,970
	G	7	35,032	35,617	37,042	38,031
	G	8	36,043	36,645	38,111	39,128
	G	9	36,962	37,580	39,083	40,126
	G	10	38,230	38,868	40,423	41,502

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Principal Custodian	GG	1	32,026	32,560	33,863	34,767
	GG	2	32,604	33,149	34,475	35,395
	GG	3	33,284	33,840	35,193	36,133
	GG	4	33,795	34,360	35,734	36,688
	GG	5	34,770	35,351	36,755	37,747
	GG	6	35,769	36,367	37,821	38,831
	GG	7	36,795	37,410	38,906	39,945
	GG	8	37,858	38,490	40,030	41,099
	GG	9	38,869	39,518	41,099	42,196
	GG	10	40,404	41,079	42,722	43,862
Custodial Worker/Delivery Worker	H	1	31,773	32,303	33,595	34,492
	H	2	32,347	32,887	34,203	35,116
	H	3	33,022	33,574	34,917	35,849
	H	4	33,530	34,090	35,454	36,401
	H	5	34,496	35,072	36,475	37,448
	H	6	35,487	36,080	37,523	38,525
	H	7	36,505	37,115	38,600	39,630
	H	8	37,559	38,186	39,713	40,774
	H	9	38,896	39,546	41,128	42,226
	H	10	41,928	42,628	44,333	45,517
Principal Storekeeper	HH	1	37,345	37,969	39,488	40,542
	HH	2	37,983	38,617	40,161	41,234
	HH	3	38,732	39,379	40,954	42,047
	HH	4	39,295	39,951	41,549	42,659
	HH	5	40,370	41,044	42,686	43,826
	HH	6	41,470	42,163	43,849	45,020
	HH	7	42,601	43,313	45,045	46,248
	HH	8	43,772	44,503	46,283	47,519
	HH	9	46,603	47,382	49,277	50,593
	HH	10	56,120	57,057	59,339	60,924
School Transportation Inspector	HHH	1	34,987	35,572	36,995	37,982
	HHH	2	35,620	36,215	37,654	38,670
	HHH	3	36,362	36,969	38,448	39,475
	HHH	4	36,923	37,540	39,042	40,084
	HHH	5	37,983	38,617	40,162	41,234
	HHH	6	39,074	39,727	41,316	42,419
	HHH	7	40,198	40,869	42,504	43,639
	HHH	8	41,091	41,777	43,448	44,808
	HHH	9	41,843	42,542	44,243	45,425
	HHH	10	43,116	43,836	45,589	46,806
Custodial Worker/Driver	I	1	31,654	32,183	33,470	34,364
	I	2	32,226	32,765	34,075	34,985
	I	3	32,898	33,448	34,786	35,715
	I	4	33,403	33,961	35,320	36,263
	I	5	34,366	34,940	36,338	37,308
	I	6	35,352	35,943	37,380	38,378
	I	7	36,369	36,976	38,455	39,482
	I	8	37,420	38,044	39,566	40,623
	I	9	38,896	39,546	41,128	42,226
	I	10	41,928	42,628	44,333	45,517
Recreation Maintenance Worker	II	1	31,157	31,678	32,945	33,825
	II	2	31,684	32,213	33,502	34,396
	II	3	32,302	32,841	34,155	35,067
	II	4	32,767	33,314	34,646	35,571
	II	5	33,651	34,213	35,582	36,532
	II	6	34,559	35,136	36,542	37,517
	II	7	35,493	36,086	37,529	38,531
	II	8	36,457	37,066	38,548	39,578
	II	9	37,220	37,842	39,356	40,406
	II	10	38,352	38,993	40,553	41,635
School Bus Dispatcher	III	1	42,899	43,615	45,360	46,571
	III	2	43,533	44,260	46,030	47,259
	III	3	44,274	45,014	46,814	48,064
	III	4	44,835	45,584	47,407	48,673
	III	5	45,895	46,661	48,528	49,824
	III	6	46,957	47,771	49,682	51,009
	III	7	48,110	48,913	50,870	52,228
	III	8	49,002	49,820	51,813	53,197
	III	9	49,755	50,586	52,609	54,014
	III	10	51,026	51,880	53,955	55,396

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Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Custodial Worker M/W	J	1	27,808	28,273	29,404	30,189
	J	2	28,311	28,784	29,935	30,735
	J	3	28,902	29,384	30,560	31,376
	J	4	29,346	29,836	31,029	31,858
	J	5	30,192	30,696	31,924	32,776
	J	6	31,058	31,577	32,840	33,717
	J	7	31,951	32,484	33,784	34,686
	J	8	32,872	33,421	34,758	35,686
	J	9	33,999	34,160	35,526	36,475
	J	10	34,621	35,199	36,807	37,584
Senior Custodian	K	1	31,237	31,759	33,029	33,911
	K	2	31,803	32,334	33,627	34,525
	K	3	32,465	33,007	34,328	35,244
	K	4	32,965	33,515	34,856	35,786
	K	5	33,915	34,481	35,860	36,818
	K	6	34,888	35,470	36,889	37,874
	K	7	35,891	36,490	37,950	38,963
	K	8	36,926	37,542	39,044	40,086
	K	9	37,891	38,524	40,065	41,134
	K	10	39,295	39,951	41,549	42,659
School Bus Driver	KK	1	29,121	29,607	30,792	31,614
	KK	2	29,648	30,143	31,349	32,186
	KK	3	30,267	30,772	32,003	32,857
	KK	4	30,731	31,245	32,494	33,362
	KK	5	31,616	32,144	33,430	34,323
	KK	6	32,524	33,067	34,390	35,308
	KK	7	33,459	34,017	35,378	36,323
	KK	8	34,425	35,000	36,400	37,372
	KK	9	35,229	35,817	37,250	38,244
	KK	10	36,300	36,906	38,383	39,407
Head Custodian Elementary School	L	1	33,719	34,282	35,654	36,606
	L	2	34,330	34,903	36,299	37,268
	L	3	35,046	35,631	37,057	38,046
	L	4	35,584	36,178	37,625	38,630
	L	5	36,610	37,221	38,710	39,743
	L	6	37,663	38,292	39,823	40,887
	L	7	38,743	39,390	40,966	42,060
	L	8	39,850	40,526	42,147	43,272
	L	9	40,972	41,656	43,323	44,479
	L	10	42,965	43,682	45,429	46,642
Security Guards-12 months	LL	1	26,457	26,899	27,975	28,721
	LL	2	26,868	27,317	28,410	29,168
	LL	3	27,358	27,815	28,927	29,700
	LL	4	27,714	28,177	29,304	30,086
	LL	5	28,424	28,899	30,055	30,857
	LL	6	29,155	29,642	30,827	31,651
	LL	7	29,906	30,406	31,622	32,466
	LL	8	33,585	34,146	35,511	36,460
	LL	9	35,785	36,382	37,837	38,848
	LL	10	37,869	38,501	40,041	41,110
Delivery Worker	M	1	30,185	30,689	31,917	32,769
	M	2	30,730	31,243	32,493	33,361
	M	3	31,372	31,896	33,172	34,057
	M	4	31,853	32,385	33,680	34,579
	M	5	32,773	33,320	34,653	35,578
	M	6	33,713	34,276	35,647	36,599
	M	7	35,746	36,343	37,797	38,806
	M	8	37,938	38,572	40,114	41,185
Senior Boiler Operator	MM	1	31,222	31,743	33,013	33,895
	MM	2	31,787	32,318	33,610	34,508
	MM	3	32,450	32,992	34,312	35,278
	MM	4	32,948	33,499	34,839	35,769
	MM	5	33,898	34,465	35,843	36,800
	MM	6	34,871	35,454	36,872	37,856
	MM	7	35,872	36,471	37,930	38,943
	MM	8	36,907	37,523	39,024	40,066
	MM	9	37,850	38,482	40,021	41,089
	MM	10	39,154	39,808	41,400	42,506

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Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Electrician	N	1	39,935	40,602	42,226	43,354
	N	2	41,109	41,796	43,467	44,628
	N	3	42,319	43,025	44,746	45,941
	N	4	43,563	44,290	46,062	47,292
	N	5	44,845	45,594	47,418	48,684
	N	6	46,163	46,934	48,811	50,115
	N	7	47,523	48,316	50,249	51,590
	N	8	48,920	49,737	51,726	53,107
	N	9	50,360	51,201	53,249	54,670
	N	10	51,840	52,705	54,813	56,277
	N	11	53,365	54,256	56,426	57,933
	N	12	60,598	61,610	64,074	65,785
Senior Chauffeur	NN	1	39,125	39,779	41,370	42,474
	NN	2	39,833	40,498	42,118	43,243
	NN	3	40,664	41,343	42,997	44,145
	NN	4	41,288	41,978	43,657	44,822
	NN	5	42,480	43,190	44,917	46,117
	NN	6	43,700	44,429	46,207	47,440
	NN	7	44,964	45,704	47,533	48,802
	NN	8	45,401	46,159	48,006	49,287
	NN	9	45,401	46,159	48,006	49,287
	NN	10	46,782	47,563	49,466	50,786
Electronic Repairer	O	1	39,935	40,602	42,226	43,354
	O	2	41,109	41,796	43,467	44,628
	O	3	42,319	43,025	44,746	45,941
	O	4	43,563	44,290	46,062	47,292
	O	5	44,845	45,594	47,418	48,684
	O	6	46,163	46,934	48,811	50,115
	O	7	47,523	48,316	50,249	51,590
	O	8	48,920	49,737	51,726	53,107
	O	9	50,360	51,201	53,249	54,670
	O	10	51,840	52,705	54,813	56,277
	O	11	53,365	54,256	56,426	57,933
	O	12	60,598	61,610	64,074	65,785
Senior Custodian Worker	OO	1	28,066	28,534	29,676	30,468
	OO	2	28,573	29,050	30,212	31,019
	OO	3	29,170	29,657	30,843	31,667
	OO	4	29,617	30,112	31,316	32,153
	OO	5	30,471	30,980	32,219	33,079
	OO	6	31,346	31,869	33,144	34,029
	OO	7	32,245	32,783	34,095	35,005
	OO	8	33,175	33,729	35,079	36,015
	OO	9	34,105	34,674	36,061	37,024
	OO	10	35,642	36,237	37,687	38,693
Equipment Operator	P	1	33,835	34,401	35,777	36,732
	P	2	34,447	35,022	36,423	37,395
	P	3	35,166	35,753	37,183	38,176
	P	4	35,705	36,301	37,754	38,762
	P	5	36,736	37,349	38,843	39,880
	P	6	37,791	38,422	39,959	41,026
	P	7	38,874	39,524	41,105	42,202
	P	8	39,997	40,665	42,292	43,421
	P	9	41,050	41,736	43,405	44,564
	P	10	42,606	43,317	45,050	46,253
Senior Electronics Repairer	PP	1	39,935	40,602	42,226	43,354
	PP	2	41,109	41,796	43,467	44,628
	PP	3	42,319	43,025	44,746	45,941
	PP	4	43,563	44,290	46,062	47,292
	PP	5	44,845	45,594	47,418	48,684
	PP	6	46,163	46,934	48,811	50,115
	PP	7	47,523	48,316	50,249	51,590
	PP	8	48,920	49,737	51,726	53,107
	PP	9	50,360	51,201	53,249	54,670
	PP	10	51,840	52,705	54,813	56,277
	PP	11	57,278	58,235	60,564	62,181
	PP	12	60,791	61,807	64,279	65,995

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Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Supervisor of Security-12 months	Q	1	33,184	33,738	35,088	36,025
	Q	2	33,718	34,281	35,653	36,605
	Q	3	34,347	34,921	36,317	37,287
	Q	4	34,819	35,401	36,817	37,800
	Q	5	35,718	36,315	37,767	38,776
	Q	6	36,643	37,255	38,746	39,780
	Q	7	37,591	38,219	39,748	40,809
	Q	8	38,573	39,217	40,786	41,875
	Q	9	39,593	40,255	41,865	42,983
	Q	10	41,517	42,210	43,899	45,071
Senior Fire Extinguisher/ Svc. Worker	QQ	1	30,838	31,353	32,607	33,477
	QQ	2	31,395	31,919	33,196	34,082
	QQ	3	32,051	32,586	33,889	34,794
	QQ	4	32,542	33,086	34,409	35,328
	QQ	5	33,480	34,040	35,401	36,346
	QQ	6	34,441	35,017	36,417	37,390
	QQ	7	35,430	36,022	37,463	38,463
	QQ	8	36,454	37,063	38,546	39,575
	QQ	9	37,420	38,044	39,566	40,623
	QQ	10	38,558	39,202	40,770	41,858
Food Service Inspector- 12 Mos.	R	1	37,311	37,934	39,451	40,505
	R	2	37,985	38,620	40,164	41,237
	R	3	38,778	39,425	41,002	42,097
	R	4	39,373	40,030	41,632	42,743
	R	5	40,510	41,186	42,834	43,977
	R	6	41,672	42,368	44,063	45,240
	R	7	42,869	43,585	45,328	46,539
	R	8	44,105	44,841	46,635	47,880
	R	9	45,557	46,318	48,171	49,457
	R	10	48,578	49,389	51,364	52,736
Supervising Plumber	RR	1	40,150	40,821	42,454	43,587
	RR	2	40,873	41,556	43,218	44,372
	RR	3	41,731	42,428	44,125	45,303
	RR	4	42,360	43,067	44,790	45,986
	RR	5	43,605	44,333	46,107	47,338
	RR	6	44,887	45,637	47,463	48,730
	RR	7	46,208	46,979	48,859	50,163
	RR	8	52,083	52,953	55,071	56,541
	RR	9	56,063	56,999	59,279	60,862
	RR	10	59,087	60,074	62,477	64,145
	RR	11	62,274	63,314	65,846	67,604
	RR	12	67,313	68,437	71,174	73,075
Supervising Painter	S	1	40,150	40,821	42,454	43,587
	S	2	40,873	41,556	43,218	44,372
	S	3	41,731	42,428	44,125	45,303
	S	4	42,360	43,067	44,790	45,986
	S	5	43,605	44,333	46,107	47,338
	S	6	44,887	45,637	47,463	48,730
	S	7	46,208	46,979	48,859	50,163
	S	8	53,283	54,172	56,339	57,843
	S	9	56,063	56,999	59,279	60,862
	S	10	59,087	60,074	62,477	64,145
	S	11	62,274	63,314	65,846	67,604
	S	12	67,313	68,437	71,174	73,075
Senior Maint. Repairer/Painter	SS	1	30,491	31,001	32,241	33,101
	SS	2	31,043	31,561	32,824	33,700
	SS	3	31,690	32,219	33,508	34,403
	SS	4	32,178	32,715	34,023	34,932
	SS	5	33,105	33,658	35,004	35,939
	SS	6	34,055	34,624	36,008	36,970
	SS	7	35,032	35,617	37,042	38,031
	SS	8	36,043	36,645	38,111	39,128
	SS	9	36,962	37,580	39,083	40,126
	SS	10	38,230	38,868	40,423	41,502

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Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Groundskeeper	T	1	28,065	28,533	29,675	30,467
	T	2	28,572	29,049	30,211	31,017
	T	3	29,169	29,656	30,842	31,666
	T	4	29,616	30,111	31,315	32,151
	T	5	30,470	30,978	32,218	33,078
	T	6	31,345	31,868	33,143	34,028
	T	7	32,244	32,782	34,094	35,004
	T	8	35,642	36,237	37,687	38,693
Tile Setter	TT	1	29,104	29,590	30,773	31,595
	TT	2	29,630	30,125	31,330	32,167
	TT	3	30,248	30,753	31,983	32,837
	TT	4	30,713	31,226	32,475	33,342
	TT	5	31,598	32,125	33,410	34,302
	TT	6	32,505	33,048	34,370	35,288
	TT	7	33,439	33,998	35,358	36,302
	TT	8	34,403	34,978	36,377	37,348
	TT	9	35,240	35,829	37,262	38,257
	TT	10	36,268	36,873	38,348	39,372
Head Custodian High School	U	1	33,719	34,282	35,654	36,606
	U	2	34,330	34,903	36,299	37,268
	U	3	35,046	35,631	37,057	38,046
	U	4	35,584	36,178	37,625	38,630
	U	5	36,610	37,221	38,710	39,743
	U	6	37,663	38,292	39,823	40,887
	U	7	38,743	39,390	40,966	42,060
	U	8	39,860	40,526	42,147	43,272
	U	9	40,972	41,656	43,323	44,479
	U	10	42,083	42,786	44,497	45,685
	U	11	43,194	43,915	45,672	46,891
	U	12	44,305	45,045	46,847	48,098
	U	13	46,032	46,801	48,673	49,973
Truck Driver	UU	1	34,497	35,073	36,476	37,450
	UU	2	35,121	35,708	37,136	38,127
	UU	3	35,853	36,452	37,910	38,922
	UU	4	36,403	37,011	38,492	39,519
	UU	5	37,453	38,079	39,602	40,659
	UU	6	38,529	39,173	40,740	41,827
	UU	7	39,635	40,296	41,908	43,027
	UU	8	43,360	44,084	45,847	47,071
Laborer	V	1	33,316	33,873	35,228	36,168
	V	2	33,919	34,486	35,865	36,823
	V	3	34,627	35,205	36,613	37,591
	V	4	35,158	35,745	37,175	38,167
	V	5	36,174	36,778	38,249	39,271
	V	6	37,210	37,831	39,345	40,395
	V	7	39,671	40,334	41,947	43,067
	V	8	42,105	42,809	44,521	45,710
Maintenance Repairer	W	1	33,261	33,817	35,169	36,108
	W	2	33,863	34,428	35,805	36,761
	W	3	34,568	35,146	36,551	37,527
	W	4	35,100	35,687	37,114	38,105
	W	5	36,111	36,714	38,183	39,202
	W	6	37,150	37,771	39,282	40,330
	W	7	38,218	38,856	40,410	41,489
	W	8	39,319	39,975	41,574	42,684
	W	9	40,227	40,899	42,535	43,671
	W	10	41,451	42,143	43,829	44,999
Senior Security Guards-12 months	WW	1	27,283	27,739	28,848	29,618
	WW	2	27,710	28,172	29,299	30,082
	WW	3	28,217	28,688	29,836	30,632
	WW	4	28,587	29,064	30,227	31,034
	WW	5	29,322	29,812	31,004	31,832
	WW	6	30,080	30,582	31,806	32,655
	WW	7	30,858	31,374	32,629	33,500
	WW	8	34,668	35,247	36,857	37,636
	WW	9	36,345	36,952	38,430	39,456
	WW	10	39,105	39,758	41,348	42,452

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Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Mason	X	1	39,935	40,602	42,226	43,354
		2	41,109	41,796	43,467	44,628
		3	42,319	43,025	44,746	45,941
		4	43,563	44,290	46,062	47,292
		5	44,845	45,594	47,418	48,684
		6	46,163	46,934	48,811	50,115
		7	47,523	48,316	50,249	51,590
		8	48,920	49,737	51,726	53,107
		9	50,360	51,201	53,249	54,670
		10	51,840	52,705	54,813	56,277
		11	53,365	54,256	56,426	57,933
		12	60,598	61,610	64,074	65,785
Senior Stock Clerk	XX	1	31,041	31,560	32,822	33,698
		2	31,565	32,092	33,375	34,267
		3	32,181	32,719	34,027	34,936
		4	32,643	33,188	34,515	35,437
		5	33,527	34,086	35,450	36,396
		6	34,430	35,005	36,405	37,377
		7	35,358	35,949	37,387	38,385
		8	36,319	36,926	38,403	39,428
		9	37,321	37,945	39,462	40,516
		10	39,166	39,820	41,413	42,518
Mechanic	Y	1	33,260	33,815	35,168	36,100
		2	33,862	34,427	35,804	36,780
		3	34,567	35,145	36,550	37,526
		4	35,099	35,685	37,113	38,104
		5	36,110	36,713	38,182	39,201
		6	37,149	37,770	39,280	40,329
		7	38,214	38,853	40,407	41,485
		8	46,454	47,230	49,119	50,431
		9	48,688	49,501	51,481	52,855
		10	51,674	52,537	54,639	56,098
Stock Clerk-Warehouse	YY	1	31,117	31,637	32,902	33,781
		2	31,643	32,171	33,458	34,351
		3	32,261	32,799	34,111	35,022
		4	32,723	33,270	34,600	35,524
		5	33,609	34,170	35,537	36,486
		6	34,516	35,092	36,496	37,470
		7	35,447	36,039	37,481	38,482
		8	36,410	37,018	38,499	39,527
		9	36,999	37,617	39,121	40,166
		10	38,124	38,761	40,311	41,388
Supervising Plasterer	Z	1	40,150	40,821	42,454	43,587
		2	40,873	41,556	43,218	44,372
		3	41,731	42,428	44,125	45,303
		4	42,360	43,067	44,790	45,986
		5	43,605	44,333	46,107	47,338
		6	44,887	45,637	47,463	48,730
		7	46,208	46,979	48,859	50,163
		8	52,081	52,950	55,068	56,539
		9	56,063	56,999	59,279	60,862
		10	59,087	60,074	62,477	64,145
		11	62,274	63,314	65,846	67,604
		12	67,313	68,437	71,174	73,075
Stock Handler	ZZ	1	29,064	29,549	30,731	31,551
		2	29,589	30,083	31,287	32,122
		3	30,207	30,711	31,940	32,793
		4	30,669	31,182	32,429	33,295
		5	31,555	32,082	33,366	34,257
		6	32,462	33,004	34,324	35,241
		7	33,394	33,951	35,309	36,252
		8	34,357	34,930	36,328	37,298
		9	34,945	35,529	36,950	37,936
		10	36,008	36,609	38,074	39,090
Security Guard-10 months	G	1	19,859	20,191	20,998	21,559
		2	20,180	20,517	21,338	21,908
		3	20,562	20,905	21,741	22,322
		4	20,839	21,187	22,035	22,623
		5	21,392	21,749	22,619	23,223
		6	21,961	22,328	23,221	23,841

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
	G	7	25,350	25,773	26,804	27,520
	G	8	26,048	26,483	27,542	28,278
	G	9	27,809	28,273	29,404	30,189
	G	10	29,451	29,943	31,141	31,972
Senior Security Guard-10 months	G	1	21,471	21,830	22,703	23,309
	H	2	21,821	22,185	23,073	23,689
	H	3	22,237	22,608	23,513	24,140
	H	4	22,540	22,916	23,833	24,469
	H	5	23,143	23,530	24,471	25,125
	H	6	23,763	24,160	25,127	25,798
	H	7	24,402	24,809	25,802	26,491
	H	8	27,526	27,985	29,105	29,882
	H	9	28,900	29,383	30,558	31,374
	H	10	31,134	31,654	32,920	33,799
Supervisor of Security Guard-10 mo.	I	1	24,442	24,850	25,844	26,534
	I	2	24,845	25,260	26,270	26,972
	I	3	25,324	25,747	26,776	27,491
	I	4	25,674	26,103	27,147	27,872
	I	5	26,368	26,809	27,881	28,625
	I	6	27,084	27,536	28,637	29,402
	I	7	27,820	28,284	29,416	30,201
	I	8	32,103	32,639	33,945	34,851
	I	9	33,004	33,555	34,898	35,829
	I	10	35,571	36,165	37,612	38,616
Cook	A	1	25,039	25,457	26,475	27,182
	A	2	25,491	25,917	26,954	27,673
	A	3	26,023	26,458	27,516	28,251
	A	4	26,423	26,864	27,939	28,685
	A	5	27,185	27,639	28,745	29,512
	A	6	27,986	28,433	29,570	30,360
	A	7	28,768	29,249	30,419	31,231
	A	8	29,598	30,092	31,296	32,131
	A	9	30,127	30,630	31,855	32,705
	A	10	31,043	31,561	32,824	33,700
Food Service Worker	B	1	22,741	23,121	24,046	24,688
	B	2	23,152	23,538	24,480	25,133
	B	3	23,635	24,025	24,991	25,658
	B	4	23,997	24,398	25,374	26,052
	B	5	24,690	25,102	26,107	26,804
	B	6	25,399	25,823	26,856	27,573
	B	7	26,128	26,564	27,627	28,364
	B	8	26,881	27,330	28,423	29,182
	B	9	26,786	27,233	28,322	29,079
	B	10	27,600	28,061	29,184	29,963
Senior Food Service Worker	C	1	22,791	23,172	24,099	24,742
	C	2	23,204	23,591	24,535	25,190
	C	3	23,688	24,084	25,047	25,716
	C	4	24,052	24,453	25,432	26,111
	C	5	24,744	25,158	26,164	26,863
	C	6	25,455	25,880	26,915	27,633
	C	7	26,186	26,624	27,689	28,428
	C	8	26,941	27,391	28,486	29,247
	C	9	27,073	27,526	28,627	29,391
	C	10	27,897	28,363	29,497	30,285

No employee shall be advanced any step on the guide for the 2005 contract year. Step progression resumes in the 2006 contract year. For example, an employee on step 6 of the applicable guide from contract year 1/1/2004 through 12/31/2004 shall remain on step 6 during the following contract year from 1/1/2005 through 12/31/2005. The employee may advance to step 7 effective 1/1/2006.

Title	Grade	Step	1/1/2003 Step Value	1/1/2004 Step Value	1/1/2005 Step Value	1/1/2006 Step Value
Cafeteria Manager	A	1	27,334	27,790	28,902	29,674
	A	2	27,828	28,293	29,424	30,210
	A	3	28,409	28,883	30,039	30,841
	A	4	28,845	29,327	30,500	31,314
	A	5	29,677	30,173	31,380	32,217
	A	6	30,529	31,039	32,281	33,143
	A	7	31,404	31,929	33,206	34,093
	A	8	32,311	32,851	34,165	35,077
	A	9	33,100	33,853	34,999	35,934
	A	10	34,107	34,677	36,064	37,027
Food Service Inspector-10 months/	B	1	31,338	31,862	33,136	34,021
	B	2	31,905	32,436	33,735	34,636
	B	3	32,571	33,115	34,439	35,359
	B	4	33,070	33,622	34,967	35,901
	B	5	34,025	34,594	35,977	36,938
	B	6	35,001	35,585	37,008	37,997
	B	7	36,006	36,607	38,072	39,088
	B	8	37,045	37,664	39,170	40,216
	B	9	38,255	38,893	40,449	41,529
	B	10	40,751	41,431	43,088	44,239
Omnibus Operator Class I-10 month	C	1	29,121	29,607	30,792	31,614
	C	2	29,648	30,143	31,349	32,186
	C	3	30,267	30,772	32,003	32,857
	C	4	30,731	31,245	32,494	33,362
	C	5	31,616	32,144	33,430	34,323
	C	6	32,524	33,067	34,390	35,308
	C	7	33,459	34,017	35,378	36,323
	C	8	34,425	35,000	36,400	37,372
	C	9	35,229	35,817	37,250	38,244
	C	10	36,300	36,906	38,383	39,407