

AGREEMENT
between the
HACKENSACK ASSOCIATION OF SCHOOLS ADMINISTRATORS
and the
HACKENSACK BOARD OF EDUCATION

2018 - 2022

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PREAMBLE

The Board and the Association recognizes that the development of educational programs of the highest quality, for the benefit of the students and the City, is a common responsibility, which can best be attained when each group utilizes the ability, experience, creativity, and judgment of the other.

ARTICLE 1 - DEFINITION

In accordance with the provisions of the New Jersey Employer-Employee Relations Act, the Hackensack Board of Education, hereinafter referred to as the Board, hereby recognizes the Hackensack Association of School Administrators, hereinafter referred to as the Association, as the representative designated for the purposes of collective negotiations for all professional personnel, who for the purposes of this Agreement shall be called administrators, principals, directors, assistant principals, supervisors and athletic director.

ARTICLE 2 - ASSOCIATION RIGHTS

The Association president or designee will receive all agendas, minutes, addendums and attachments for each Board meeting as soon as they are available via e-mail and posting on the district website.

ARTICLE 3 - SCHOOL CALENDAR AND EMPLOYEE WORK YEAR

Beginning in January of each year, the Superintendent and/or designee will develop the next year's school calendar in collaboration with the Association leadership. Final recommendation of the Superintendent will then be presented to the Board for approval.

ARTICLE 4 - NEGOTIATIONS PROCEDURE

- A. Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party.
- B. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association, and be adopted by both parties..
- C. This Agreement shall not be modified in whole or in part by the parties except by an instrument, in writing, duly executed by both parties.

ARTICLE 5 - GRIEVANCE PROCEDURE

- A. A grievance shall be defined and subject to limitations as follows:
1. A grievance is a complaint by any administrator, group of administrators, or the Association that there has been an inequitable, improper, or unjust application, interpretation, or violation of a policy, agreement, or administrative decision affecting the terms and conditions of employment of said administrator, group of administrators, or the Association.
 2. The grievance procedure shall not be applicable to claims,
 - a) by a non-tenure unit member by reason of their not being re-employed.
 - b) by certified personnel occasioned by lack of appointment to or retention in any position for which tenure is either not possible or not required;
 - c) wherein a method of review is prescribed by law or by rule or regulation of the State Commissioner or State Board of Education.
 3. A grievance, to be considered under this procedure, must be initiated, in writing, within fifteen (15) school days of its occurrence or within fifteen (15) school days from the time when the grievant would reasonably be expected to know of its occurrence.
- B. The following procedures shall govern the processing of all grievances:
1. It is understood that while participating in these procedures, the grievant shall continue to observe all assignments and applicable rules and regulations of the Board.
 2. A grievance may be presented by the grievant or by a representative designated by the grievant. The Association may be represented at any level of the procedure in order to make known its position and the manner in which it believes the grievance should be resolved. The Board may designate a representative to participate at any level of the procedure. A minority organization shall neither present nor process grievances.
 3. Failure at any level of this procedure to communicate a written decision within the specified time limits permits the grievant to proceed to the next level. Failure at any level of the procedure to appeal to the next level within the specified time limits or failure to appear at a scheduled hearing without reasonable cause, explained in writing, within two (2) days of the scheduled hearing, shall constitute acceptance of the decision rendered at the previous level. Time limits may, however, be extended by mutual written agreement.
 4. The order of appeals in processing a grievance is:

First Level	Immediate Supervisor
Second Level	Superintendent
Third Level	Board of Education
Fourth Level	Arbitration

5. All grievances shall be initiated by submitting a written grievance statement to the appropriate administrator. The grievance statement shall include the name or names of the grievant(s); the nature of the grievance; the date of its occurrence; the sections or articles of the agreements or board policies, if any, claimed to have been violated, the nature of the personal loss, and the remedy sought. It is understood that, at any level of this procedure, the grievance statement may be amended with regard to the citation of articles or sections of agreements or policies. Such amendment shall require the Association to return the grievance to its initial level in order to permit consideration of the revision at each step of the procedure.
6. Grievant, other than principals, (principals see section 8) shall initiate the grievance at the first level. The administrator at the first level of appeal shall, upon receiving the grievance statement, advise the Association and Superintendent of the grievance and its nature. The administrator at the first level of appeal may hold a hearing at a mutually agreed upon time, shall communicate his or her decision, in writing, to the grievant and to the Association within five (5) school days of having received the written statement.
7. If the grievant decides to proceed to the second level of appeal, viz., the Superintendent, this must be done within five (5) school days of receiving the written decision from the first level administrator. The grievant may request review by the Superintendent by submitting to him/her the grievance statement submitted at the prior level and setting forth the reasons for dissatisfaction with the decision previously rendered. The Superintendent may hold a hearing at a time mutually agreed upon and shall communicate a written decision to the grievant and to the Association within eight (8) school days of his/her having received the request for review.
8. If the grievant is a principal, he/she shall initiate the grievance at the second level of appeal, viz., the Superintendent. The Superintendent shall in this instance, advise the Association of the grievance and its nature. The Superintendent may hold a hearing at a time mutually agreed upon and shall communicate a written decision to the grievant and to the Association within eight (8) days of his/her having received the request for review.
9. If the grievant decides to proceed to the third level of appeal, viz., the Board, this must be done within five (5) school days of receiving the written decision from the Superintendent. A request for review by the Board, setting forth the reasons for dissatisfaction with the Superintendent's decision shall be submitted to the Board, in writing, through the Superintendent. The Superintendent shall attach all papers and related materials and forward the request to the Board. The Board shall hold a hearing at a time mutually agreed upon and within twenty (20) school days from the

Superintendent's receipt of request for review by the Board. The Board shall then communicate its decision, in writing, to the grievant and to the Association within ten (10) school days after the hearing by the Board.

10. If the grievant decides to proceed to the fourth level of appeal, viz., arbitration, it must be done within five (5) school days of receiving the written decision from the Board. The grievant shall notify the Board, in writing, through the Superintendent, of the grievant's decision to submit the grievance to arbitration and shall request the Public Employees Relations Commission (PERC) to submit a roster of persons qualified to function as arbitrators and willing to conduct hearings outside of school hours. Arbitration shall be conducted pursuant to applicable laws and statutes and the rules and regulations of the Public Employees Relations Commission (PERC).
11. If the grievant and the Board are unable to determine a mutually satisfactory arbitrator from the submitted list within three (3) school days of receiving it, an arbitrator who is willing to conduct hearings outside of school hours shall be appointed by the Public Employees Relations Commission (PERC).
12. The arbitrator shall be limited to the evidence and arguments presented by the grievant, the grievant's representatives, the Association, the Association's representatives, the Board, the Board's representatives and shall consider nothing else. The arbitrator shall neither add anything to, nor subtract anything from, the Agreement or any policy of the Board.
13. The findings and recommendations of the arbitrator shall be recommendatory or advisory only, except that they shall be final and binding on both parties when items specifically defined in this Agreement are in issue.
14. Only the Board, its representatives, the Association, its representatives, the grievant, and the grievant's representatives shall be given copies of the arbitrator's report of findings and recommendations, and it shall be given to each of these. The arbitrator shall submit this report within fifteen (15) calendar days of the completion of the hearings on the matter. This report shall be kept confidential and shall not be disclosed or released, directly or indirectly, in whole or in part, by the Board, the Association, the grievant, or by any of their representatives for a period of fifteen (15) calendar days after issuance of the report by the arbitrator.
15. The grievant and the Board, or their representatives, shall within fifteen (15) calendar days, notify one another of their acceptance or rejection, in whole or in part, of the arbitrator's findings and recommendations.
16. The fees and expenses of the arbitrator shall be shared equally; one-half (1/2) being paid by the Board and one-half (1/2) being paid by the grievant. Each party shall bear the total of other costs it has incurred.

ARTICLE 6 - SABBATICAL LEAVE

Upon the recommendation of the Superintendent and the approval of the Board, sabbatical leaves shall be granted.

ARTICLE 7 - INSURANCE AND PHYSICAL EXAMINATION

- A. The unit members' Chapter 78 healthcare contribution shall be 28.5% of the premium, effective July 1, 2020. The Board shall pay the remaining cost of all health insurance premiums for individual employees and their dependents in accordance with the current provisions of the New Jersey State Health Benefits Program or coverage of equal terms or better. Staff members will receive "Direct 10" coverage from the SEHBP. Staff members may elect to enroll in another of the 5 plans available under SEHBP offered by the Board subject to state law.
- B. The Board shall pay the full cost of dental insurance premiums for individual employees and their dependents in accordance with the current provisions of the Delta Dental Plan of New Jersey or coverage of equal terms or better.
- C. Upon submission of a paid receipt and a copy of an Explanation of Benefits from the claims payer showing the level of reimbursement or denial, administrators shall be entitled to reimbursement of up to five hundred dollars (\$500) on an annual basis for a physical examination.
- D. The Board offers a health insurance opt-out of \$5,000.00 annually for employees who choose not to sign up for district health insurance. This opt-out plan includes the prescription and major medical plans.
- E. Employees who select the opt-out will receive a single monthly payment of \$500.00 for ten months or a single monthly payment of \$416.67 for 12 months. Employees have the option of returning to the district health plan as permitted by the health services provider once annually, or upon verification of the occurrence of a qualifying event. Opt-out payments shall cease upon approval of coverage due to a qualifying event.
- F. This will be in compliance with state law and regulations relating to SEHBP.

ARTICLE 8 - TERMINAL LEAVE

Terminal leave compensation shall be provided for retiring administrators who have served in the district. Administrators shall receive eighty-eight dollars (\$88) in 2015-2016, ninety dollars (\$90) in 2016-2017 and ninety-two dollars (\$92) in 2017-2018 for each day, beyond twenty (20) of unused, accumulated sick leave subject to the provisions of the NJSA 18A:30-3.6.

To be eligible for payment of all sick leave days accumulated, administrators must notify the Board of Education, in writing, by April 1st of their intention to resign on June 30. and October 1st of their intention to resign on January 30th.

Upon separation of service and upon the request of the administrator, compensation for unused sick leave shall be forwarded to a Board approved post-separation tax deferred program permitted by the current IRS tax code.

ARTICLE 9 - VACATIONS

- A. The work year for ten (10) month administrators shall commence September 1 and end June 30. They shall be entitled to days off on all school, national, and state holidays on which schools are closed. In addition, they are entitled to eighteen (18) vacation days. It is understood, however, that administrators may, from time to time, need to spend additional time in order to be able to fulfill their responsibilities.
- B. The work year for twelve (12) month administrators shall commence July 1 and end June 30. They shall be entitled to days off on all school, national, and state holidays on which schools are closed. In addition, they are entitled to thirty (30) vacation days subject to the following limitations:
 - 1. A minimum of fifteen (15) days shall be taken during July and August.
 - 2. Vacation days may be taken during recess periods.
 - 3. Vacation days shall not be taken during the week prior to the opening of school.
- C. All vacation days are to be taken prior to June 30, and shall not be accumulated from one year to another. Up to five (5) days of unused vacation time shall be reimbursed at the rate of \$150 a day.
- D. All vacation requests are to be submitted to the Superintendent, in writing, at least five (5) days prior to the vacation period. Consent for same shall not be unreasonably withheld. Upon the giving of adequate notice, and in presence of extraordinary circumstances, the Superintendent may permit the exercise of the use of a half day (1/2) vacation or personal day.
- E. The Superintendent may, upon request, permit exceptions to these guidelines.
- F. For employees hired after July 1, 2006, if employment is terminated prior to completion of one full school year, the employee's vacation time shall be prorated on a basis of 2.5 days per month of employment, for 12-month employees and 1.5 days per month for 10-month employees, during the abbreviated school year.

ARTICLE 10 - TRAVEL EXPENSE ALLOWANCE

- A. All administrative personnel who are required to regularly service two (2) or more buildings shall receive a monthly travel expense allowance in accordance with the rate indicated in the Hackensack Education Association Agreement.
- B. All other travel compensation as authorized by the Superintendent, or the Superintendent's designee, shall be at the rate in effect on July 1 of the contract year, set by the New Jersey Office of Management and Budget for deductible reimbursement of business mileage.

ARTICLE 11 - SICK LEAVE

- A. As of the first day of his/her contract year, whether the administrator is present or not, that administrator may be absent twelve (12) days for ten month administrators and thirteen (13) days for twelve month administrators per year for personal illness without loss of pay. All unused days are to be accumulated from year to year.
- B. A physician's certificate shall be submitted in case of personal illness which extends beyond five (5) work days when required by the Superintendent.
Note: It is understood that by N. J. Statute, the Board may require a physician's certificate for any illness and is not limited to illness, which extends beyond five (5) work days.

ARTICLE 12 - TEMPORARY LEAVES OF ABSENCE

- A. Three (3) personal days of leave shall be granted each year for personal business, household or family matters which require absence during school hours. Application shall be made at least one (1) week before taking such leave, except in cases of emergency. The applicant for such leave shall not be required to state the reason for taking such leave other than they he/she is taking it under this section; except in cases of emergency when he/she shall explain the nature of the emergency. Granting of days of leave shall be in accordance with the operational needs of the school system as defined by the Superintendent.
- B. Unused leave days will be accumulated and added to accumulated unused sick leave at the end of each school year.
- C. In the event of death in the immediate household, five (5) days leave, exclusive of Saturdays, Sundays and holidays shall be granted. The immediate family is defined to include the employee's spouse, civil union partner, parent, grandparent, parent-in-law, child, sibling, and any other member of the immediate household.

In the event of death of a relative defined as outside of the immediate family, one (1) day of leave shall be granted.

- D. The Board shall, upon request, grant leave without pay, for a maximum of two (2) years to any administrator for purposes of child rearing. The leave shall commence with the birth of the child. Such leaves shall be granted pursuant to paragraph F, below.
- E. Other temporary leaves of absence with pay may be granted upon the recommendation of the Superintendent.
- F. Any voluntary leave of absence, which is unrelated to a disability and extends for more than fifteen (15) consecutive school days must terminate on either January 31 or June 30.
- G. All benefits to which an employee was entitled at the time the leave commenced, including accumulated sick leave, shall be restored upon the employee's return. The employee shall be assigned to a position, if available, comparable to the one held at the time leave commenced.
- H. In accordance with the Federal Family and Medical Leave Act (FFMLA) and the New Jersey Family Leave Act (NJFLA), the Board of Education shall grant staff members up to twelve (12) weeks leave of absence in any twelve (12) month period upon advance notice to the district for the following circumstances: In order for such member to provide care made necessary by the birth of a child of the staff member; the placement of a child with the staff member in connection with the adoption of such child by the staff member; and the serious health condition of the staff member or the spouse, parent or child of the staff member.

When taking a leave covered by both federal and state laws, the leave runs concurrently.

Family leave shall be unpaid leave. Certification of a duly licensed health care provider shall be required verifying the purpose of the requested family leave.



ARTICLE 13 - JOB TITLES

Administrative personnel in certifiable positions who hold the necessary certification shall be granted the title appropriate to that position after a maximum of one (1) year in that position.

ARTICLE 14 - GUIDE PLACEMENT AND REVIEW COMMITTEE

- A. An advisory committee composed of six (6) members of the Association, appointed by the President, shall be established.
- B. The purpose of the committee shall be to review the various administrative positions and their responsibilities with respect to equitable placement on the guide and to make recommendations involving changes in the guide.
- C. Written recommendations shall be submitted to the Superintendent and the Board Secretary by June 1 of the contract year.

ARTICLE 15 - SALARY

A. Guide (See HASA Salary Guide)

The following shall define the columns:

- Column 1 Reserved
- Column 2 Reserved
- Column 3 Elementary and Middle School Assistant Principal (10 months)
- Column 4 Supervisor of Humanities Grades 6-12 (12 months)
Supervisor of STEM (Math, Science, CTE) Grades 6-12 (12 months)
Supervisor of Fine Arts, Music, Media Grades K-12 (12 months)
Supervisor of Guidance, Testing & Scheduling for Grades 9-12 (12 months)
Supervisor of Health, Physical Education, & Driver's Education Grades K-12 (12 months)
- Column 4A Supervisor of Special Education for Grades PSD — 12 (12 months)
- Column 5 Middle School Assistant Principal (12 months)
Director Curriculum K-12 (12 months)
- Column 5A Middle School Assistant Principal (10 months) — Effective (2015-2016 only)
- Column 6 High School Assistant Principal (12 months)
Athletic Director (12 months)
Director of World Languages, ESL, and Bilingual Education (12 months)
- Column 7 Reserved
- Column 8 Elementary Principal (12 months)
- Column 9 Reserved
- Column 10A Middle School Principal (12 months)
- Column 10 Director of Special Services (12 months)
- Column 11 High School Principal (12 months)

B. Each administrator shall be placed on a step, which will provide a differential of at least eight hundred dollars (\$800) between the salary of an administrator and the maximum salary of a teacher on the equivalent educational level.

C. Administrators granted ten (10) month contracts that are employed during the summer months shall be compensated at a rate of their (annual salary x 0.07 / 135 x hours of service).

D. \$1,550 shall be retroactively added to each step of the guide in years 1 (July 1, 2018 – June 30, 2019) and 2 (July 1, 2019 – June 30, 2020).

E. 1.5% increase in salary in year 3 (July 1, 2020 – June 30, 2021).

F. 2.0% increase in salary in year 4 (July 1, 2021 – June 30, 2022).

- G. In the event a unit member is promoted to another position within this bargaining unit, he/she shall suffer no loss in pay. In the event the employee is/was at a higher salary/step in their prior position than they would be if placed at Step 1 of the new guide, he/she shall be placed at the next highest step on the new guide for the promotion so as to result in an increase in pay, or freeze in current pay if already earning more than the highest step on the new guide.

ARTICLE 16 - RIGHTS OF THE BOARD

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district and for just cause to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain the efficiency of the school district operations entrusted to them; (e) to determine the methods, means, and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

ARTICLE 17 - GENERAL

If any provision of this Agreement or any application of this Agreement to the Association shall be found contrary to law, then such provision or application shall not be deemed valid or subsisting, except to the extent permitted by law, but all other provisions of applications shall continue to full force and effect.

ARTICLE 18 - REPRESENTATION FEE

- A. If a member of the bargaining unit represented by the Association does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, that bargaining unit member will be required to pay a representation fee to the Association for the membership year to offset the costs of services rendered by the Association as majority representative.
- B. Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of the membership dues, initiation fees, and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to the maximum allowed by law.
- C. The Board agrees to deduct from the salary of any member of the bargaining unit represented by the Association who is not a member of the Association for the current membership year, the full amount of the representation fee set forth above and promptly to transmit the amount so deducted to the Association. The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks of those concerned during the remainder of the membership year in question. The deductions for a particular person will begin no longer than thirty (30) days after that person fills a bargaining unit position.

- D. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- E. The Association agrees to indemnify and hold the Board harmless against any liability for damages, which may arise by reason of any action taken by the Board in complying with the provisions of this Article. The Association shall also reimburse the Board for or, at its option, provide legal services connected with any such action.

ARTICLE 19 - PROFESSIONAL DEVELOPMENT

- A. At the discretion of the Superintendent of Schools, the members of the administrative staff will convene a workshop designed to enhance the professional development of the district's administrators.
- B. The workshop will take place following the conclusion of the school year or prior to the beginning of the following school year.
- C. The Hackensack Board of Education will assume all reasonable expenses for this workshop. Expenses are to cover but not limited to the cost of the workshop location and an outside consultant.
- D. The Hackensack Board of Education shall pay the full cost of the New Jersey Leaders to Leaders Mentoring Program (NJ-L2L0) for newly hired Administrators providing the following stipulations are met.
 - 1. The year (1) fee must be paid in full by the resident employee to the NJDOE. The resident employee will submit a copy of payment and proof of registration to the Board. Upon receipt, the Board shall reimburse the resident employee the first year's fee. Should the resident employee fail to complete the required residency program the Board may ask for reimbursement.
 - 2. The year (2) fee must be paid in full by the resident employee to the NJDOE. The resident employee will submit a copy of payment to the Board. At the end of the residency program the resident employee will also submit to the Board a copy of the required NJDOE certification and successful completion of the NJ-L2L program. If all requirements are met and the resident employee is offered a new contract for the following school year, the Board shall reimburse the resident employee for the second year's fee.

ARTICLE 20 - DURATION

This Agreement shall be effective July 1, 2018 and shall continue and remain in full force and effect until June 30, 2022.

IN WITNESS WHEREOF the parties hereunto set their hands and seal this 21 day of May, 2021.

HACKENSACK ASSOCIATION
OF SCHOOL ADMINISTRATORS

Dr. Anibal A. Galumia

Dr. Judith A. Jota

HACKENSACK BOARD OF
EDUCATION

Scott James Tuckey

Dr. E. J.

HASA SALARY GUIDES

2018-2019:

2018-19	Guide 4	#	Guide 4A	#	Guide 5	#	Guide 6	#	Guide 8	#	Guide 9	#	Guide 10A	#	Guide 10	#	Guide 11	#
Steps	Supervisor		ECDC Prog Dir		MS&ES AP Dir of Curr		HS AP AD		EP		Reserved		MSP		Dir of Spec Services		HSP	
1	160,010		156,351		160,610		167,320		172,130		175,447		175,391		173,706		183,285	
2	161,560	4	159,785		162,160	4	168,853		173,680	1	177,064		176,941	1	175,313		184,982	
3	162,946		163,220		165,060		170,404		175,313		178,698		178,850		176,931		183,693	
4	165,988	2	167,866	1	169,742	4	173,520	6	178,478	2	181,896	1	180,306		178,568		189,976	1
	978,216	6	167,866	1	1,327,608	8	1,041,120	6	530,636	3	181,896	1	176,941	1	-	0	189,976	1
																		4,594,259
																		26 Emp
																		51,850

2019-2020:

2019-20	Guide 4	#	Guide 4A	#	Guide 5	#	Guide 6	#	Guide 8	#	Guide 9	#	Guide 10A	#	Guide 10	#	Guide 11	#
Steps	Supervisor		ECDC Prog Dir		MS&ES AP Dir of Curr		HS AP AD		EP		Reserved		MSP		Dir of Spec Services		HSP	
1	160,010	1	156,351		160,610		167,320	1	172,130		175,447		175,391		173,706	1	183,285	
2	161,560		159,785		162,360		168,853		173,680		177,064		176,941		175,443		184,982	
3	163,110	4	163,220		163,710	4	172,127		175,230	1	178,698		178,491	1	177,197		186,693	
4	167,538	2	169,416	1	171,292	4	175,070	6	180,028	2	183,446	1	181,856		178,969		191,526	1
	1,147,526	7	169,416	1	1,340,008	8	1,217,740	7	535,286	3	183,446	1	178,491	1	173,706	1	191,526	1
																		5,137,145
																		28 Emp
																		542,886

2020-2021:

1.5																			
2020-21	Guide 4	#	Guide 4A	#	Guide 5	#	Guide 6	#	Guide 8	#	Guide 9	#	Guide 10A	#	Guide 10	#	Guide 11	#	
Steps	Supervisor		ECDC Prog Dir		MS&ES AP Dir of Curr		HS AP AD		EP		Reserved		MSP		Dir of Spec Services		HSP		
1	160,010		157,915		162,216		168,993		173,851		177,201		175,391		175,443		185,118		
2	162,410	1	161,383		163,984		169,830	1	175,417		178,835		179,595	1	176,312	1	186,832		
3	164,387		164,852		165,347		170,542		176,982		180,485		180,276		177,197		188,560		
4	165,557	4	165,668		166,166	4	174,709		177,858	1	185,280		181,947		178,969		192,484		
5	170,051	2	171,957	1	173,861	3	177,696	5	182,728	3	186,198	1	183,766		180,759		194,399	1	
	1,002,329	7	171,957	1	1,186,247	7	1,058,310	6	726,044	4	186,198	1	179,595	1	176,312	1	194,399	1	
																			4,881,390
																			28 Emp
																			(255,755)

2021-2022:

2.0																			
2021-22																			
Steps	Guide 4	#	Guide 4A	#	Guide 5	#	Guide 6	#	Guide 8	#	Guide 9	#	Guide 10A	#	Guide 10	#	Guide 11	#	
	Supervisor		ECDC Prog Dir		MS&ES AP Dir of Curr		HS AP AD		EP		Reserved		MSP		Dir of Spec Services		HSP		
1	161,610		159,494		163,838		170,683		175,590		178,973		177,145		177,197		186,969		
2	164,034		162,997		165,623		171,528		177,171		180,623		181,391		178,075		188,700		
3	167,675	1	166,501		167,001		173,226	1	179,637		182,290		183,187	1	179,838	1	190,446		
4	168,086		168,149		167,827		176,456		180,526		187,133		185,586		181,096		194,408		
5	173,452	6	175,396	1	177,339	7	181,250	5	186,383	4	189,922	1	187,442		182,549		198,287	1	
	1,208,388	7	175,396	1	1,241,370	7	1,079,476	6	745,532	4	189,922	1	183,187	1	179,838	1	198,287	1	
																			5,201,396
																			28 Emp
																			320,006

Notes:

- **2018-2019** \$1,550 retro raise
All Step 1s remain the same

- **2019-2020** \$1,550 retro raise
All Step 1s remain the same

- **2020-2021** 1.5% raise and 1% added to all other Steps
Additional step (Step 5) added to all positions

Any member moving from one position to another, within the Association, shall receive a minimum \$1,000 salary adjustment.

Any member moving to a new position beginning July 1, 2020 shall receive a minimum \$1,000 raise retroactive on a prorated basis from the time of employment in that new position to the ratification and implementation of the new contract.

Health Care contributions will be reduced to 28.5% upon ratification.

- **2021-2022** 2% raise and 1% added to all other Steps