

**AGREEMENT BETWEEN**  
**THE STATE OPERATED SCHOOL DISTRICT**  
**OF THE CITY OF NEWARK**

**and the**

**OFFICE AND PROFESSIONAL**  
**EMPLOYEES INTERNATIONAL UNION,**  
**AFL – CIO**

**LOCAL 32**  
**AFL – CIO**

**July 1, 2012 – June 30, 2017**

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**PREAMBLE**

WHEREAS, THE STATE OPERATED SCHOOL DISTRICT OF THE CITY OF NEWARK IN THE COUNTY OF ESSEX, NEWARK, NEW JERSEY (hereinafter the “Newark Public Schools”) seeks to promote and maintain mutually harmonious relations between the Newark Public Schools and those of its employees who are represented by the AFL CIO OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 32 (hereinafter the “Union”) and who may be affected by the terms of this Agreement: and,

WHEREAS, The Legislature of the State of New Jersey has enacted into law, Chapter 303 and Chapter 123 of the Laws of New Jersey, known as the “New Jersey State Employer-Employee Relations Act” (N.J.S.A. 34:13A-1 et. seq.); and

WHEREAS, the Newark Public Schools is subject to the provisions of Title XI and the rules and regulations of the New Jersey State Department of Personnel.

WHEREAS, the parties heretofore have agreed to enter into an agreement which shall not be inconsistent with the aforesaid Chapter 303 and Chapter 123 or Title XI and the rules and regulations of the New Jersey State Department of Personnel.

WHEREAS, the Union has presented proof that it represents a majority of the employees herein and is certified as an appropriate unit for the purpose of collective negotiations.

NOW, THEREFORE, THIS AGREEMENT is made and entered into effect as of the 1<sup>st</sup> day of July, two thousand and twelve by and between the Newark Public Schools and the Union as follows:

**ARTICLE I**  
**RECOGNITION**

**Section 1**

The Newark Public Schools hereby recognizes the Union as sole and exclusive bargaining agent for the purpose of collective negotiations under Chapter 303 of the Public Laws of 1968 as amended known as the New Jersey Employer-Employee Act 34:13A et. seq. with respect to salary, hours and other terms and conditions of employment for all full and part-time employees of the Newark Public Schools under the categories listed below.

The Newark Public Schools has the right to create new titles in accordance with the guidelines of the Board/O.P.E.I.U., P.E.R.C. decision of 1991.

The Union shall be notified of all new titles or reinstated titles fifteen (15) working days prior to posting. The Employer shall notify the Union ten (10) days prior to posting and meet to negotiate an appropriate salary for the new title. The negotiated salary will be retroactive to the first day that the new title is occupied. The employer shall notify the Union of all titles to be deleted five (5) days prior to their deletion of those titles and place them in Article I—Inactive Titles.

**UNIT A**

<b><u>TITLE</u></b>	<b><u>CODE</u></b>
Assistant Supervisor of Repair/Maintenance	015
Benefits Administrator	036
Management Specialist	087
Supervisor School Security Guard	094
Research Scientist	104
Supervisor of Custodians	128
Assistant Director, Cafeteria	130
Chief Engineer	151
Construction Management Specialist	161
Assistant Director Security Services	174
*Medical Director P/T	175
*Assistant Director Cafeteria Services	N/A
Assistant Supervisor Payroll	195
Principal Fiscal Analyst	206
*Supervising Clerk	212
Supervisor Garage Services	217
Supervising Laborer	246
Supervisor Accounts Payable	259
Engineer-In-Charge	266
Management Assistant	270
*Building Svcs. Mgmt. Spec. 1	280
Maintenance Supervisor	281
General Supervisor Bldg. Svcs.	315

<u>TITLE</u>	<u>UNIT A</u>	<u>CODE</u>
Asst. Dir. Quality Control		350
Supervisor D-P Sys/Program		359
Supervising Engineer		385
Principal Engineer		388
Principal Auditor		444
Supervisor of Trades		542
*Supervisor of Records		594
*Supervisor Information Technician		N/A
*Supervisor of Budget		N/A

<u>TITLE</u>	<u>UNIT B</u>	<u>CODE</u>
Secretarial Assistant Steno		084
Assistant Const. Management Specialist		092
Technical Assistant III		103
*Administrative Analyst 1, Fiscal Management		N/A
Administrative Secretary		112
Administrative Secretary Bilingual		115
Coordinator Tech. Svcs. 2		122
*Health Insurance Benefits Specialist		125
*Coordinator Schedule Recreation Activities		N/A
Supervisor of Telephone Services		126
Coordinator Maintenance Svc.		127
Personnel Technician		132
Accountant		141
Secretarial Assistant		149
Supervising Payroll Clerk		154
Keyboarding Clerk 4		160
*Supervising Clerk		212
Senior Fiscal Analyst		216
Asst. Supervisor Motor Pool		219
*Secretarial Assistant Typing		229
Cafeteria Manager		243
Senior Acct. Pro Alt		257
Area Manager Food Svc.		269
Bldg. Mgmt. Svcs. Spec. 4		287
Coordinator Recycling		290
Heating System Specialist		294

## UNIT B

<u>TITLE</u>	<u>CODE</u>
Senior Systems Analyst	307
Network Administrator	308
Principal D/P Sys. Prog.	322
Mgmt. Inf. Sys. Specialist	324
Technical Asst. Personnel	328
Technical Asst. M.I.S.	334
Senior Training Technician	340
*Construction Inspector	345
Coordinator Schedule Rec. Act.	357
*Coordinator Compred Pro	N/A
Senior Accountant	364
*Manager Fringe Benefits	373
Principal Purchasing Assistant	381
Principal Buyer	382
Research Scientist 3	411
*Principal Personnel Tech.	413
*Principal Personnel Tech. Bilingual	N/A
Sr. Claims Investigator	443
*Principal Personnel Assistant	446
*Examiner Credentials	447
Public Partic. Spec.	450
Electrical Inspector	507
Supv Inf Tech Help Desk	570
*Senior Purchasing Assistant	598

## INACTIVE TITLES

The employer agrees that if any of the inactive job titles become active the job title will become part of the bargaining unit.

### TITLE

Area Manager Food Service  
Assistant Director Cafeteria 10 month  
Capital Program Analyst  
Architectural Designer  
Community Relations Specialist  
Employee Benefits Specialist  
Capt. Program Analyst  
Supervising Account Clerk  
System Software Specialist  
Supervisor Customer Service  
Supervisor Warehouse

Supervisor Purchasing  
Assistant Supervisor Mail & Reproduction  
Director, Heating, Ventilation and Air Conditioning  
Director of Attendance  
Supervisor D/E Machine Operations  
Assistant Supervisor Warehouse

**TITLE**

School Medical Inspector  
Supervisor EDP Operations  
Manager Data Processing Operator  
Supervisor Vehicle Maintenance  
Assistant Supervisor Pupil Transportation  
Secretarial Assistant Steno, Bilingual  
Supervisor Heating  
Supervisor Trans. Vehicle Main.  
Supervisor of Motor Transportation  
Engineer  
Senior Engineer  
Supervisor Pupil Transportation  
Program Monitor 2  
Senior Draft Technician  
Supervisor Furniture Equipment & Inventory Control  
Supervisor Payroll  
Inspector Quality Control  
Chief Chauffeur  
Program Assistant  
Assistant Administrative Analyst  
Program Development Specialists  
Senior Personnel Technician  
Senior Auditor  
Senior Administrative Analyst  
Assistant Director Repair & Maintenance  
Chief Architect  
Assistant Director Research Evaluation  
Fire Protection Inspector  
Secretarial Assistant Bilingual  
Chief Security Officer Adm/Investigator  
Training Coordinator  
Senior Mechanic  
Audio Visual Supervisor  
Assistant Director Purchasing  
Assistant Supervisor of Accounts  
Supervisor, Laborers  
Pension Fund Supervisor  
Audio Visual Specialists  
Chief Clerk  
Assistant Supervisor Accts.

Chief DP Operations  
Supervisor, Workers Compensation  
Arch. Drafts M/W  
Supervisor II  
Affirmative Action Officer  
Senior Architect

**TITLE**

Fireman  
Coordinator Maintenance Services  
Data Base Admin.  
Supervising Testing  
Telecommunication Specialist  
Documentation Specialist  
Research Supervisor  
Coordinator F/S Aid  
Supervisor Central Mailroom  
Assistant Director EDP  
Director EDP  
Supervising Offset Machine Operator  
Supervisor of D/P Programs  
Personnel Technician  
Program Monitor  
Coordinator Safety Insurance  
Training Technician  
Transportation Inspector  
Senior Personnel Technician  
Assistant Director Custodial Services  
Supervisor, Microfilm Systems  
Personnel Assistant Bilingual  
Personnel Assistant  
Supv Pers C/T Bil  
Senior Budget Examiner  
Budget Examiner  
Fiscal Operations Specialists  
Coordinator, Athletic Activities  
Supv. D/P Sys. Pro.  
Recruiter  
Chief Accountant  
Assistant Budget Examiner  
Analyst, Grants Applications  
Supervising Prin. Personnel Technician  
Structural Engineer  
Principal Personnel Technician  
Procurement Specialist  
Assistant Director Attendance  
Financial Fiscal Operations Officer  
Principal Auditor



Construction Management Specialists  
Auditor  
Principal Accountant  
Coordinator Minority Business Enterprises  
Architect  
Plumbing Inspector

**TITLE**

Program Coordinator Comp. Ed.  
Program Coordinator  
Summer School Physician  
Per-Diem Substitute School Physician  
School Physician  
Secretarial Assistant Typist Bilingual  
Supervisor Motor Transport  
Drafting Technician

\*The District and the Union will negotiate salary when title becomes active.

## ARTICLE II

### UNION MEMBERSHIP

#### Section 1      Continuance of Membership

All present employees who are members of the Union on the date of execution of this Agreement may remain members of the Union. All new employees who are hired during the term of this Agreement may become and remain members of the Union. The Newark Public Schools or any of the staff shall in no way or form interfere with, discourage or constrain either the solicitation of membership by the Union, or the maintenance of membership in the Union by any of its employees in the units.

#### Section 2      Dues Deductions

The Newark Public Schools shall deduct and remit monthly membership dues and other proper assessments from the earned wages and/or salaries of each Union member in the Units upon the voluntary written authorization of the employee. In the event an employee is not eligible for payment on the date of customary dues deduction, such deduction will be made from the payroll of the next regular pay period when dues are deducted.

Union dues shall be deducted on the first pay of each month at the rate prescribed. The Newark Public Schools will remit dues deducted from members supported by a list which reflects the name and amounts, within twenty (20) days after the first pay of each month. Within twenty (20) days after an employee is hired, agency shop fees shall be deducted. In the event an employee is not deducted as scheduled, such deduction will be made from the next scheduled payday.

The dues check-off report and the total monthly dues check shall be remitted to the Union.

When dues deductions are not deducted in the manner agreed upon, the Union shall notify The Newark Public Schools of said arrears, and The Newark Public Schools will take the necessary steps to recover the monies as directed by the Union.

The Union agrees that The Newark Public Schools may establish bi-weekly Union deductions from the members in place of the current monthly, dues deductions.

Upon receipt of an employee's voluntary signed authorization for VOTE deductions, The Newark Public Schools shall deduct and remit monthly, to the Union, said assessments made from the employee's earned wages and/or salary.

Section 3      Mutual Non-Discrimination

The parties shall not discriminate against any employee or applicant for employment, or membership in the Union or representation by the Union, because of race, color, creed, religion, national origin, ancestry, sex, age, marital status, social or economic status, or physical handicap. No employee shall be discriminated against or interfered with because of proper Union activities.

Section 4      No Strike or Lock-Out Policy

The Union and the members of the units agree that during the period of this Agreement there shall be no strike, work stoppages, or other concerted refusal to perform work by the employees covered by this Agreement, nor any threats thereof. The Newark Public Schools agrees that at no time will it institute a lock-out of the employees in the Union.

Section 5      Orientation

The Newark Public Schools shall establish a joint orientation meeting each year for all OPEIU, Local 32 bargaining unit members. The Newark Public Schools shall provide space and shall excuse all members without loss of pay for the length of the orientation. The attendance of all bargaining unit members shall be required.

The orientation meeting shall take place during the first quarter of each fiscal year where feasible on a day prior to the opening of the school year. The meeting shall conclude not later than 1:00 p.m. including lunch.

The Union will be advised, in writing by The Newark Public Schools, when new employees covered by OPEIU, Local 32 are to be included in monthly orientation programs. The Union shall designate a representative to attend and shall provide written notification of the name of the designee to the Director of Staff Development and Training.

The Union will be allowed to meet with appropriate new employees during that portion of the program set aside for that purpose.

Section 6      Newly hired employees and employees who transfer into Local 32 positions from non-Local 32 positions shall be required, within their first month of employment, to attend a Local 32 orientation. The orientation shall be conducted by the Non-Instructional Staff Development Office. Attendance shall be arranged through the employee's supervisor. The orientation shall not exceed three (3) hours in length.

### **ARTICLE III**

#### **UNION RIGHTS**

Pursuant to Chapter 303 of the P.L. of 1968, as amended, The Newark Public Schools hereby agrees that every member shall have the right to freely organize, join and support the Union for the purpose of engaging in collective negotiations and other concerted activities. As a public employer, The Newark Public Schools undertakes and agrees that it shall not, directly or indirectly, discourage, deprive or coerce any member in the enjoyment of any rights conferred by Chapter 303 of the New Jersey P.L. of 1968 as amended, other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any member with respect to hours, wages or any terms or conditions of employment by reason of membership in the OPEIU, Local 32 and any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms and conditions of employment.

### **ARTICLE IV**

#### **AGENCY SHOP**

##### **Section 1**

The State Operated School District of the City of Newark and the Union agree that the Newark Public Schools shall deduct the sum of 85% of the rate of the Union dues from each and every non-Union Member of the bargaining units represented by the Union after attaining thirty (30) days of employment and shall remit this agency shop fee to the Union on a monthly basis.

##### **Section 2**

This agency shop agreement shall conform to all provisions of the New Jersey agency shop statute.

##### **Section 3**

The Union shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of action taken or not taken by the employer in conformance with this provision.

## **ARTICLE V**

### **MANAGEMENT RIGHTS**

#### **Section 1**

The Newark Public Schools retains the exclusive right to direct the work of the members of the Union, except as such right is affected or modified by the terms of this Agreement. This right shall include, but not be limited to, the right to direct, hire, promote, assign, suspend, demote and discharge or take other disciplinary action with reference to its employees as provided by law and the rules and regulations of The Newark Public Schools and the New Jersey Department of Personnel.

#### **Section 2**

The Newark Public Schools' right to make reasonable rules and regulations governing the work of the employees of the Unit shall not be limited except that any such rules and regulations shall be deemed to be modified to the extent necessary to be consistent with any applicable provision of this Agreement.

## **ARTICLE VI**

### **UNION STEWARDS**

#### **Section 1**

The Union shall furnish the State District Superintendent or other designee with a list of the Union Stewards or Building Representatives and their work locations on or before November 1 of each fiscal year.

The Union shall notify the State District Superintendent of any change(s) in writing within ten (10) days of said change. There shall be six (6) Stewards assigned to the membership of the Union. The Union shall notify The Newark Public Schools of any change(s). Those Stewards shall be located at any section where Union members are employed. The Newark Public Schools will furnish the Union with a list of the names, addresses and work locations of all employees in the units twice a year.

Both parties agree to recognize and deal with only properly authorized Union Representatives with reference to Union business.

A steward shall be permitted, upon one-day advanced e-mail and/or verbal notification to his/her immediate superior and approval by the superior, to leave his/her work to investigate and adjust employee complaints. Approval shall not be unreasonably withheld. The steward cannot interrupt another employee during business hours to discuss Local 32 matters other than investigating the employee's complaint/grievance. In the event that union business requires a

steward to go to work location other than the work location to which the steward is assigned, the steward shall sign out at his/her work location and sign in at the work location where he/she will be conducting an investigation.

The Union shall have access, through the appropriate supervisor or superior to pertinent documentation relating to the grievance in question and shall have the right to interview the aggrieved employee, supervisor or superior and witnesses during working hours.

While serving as a Steward, an employee will not be transferred to another location without ten (10) working days prior notice to the Union. If the Union contends that the transfer was discriminatory due to the employee's Union activity, such contention shall be subject to the grievance procedure.

## Section 2      Visitation Rights

A representative or representatives of the Union shall have access during working hours to all members, facilities, buildings, grounds and other places in which employees covered by this agreement work for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions of this Agreement. Such access shall be granted as long as it does not unreasonably interfere with the operations of the department or the work of the employee. Stewards shall utilize as much time as needed to fully investigate any grievance submitted by a Union member, after which the steward shall return to her/his work location.

# **ARTICLE VII**

## **EMPLOYEE PERFORMANCE EVALUATION**

### Section 1      Evaluation System

1. Newark Public Schools (District) will develop and implement a new evaluation system for non-instructional employees including members of this unit. The District will seek input from the union in the development of a new evaluation tool (framework). Employees shall be provided with the criteria of the new evaluation framework not more than ten (10) working days of adoption and prior to the application of the new evaluation framework. The District shall retain control over evaluation criteria.
2. Employees will receive an annual summative evaluation rating that designates them as (i) highly effective, (ii) effective, (iii) partially effective, or (iv) ineffective.

3. Employees may receive a mid-year evaluation and shall receive an annual evaluation. Employees who receive a partially effective or ineffective rating on any evaluation shall be placed on a corrective action plan (CAP) that includes measureable benchmarks. The employee and his or her supervisor shall meet to discuss the corrective action plan within fifteen (15) workdays following receipt of the evaluation.
4. Employees will have the opportunity to appeal his/her annual partially effective or ineffective evaluation. The appeal must be submitted by the employee to the Talent Office within ten (10) working days of receiving the annual evaluation. The employee must submit a written rebuttal together with evidence supporting his/her appeal. An employee who appeals his/her partially effective or ineffective annual evaluation may request to appear before the Appeal Panel to present evidence. The employee's appearance before the Appeal Panel shall not be an adversarial proceeding. The purpose of the appearance shall be to provide the employee the opportunity to present rebuttal evidence.
5. Appeals shall be reviewed and considered by an Appeal Panel which shall be comprised of members from the District's Talent Office, Labor/Employee Relations Office, Facilities Office, Safety Operations Office and other offices deemed necessary. The Appeal Panel will convene as necessary to review appeals and will provide decisions on appeals no later than sixty (60) days of date of submission of written appeal. Decisions on ratings or appeals shall not be grievable.

## Section 2      Performance Pay

There shall be movement on steps and increase in salary only by effective performance unless the District has not evaluated the employee during the year immediately preceding the step or pay increase.

1. Employees who receive a highly effective, effective or partially effective rating will be entitled to move up one step on the salary guide and receive an adjustment on the salary guide, if any adjustment is available (unless as described in number 3 below).
2. Employees who receive an ineffective rating will not move a step or receive a salary adjustment. The employee will remain at their current salary/step.
3. Employees who receive two (2) consecutive partially effective ratings will not move a step or receive a salary adjustment. The employee will remain at their current salary/step.
4. This section shall not be grievable, but is subject to the appeal process set forth in Section 1, sub-sections 4 and 5 of this Article.

Section 3      Conference

If any employee wishes to discuss his/her evaluation, then a conference shall be scheduled between the individual making the evaluation and the employee.

Section 4      Employee Copy

Prior to placing a copy of the employee's evaluation in his/her personnel file, the employee shall be given a copy of said evaluation. The employee shall acknowledge receipt of the evaluation by affixing his/her signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall have the right to submit written comments to the evaluation, and his/her comments shall be reviewed by the immediate supervisor and attached to the personnel file copy of the evaluation.

Section 5      Personnel File Review

Upon advance notice and at reasonable times, employees may review all documents in their personnel file. The Newark Public Schools shall honor the request of the employee for copies of all documents in the employee's personnel file. The Newark Public Schools' actual cost for copying said documents shall be borne by the employee.

**ARTICLE VIII**

**CONVENTIONS**

The Union shall be entitled to twenty (20) business days paid leave per year. In a steward training convention year, the Union shall be entitled to thirty (30) business days paid leave per year, inclusive of the twenty (20) days noted above.

At no time shall more than six (6) members be eligible for attendance at the same conference or meeting. The Union shall provide at least five (5) working days' notice of a requested convention leave.

**ARTICLE IX**

**GRIEVANCE PROCEDURE**

A grievance is defined as a complaint or dispute by an employee in the Union with The Newark Public Schools or any agent of The Newark Public Schools with administrative or supervisory authority over employees represented by the Union, which dispute or complaint is to the effect that the employee has been treated unfairly, inequitably, or improperly in terms of the application and interpretation of this agreement, or any other rules and regulations of The Newark Public



Schools, or the New Jersey Department of Personnel, or the New Jersey State Board of Education which may apply to the said employees.

Section 1      General Provisions

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety, unless any step is waived and/or mutually agreed upon to extend.

- A. Nothing contained herein shall prevent any employee in the units from presenting his/her own grievance and representing him/herself, providing notification of all meetings, steps and written responses are given to the Union and the Union is given the opportunity to be present at any or all steps of the grievance procedure.
- B. Where the subject of a grievance suggests it is appropriate and where the parties mutually agree, such grievance may be initiated at or moved to a higher step.
- C. In the event the grievance is filed on or after June 1<sup>st</sup>, reasonable efforts shall be made to reduce the time limits set forth at each step of the grievance procedure, so that the grievance procedure may be exhausted prior to the end of the fiscal year (June 30).
- D. Where a grievance is directly concerned and is shared by more than one (1) employee, such group grievance may be properly initiated at step two, if such step is the first level of supervision common to the grievants.
- E. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder, shall be pursuant to the grievance and arbitration procedure provided, however, that nothing contained herein shall deprive the Newark Public Schools or any employee of any legal rights.
- F. If the Union duly authorizes a bargaining unit member to represent them during the regular working hours of said representatives, that representative shall be excused from duty without loss of pay for such time as may be necessary to hear the grievance. Whenever possible, there shall be no more than two (2) representatives excused for any hearing.
- G. Any and all provisions of this Agreement pertaining to grievances and arbitrations shall be subject to the New Jersey Department of Personnel rules and regulations and the grievance procedures established herein shall not apply to any matter which is cognizable under New Jersey Department of Personnel rules and regulations. Suspension of five (5) days or less must be referred to arbitration. Suspension of five (5) days or more must be referred to the New Jersey Department of Personnel.

- H. A grievance not appealed to the next step shall be deemed an acceptance of the decision rendered at the last step submitted.

#### STEP 1

The employee or the Union shall institute action under the provisions hereof within ninety (90) calendar days after becoming aware of the event giving rise to the grievance. Payroll errors shall be deemed to be a continuing grievance. An earnest effort shall be made to settle the differences between the employee and his/her immediate supervisor for the purpose of resolving the matter informally. Failure to act within said ninety (90) calendar days shall be deemed to constitute an abandonment of the grievance.

#### STEP 2

If no agreement can be reached informally within five (5) working days of the initial discussion with the immediate supervisor, the employee or the Union may present the grievance in writing within five (5) working days to the immediate supervisor. The written grievance at this step shall contain relevant facts, the applicable section of the contract violated and the remedy requested by the employee or the Union. The immediate supervisor will answer the grievance in writing within five (5) working days of receipt of the written grievance.

#### STEP 3

If the immediate supervisor is other than the department head, the next step in the procedure will be a written appeal to the department head within five (5) working days.

#### STEP 4

If the Union wishes to appeal the decision of the department head, such appeal shall be presented in writing to the State District Superintendent or his/her designee within five (5) working days of either receipt of the written decision from the immediate superior or the time expired for the immediate superior to submit his/her written decision. This appeal shall include copies of all previous correspondence relating to the matter in dispute. The State District Superintendent or his/her designee shall conduct a hearing with the employee and a Union representative to review the grievance within twenty (20) working days of the appeal. The State District Superintendent or his/her designee shall respond in writing to the employee within ten (10) working days of the hearing.

#### STEP 5

In the event the grievance will not have been settled as a result of the above procedures, the Union may submit a grievance to binding arbitration by giving notice within ten (10) working days after the Step 4 decision has been given to the employee and the Union, or the time limit within which the decision must be given has expired.

The cost for the services of the arbitrators shall be borne equally by the Newark Public Schools and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

Section 2      Arbitrator's Authority

The arbitration award shall be final, and all parties shall abide by the same, and it shall be enforceable under the laws of New Jersey.

The Arbitrator shall be empowered to hear and determine only grievances within the scope of the definition of grievance as contained in this Article. In the performance of his/her duties he/she shall be bound and comply with the provisions of this Agreement. He/she shall have no power to add to, delete from or modify in any way the provisions of this Agreement. His/her decision sets forth his/her opinions and conclusions on the issues submitted. The Arbitrator shall be without power or authority to make any decision contrary to or inconsistent with or modifying or varying in any way the terms of this Agreement, or applicable law, or rules and regulations having the force and effect of law. His/her decision shall not usurp the functions or powers of the Newark Public Schools as provided by law.

The Arbitrator shall be instructed by both parties that his/her decision shall be rendered no later than thirty (30) days after the close of the hearing.

**ARTICLE X**

**UNION BUSINESS LEAVE**

Section 1      Negotiation on Board Time

Time for negotiations will be as mutually agreed upon by the Union and The Newark Public Schools. Members of the Union's negotiating committee shall be granted administrative leave with pay if negotiations take place on Board time. No more than six (6) employees shall have the right to receive pay under this provision. Each employee shall be granted administrative leave with pay, the next working day following a negotiation session, if the session lasts past 11:00 p.m.

Section 2      Leave of Absence—Officers

Leave of absence, without pay, shall be granted for the purpose of working for the Union, to any two (2) Union members designated for such leave provided that both the Union and the employees so designated shall make a written request for such leave of absence.

No more than two (2) such leaves of absence shall be granted at any one time. Such leaves shall be granted for a period of not more than one (1) fiscal year, from July 1<sup>st</sup> to June 30<sup>th</sup>, from the effective date of approval by State District Superintendent, and may be renewed upon mutual approval of State District Superintendent and the Union. Applications of renewal of said leave shall be

submitted to The Newark Public Schools at least sixty (60) days prior to the end of the leave year.

## **ARTICLE XI**

### **ABSENCES AND LEAVES**

#### Section 1     Non-Occupational Sick Leave

All employees shall be entitled to fifteen (15) days of sick time at full pay during each calendar year. Unused sick time may be accumulated without limit. The Newark Public Schools requires proof of such illness by way of medical certification or any other reasonable means The Newark Public Schools wishes to use after five (5) consecutive days of absence. The rules and regulations of the New Jersey Department of Personnel shall also apply to such absences, where such rules and regulations are applicable, including management's right to request documentation for any absences when a pattern of excessive or repetitive absences develops.

In the event all sick time is exhausted, vacation time may be substituted, upon the employee's request and subject to the approval of his/her immediate supervisor.

#### A.     Definition

Sick time for purposes herein is to be defined as absence from duty of an employee because of personal illness by reason which such employee is unable to perform the usual duties of his/her position or exposure to contagious disease, or short period of emergency attendance upon a member of the immediate family becoming critically ill and requiring the presence of such employee. Whenever an employee takes sick time because of emergency attendance upon a member of the immediate family, the employee shall submit a doctor's certificate detailing the nature of the critical illness and a statement by the employee justifying his or her required presence. Sick time shall not be interpreted as including an extended period where the employee serves as nurse or housekeeper during a protracted illness of a member of the family.

#### B.     A.I.P.

As it relates to the Attendance Improvement Program, the State mandates that all occasional absences are reported. Occasional absences shall be defined as all sick, personal, and funeral days that are less than six (6) consecutive days. Personal and all funeral days shall not be used to determine the basis for disciplinary action.

Section 2      Personal Days

All employees shall be entitled to four (4) days, with pay, of personal leave per fiscal year. Unused personal days may be accumulated as sick leave days. The employee must give a minimum of two (2) days prior notice before taking a personal day except in emergencies.

Section 3      Bereavement Leave

All employees covered by this Agreement shall receive full pay for absences resulting from the causes listed below and for the amount of time stated:

A.      Death in the Immediate Family or Household:

Five (5) working days immediately following the death. Death in the immediate family is defined as follows: Spouse, Children, Mother (stepmother, foster mother, guardian, mother-in-law) Father (stepfather, foster father, guardian, father-in-law) Sister, Brother, Grandchild, Grandmother, Grandfather and any other relative residing in the household. The Newark Public Schools may require proof of residency.

Verification of death of an immediate family member shall be supported by the submission of one of the following:

Mortician Certificate  
Funeral Program

B.      If a death occurs while a member is on vacation, sick, personal or other paid leave, they shall receive the above entitlement. A Memorandum of Understanding is to follow, which will conform to the terms and conditions set forth in the AIP Policy, i.e., the Memorandum will acknowledge the right of bargaining unit members to opt for bereavement leave, under circumstances when said bargaining unit member is exercising paid leave.

Section 4      Jury Duty

A.      An employee who loses time from his/her job because of jury duty which is certified by the Clerk of the Court shall receive a leave of absence with pay for all time spent while going to and from court and serving on jury duty subject to the following conditions:

1.      The employee must notify his/her immediate supervisor within five (5) working days of receipt of a Summons for Jury Service, and;
2.      The employee submits proof of the time served on the jury.

Section 5      Reporting Absences

All employees shall be required to report their absence to their respective supervisor not later than one half (1/2) hour and to Aesop not later than one (1) hour prior to their scheduled starting time.

If an employee calls to report a late arrival, salary for that employee's missed time at work shall be deducted in accordance with time missed based upon his/her current rate of pay. Should an employee fail to report to their assignment one (1) hour after the official starting time that employee shall be considered absent without leave for the day and will be docked in salary for the day.

Section 6      Court Subpoena

Absence because of a court subpoena will only be considered a full working day if it is on behalf of the Newark Public Schools.

- A.      Absence because of a Court Subpoena shall be considered a full working day. Anyone assigned to an afternoon or evening shift shall be entitled to equal time off as leave, with pay, from his/her next regularly scheduled shift for all time spent going to and from Court, serving on jury duty, or answering a Subpoena. Equivalent leave with pay shall be granted to any such employee who is scheduled to work a shift other than a day shift, said leave to be granted during his/her next succeeding work shift.

Leave with pay for answering a subpoena will only be granted provided the employee was required to remain in the court or tribunal for a period exceeding four (4) hours. The Newark Public Schools District may require proof of attendance from the employee. Should an employee be required to appear in court or other tribunal to answer a subpoena for less than four (4) hours, the employee shall suffer no loss in pay but must return to work immediately after dismissal from the court.

- B.      In order for an employee to be compensated for an absence because of a Court Subpoena, the employee must notify his/her immediate supervisor immediately upon receipt of said Subpoena.
  
- C.      The Board shall not grant leave with pay for any court matter of a personal nature, i.e., divorce, custody, tenancy, etc. Leave with pay will be granted for worker's compensation appearances upon presentation of proper written documentation to the Division of Labor Relations.

Section 7      Leave Without Pay

- A.      Upon making timely written application, a permanent employee may apply for a leave of absence, without pay, for a period not exceeding six

(6) months. The employee must state the reasons for the leave and provide documentation.

- B. The Newark Public Schools may grant two (2) weeks leave to an employee without pay in case of marriage.

Section 8      Leaves With Pay

- A. An employee shall be entitled to military leave in accordance with applicable law. The employee shall be required to submit a copy of the active reserve duty notice to his/her immediate supervisor upon receipt of orders or thirty (30) days prior to such leave.
- B. When absences result from quarantine, a physician's certification of the required quarantine shall be submitted to the Division of Health Education and Services upon the commencement of the quarantine period. An employee shall be permitted to return to work only after receipt of a physician's certification that the quarantine period has ended.
- C. An employee shall be entitled to a leave of absence with pay when excused by the State District Superintendent or his designee to attend a conference.
- D. Seniority rights shall be maintained during the period of any leave of absence granted pursuant to this Section. All employees on leave with pay shall continue to receive full benefits provided by The Newark Public Schools.

Section 9      Maternity Leave

- A. Upon certification by a duly licensed physician and application by an employee, a maternity leave shall be granted by The Newark Public Schools for a period of not more than one (1) year. An employee on maternity leave shall be reinstated at any time during the period of such leave upon request of the employee and examination by a duly licensed physician attesting to her ability to perform her duties satisfactorily.
- B. An employee returning from maternity leave of absence will be reinstated and will retain the seniority held at the time the leave became effective, except that when the employee has completed ninety (90) days or more of a school year it shall count as a full year.

Seniority rights shall be maintained during the period of such leaves. Such leave shall also conform to new State and Federal regulations in reference to disability, sick or other compensation.

- C. Two (2) weeks' notice (or the next pay period) must be given to anyone taking the place of an employee on maternity leave when the employee on leave has notified The Newark Public Schools that she plans to return from leave.

Section 10     Non-Discriminatory Gender Clauses

All sick, personal and leave time shall apply equally to both sexes.

Section 11     Non-Accumulative Days

There shall be no accumulation of sick, vacation, or personal days while an employee is on an unpaid leave of absence. Prior leave accumulations will be restored when an employee returns from an unpaid leave of absence.

Section 12     Sick Day Program

The Newark Public Schools shall maintain a sick day program whereby unit employees will be able to donate sick days to other unit employees in cases of serious illness.

The provisions of the sick day program shall be excluded from the contractual grievance procedure up to and including binding arbitration.

Section 13     Family Leave Act & Family Medical Leave Act

- A. Employees taking leave pursuant to either the New Jersey Family Leave Act (FLA) or the Federal Family and Medical Leave Act (FMLA) will be required to fulfill all the requirements of the Act selected, including when appropriate, the inclusion of sick leave, personal leave, vacation days, etc., in the leave.

- B.     Permitted Purposes For Leaves

FLA—Serious health condition of spouse, child, parent, including parent-in-law, or the birth or placement for adoption of a child.

FMLA—Serious health conditions of spouse, child or parent, or the employee's own serious health condition, or the birth or placement for adoption or foster care of a child.

- C.     Seniority

Time spent on unpaid Family Leave pursuant to this Section will be considered as time worked for purposes of determining seniority.

- D.     Attendance Improvement Plan



Absence for approved FLA or FMLA leaves will not be included in the Attendance Improvement Plan.

## **ARTICLE XII**

### **WORK DAY**

#### **Section 1**     **Daily Hours**

The daily hours shall be either seven (7) or seven and one-half (7½) hours depending on the employee's position and excluding the school physicians and excluding a one (1) hour or one-half (1/2) hour unpaid lunch. Flextime is permissible, if agreed to by the individual employees, their supervisors and the Department Head.

#### **Section 2**     **Starting and Ending**

- A.     Upon notification to the employee concerned and the Union, the scheduled hours for starting and ending the work day may be altered, except that the length of the work day shall not be altered and the hours of the work day shall remain continuous. Employees are required to punch in and out at the beginning and at the end of their work day.
  
- B.     Supervisor of Trades' hours shall be consistent with the tradesmen.
  
- C.     Supervisor of Custodians' hours shall be flexible to permit the Supervisor of Custodians to be present during time periods ranging from the arrival of the earliest custodial workers and custodians to the departure of the afternoon shift custodial workers and custodians. Shift assignments shall be for a minimum of two (2) weeks.
  - 1.     Supervisor of Custodians may be assigned to an afternoon shift that begins between 2:00 p.m. and 4:00 p.m.; the actual starting time will be fixed at the beginning of each month. Assignments to the afternoon shift will be on a monthly basis.
  
  - 2.     Afternoon shift assignments will be selected on a rotating seniority basis with the most senior inspector picking first. Each Supervisor of Custodians shall select a month in seniority order and after all Supervisor of Custodians have selected a month, each Supervisor of Custodians shall select a second month in seniority order.
  
  - 3.     Supervisor of Custodians who are assigned to the afternoon shift shall receive a five percent (5%) shift differential for each day the Supervisor of Custodians works on the afternoon shift.

4. Supervisor of Custodians who possess a valid driver license will be permitted to use a District vehicle while on duty whenever a District vehicle is available. The Supervisor of Custodians will be responsible for any motor vehicle summons issued while the Supervisor of Custodians is using the vehicle.

Section 3      Duty Free Lunch Period

All lunch periods assigned to members of the units shall be duty free, with the exception of an emergency. Any member of the units who shall be requested to perform services during his/her lunch period shall be afforded a duty free lunch period during the respective work shift in that same work day.

Section 4      Overtime

- A. Overtime shall be assigned among employees who normally perform the work within that office and job code, taking into account the District's right to assign overtime to employees based upon their special skills and/or knowledge of special projects. The District retains the right to require a reasonable amount of overtime. If, however, an employee notifies the District that he/she is unable to work overtime in a particular instance and requests to be excused, such request shall not be unreasonably denied.
- B. All employees who are assigned and approved to work in excess of forty (40) hours worked per week shall be paid at the rate of time and one-half based on their current rate. All eligible employees who are requested and approved to work on Saturday, Sunday or a holiday shall be paid at the overtime rate for the time actually worked.
- C. Any bargaining unit member who works overtime, and who is eligible for overtime compensation, shall be paid such overtime within fifteen (15) days from the date the pay period shall end.
- D. If any employee is called into work on a Saturday or Sunday, he/she shall be paid for not less than four (4) hours. The employees shall be required to remain on duty for the full four (4) hours. This provision does not apply to any overtime that is scheduled prior to Saturday or Sunday.
- E. Employees who are required to work when the Central Office is closed for emergency reasons shall be compensated at time and one-half for such time worked.
- F. When the Executive Director of Facilities or his/her designee determines that overtime is required to supervise tradesmen who are working during times when the Supervisor of Trades is not scheduled to be on duty, the Supervisor of Trades shall be given the opportunity to work the overtime.

Section 5     Rest Periods

All employees shall receive two (2) ten (10) minute rest periods per shift.

Section 6     Shift Differential

Any bargaining unit employee working the third shift shall be compensated at ten percent (10%) pay differential.

**ARTICLE XIII**

**WORK WEEK**

The work week for all employees except security employees is Monday through Friday except for holidays listed in the calendar adopted by the Newark Public Schools.

**ARTICLE XIV**

**HOLIDAY SCHEDULE**

A.     Number of Holidays

Employees shall be entitled to seventeen (17) paid holidays in accordance with the school calendar.

B.     Prior to adoption of the school calendar, the Union will be notified and given the opportunity to review and comment on the calendar. The District shall make public a copy of the calendar and any modifications after the District's approval.

C.     Should a holiday occur on an employee's regularly scheduled day off, that employee shall be entitled to his/her regular rate of pay (also known as "holiday pay") and an additional day off following the holiday. All employees are required to work the last scheduled working day before and the next scheduled working day following the scheduled holiday. (EXCEPTION: Personal day, vacation day, extended sick leave, hospitalization or any sick day supported by medical documentation). If an administrative day falls on either the day before or the day after a holiday, the above-mentioned reporting requirement shall be waived for that day. Failure to report before or after the scheduled holiday shall result in loss of pay for the occurrence.

D.     Security personnel whose normal work week includes the District's approved holiday shall be required to work on that holiday, and shall receive the next scheduled work day off as a substitute holiday.

**ARTICLE XV**

**VACATION**

**Section 1**      **Vacation/Notification Schedule**

Within fifteen (15) working days of an employee's request for vacation, the employee is to be notified of its approval or disapproval by his/her immediate superior. No employee shall be required to reschedule his/her vacation period once it has been officially authorized except for a case of clear and obvious emergency as determined by the employee's appropriate director.

If, for reasons beneficial to The Newark Public Schools, an employee must cancel his/her approved vacation, in whole or in part, the employee shall have the right to defer and carryover the appropriate vacation time for one additional year only. Whenever vacation schedules conflict, seniority shall prevail.

**Section 2**      **Vacation Entitlement**

The vacation schedule shall be based upon the employee's length of service.

Employees initially hired on or after July 1, 2016, shall be entitled to the following vacation days:

After attaining over:	One (1) year of service	12 days
	Ten (10) years of service	15 days
	Twenty (20) years of service	20 days

Employees hired before July 1, 2016, shall be entitled to the following vacation days:

After attaining over:	One (1) year of service	12 days
	Seven (7) years of service	14 days
	Ten (10) years of service	15 days
	Twelve (12) years of service	16 days
	Seventeen (17) years of service	20 days

All employees with over fifteen (15) years of service shall be credited, in advance, with his/her vacation entitlement each July 1<sup>st</sup> for the duration of this Agreement. All other employees shall have his/her vacation days credited based upon the aforementioned schedule.

**Section 3**      **Vacation Injury/Illness**

A member who, while on vacation, has suffered a disability due to injury or illness shall have, upon the member's request and upon approval of the employee's supervisor, sick days substituted for vacation days for each day of

such disability or restriction. Such approval will be permitted only for multiple days of illness or disability involving hospitalization or serious illness verified by a physician.

Section 4      Additional Days Off

If requested by an employee, and if approved by the employee's Director, additional days off for personal use may be taken from time to time and charged to the employee's earned vacation.

It is agreed that the employee must give The Newark Public Schools a three (3) days notice in advance before reporting off on such days.

Section 5      Vacation Pay

Any employee covered by this Agreement shall be entitled to receive vacation pay on the regular pay day immediately preceding the employee's scheduled vacation. In order to receive such vacation pay as described above, the employee shall file a request with his/her department supervisor for receipt of such pay, giving thirty (30) days notice. If the employee receives notice of approval of the requested vacation less than thirty (30) days prior to the requested vacation period, the request for pay shall be filed upon receiving said notice of approval. The request for vacation pay shall be approved by the employee's departmental supervisor.

Section 6      Vacation Pay Upon Severance

In the case of severance from the job for any reason, including retirement; any accumulated vacation time shall be paid in a lump sum or the effective date of severance shall be scheduled in order to afford the employee time in which to avail himself/herself of such accumulated time. The details of payment must be in accordance with the time limits and laws.

**ARTICLE XVI**

**FRINGE BENEFITS**

Section 1      General Provisions

The Newark Public Schools agrees to make available to all employees in the units, without cost, a program of hospitalization, medical-surgical benefits, and major medical insurance. Such a program shall, for the duration of this Agreement, not be reduced in terms of such benefits as are available through Horizon State Health Benefits/Blue Cross and Major Medical Insurance, including Dental, Optical and Prescription Benefits.

The Newark Public Schools agrees to provide the Union with a choice of Dental and Vision care plans that include both an open and closed panel. The Newark Public Schools and Union agree to form a committee to formulate the closed panels for both Dental and Vision Care plans within two (2) weeks of the signing of this Agreement.

The available program shall cover up to full family protection for each employee based on the family and marital status.

The Newark Public Schools retains the right to change carriers as long as the benefits provided by said carrier are equal to or better than those provided for herein.

Section 2      New Members

Employees serving in the sixty (60) days working test period will not be eligible for any benefits under this section until after completion of the sixty (60) days. This provision applies to newly hired employees only (excludes employees who have been promoted or demoted).

Section 3      Optical and Prescription

The Newark Public Schools agrees to provide employees in the bargaining units with the same benefits that are presently in force. Co-payment for the prescription plan shall be \$5.00.

**ARTICLE XVII**

**TRANSFERS**

Section 1

Employees of the units who wish to make application for transfer or reassignment to any existing vacancies, shall submit such application in writing to the appropriate Personnel Director of his/her designee.

Section 2

Upon written request, the Division of Human Resource Services shall furnish, within ten (10) working days, to the Union and to the employee who has been involuntarily transferred, a written explanation of the specific reason for transfer.

## **ARTICLE XVIII**

### **WAGES**

#### **Section 1**

The employees in this bargaining unit shall receive salary increases in accordance with the salary schedules attached to this Agreement (see appendix A). Step advancement occurs on July 1<sup>st</sup> of each year. To qualify for step advancement an employee must have been on his/her current step for six (6) months or more. Effective June 30, 2006, Step 6 shall be the highest step to which an employee may advance.

#### **Section 2**

Salaries for employees hired on or after July 1, 2010, in the job classifications identified in Appendix B attached herein, shall be paid in accordance with Appendix B. Salaries for employees promoted, demoted or recalled from the District's 2010 layoff shall be in accordance with Appendix A.

#### **Section 3**

The Newark Public Schools will make every attempt to pay retroactive salary increases to bargaining unit members, by a separate check.

#### **Section 4**

- A. Effective July 1, 2015, eligible current active employees in the Local 32 Bargaining Unit will advance to their correct longevity step. After June 30, 2016, there shall be no longevity advancement for any employee. No retro longevity shall be paid.
- B. Effective July 1, 2010, employees hired, transferred, promoted, demoted, appointed or rehired from civil service layoff special reemployment list shall not be eligible for longevity pay.

#### **Section 5**

The Union agrees to a one-week (5 days) hold back of pay to all current employees, provided that it shall not take effect unless all Newark Public Schools' employees are included in the hold back.

## **ARTICLE XIX**

### **TERMINATION PAYMENTS**

#### **Section 1**      **Sick Leave Sell Back Upon Retirement**

- A. Employees who retire and have not made application for, nor been granted, the terminal leave benefit shall be eligible to convert accumulated sick leave on the following basis:
1. For the first fifty (50) days accumulated, one (1) day pay for each four (4) days accumulated, said one (1) day compensable at 1/260<sup>th</sup> of the rate of pay for said employee.
  2. Effective July 1, 2007, for a total number of sick days between fifty-one (51) to one hundred and fifty (150) days, one (1) day for each three (3) accumulated days, said days compensable at the rate of one hundred twenty-five (\$125.00) dollars each.
  3. Effective July 1, 2007, for all accumulated sick days between one hundred fifty-one (151) days and up to the maximum of three hundred (300) days, one (1) day for each two (2) accumulated days, said days compensable at the rate of one hundred dollars (\$100) each.
- B. All converted sick leave shall be deducted from the total number subject to conversion at: (1) the end of the school year or (2) upon retirement.
- C. At no time shall any employee be eligible to receive both a terminal leave benefit and compensation for any conversion of sick time at retirement.

## **ARTICLE XX**

### **JOB INJURY/CIVIL CRIMINAL ACTION**

#### **Section 1**      **Job Injury**

Whenever any employee in the bargaining unit is absent as a result of personal injury caused by an accident arising out of and in the course of his/her employment, The Newark Public Schools shall:

Pay to such employee the full salary and benefits on a regular basis for the period of such absences for up to one (1) calendar year without having such absence charged to annual sick leave or accumulated sick leave, or



vacation time, in accordance with the provisions of NJ Statutes XI and N.J.S.A. 11:24A-4.

Section 2      Civil and Criminal Action

The Newark Public Schools recognizes that the employees in the units are covered by the indemnity provisions as provided by law and such amendments thereto by the Legislature in terms of indemnity against civil action and certain criminal action.

**ARTICLE XXI**

**SUSPENSIONS AND DISCIPLINARY ACTION**

Section 1

Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon an employee or any intent to invoke disciplinary action upon said employee may be processed by that employee as a grievance.

In all matters where disciplinary action is contemplated, The Newark Public Schools shall supply the employee and the Union office with the charges and any written documentation submitted no less than five (5) days prior to the scheduling of any disciplinary hearing.

Section 2

Except in the case of an act of violence, criminal intent, bodily harm or similarly egregious circumstances, an employee shall not receive any disciplinary action unless:

1. Verbal Warning is advanced.
2. A notice of warning is given, and a copy of such warning is sent, at the same time to the Union office.

Section 3

- A. If The Newark Public Schools or any authorized agent of The Newark Public Schools has just cause or reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before the other employees or the public. A member of the units who receives a verbal or written administrative order to report to the Division of Human Resource Services, a supervisor or other administrative officer on a matter involving discipline, may be accompanied by a representative of the Union at the employee's request. If, during the course of a discussion between an employee and a representative of the employer, a matter should arise which would lead to a question of discipline, suspension or discharge, the employee may, at that time, request such Union representation.
- B. The employee shall receive a copy of all materials regarding his/her conduct, service, character, or personality which are to be placed in his/her

file. He/she shall acknowledge that he/she has read such material by affixing his/her signature to the actual copy to be filed and does not necessarily indicate agreement with its content.

- C. The employee shall have the right to answer in writing any material filed, and such answer shall be attached to the file copy.
- D. Upon request, the employee shall be permitted to examine his/her file.
- E. The employee shall be permitted to reproduce any material in his/her file, at his/her cost.
- F. All employees, whenever summoned by a superior to discuss matters involving contemplated disciplining of said employee, shall have the right to refrain from such discussion until a representative of the Union is present; and no such disciplinary penalty will be effectuated prior to such discussion except in an emergency situation.
- G. The Newark Public Schools agrees to continue its policy of treating personnel files as confidential.

## ARTICLE XXII

### SENIORITY

#### Section 1      Definition

Seniority is defined as employment based on the length of continuous service with The Newark Public Schools within the title, from the date of hire and rank, except for lay-off as defined by the N.J. Department of Personnel.

#### Section 2      Probationary-Provision

##### Probationary Period

The Newark Public Schools and Union agrees that everything contained in this section refers to **permanent** appointments only. Further, permanent employees who do not successfully complete their probationary period shall have recourse to the New Jersey Department of Personnel.

Any individual assigned or promoted to a higher promotional position shall be deemed on trial in such position. The individual's status in that position may be subject to periodic evaluations.

If, the employee fails to qualify for the new job within the probationary period, as prescribed by New Jersey Department of Personnel he/she shall be returned to his/her former classification and shall assume seniority and salary as if the person had been in continuous employment within that classification. Any provisional employee so returned to his/her former classification shall have recourse to the grievance procedure solely regarding the notice and procedural aspects of The Newark Public Schools' actions.

A permanent employee so returned to his/her former classification shall have recourse through the New Jersey Department of Personnel.

No employee shall have recourse to the grievance procedure to challenge The Newark Public Schools substantive determination that the employee failed to qualify for the new job within the probationary period.

An employee shall, on the workday immediately following the successful completion of the probationary period, be considered to have seniority as of the date of hire.

### **ARTICLE XXIII**

#### **JOB DESCRIPTIONS**

Section 1 The Union shall be entitled to all current and up-to-date Bargaining Unit's job descriptions.

Section 2 Whenever a present job description is modified or a new job description is created; the Newark Public Schools shall provide a copy of said job description to the Union within thirty (30) days of receipt by the Newark Public Schools from New Jersey Department of Personnel.

### **ARTICLE XXIV**

#### **TRAVEL ALLOWANCE/PERSONAL VEHICLES**

Section 1 Any member of the bargaining units who may be called upon to travel from his/her assigned station to another installation for carrying out his/her duties shall be compensated by the Newark Public Schools for his/her cost of travel within thirty (30) days of receipt of a properly signed and approved service order, voucher, and required travel authorization, unless he/she is transported by the Newark Public Schools.

Section 2 The District shall provide umbrella coverage of its own, which shall protect the employee beyond the coverage, provided by his/her own insurance coverage,

while utilizing a personal vehicle for District business. No employee shall be compelled to use his/her personal vehicle for District business.

Section 3

- A. Employees who are required to travel in the course of their duties and responsibilities for the performance of official Board business shall be entitled to travel reimbursement.
- B. Effective July 1, 2016, travel reimbursement shall be at the rate established by the New Jersey Office of Management and Budget (NJOMB).
- C. For the purposes of computation, the departure point shall be the individual's work location.
- D. Requests for reimbursement of toll and parking costs shall be supported by submission of receipts.
- E. Requests for travel reimbursement shall be made by completion of Board established forms for this purpose.
- F. Employees who receive a monthly travel allowance in lieu of the NJOMB rate set forth above shall continue to receive that travel allowance for the duration of this Agreement or the employer may provide a vehicle for use as their personal vehicle in the performance of their duties.

**ARTICLE XXV**

**AVAILABILITY OF CONTRACT**

The Newark Public Schools and the Union shall have 150 copies of the contract printed, expenses to be borne equally by The Newark Public Schools and the Union. The Union shall arrange for the printing of the contract and bill the District.

**ARTICLE XXVI**

**WORKING IN HIGHER TITLE**

Any employee assigned to work in a job classification which is higher than the job classification which they are presently employed, shall be compensated at the rate of pay assigned to the higher position. Effective May 1, 2003, qualification for this pay shall be based on filling the vacancy for five (5) consecutive work days.

In the event the employee assigned to work in a higher title as described in paragraph one is approved, and works overtime, performing the duties of the higher title, he/she shall be paid overtime at the higher rate.

All assignments to work in a higher title shall be made in writing by the immediate supervisor and approved by the appropriate department head.

The rate of pay for the temporary setup to a higher job title shall be at a step on the guide that is at least one thousand dollars (\$1000) above the amount that the setup employee earned prior to the temporary setup. The employee who is assigned to work in the higher job classification shall work in the higher assignment until either the incumbent in the position returns to work or the employee who is temporarily assigned is disqualified for performance reasons. Prior approval by the employee's Director is required before an employee is temporarily placed in a higher title.

## **ARTICLE XXVII**

### **POSITION STATUS/PROMOTION**

**Section 1** In the event any new position in the field covered by the employees of the units are opened up, whether promotional or otherwise, the following steps shall be taken in affording all employees the opportunity to compete for such positions.

- A. Notice of all openings shall be posted for a minimum of ten (10) working days. All notices of posting of positions that are vacant, new positions or promotional positions shall be sent to the Delegate at his/her Board office prior to posting. The notice of all vacancies shall clearly state all qualifications, descriptions, requirements, duties and other pertinent information respecting the vacancy. It shall also include the salary to be paid in such a position.
- B. In posting such notices, complete and full details with respect to all qualifications, job specifications, and salary should be included.
- C. All employees in the units shall have full and equal opportunity to compete for any such positions; bargaining unit members shall have first preference. Preference is defined as being first in the procedural order of consideration. In all cases where promotional New Jersey Department of Personnel lists are complete, bargaining unit members may be selected. In the event of an incomplete promotional list The Newark Public Schools may select from the open competitive list pursuant to New Jersey Department of Personnel Rules and Regulations.
- D. Seniority shall be one of the factors considered in all promotional appointments pursuant to New Jersey Department of Personnel Rules and Regulations.

- E. Where no New Jersey Department of Personnel certification exists, The Newark Public Schools shall post said position before selecting a candidate. An employee not selected for said position shall be given a written explanation stating the reason(s) for rejection.
- F. All applications submitted by employees shall be acknowledged as received, in writing, by the Division of Human Resource Services.
- G. In the event The Newark Public Schools abolishes a title within the bargaining units, the Union shall be notified at the same time as the affected employee. The Newark Public Schools shall then make every effort to place employees who are affected by this abolishment in another position based on their individual qualifications, seniority, availability of the position, review of attendance and tardiness records as well as past work performance.
- H. In the event the New Jersey Department of Personnel should reclassify an employee's title, the Union shall be notified in writing by The Newark Public Schools, within twenty (20) days from the date of notification from the New Jersey Department of Personnel.
- I. Any employee who is demoted shall be placed at the most comparable salary step of the former position.

Section 2 All vacancies not covered by the above section shall be awarded on the basis of New Jersey Department of Personnel Rules and Regulations.

Section 3 A. Any employee who has passed a promotional examination for a position where a provisional employee is presently employed shall be hired in that title, so long as the employee has been certified on a complete list and is eligible for appointment pursuant to the New Jersey Department of Personnel's "Rule of 3". If more than one employee has passed the promotional examination and meets the required conditions, the position shall be filled from among these employees.

Any employee who has passed a promotional examination for a position where a provisional employee is presently employed shall be hired in that title if the employee has been certified on an incomplete list and is eligible for appointment pursuant to New Jersey Department of Personnel rights and regulations. The District cannot be required to appoint off an incomplete list.

All such appointments are subject to the New Jersey Department of Personnel's established working test period.

All such appointments must not contravene New Jersey Department of Personnel rules and regulations.

This section shall not apply if an appointment is made in accordance with Paragraph 4.

- B. In the case where a permanent employee is promoted, but does not successfully complete the probationary period, the employee shall be returned to his previous job classification without loss of seniority.
- C. This shall not bar The Newark Public Schools from taking disciplinary action where necessary. All rights of the parties in such action are reserved to them.

Section 4

- A. Any permanent employee serving in a provisional position, who passes a promotional examination for the work title in which he/she is employed and is certified on a complete list and is eligible for appointment pursuant to the New Jersey Department of Personnel rules "Rule of 3" shall be given first preference for the position. Preference is defined as being first in the procedural order of consideration.
- B. Any permanent employee serving in a provisional position, who passes a promotional examination for the work title in which he/she is employed and is certified on an incomplete list and is eligible for appointment pursuant to New Jersey Department of Personnel rules and regulations, shall be appointed to the position.
- C. All such appointments are subject to the New Jersey Department of Personnel's established working test period.
- D. All such appointments must not contravene New Jersey Department of Personnel rules and regulations.

Section 5

Any bargaining unit member who is promoted to a higher title covered by this Agreement shall be granted a salary adjustment of a minimum of one thousand dollars (\$1,000) above the base salary prior to promotion, when placed on the salary schedule for the new title. At no time, shall the adjustment and resulting placement on the salary range for the new title exceed the established salary range.

**ARTICLE XXVIII**

**REDUCTION IN FORCE**

The Newark Public Schools agrees to give provisional employees fifteen (15) working days notice when a REDUCTION IN FORCE is to take place.

In the event of lay-off, permanent employees shall be laid-off and re-hired according to New Jersey Department of Personnel rules and regulations.

Every effort will be made to reinstate provisional employees, but they shall not have inherent right to be recalled.

## ARTICLE XXIX

### CLOTHING ALLOWANCE

Section 1 All bargaining unit employees in either Unit A or Unit B, who are required to wear uniforms and/or protective clothing shall be provided a clothing allowance. All employees receiving clothing allowances must submit verification of uniform items purchased and receipt of purchase within thirty (30) calendar days from the date of receipt of the clothing allowance.

Failure to purchase designated items, or to wear uniforms when required may subject the employee to disciplinary action.

Clothing allowance payment shall be made, to the employee by separate check, on the first pay date in August of each year.

Section 2 Uniform Allowance shall be as follows:

- (a) Security Personnel \$425
- (b) Cafeteria Personnel \$325

All employees currently receiving special clothing, including all necessary protective clothing, shall continue to receive the same.

Section 3 Security personnel shall be required to purchase items designated by the Director of Security Services.

Security personnel shall be required to wear the full uniform as directed by the Director of Security Services.

## ARTICLE XXX

### SCHOOL BUILDINGS

Section 1 Access to Building

Newark Public Schools will make every reasonable effort to ensure employee's entrance into buildings and site locations. In the event that Newark Public Schools' effort to permit employees to successfully enter the building or site



location or to be appropriately reassigned is not successful, said employee shall incur no loss of salary. The aforementioned statement should in no way be interpreted as Union's refusal to cross picket lines.

Section 2      Bulletin Boards

Newark Public Schools shall provide the Union with glass enclosed, secured bulletin boards on each floor of the Central Office. The Executive Director of Human Resource Services shall have the right to post notices, after obtaining Union approval, on the bulletin boards that are relevant to bargaining unit employees. There shall be two keys; one for the Executive Director of Human Resource Services and one for the Union Delegate.

Newark Public Schools and the Union agree that at no time shall the bulletin boards be used for posting any materials which are unethical, unprofessional, or in violation of the law.

The Executive Director of Human Resource Services will send a copy of the material to the Union Delegate at his/her office at least twenty-four (24) hours prior to such material being posted. In the event of a dispute regarding the materials Newark Public Schools seeks to post, the material shall not be posted until a resolution is reached.

**ARTICLE XXXI**

**BOARD MEETINGS**

Newark Public Schools shall make available to the Union Delegate at his/her Board office three (3) copies of the Agenda of each Board meeting twenty-four (24) hours prior to each Board meeting or at the same time when such copies of the Agenda are made available to other bargaining units, whichever is sooner. The Union shall be allowed a period of ten (10) minutes to present at the conference meeting its views, providing it requests permission in accordance with Board Rules and Regulations.

**ARTICLE XXXII**

**LABOR MANAGEMENT COMMITTEE**

A Labor-Management Committee consisting of representatives of the OPEIU, Local 32 and the Executive Superintendent shall be set up for the purpose of reviewing issues of common interest.

Said Committee shall meet quarterly and a schedule shall be mutually agreed upon between the Union and the Executive Superintendent at the beginning of each Union contract year.

The Union agrees that the meetings shall not be used to discuss any matter that is currently in Arbitration. Newark Public Schools and the Union agree that they will submit a proposed agenda at least five (5) working days prior to the meeting. The Union's copy of the agenda is to be sent to the Newark Public Schools office of the Union Delegate.

Either side shall have the right to reject a discussion of a subject on the agenda, with an explanation given.

### **ARTICLE XXXIII**

#### **CONFORMITY TO LAW AND SAVING CLAUSE**

The District and OPEIU Local 32 may mutually agree to reopen this contract prior to its termination for the purpose of negotiating over all matters in the school budget for the successor agreement. In the event any provision or segment of a provision of this Agreement is or shall at any time be found to be contrary to law by a court of competent jurisdiction, only such provision shall be invalidated and all other provisions shall continue to remain in effect.

### **ARTICLE XXXIV**

#### **FULLY BARGAINED PROVISIONS**

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 and neither party shall be required to negotiate on any subject unless mutually agreed to do so.

### **ARTICLE XXXV**

#### **UNION PRIVILEGES AND RESPONSIBILITIES**

Copies of all policies, procedures, rules, regulations and communications affecting wages, hours, and other terms and conditions of employment for employees covered by this Agreement shall be furnished to the Delegate at his/her Board office within twenty-four (24) hours of their promulgation.

The Union may use The Newark Public Schools' mail or message routing system and may use Board mailboxes. The Union shall pay for its own postage and stationary.

## ARTICLE XXXVI

### PROFESSIONAL IMPROVEMENT FUND

Section 1      The Newark Public Schools shall establish an OPEIU Professional Improvement Fund, based upon budgetary limitations, to be made available to the Union members for expenses incurred for the attendance at: accredited colleges, conventions, conferences, workshops, or other job related events which may promote professional improvement. Such attendance shall be permitted without any loss of wages or personal days.

Section 2      Available Funds

The Newark Public Schools shall budget \$200 per member per year. This fund shall be for the exclusive use of employees within the Local 32 Bargaining Unit.

Section 3      Tuition Reimbursement

- A.      Effective July 1, 2007, a Union member shall be limited to three (3) undergraduate courses or three (3) graduate courses per year. Payment for said courses shall be at the undergraduate Rutgers State College credit rate. The maximum amount per year per Union member for tuition and professional improvement shall be \$2000.
  
- B.      Union members who accept tuition reimbursement must continue to be employed by the Newark Public Schools for a minimum of three (3) full years beyond the date of the most recent tuition reimbursement. Failure to be employed for three (3) full years, beyond the date of the last tuition reimbursement will lead to a requirement that the Union member repay the Newark Public Schools for all the tuition reimbursement monies she/he received in the three (3) years immediately preceding his/her termination of employment, voluntary termination or discharge for cause. Payback will be prorated based on months worked after last course that is taken.
  
- C.      In the case of layoffs, no such payback is required.

Section 4      Application and Authorization

The review and approval of applications for such attendance and the amount of funds to be authorized shall be determined jointly by a committee which shall consist of:

- A.      Two (2) representatives of the Union.
  
- B.      Two (2) representatives appointed by the Newark Public Schools.

At least one (1) member from each side must be present to conduct a meeting.

Each member selected shall serve for a period of one (1) year, such service may be renewable. The Committee shall meet once per month to review and act upon applications of Union members. All approvals shall require at least one (1) favorable vote from each side. Meetings should be held as deemed necessary by the Fund chairperson to avoid delay in approving/disapproving applications.

Section 5      General Policy

The funds allocated for professional improvement shall be disbursed through the Office of Staff Development in concert with the Professional Improvement Funds Committee according to the following guidelines:

- A. That the funds be available to all bargaining unit members.
- B. That the funds be used to defray the expenses for participation at meetings, workshops, conferences, etc.
- C. That the funds shall not be used for attendance at any Union, political or religious conferences or conventions.
- D. Prior to submission for formal action by the Professional Improvement Fund Committee, the applicant must receive approval by his/her immediate supervisor. Approval by the supervisor shall not be unreasonably withheld.
- E. Applications to be considered for approval must be submitted to the Professional Improvement Fund Committee at least thirty (30) days before the day of the event. All applications must be completed and signed by the applicant and the applicant's immediate supervisor.
- F. Applications shall be numbered and processed in the order in which they are received. A Union member may apply for more than one (1) application per fiscal year based upon the discretion and consensus of the Professional Improvement Fund Committee.
- G. Allotment shall be governed by the length of time of the event, cost of transportation, registration fees and other expenses. Any registration fee over (\$100) will be advanced by the Committee consistent with Regulation #4133. Any such advance shall be repaid by the applicant if the member fails to attend said event.
- H. Applicant will be in default if receipts are not received within thirty (30) days of return.
- I. REIMBURSEMENT CRITERIA
  - 1. Reimbursement for attendance at conventions, conferences, workshops or meetings shall be contingent upon the amount of the

registration fees; room, board and transportation incurred during such attendance and shall be consistent with Board established criteria (Regulation #4133 effective March 3, 1991).

2. The maximum reimbursement permitted for each union member per fiscal year shall be two thousand dollars (\$2000), funds permitting.
3. The maximum reimbursement shall be subject to change at the inception of each fiscal year. It shall be contingent upon the availability of funds and upon consent of the Professional Improvement Committee.
4. In the event that the allotted funds have been expended, The Newark Public Schools may grant professional time off in lieu of Professional Improvement Fund reimbursement for attendance at conventions, conferences, workshops or meetings.

## **ARTICLE XXXVII**

### **REOPENING PROVISION**

The District and OPEIU Local 32 may mutually agree to reopen this contract prior to its termination for the purpose of negotiating over all matters in the school budget for the successor agreement. Any Agreement reached relative to the employee's salaries, fringe benefits, working conditions and related matters shall be reduced to writing and shall be signed by The Newark Public Schools and the Union.

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

**ARTICLE XXXVIII**

**DURATION**

This Agreement and each of its provisions, unless specifically dated, shall be binding upon the parties as of July 1, 2012 and shall continue to remain in full force and effect until June 30, 2017, or until such time as a new agreement is reached.

**FOR LOCAL 32 OPEIU**

*Jim Johnson*  
\_\_\_\_\_  
**Jim Johnson**  
**Business Agent**

*Legretha Wingo*  
\_\_\_\_\_  
**Legretha Wingo**

*Marie Dukes*  
\_\_\_\_\_  
**Marie Dukes**

*Joseph Ayum*  
\_\_\_\_\_  
**Joseph Ayum**

*Nick Bartola*  
\_\_\_\_\_  
**Nick Bartola**

**Date: June 20, 2016**

**FOR THE NEWARK PUBLIC SCHOOLS**

*Christopher D. Cerf*  
\_\_\_\_\_  
**Christopher D. Cerf**  
**State District Superintendent**

*Laurette K. Asante*  
\_\_\_\_\_  
**Laurette K. Asante, Esq.**  
**Director Labor/Employee Relations**

*Raymond A. Cassetta*  
\_\_\_\_\_  
**Raymond A. Cassetta**  
**Labor Consultant**

*Janelle Francois*  
\_\_\_\_\_  
**Janelle Francois**  
**Senior Labor Relations Specialist**

**Date: August 10, 2016**

**APPENDIX A**

**SALARY GUIDE MOVEMENT**

APPENDIX A																		
SALARY GUIDE MOVEMENT CHART																		
BASE											2011-2012							
2004-05	2005-06	2006-07	2007-08	2008-09	2009-10						2012-2013	2014-15	2015-16	2016-17	2017-18			
										2013-2014								
1	1	1	1	1	1	1	1	→	1	1	1	1	1	1	→	1		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
2	2	2	2	2	2	2	2	→	2	2	2	2	2	2	→	2		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
3	3	3	3	3	3	3	3	→	3	3	3	3	3	3	→	3		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
4	4	4	4	4	4	4	4	→	4	4	4	4	4	4	→	4		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
5	5	5	5	5	5	5	5	→	5	5	5	5	5	5	→	5		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
6	6	6	6	6	6	6	6	→	6	6	6	6	6	6	→	6		
↓	↓	↓	↓	↓	↓	↓	↓		↓	↓	↓	↓	↓					
Grade1	Grade1	Grade1	Grade1	Grade1	→	6+ \$2150	→	6+\$2150	→	6+\$2150	9+\$2150	10+2150	10+2150	→	10+2150			
Grade2	Grade2	↓	Grade2	↓	Grade2	→	6+\$4450	→	6+\$4450	→	6+\$4450	9+\$4450	↓	10+4450	↓	10+4450	→	10+4450
Grade3	Grade3	Grade3	↓	Grade3	→	6+\$6750	→	6+\$6750	→	6+\$6750	9+\$6750	10+6750	10+6750	→	10+6750			
										↓								
7	7	7	7	7	7	7	7		7	7	7	7	7	7	→	7		
										↓								
8	8	8	8	8	8	8	8		8	8	8	8	8	8	→	8		
												↓						
9	9	9	9	9	9	9	9		9	9	9	9	9	9	→	9		
											↓							
10	10	10	10	10	10	10	10		10	10	10	10	10	→	10	→	10	

\*Salaries were frozen for the 2010-2011 and 2011-2012 school year. All eligible employees received non-pensionable stipends for the 2012-2013 and 2013-2014 school year.

**APPENDIX A**

**SALARY GUIDES**

<b>Job Code</b>	<b>Job Title</b>	<b>Step</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>Longevity</b>
141	Accountant	1	50,542	50,542	50,542	1,722
141	Accountant	2	51,977	51,977	51,977	
141	Accountant	3	53,500	53,500	53,500	
141	Accountant	4	56,659	56,659	56,659	
141	Accountant	5	58,350	58,350	58,350	
141	Accountant	6	61,065	60,821	61,061	
141	Accountant	7	63,779	63,293	63,773	
141	Accountant	8	66,494	65,764	66,484	
141	Accountant	9	69,208	68,236	69,196	
141	Accountant	10	N/A	70,708	71,908	
N/A	Administrative Analyst 1, Fiscal Mgmt.	1	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	2	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	3	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	4	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	5	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	6	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	7	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	8	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	9	N/A	N/A	N/A	
N/A	Administrative Analyst 1, Fiscal Mgmt.	10	N/A	N/A	N/A	
112	Administrative Secretary	1	43,333	43,333	43,333	1,536
112	Administrative Secretary	2	44,521	44,521	44,521	
112	Administrative Secretary	3	45,768	45,768	45,768	
112	Administrative Secretary	4	48,991	48,991	48,991	
112	Administrative Secretary	5	50,368	50,368	50,368	
112	Administrative Secretary	6	52,787	52,603	52,843	
112	Administrative Secretary	7	55,205	54,838	55,318	
112	Administrative Secretary	8	57,624	57,072	57,792	
112	Administrative Secretary	9	60,042	59,307	60,267	
112	Administrative Secretary	10	N/A	61,542	62,742	
115	Administrative Secretary – Bilingual	1	43,333	43,333	43,333	1,421
115	Administrative Secretary – Bilingual	2	44,521	44,521	44,521	
115	Administrative Secretary – Bilingual	3	45,768	45,768	45,768	
115	Administrative Secretary – Bilingual	4	48,991	48,991	48,991	
115	Administrative Secretary – Bilingual	5	50,368	50,368	50,368	
115	Administrative Secretary – Bilingual	6	52,787	52,603	52,843	
115	Administrative Secretary – Bilingual	7	55,205	54,838	55,318	
115	Administrative Secretary – Bilingual	8	57,624	57,072	57,792	
115	Administrative Secretary – Bilingual	9	60,042	59,307	60,267	
115	Administrative Secretary – Bilingual	10	N/A	61,542	62,742	
399	Architect	1	66,509	66,509	66,509	1,930
399	Architect	2	68,529	68,529	68,529	
399	Architect	3	70,549	70,549	70,549	
399	Architect	4	72,569	72,569	72,569	



Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
399	Architect	5	74,589	74,589	74,589	
399	Architect	6	77,266	77,031	77,271	
399	Architect	7	79,944	79,473	79,953	
399	Architect	8	82,621	81,915	82,635	
399	Architect	9	85,299	84,357	85,317	
399	Architect	10	N/A	86,799	87,999	
092	Assistant Constr Management Specialist	1	59,219	59,219	59,219	2,089
092	Assistant Constr Management Specialist	2	60,958	60,958	60,958	
092	Assistant Constr Management Specialist	3	62,802	62,802	62,802	
092	Assistant Constr Management Specialist	4	66,647	66,647	66,647	
092	Assistant Constr Management Specialist	5	68,627	68,627	68,627	
092	Assistant Constr Management Specialist	6	71,717	71,399	71,639	
092	Assistant Constr Management Specialist	7	74,807	74,171	74,651	
092	Assistant Constr Management Specialist	8	77,897	76,943	77,663	
092	Assistant Constr Management Specialist	9	80,987	79,715	80,675	
092	Assistant Constr Management Specialist	10	N/A	82,487	83,687	
N/A	Assistant Director Cafeteria Services	1	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	2	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	3	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	4	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	5	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	6	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	7	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	8	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	9	N/A	N/A	N/A	
N/A	Assistant Director Cafeteria Services	10	N/A	N/A	N/A	
350	Assistant Director Quality Control	1	65,930	65,930	65,930	2,330
350	Assistant Director Quality Control	2	67,864	67,864	67,864	
350	Assistant Director Quality Control	3	69,897	69,897	69,897	
350	Assistant Director Quality Control	4	73,244	73,244	73,244	
350	Assistant Director Quality Control	5	75,487	75,487	75,487	
350	Assistant Director Quality Control	6	78,827	78,458	78,699	
350	Assistant Director Quality Control	7	82,166	81,430	81,910	
350	Assistant Director Quality Control	8	85,506	84,401	85,122	
350	Assistant Director Quality Control	9	88,845	87,373	88,333	
350	Assistant Director Quality Control	10	N/A	90,345	91,545	
174	Assistant Director Security Services	1	65,930	65,930	65,930	2,330
174	Assistant Director Security Services	2	67,864	67,864	67,864	
174	Assistant Director Security Services	3	69,897	69,897	69,897	
174	Assistant Director Security Services	4	73,234	73,234	73,234	
174	Assistant Director Security Services	5	75,487	75,487	75,487	
174	Assistant Director Security Services	6	78,826	78,459	78,699	
174	Assistant Director Security Services	7	82,166	81,430	81,910	
174	Assistant Director Security Services	8	85,505	84,402	85,122	
174	Assistant Director Security Services	9	88,845	87,373	88,333	
174	Assistant Director Security Services	10	N/A	90,345	91,545	
219	Assistant Supervisor Motor Pool	1	40,552	40,552	40,552	1,800
219	Assistant Supervisor Motor Pool	2	42,147	42,147	42,147	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
219	Assistant Supervisor Motor Pool	3	43,749	43,749	43,749	
219	Assistant Supervisor Motor Pool	4	45,339	45,339	45,339	
219	Assistant Supervisor Motor Pool	5	46,935	46,935	46,935	
219	Assistant Supervisor Motor Pool	6	48,761	48,695	48,935	
219	Assistant Supervisor Motor Pool	7	50,586	50,456	50,936	
219	Assistant Supervisor Motor Pool	8	52,411	52,216	52,936	
219	Assistant Supervisor Motor Pool	9	54,237	53,977	54,937	
219	Assistant Supervisor Motor Pool	10	N/A	55,737	56,937	
195	Assistant Supervisor Of Payroll	1	55,933	55,933	55,933	1,690
195	Assistant Supervisor Of Payroll	2	58,470	58,470	58,470	
195	Assistant Supervisor Of Payroll	3	61,008	61,008	61,008	
195	Assistant Supervisor Of Payroll	4	63,545	63,545	63,545	
195	Assistant Supervisor Of Payroll	5	66,083	66,083	66,083	
195	Assistant Supervisor Of Payroll	6	68,678	68,459	68,699	
195	Assistant Supervisor Of Payroll	7	71,273	70,835	71,315	
195	Assistant Supervisor Of Payroll	8	73,868	73,211	73,931	
195	Assistant Supervisor Of Payroll	9	76,463	75,587	76,547	
195	Assistant Supervisor Of Payroll	10	N/A	77,963	79,163	
015	Assistant Supervisor Repair/Maintenance	1	45,986	45,986	45,986	1,129
015	Assistant Supervisor Repair/Maintenance	2	48,263	48,263	48,263	
015	Assistant Supervisor Repair/Maintenance	3	50,539	50,539	50,539	
015	Assistant Supervisor Repair/Maintenance	4	52,816	52,816	52,816	
015	Assistant Supervisor Repair/Maintenance	5	55,092	55,092	55,092	
015	Assistant Supervisor Repair/Maintenance	6	57,323	57,177	57,417	
015	Assistant Supervisor Repair/Maintenance	7	59,554	59,262	59,742	
015	Assistant Supervisor Repair/Maintenance	8	61,785	61,346	62,066	
015	Assistant Supervisor Repair/Maintenance	9	64,016	63,421	64,391	
015	Assistant Supervisor Repair/Maintenance	10	N/A	65,516	66,716	
036	Benefits Administrator	1	71,783	71,783	71,783	2,380
036	Benefits Administrator	2	73,754	73,754	73,754	
036	Benefits Administrator	3	76,161	76,161	76,161	
036	Benefits Administrator	4	78,568	78,568	78,568	
036	Benefits Administrator	5	80,970	80,970	80,970	
036	Benefits Administrator	6	84,281	83,918	84,158	
036	Benefits Administrator	7	87,591	86,867	87,347	
036	Benefits Administrator	8	90,902	89,815	90,535	
036	Benefits Administrator	9	94,212	92,764	93,724	
036	Benefits Administrator	10	N/A	95,712	96,912	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
287	Building Mgmt. Services Specialist 4	1	52,904	52,904	52,904	1,800
287	Building Mgmt. Services Specialist 4	2	54,427	54,427	54,427	
287	Building Mgmt. Services Specialist 4	3	56,020	56,020	56,020	
287	Building Mgmt. Services Specialist 4	4	59,624	59,624	59,624	
287	Building Mgmt. Services Specialist 4	5	61,363	61,363	61,363	
287	Building Mgmt. Services Specialist 4	6	64,187	63,922	64,162	
287	Building Mgmt. Services Specialist 4	7	67,011	66,481	66,961	
287	Building Mgmt. Services Specialist 4	8	69,835	69,041	69,761	
287	Building Mgmt. Services Specialist 4	9	72,659	71,599	72,560	
287	Building Mgmt. Services Specialist 4	10	N/A	74,159	75,359	
280	Building Services Mgmt. Specialist 1	1	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	2	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	3	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	4	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	5	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	6	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	7	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	8	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	9	N/A	N/A	N/A	
280	Building Services Mgmt. Specialist 1	10	N/A	N/A	N/A	
243	Cafeteria Manager	1	34,782	34,782	34,782	1,800
243	Cafeteria Manager	2	35,792	35,792	35,792	
243	Cafeteria Manager	3	36,802	36,802	36,802	
243	Cafeteria Manager	4	37,812	37,812	37,812	
243	Cafeteria Manager	5	38,822	38,822	38,822	
243	Cafeteria Manager	6	40,508	40,471	40,711	
243	Cafeteria Manager	7	42,194	42,119	42,599	
243	Cafeteria Manager	8	43,879	43,768	44,488	
243	Cafeteria Manager	9	45,565	45,416	46,376	
243	Cafeteria Manager	10	N/A	47,065	48,265	
476	Cafeteria Manager- Degree	1	45,488	45,488	45,488	1,800
476	Cafeteria Manager- Degree	2	46,570	46,570	46,570	
476	Cafeteria Manager- Degree	3	47,652	47,652	47,652	
476	Cafeteria Manager- Degree	4	48,734	48,734	48,734	
476	Cafeteria Manager- Degree	5	50,357	50,357	50,357	
476	Cafeteria Manager- Degree	6	52,977	52,753	52,993	
476	Cafeteria Manager- Degree	7	55,596	55,148	55,628	
476	Cafeteria Manager- Degree	8	58,216	57,544	58,264	
476	Cafeteria Manager- Degree	9	60,835	59,939	60,899	
476	Cafeteria Manager- Degree	10	N/A	62,335	63,535	
151	Chief Engineer	1	74,395	74,395	74,395	2,230
151	Chief Engineer	2	76,171	76,171	76,171	
151	Chief Engineer	3	79,621	79,621	79,621	
151	Chief Engineer	4	81,398	81,398	81,398	
151	Chief Engineer	5	84,848	84,848	84,848	
151	Chief Engineer	6	89,086	88,539	88,779	
151	Chief Engineer	7	93,325	92,229	92,709	
151	Chief Engineer	8	97,563	95,920	96,640	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
151	Chief Engineer	9	101,801	99,610	100,570	
151	Chief Engineer	10	N/A	103,301	104,501	
443	Claims Investigator 2	1	47,854	47,854	47,854	1,930
443	Claims Investigator 2	2	49,165	49,165	49,165	
443	Claims Investigator 2	3	50,542	50,542	50,542	
443	Claims Investigator 2	4	53,541	53,541	53,541	
443	Claims Investigator 2	5	55,063	55,063	55,063	
443	Claims Investigator 2	6	57,651	57,433	57,673	
443	Claims Investigator 2	7	60,239	59,803	60,283	
443	Claims Investigator 2	8	62,826	62,174	62,894	
443	Claims Investigator 2	9	65,414	64,544	65,504	
443	Claims Investigator 2	10	N/A	66,914	68,114	
345	Construction Inspector	1	N/A	N/A	N/A	
345	Construction Inspector	2	N/A	N/A	N/A	
345	Construction Inspector	3	N/A	N/A	N/A	
345	Construction Inspector	4	N/A	N/A	N/A	
345	Construction Inspector	5	N/A	N/A	N/A	
345	Construction Inspector	6	N/A	N/A	N/A	
345	Construction Inspector	7	N/A	N/A	N/A	
345	Construction Inspector	8	N/A	N/A	N/A	
345	Construction Inspector	9	N/A	N/A	N/A	
345	Construction Inspector	10	N/A	N/A	N/A	
161	Construction Management Specialist	1	70,418	70,418	70,418	2,559
161	Construction Management Specialist	2	72,550	72,550	72,550	
161	Construction Management Specialist	3	74,792	74,792	74,792	
161	Construction Management Specialist	4	78,362	78,362	78,362	
161	Construction Management Specialist	5	80,839	80,839	80,839	
161	Construction Management Specialist	6	84,385	83,976	84,216	
161	Construction Management Specialist	7	87,931	87,112	87,592	
161	Construction Management Specialist	8	91,476	90,249	90,969	
161	Construction Management Specialist	9	95,022	93,385	94,345	
161	Construction Management Specialist	10	N/A	96,522	97,722	
N/A	Coordinator Compred Pro	1	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	2	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	3	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	4	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	5	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	6	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	7	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	8	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	9	N/A	N/A	N/A	
N/A	Coordinator Compred Pro	10	N/A	N/A	N/A	
127	Coordinator Maintenance Services	1	73,700	73,700	73,700	1,800
127	Coordinator Maintenance Services	2	75,749	75,749	75,749	
127	Coordinator Maintenance Services	3	77,798	77,798	77,798	
127	Coordinator Maintenance Services	4	79,849	79,849	79,849	
127	Coordinator Maintenance Services	5	81,898	81,898	81,898	
127	Coordinator Maintenance Services	6	84,996	84,677	84,917	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
127	Coordinator Maintenance Services	7	88,095	87,455	87,935	
127	Coordinator Maintenance Services	8	91,193	90,234	90,954	
127	Coordinator Maintenance Services	9	94,291	93,012	93,972	
127	Coordinator Maintenance Services	10	N/A	95,791	96,991	
290	Coordinator Recycling	1	56,885	56,885	56,885	1,237
290	Coordinator Recycling	2	58,115	58,115	58,115	
290	Coordinator Recycling	3	59,360	59,360	59,360	
290	Coordinator Recycling	4	62,121	62,121	62,121	
290	Coordinator Recycling	5	63,365	63,365	63,365	
290	Coordinator Recycling	6	66,078	65,835	66,075	
290	Coordinator Recycling	7	68,790	68,306	68,785	
290	Coordinator Recycling	8	71,503	70,775	71,495	
290	Coordinator Recycling	9	74,215	73,245	74,205	
290	Coordinator Recycling	10	N/A	75,715	76,915	
N/A	Coordinator Schedule Recreation Act.	1	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	2	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	3	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	4	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	5	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	6	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	7	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	8	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	9	N/A	N/A	N/A	
N/A	Coordinator Schedule Recreation Act.	10	N/A	N/A	N/A	
122	Coordinator Technical Services 2	1	68,385	68,385	68,385	1,800
122	Coordinator Technical Services 2	2	70,418	70,418	70,418	
122	Coordinator Technical Services 2	3	72,550	72,550	72,550	
122	Coordinator Technical Services 2	4	76,010	76,010	76,010	
122	Coordinator Technical Services 2	5	78,362	78,362	78,362	
122	Coordinator Technical Services 2	6	81,812	81,422	91,662	
122	Coordinator Technical Services 2	7	85,262	84,482	84,962	
122	Coordinator Technical Services 2	8	88,712	87,542	88,262	
122	Coordinator Technical Services 2	9	92,162	90,602	91,582	
122	Coordinator Technical Services 2	10	N/A	93,662	94,862	
130	Deputy Director of Food and Nutrition Srvcs	1	N/A	N/A	72,000	1,237
130	Deputy Director of Food and Nutrition Srvcs	2	N/A	N/A	74,100	
130	Deputy Director of Food and Nutrition Srvcs	3	N/A	N/A	76,300	
130	Deputy Director of Food and Nutrition Srvcs	4	N/A	N/A	78,500	
130	Deputy Director of Food and Nutrition Srvcs	5	N/A	N/A	80,700	
130	Deputy Director of Food and Nutrition Srvcs	6	N/A	N/A	82,630	
130	Deputy Director of Food and Nutrition Srvcs	7	N/A	N/A	84,560	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
130	Deputy Director of Food and Nutrition Svcs	8	N/A	N/A	86,490	
130	Deputy Director of Food and Nutrition Svcs	9	N/A	N/A	88,420	
130	Deputy Director of Food and Nutrition Svcs	10	N/A	N/A	90,350	
507	Electrical Inspector	1	61,305	61,305	61,305	2,110
507	Electrical Inspector	2	63,043	63,043	63,043	
507	Electrical Inspector	3	64,886	64,886	64,886	
507	Electrical Inspector	4	68,038	68,038	68,038	
507	Electrical Inspector	5	70,766	70,766	70,766	
507	Electrical Inspector	6	73,919	73,588	73,828	
507	Electrical Inspector	7	77,071	76,410	76,890	
507	Electrical Inspector	8	80,224	79,232	79,952	
507	Electrical Inspector	9	83,376	82,054	83,014	
507	Electrical Inspector	10	N/A	84,876	86,076	
664	Employee Benefits Specialist	1	50,550	50,550	50,550	1,800
664	Employee Benefits Specialist	2	N/A	52,500	52,500	
664	Employee Benefits Specialist	3	N/A	54,450	54,450	
664	Employee Benefits Specialist	4	N/A	56,400	56,400	
664	Employee Benefits Specialist	5	N/A	58,350	58,350	
664	Employee Benefits Specialist	6	N/A	59,790	60,630	
664	Employee Benefits Specialist	7	N/A	61,230	61,710	
664	Employee Benefits Specialist	8	N/A	62,670	63,390	
664	Employee Benefits Specialist	9	N/A	64,110	65,070	
664	Employee Benefits Specialist	10	N/A	65,550	66,750	
266	Engineer in Charge	1	69,483	69,483	69,483	3,000
266	Engineer in Charge	2	71,503	71,503	71,503	
266	Engineer in Charge	3	73,523	73,523	73,523	
266	Engineer in Charge	4	75,543	75,543	75,543	
266	Engineer in Charge	5	77,563	77,563	77,563	
266	Engineer in Charge	6	81,145	80,789	80,968	
266	Engineer in Charge	7	84,727	83,894	84,374	
266	Engineer in Charge	8	88,309	87,060	87,779	
266	Engineer in Charge	9	91,891	90,225	91,185	
266	Engineer in Charge	10	N/A	93,391	94,591	
447	Examiner 1, Credentials	1	N/A	N/A	N/A	
447	Examiner 1, Credentials	2	N/A	N/A	N/A	
447	Examiner 1, Credentials	3	N/A	N/A	N/A	
447	Examiner 1, Credentials	4	N/A	N/A	N/A	
447	Examiner 1, Credentials	5	N/A	N/A	N/A	
447	Examiner 1, Credentials	6	N/A	N/A	N/A	
447	Examiner 1, Credentials	7	N/A	N/A	N/A	
447	Examiner 1, Credentials	8	N/A	N/A	N/A	
447	Examiner 1, Credentials	9	N/A	N/A	N/A	
447	Examiner 1, Credentials	10	N/A	N/A	N/A	
315	General Supervisor Building Services	1	65,833	65,833	65,833	1,800
315	General Supervisor Building Services	2	68,173	68,173	68,173	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
315	General Supervisor Building Services	3	70,514	70,514	70,514	
315	General Supervisor Building Services	4	72,855	72,855	72,855	
315	General Supervisor Building Services	5	75,197	75,197	75,197	
315	General Supervisor Building Services	6	78,327	78,238	78,478	
315	General Supervisor Building Services	7	82,051	81,280	81,759	
315	General Supervisor Building Services	8	85,477	84,321	85,041	
315	General Supervisor Building Services	9	88,904	87,363	88,322	
315	General Supervisor Building Services	10	N/A	90,404	91,604	
437	Graphic Artist 111	1	47,975	47,975	47,975	1,800
437	Graphic Artist 111	2	49,165	49,165	49,165	
437	Graphic Artist 111	3	50,542	50,542	50,542	
437	Graphic Artist 111	4	53,541	53,541	53,541	
437	Graphic Artist 111	5	55,063	55,063	55,063	
437	Graphic Artist 111	6	57,185	57,061	57,301	
437	Graphic Artist 111	7	59,308	59,059	59,539	
437	Graphic Artist 111	8	61,430	61,056	61,776	
437	Graphic Artist 111	9	63,552	63,054	64,014	
437	Graphic Artist 111	10	N/A	65,052	66,252	
264	Head Chef	1	N/A	N/A	45,488	N/A
264	Head Chef	2	N/A	N/A	46,570	
264	Head Chef	3	N/A	N/A	47,652	
264	Head Chef	4	N/A	N/A	48,734	
264	Head Chef	5	N/A	N/A	50,357	
264	Head Chef	6	N/A	N/A	52,992	
264	Head Chef	7	N/A	N/A	55,628	
264	Head Chef	8	N/A	N/A	58,263	
264	Head Chef	9	N/A	N/A	60,899	
264	Head Chef	10	N/A	N/A	63,535	
125	Health Insurance Benefits Specialist	1	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	2	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	3	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	4	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	5	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	6	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	7	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	8	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	9	N/A	N/A	N/A	
125	Health Insurance Benefits Specialist	10	N/A	N/A	N/A	
294	Heating System Specialist	1	57,540	57,540	57,540	2,559
294	Heating System Specialist	2	59,158	59,158	59,158	
294	Heating System Specialist	3	60,776	60,776	60,776	
294	Heating System Specialist	4	62,393	62,393	62,393	
294	Heating System Specialist	5	64,011	64,011	64,011	
294	Heating System Specialist	6	66,512	66,312	66,552	
294	Heating System Specialist	7	69,013	68,613	69,093	
294	Heating System Specialist	8	71,514	70,913	71,633	
294	Heating System Specialist	9	74,015	73,214	74,174	
294	Heating System Specialist	10	N/A	75,515	76,715	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
160	Keyboarding Clerk 4	1	41,256	41,256	41,256	1,444
160	Keyboarding Clerk 4	2	42,357	42,357	42,357	
160	Keyboarding Clerk 4	3	43,513	43,513	43,513	
160	Keyboarding Clerk 4	4	46,639	46,639	46,639	
160	Keyboarding Clerk 4	5	47,913	47,913	47,913	
160	Keyboarding Clerk 4	6	50,237	50,072	50,312	
160	Keyboarding Clerk 4	7	52,561	52,231	52,711	
160	Keyboarding Clerk 4	8	54,885	54,391	55,110	
160	Keyboarding Clerk 4	9	57,209	56,550	57,510	
160	Keyboarding Clerk 4	10	N/A	58,709	59,909	
246	Laborer 3	1	42,758	42,758	42,758	1,359
246	Laborer 3	2	44,133	44,133	44,133	
246	Laborer 3	3	45,507	45,507	45,507	
246	Laborer 3	4	48,792	48,792	48,792	
246	Laborer 3	5	50,168	50,168	50,168	
246	Laborer 3	6	52,564	52,384	52,624	
246	Laborer 3	7	54,960	54,601	55,081	
246	Laborer 3	8	57,355	56,817	57,537	
246	Laborer 3	9	59,751	59,034	59,994	
246	Laborer 3	10	N/A	61,251	62,451	
281	Maintenance Supervisor	1	62,469	62,469	62,469	1, 930
281	Maintenance Supervisor	2	64,489	64,489	64,489	
281	Maintenance Supervisor	3	66,509	66,509	66,509	
281	Maintenance Supervisor	4	68,529	68,529	68,529	
281	Maintenance Supervisor	5	70,549	70,549	70,549	
281	Maintenance Supervisor	6	73,119	72,905	73,145	
281	Maintenance Supervisor	7	75,690	75,261	75,741	
281	Maintenance Supervisor	8	78,260	77,618	78,338	
281	Maintenance Supervisor	9	80,830	79,974	80,934	
281	Maintenance Supervisor	10	N/A	82,330	83,530	
270	Management Assistant	1	70,418	70,418	70,418	2,559
270	Management Assistant	2	72,550	72,550	72,550	
270	Management Assistant	3	74,792	74,792	74,792	
270	Management Assistant	4	78,362	78,362	78,362	
270	Management Assistant	5	80,839	80,839	80,839	
270	Management Assistant	6	84,106	83,752	83,992	
270	Management Assistant	7	87,372	86,665	87,145	
270	Management Assistant	8	90,639	89,579	90,299	
270	Management Assistant	9	93,905	92,492	93,452	
270	Management Assistant	10	N/A	95,405	96,605	
324	Management Information Systems Specialist	1	61,672	61,672	61,672	2,178
324	Management Information Systems Specialist	2	61,796	61,796	61,796	
324	Management Information Systems Specialist	3	63,696	63,696	63,696	
324	Management Information Systems Specialist	4	67,604	67,604	67,604	



Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
324	Management Information Systems Specialist	5	69,696	69,696	69,696	
324	Management Information Systems Specialist	6	72,840	72,511	72,751	
324	Management Information Systems Specialist	7	75,983	75,326	75,806	
324	Management Information Systems Specialist	8	79,127	78,140	78,860	
324	Management Information Systems Specialist	9	82,270	80,955	81,915	
324	Management Information Systems Specialist	10	N/A	83,770	84,970	
087	Management Specialist	1	70,418	70,418	70,418	2,559
087	Management Specialist	2	72,550	72,550	72,550	
087	Management Specialist	3	74,792	74,792	74,792	
087	Management Specialist	4	78,362	78,362	78,362	
087	Management Specialist	5	80,839	80,839	80,839	
087	Management Specialist	6	84,385	83,976	84,216	
087	Management Specialist	7	87,931	87,112	87,592	
087	Management Specialist	8	91,476	90,249	90,969	
087	Management Specialist	9	95,022	93,385	94,345	
087	Management Specialist	10	N/A	96,522	97,722	
373	Manager Fringe Benefits	1	N/A	N/A	N/A	
373	Manager Fringe Benefits	2	N/A	N/A	N/A	
373	Manager Fringe Benefits	3	N/A	N/A	N/A	
373	Manager Fringe Benefits	4	N/A	N/A	N/A	
373	Manager Fringe Benefits	5	N/A	N/A	N/A	
373	Manager Fringe Benefits	6	N/A	N/A	N/A	
373	Manager Fringe Benefits	7	N/A	N/A	N/A	
373	Manager Fringe Benefits	8	N/A	N/A	N/A	
373	Manager Fringe Benefits	9	N/A	N/A	N/A	
373	Manager Fringe Benefits	10	N/A	N/A	N/A	
175	Medical Director P/T	1	N/A	N/A	N/A	
308	Network Administrator	1	61,459	61,459	61,459	1,800
308	Network Administrator	2	63,479	63,479	63,479	
308	Network Administrator	3	65,499	65,499	65,499	
308	Network Administrator	4	67,519	67,519	67,519	
308	Network Administrator	5	69,539	69,539	69,539	
308	Network Administrator	6	72,082	71,874	72,114	
308	Network Administrator	7	74,625	74,208	74,688	
308	Network Administrator	8	77,168	76,543	77,263	
308	Network Administrator	9	79,712	78,877	79,837	
308	Network Administrator	10		81,212	82,412	
451	Network Administrator 2	1	69,959	69,959	69,959	1,200
451	Network Administrator 2	2	71,979	71,979	71,979	
451	Network Administrator 2	3	74,000	74,000	74,000	
451	Network Administrator 2	4	76,500	76,500	76,500	
451	Network Administrator 2	5	79,000	79,000	79,000	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
451	Network Administrator 2	6	80,690	80,652	80,892	
451	Network Administrator 2	7	82,380	82,304	82,784	
451	Network Administrator 2	8	84,070	83,956	84,676	
451	Network Administrator 2	9	85,760	85,608	86,568	
451	Network Administrator 2	10	N/A	87,260	88,460	
132	Personnel Technician	1	47,854	47,854	47,854	1,580
132	Personnel Technician	2	49,165	49,165	49,165	
132	Personnel Technician	3	50,542	50,542	50,542	
132	Personnel Technician	4	53,541	53,541	53,541	
132	Personnel Technician	5	55,063	55,063	55,063	
132	Personnel Technician	6	57,651	57,433	57,673	
132	Personnel Technician	7	60,239	59,803	60,283	
132	Personnel Technician	8	62,826	62,174	62,894	
132	Personnel Technician	9	65,414	64,544	65,504	
132	Personnel Technician	10	N/A	66,914	68,114	
444	Principal Auditor	1	70,418	70,418	70,418	1,930
444	Principal Auditor	2	72,550	72,550	72,550	
444	Principal Auditor	3	74,792	74,792	74,792	
444	Principal Auditor	4	78,362	78,362	78,362	
444	Principal Auditor	5	80,839	80,839	80,839	
444	Principal Auditor	6	83,704	83,431	83,671	
444	Principal Auditor	7	86,569	86,023	86,503	
444	Principal Auditor	8	89,434	88,615	89,335	
444	Principal Auditor	9	92,299	91,207	92,167	
444	Principal Auditor	10	N/A	93,799	94,999	
382	Principal Buyer	1	56,984	56,984	56,984	2,211
382	Principal Buyer	2	58,879	58,879	58,879	
382	Principal Buyer	3	60,869	60,869	60,869	
382	Principal Buyer	4	64,820	64,820	64,820	
382	Principal Buyer	5	66,961	66,961	66,961	
382	Principal Buyer	6	70,041	69,724	69,964	
382	Principal Buyer	7	73,121	72,489	72,968	
382	Principal Buyer	8	76,200	75,252	75,972	
382	Principal Buyer	9	79,280	78,016	78,976	
382	Principal Buyer	10	N/A	80,780	81,980	
322	Principal D/P System Programmer	1	77,084	77,084	77,084	2,344
322	Principal D/P System Programmer	2	79,452	79,452	79,452	
322	Principal D/P System Programmer	3	81,819	81,819	81,819	
322	Principal D/P System Programmer	4	84,186	84,186	84,186	
322	Principal D/P System Programmer	5	86,555	86,555	86,555	
322	Principal D/P System Programmer	6	90,192	89,765	90,005	
322	Principal D/P System Programmer	7	93,830	92,975	93,455	
322	Principal D/P System Programmer	8	97,467	96,184	96,904	
322	Principal D/P System Programmer	9	101,104	99,394	100,354	
322	Principal D/P System Programmer	10	N/A	102,604	103,804	
388	Principal Engineer	1	66,064	66,064	66,064	2,129
388	Principal Engineer	2	68,213	68,213	68,213	
388	Principal Engineer	3	70,360	70,360	70,360	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
388	Principal Engineer	4	73,725	73,725	73,725	
388	Principal Engineer	5	75,872	75,872	75,872	
388	Principal Engineer	6	79,166	78,807	79,047	
388	Principal Engineer	7	82,460	81,742	82,222	
388	Principal Engineer	8	85,753	84,677	85,397	
388	Principal Engineer	9	89,047	87,612	88,572	
388	Principal Engineer	10	N/A	90,547	91,747	
206	Principal Fiscal Analyst	1	65,930	65,930	65,930	1,800
206	Principal Fiscal Analyst	2	68,549	68,549	68,549	
206	Principal Fiscal Analyst	3	71,168	71,168	71,168	
206	Principal Fiscal Analyst	4	73,787	73,787	73,787	
206	Principal Fiscal Analyst	5	76,405	76,405	76,405	
206	Principal Fiscal Analyst	6	79,515	79,193	79,433	
206	Principal Fiscal Analyst	7	82,625	81,981	82,461	
206	Principal Fiscal Analyst	8	85,735	84,769	85,489	
206	Principal Fiscal Analyst	9	88,845	87,577	88,517	
206	Principal Fiscal Analyst	10	N/A	90,345	91,545	
446	Principal Personnel Assistant	1	N/A	N/A	N/A	
446	Principal Personnel Assistant	2	N/A	N/A	N/A	
446	Principal Personnel Assistant	3	N/A	N/A	N/A	
446	Principal Personnel Assistant	4	N/A	N/A	N/A	
446	Principal Personnel Assistant	5	N/A	N/A	N/A	
446	Principal Personnel Assistant	6	N/A	N/A	N/A	
446	Principal Personnel Assistant	7	N/A	N/A	N/A	
446	Principal Personnel Assistant	8	N/A	N/A	N/A	
446	Principal Personnel Assistant	9	N/A	N/A	N/A	
446	Principal Personnel Assistant	10	N/A	N/A	N/A	
413	Principal Personnel Technician	1	N/A	N/A	N/A	
413	Principal Personnel Technician	2	N/A	N/A	N/A	
413	Principal Personnel Technician	3	N/A	N/A	N/A	
413	Principal Personnel Technician	4	N/A	N/A	N/A	
413	Principal Personnel Technician	5	N/A	N/A	N/A	
413	Principal Personnel Technician	6	N/A	N/A	N/A	
413	Principal Personnel Technician	7	N/A	N/A	N/A	
413	Principal Personnel Technician	8	N/A	N/A	N/A	
413	Principal Personnel Technician	9	N/A	N/A	N/A	
413	Principal Personnel Technician	10	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	1	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	2	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	3	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	4	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	5	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	6	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	7	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	8	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	9	N/A	N/A	N/A	
319	Principal Personnel Tech Bilingual	10	N/A	N/A	N/A	
381	Principal Purchasing Assistant	1	55,933	55,933	55,933	1,916

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
381	Principal Purchasing Assistant	2	57,529	57,529	57,529	
381	Principal Purchasing Assistant	3	59,219	59,219	59,219	
381	Principal Purchasing Assistant	4	62,870	62,870	62,870	
381	Principal Purchasing Assistant	5	64,712	64,712	64,712	
381	Principal Purchasing Assistant	6	67,650	67,362	67,602	
381	Principal Purchasing Assistant	7	70,588	70,012	70,492	
381	Principal Purchasing Assistant	8	73,525	72,663	73,383	
381	Principal Purchasing Assistant	9	76,463	75,313	76,273	
381	Principal Purchasing Assistant	10	N/A	77,963	79,163	
913	Program Specialist 2	1	50,542	50,542	50,542	1,800
913	Program Specialist 2	2	51,977	51,977	51,977	
913	Program Specialist 2	3	53,500	53,500	53,500	
913	Program Specialist 2	4	56,659	56,659	56,659	
913	Program Specialist 2	5	60,968	60,968	60,968	
913	Program Specialist 2	6	63,028	62,916	63,156	
913	Program Specialist 2	7	65,088	64,864	65,344	
913	Program Specialist 2	8	67,148	66,812	67,532	
913	Program Specialist 2	9	69,209	68,760	69,720	
913	Program Specialist 2	10	N/A	70,709	71,909	
450	Public Participation Specialist	1	72,000	72,000	72,000	1,900
450	Public Participation Specialist	2	74,100	74,100	74,100	
450	Public Participation Specialist	3	76,300	76,300	76,300	
450	Public Participation Specialist	4	78,500	78,500	78,500	
450	Public Participation Specialist	5	80,700	80,700	80,700	
450	Public Participation Specialist	6	82,437	82,390	82,630	
450	Public Participation Specialist	7	84,175	84,080	84,560	
450	Public Participation Specialist	8	85,913	85,770	86,490	
450	Public Participation Specialist	9	87,651	87,460	88,420	
450	Public Participation Specialist	10	N/A	89,151	90,351	
104	Research Scientist	1	68,348	68,348	68,348	1,800
104	Research Scientist	2	71,370	71,370	71,370	
104	Research Scientist	3	74,392	74,392	74,392	
104	Research Scientist	4	77,413	77,413	77,413	
104	Research Scientist	5	80,435	80,435	80,435	
104	Research Scientist	6	83,546	83,223	83,463	
104	Research Scientist	7	86,656	86,012	86,492	
104	Research Scientist	8	89,767	88,800	89,520	
104	Research Scientist	9	92,877	91,589	92,549	
104	Research Scientist	10	N/A	94,377	95,577	
411	Research Scientist III	1	63,352	63,352	63,352	1,800
411	Research Scientist III	2	65,170	65,170	65,170	
411	Research Scientist III	3	66,988	66,988	66,988	
411	Research Scientist III	4	68,806	68,806	68,806	
411	Research Scientist III	5	70,624	70,624	70,624	
411	Research Scientist III	6	73,315	73,077	73,317	
411	Research Scientist III	7	76,006	75,529	76,009	
411	Research Scientist III	8	78,696	77,982	78,702	
411	Research Scientist III	9	81,387	80,434	81,394	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
411	Research Scientist III	10	N/A	82,887	84,087	
464	School Physician - 4 Hours	1	44,126	44,126	44,126	761
149	Secretarial Assistant	1	41,123	41,123	41,123	
149	Secretarial Assistant	2	42,203	42,203	42,203	1,298
149	Secretarial Assistant	3	43,334	43,334	43,334	
149	Secretarial Assistant	4	46,433	46,433	46,433	
149	Secretarial Assistant	5	47,680	47,680	47,680	
149	Secretarial Assistant	6	49,993	49,830	50,070	
149	Secretarial Assistant	7	52,306	51,980	52,460	
149	Secretarial Assistant	8	54,618	54,131	54,851	
149	Secretarial Assistant	9	56,931	56,281	57,241	
149	Secretarial Assistant	10	N/A	58,431	59,631	
084	Secretarial Assistant Steno	1	41,123	41,123	41,123	1,298
084	Secretarial Assistant Steno	2	42,203	42,203	42,203	
084	Secretarial Assistant Steno	3	43,334	43,334	43,334	
084	Secretarial Assistant Steno	4	46,433	46,433	46,433	
084	Secretarial Assistant Steno	5	47,680	47,680	47,680	
084	Secretarial Assistant Steno	6	49,993	49,830	50,070	
084	Secretarial Assistant Steno	7	52,306	51,983	52,460	
084	Secretarial Assistant Steno	8	54,618	54,131	54,851	
084	Secretarial Assistant Steno	9	56,931	56,281	57,241	
084	Secretarial Assistant Steno	10	N/A	58,431	59,631	
229	Secretarial Assistant Typing	1	N/A	N/A	N/A	
229	Secretarial Assistant Typing	2	N/A	N/A	N/A	
229	Secretarial Assistant Typing	3	N/A	N/A	N/A	
229	Secretarial Assistant Typing	4	N/A	N/A	N/A	
229	Secretarial Assistant Typing	5	N/A	N/A	N/A	
229	Secretarial Assistant Typing	6	N/A	N/A	N/A	
229	Secretarial Assistant Typing	7	N/A	N/A	N/A	
229	Secretarial Assistant Typing	8	N/A	N/A	N/A	
229	Secretarial Assistant Typing	9	N/A	N/A	N/A	
229	Secretarial Assistant Typing	10	N/A	N/A	N/A	
364	Senior Accountant	1	65,930	65,930	65,930	2,330
364	Senior Accountant	2	67,864	67,864	67,864	
364	Senior Accountant	3	69,897	69,897	69,897	
364	Senior Accountant	4	73,244	73,244	73,244	
364	Senior Accountant	5	75,487	75,487	75,487	
364	Senior Accountant	6	78,827	78,459	78,699	
364	Senior Accountant	7	82,166	81,430	81,910	
364	Senior Accountant	8	85,506	84,402	85,122	
364	Senior Accountant	9	88,845	87,373	88,333	
364	Senior Accountant	10	N/A	90,345	91,545	
257	Senior Accountant Pro Alt	1	66,277	66,277	66,277	2,330
257	Senior Accountant Pro Alt	2	68,212	68,212	68,212	
257	Senior Accountant Pro Alt	3	70,244	70,244	70,244	
257	Senior Accountant Pro Alt	4	73,594	73,594	73,594	
257	Senior Accountant Pro Alt	5	75,835	75,835	75,835	
257	Senior Accountant Pro Alt	6	79,184	78,814	79,054	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
257	Senior Accountant Pro Alt	7	82,533	81,793	82,273	
257	Senior Accountant Pro Alt	8	85,882	84,773	85,493	
257	Senior Accountant Pro Alt	9	89,231	87,752	88,712	
257	Senior Accountant Pro Alt	10	N/A	90,731	91,931	
142	Senior Auditor	1	62,696	62,696	62,696	2,220
142	Senior Auditor	2	64,539	64,539	64,539	
142	Senior Auditor	3	66,472	66,472	66,472	
142	Senior Auditor	4	69,202	69,202	69,202	
142	Senior Auditor	5	71,333	71,333	71,333	
142	Senior Auditor	6	74,532	74,192	74,432	
142	Senior Auditor	7	77,731	77,051	77,531	
142	Senior Auditor	8	80,929	79,910	80,630	
142	Senior Auditor	9	84,128	82,769	83,729	
142	Senior Auditor	10	N/A	85,628	86,828	
216	Senior Fiscal Analyst	1	50,542	50,542	50,542	1,800
216	Senior Fiscal Analyst	2	52,689	52,689	52,689	
216	Senior Fiscal Analyst	3	54,835	54,835	54,835	
216	Senior Fiscal Analyst	4	56,981	56,981	56,981	
216	Senior Fiscal Analyst	5	59,127	59,127	59,127	
216	Senior Fiscal Analyst	6	61,647	61,443	61,683	
216	Senior Fiscal Analyst	7	64,168	63,759	64,239	
216	Senior Fiscal Analyst	8	66,688	66,076	66,796	
216	Senior Fiscal Analyst	9	69,208	68,392	69,352	
216	Senior Fiscal Analyst	10	N/A	70,708	71,908	
283	Senior Personnel Assistant	1	63,479	63,479	63,479	1,800
283	Senior Personnel Assistant	2	65,499	65,499	65,499	
283	Senior Personnel Assistant	3	67,519	67,519	67,519	
283	Senior Personnel Assistant	4	69,539	69,539	69,539	
283	Senior Personnel Assistant	5	71,559	71,559	71,559	
283	Senior Personnel Assistant	6	74,156	73,936	74,176	
283	Senior Personnel Assistant	7	76,753	76,314	76,794	
283	Senior Personnel Assistant	8	79,349	78,691	79,411	
283	Senior Personnel Assistant	9	81,946	81,069	82,029	
283	Senior Personnel Assistant	10	N/A	83,446	84,646	
598	Senior Purchasing Assistant	1	N/A	N/A	N/A	
598	Senior Purchasing Assistant	2	N/A	N/A	N/A	
598	Senior Purchasing Assistant	3	N/A	N/A	N/A	
598	Senior Purchasing Assistant	4	N/A	N/A	N/A	
598	Senior Purchasing Assistant	5	N/A	N/A	N/A	
598	Senior Purchasing Assistant	6	N/A	N/A	N/A	
598	Senior Purchasing Assistant	7	N/A	N/A	N/A	
598	Senior Purchasing Assistant	8	N/A	N/A	N/A	
598	Senior Purchasing Assistant	9	N/A	N/A	N/A	
598	Senior Purchasing Assistant	10	N/A	N/A	N/A	
307	Senior Systems Analyst	1	51,359	51,359	51,359	1,800
307	Senior Systems Analyst	2	53,379	53,379	53,379	
307	Senior Systems Analyst	3	55,399	55,399	55,399	
307	Senior Systems Analyst	4	57,419	57,419	57,419	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
307	Senior Systems Analyst	5	59,439	59,439	59,439	
307	Senior Systems Analyst	6	61,714	61,559	61,799	
307	Senior Systems Analyst	7	63,989	63,679	64,159	
307	Senior Systems Analyst	8	66,264	65,799	66,519	
307	Senior Systems Analyst	9	68,539	67,919	68,879	
307	Senior Systems Analyst	10	N/A	70,039	71,239	
340	Senior Training Technician	1	51,977	51,977	51,977	1,824
340	Senior Training Technician	2	53,500	53,500	53,500	
340	Senior Training Technician	3	55,092	55,092	55,092	
340	Senior Training Technician	4	58,350	58,350	58,350	
340	Senior Training Technician	5	60,089	60,089	60,089	
340	Senior Training Technician	6	62,879	62,621	62,861	
340	Senior Training Technician	7	65,668	65,152	65,632	
340	Senior Training Technician	8	68,458	67,684	68,404	
340	Senior Training Technician	9	71,247	70,215	71,175	
340	Senior Training Technician	10	N/A	72,747	73,947	
212	Supervising Clerk	1	N/A	N/A	N/A	
212	Supervising Clerk	2	N/A	N/A	N/A	
212	Supervising Clerk	3	N/A	N/A	N/A	
212	Supervising Clerk	4	N/A	N/A	N/A	
212	Supervising Clerk	5	N/A	N/A	N/A	
212	Supervising Clerk	6	N/A	N/A	N/A	
212	Supervising Clerk	7	N/A	N/A	N/A	
212	Supervising Clerk	8	N/A	N/A	N/A	
212	Supervising Clerk	9	N/A	N/A	N/A	
212	Supervising Clerk	10	N/A	N/A	N/A	
385	Supervising Engineer	1	70,118	70,118	70,118	2,160
385	Supervising Engineer	2	72,246	72,246	72,246	
385	Supervising Engineer	3	74,456	74,456	74,456	
385	Supervising Engineer	4	78,012	78,012	78,012	
385	Supervising Engineer	5	80,514	80,514	80,514	
385	Supervising Engineer	6	84,029	83,626	83,866	
385	Supervising Engineer	7	87,544	86,738	87,218	
385	Supervising Engineer	8	91,059	89,580	90,570	
385	Supervising Engineer	9	94,574	92,962	93,922	
385	Supervising Engineer	10	N/A	96,074	97,274	
541	Supervising HVAC Mechanic	1	N/A	N/A	62,469	N/A
541	Supervising HVAC Mechanic	2	N/A	N/A	64,489	
541	Supervising HVAC Mechanic	3	N/A	N/A	66,509	
541	Supervising HVAC Mechanic	4	N/A	N/A	68,529	
541	Supervising HVAC Mechanic	5	N/A	N/A	70,549	
541	Supervising HVAC Mechanic	6	N/A	N/A	73,145	
541	Supervising HVAC Mechanic	7	N/A	N/A	75,741	
541	Supervising HVAC Mechanic	8	N/A	N/A	78,337	
541	Supervising HVAC Mechanic	9	N/A	N/A	80,933	
541	Supervising HVAC Mechanic	10	N/A	N/A	83,530	
034	Supervising Omnibus Operator	1	N/A	N/A	48,000	N/A
034	Supervising Omnibus Operator	2	N/A	N/A	49,500	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
034	Supervising Omnibus Operator	3	N/A	N/A	51,000	
034	Supervising Omnibus Operator	4	N/A	N/A	52,500	
034	Supervising Omnibus Operator	5	N/A	N/A	54,000	
034	Supervising Omnibus Operator	6	N/A	N/A	55,500	
034	Supervising Omnibus Operator	7	N/A	N/A	57,000	
034	Supervising Omnibus Operator	8	N/A	N/A	58,500	
034	Supervising Omnibus Operator	9	N/A	N/A	60,000	
034	Supervising Omnibus Operator	10	N/A	N/A	61,500	
154	Supervising Payroll Clerk	1	47,854	47,854	47,854	1,444
154	Supervising Payroll Clerk	2	49,165	49,165	49,165	
154	Supervising Payroll Clerk	3	50,542	50,542	50,542	
154	Supervising Payroll Clerk	4	53,541	53,541	53,541	
154	Supervising Payroll Clerk	5	55,063	55,063	55,063	
154	Supervising Payroll Clerk	6	57,651	57,433	57,673	
154	Supervising Payroll Clerk	7	60,239	59,803	60,283	
154	Supervising Payroll Clerk	8	62,826	62,174	62,894	
154	Supervising Payroll Clerk	9	65,414	64,544	65,504	
154	Supervising Payroll Clerk	10	N/A	66,914	68,114	
259	Supervisor Accounts Payable	1	65,929	65,929	65,929	2,330
259	Supervisor Accounts Payable	2	67,864	67,864	67,864	
259	Supervisor Accounts Payable	3	69,897	69,897	69,897	
259	Supervisor Accounts Payable	4	73,245	73,245	73,245	
259	Supervisor Accounts Payable	5	75,487	75,487	75,487	
259	Supervisor Accounts Payable	6	78,827	78,459	78,699	
259	Supervisor Accounts Payable	7	82,166	81,430	81,910	
259	Supervisor Accounts Payable	8	85,506	84,402	85,122	
259	Supervisor Accounts Payable	9	88,845	87,373	88,333	
259	Supervisor Accounts Payable	10	N/A	90,345	91,545	
217	Supervisor Garage Services	1	65,717	65,717	65,717	2,611
217	Supervisor Garage Services	2	68,354	68,354	68,354	
217	Supervisor Garage Services	3	70,991	70,991	70,991	
217	Supervisor Garage Services	4	73,628	73,628	73,628	
217	Supervisor Garage Services	5	76,265	76,265	76,265	
217	Supervisor Garage Services	6	79,158	78,879	79,119	
217	Supervisor Garage Services	7	82,051	81,493	81,973	
217	Supervisor Garage Services	8	84,943	84,108	84,828	
217	Supervisor Garage Services	9	87,836	86,722	87,682	
217	Supervisor Garage Services	10	N/A	89,336	90,536	
570	Supervisor Information Tech Help Desk	1	55,933	55,933	55,933	1,800
570	Supervisor Information Tech Help Desk	2	57,529	57,529	57,529	
570	Supervisor Information Tech Help Desk	3	59,219	59,219	59,219	
570	Supervisor Information Tech Help Desk	4	62,870	62,870	62,870	
570	Supervisor Information Tech Help Desk	5	64,712	64,712	64,712	
570	Supervisor Information Tech Help Desk	6	67,650	67,362	67,602	
570	Supervisor Information Tech Help Desk	7	70,588	70,012	70,492	
570	Supervisor Information Tech Help Desk	8	73,525	72,663	73,383	
570	Supervisor Information Tech Help Desk	9	76,463	75,313	76,273	
570	Supervisor Information Tech Help Desk	10	N/A	77,963	79,163	



Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
452	Supervisor Information Technician	1	N/A	N/A	N/A	
452	Supervisor Information Technician	2	N/A	N/A	N/A	
452	Supervisor Information Technician	3	N/A	N/A	N/A	
452	Supervisor Information Technician	4	N/A	N/A	N/A	
452	Supervisor Information Technician	5	N/A	N/A	N/A	
452	Supervisor Information Technician	6	N/A	N/A	N/A	
452	Supervisor Information Technician	7	N/A	N/A	N/A	
452	Supervisor Information Technician	8	N/A	N/A	N/A	
452	Supervisor Information Technician	9	N/A	N/A	N/A	
452	Supervisor Information Technician	10	N/A	N/A	N/A	
438	Supervisor of Budget	1	N/A	N/A	N/A	
438	Supervisor of Budget	2	N/A	N/A	N/A	
438	Supervisor of Budget	3	N/A	N/A	N/A	
438	Supervisor of Budget	4	N/A	N/A	N/A	
438	Supervisor of Budget	5	N/A	N/A	N/A	
438	Supervisor of Budget	6	N/A	N/A	N/A	
438	Supervisor of Budget	7	N/A	N/A	N/A	
438	Supervisor of Budget	8	N/A	N/A	N/A	
438	Supervisor of Budget	9	N/A	N/A	N/A	
438	Supervisor of Budget	10	N/A	N/A	N/A	
128	Supervisor of Custodians	1	55,933	55,933	55,933	1,970
128	Supervisor of Custodians	2	57,529	57,529	57,529	
128	Supervisor of Custodians	3	59,219	59,219	59,219	
128	Supervisor of Custodians	4	62,870	62,870	62,870	
128	Supervisor of Custodians	5	64,712	64,712	64,712	
128	Supervisor of Custodians	6	67,650	67,362	67,602	
128	Supervisor of Custodians	7	70,588	70,012	70,492	
128	Supervisor of Custodians	8	73,525	72,663	73,383	
128	Supervisor of Custodians	9	76,463	75,313	76,273	
128	Supervisor of Custodians	10	N/A	77,963	79,163	
594	Supervisor of Records	1	N/A	N/A	N/A	
594	Supervisor of Records	2	N/A	N/A	N/A	
594	Supervisor of Records	3	N/A	N/A	N/A	
594	Supervisor of Records	4	N/A	N/A	N/A	
594	Supervisor of Records	5	N/A	N/A	N/A	
594	Supervisor of Records	6	N/A	N/A	N/A	
594	Supervisor of Records	7	N/A	N/A	N/A	
594	Supervisor of Records	8	N/A	N/A	N/A	
594	Supervisor of Records	9	N/A	N/A	N/A	
594	Supervisor of Records	10	N/A	N/A	N/A	
542	Supervisor of Trades	1	66,186	66,186	66,186	2,319
542	Supervisor of Trades	2	68,526	68,526	68,526	
542	Supervisor of Trades	3	70,868	70,868	70,868	
542	Supervisor of Trades	4	73,209	73,209	73,209	
542	Supervisor of Trades	5	75,550	75,550	75,550	
542	Supervisor of Trades	6	78,889	78,521	78,761	
542	Supervisor of Trades	7	82,227	81,492	81,972	
542	Supervisor of Trades	8	85,566	84,462	85,182	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
542	Supervisor of Trades	9	88,904	87,433	88,393	
542	Supervisor of Trades	10	N/A	90,404	91,604	
544	Supervisor of Trades Nite	1	72,421	72,421	72,421	2,020
544	Supervisor of Trades Nite	2	74,997	74,997	74,997	
544	Supervisor of Trades Nite	3	77,571	77,571	77,571	
544	Supervisor of Trades Nite	4	80,147	80,147	80,147	
544	Supervisor of Trades Nite	5	82,721	82,721	82,721	
544	Supervisor of Trades Nite	6	86,315	85,896	86,136	
544	Supervisor of Trades Nite	7	89,909	89,071	89,551	
544	Supervisor of Trades Nite	8	93,502	92,246	92,966	
544	Supervisor of Trades Nite	9	97,096	95,241	96,381	
544	Supervisor of Trades Nite	10	N/A	98,596	99,796	
379	Supervisor Procurement Specialist	1	59,187	59,187	59,187	2,212
379	Supervisor Procurement Specialist	2	61,081	61,081	61,081	
379	Supervisor Procurement Specialist	3	63,069	63,069	63,069	
379	Supervisor Procurement Specialist	4	67,195	67,195	67,195	
379	Supervisor Procurement Specialist	5	69,337	69,337	69,337	
379	Supervisor Procurement Specialist	6	72,480	72,151	72,391	
379	Supervisor Procurement Specialist	7	75,623	74,966	75,446	
379	Supervisor Procurement Specialist	8	78,766	77,780	78,500	
379	Supervisor Procurement Specialist	9	81,909	80,595	81,555	
379	Supervisor Procurement Specialist	10	N/A	83,409	84,609	
094	Supervisor School Security Guard	1	55,933	55,933	55,933	1,970
094	Supervisor School Security Guard	2	57,529	57,529	57,529	
094	Supervisor School Security Guard	3	59,219	59,219	59,219	
094	Supervisor School Security Guard	4	62,870	62,870	62,870	
094	Supervisor School Security Guard	5	64,712	64,712	64,712	
094	Supervisor School Security Guard	6	67,650	67,362	67,602	
094	Supervisor School Security Guard	7	70,588	70,012	70,492	
094	Supervisor School Security Guard	8	73,525	72,663	73,383	
094	Supervisor School Security Guard	9	76,463	75,313	76,273	
094	Supervisor School Security Guard	10	N/A	77,963	79,163	
126	Supervisor Telephone Services	1	55,933	55,933	55,933	1,916
126	Supervisor Telephone Services	2	57,529	57,529	57,529	
126	Supervisor Telephone Services	3	59,219	59,219	59,219	
126	Supervisor Telephone Services	4	62,870	62,870	62,870	
126	Supervisor Telephone Services	5	64,712	64,712	64,712	
126	Supervisor Telephone Services	6	67,650	67,362	67,602	
126	Supervisor Telephone Services	7	70,588	70,012	70,492	
126	Supervisor Telephone Services	8	73,525	72,663	73,383	
126	Supervisor Telephone Services	9	76,463	75,313	76,273	
126	Supervisor Telephone Services	10	N/A	77,963	79,163	
334	Technical Assistant M.I.S	1	47,854	47,854	47,854	1,586
334	Technical Assistant M.I.S	2	49,165	49,165	49,165	
334	Technical Assistant M.I.S	3	50,542	50,542	50,542	
334	Technical Assistant M.I.S	4	53,541	53,541	53,541	
334	Technical Assistant M.I.S	5	55,063	55,063	55,063	
334	Technical Assistant M.I.S	6	57,651	57,433	57,673	

Job Code	Job Title	Step	2014-2015	2015-2016	2016-2017	Longevity
334	Technical Assistant M.I.S	7	60,239	59,803	60,283	
334	Technical Assistant M.I.S	8	62,826	62,174	62,894	
334	Technical Assistant M.I.S	9	65,414	64,544	65,504	
334	Technical Assistant M.I.S	10	N/A	66,914	68,114	
328	Technical Assistant Personnel	1	48,864	48,864	48,864	1,800
328	Technical Assistant Personnel	2	50,175	50,175	50,175	
328	Technical Assistant Personnel	3	51,552	51,552	51,552	
328	Technical Assistant Personnel	4	54,551	54,551	54,551	
328	Technical Assistant Personnel	5	56,073	56,073	56,073	
328	Technical Assistant Personnel	6	58,827	58,576	58,816	
328	Technical Assistant Personnel	7	61,582	61,080	61,560	
328	Technical Assistant Personnel	8	64,336	63,583	64,303	
328	Technical Assistant Personnel	9	67,090	66,087	67,047	
328	Technical Assistant Personnel	10	N/A	68,590	69,790	
103	Technical Assistant, 111	1	47,854	47,854	47,854	1,580
103	Technical Assistant, 111	2	49,165	49,165	49,165	
103	Technical Assistant, 111	3	50,542	50,542	50,542	
103	Technical Assistant, 111	4	53,541	53,541	53,541	
103	Technical Assistant, 111	5	55,063	55,063	55,063	
103	Technical Assistant, 111	6	57,651	57,433	57,673	
103	Technical Assistant, 111	7	60,239	59,803	60,283	
103	Technical Assistant, 111	8	62,826	62,174	62,894	
103	Technical Assistant, 111	9	65,414	64,544	65,504	
103	Technical Assistant, 111	10	N/A	66,914	68,114	
483	Youth Coordinator	1	56,308	56,308	56,308	1,800
483	Youth Coordinator	2	57,536	57,536	57,536	
483	Youth Coordinator	3	58,782	58,782	58,782	
483	Youth Coordinator	4	61,946	61,946	61,946	
483	Youth Coordinator	5	63,192	63,192	63,192	
483	Youth Coordinator	6	65,026	64,959	65,199	
483	Youth Coordinator	7	66,860	66,726	67,206	
483	Youth Coordinator	8	68,694	68,494	69,214	
483	Youth Coordinator	9	70,528	70,261	71,221	
483	Youth Coordinator	10	N/A	72,028	73,228	

## APPENDIX B

Applicable to employees hired effective July 1, 2010

<b>Job Code</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
112	Administrative Secretary	35,000	36,000	37,000	38,000	39,000	40,000
115	Administrative Secretary - Bilingual	37,000	38,000	39,000	40,000	41,000	42,000
219	Assistant Supervisor Motor Pool	40,000	41,000	42,000	43,000	44,000	45,000
195	Assistant Supervisor of Payroll	40,000	41,000	42,000	43,000	44,000	45,000
015	Assistant Supervisor Repair/Maintenance	40,000	41,000	42,000	43,000	44,000	45,000
036	Benefits Administrator	50,000	51,000	52,000	53,000	54,000	55,000
287	Building Mgmt. Services Specialist 4	40,000	41,000	42,000	43,000	44,000	45,000
151	Chief Engineer	70,000	71,000	72,000	73,000	74,000	75,000
161	Construction Mgmt. Specialist (or 392)	50,000	51,000	52,000	53,000	54,000	55,000
127	Coordinator Maintenance Services	50,000	51,000	52,000	53,000	54,000	55,000
290	Coordinator Recycling	37,000	38,000	39,000	40,000	41,000	42,000
122	Coordinator Technical Services 2	50,000	51,000	52,000	53,000	54,000	55,000
266	Engineer In Charge	60,000	61,000	62,000	63,000	64,000	65,000
447	Examiner I, Credentials	45,000	46,000	47,000	48,000	49,000	50,000
315	General Supervisor Building Services	50,000	51,000	52,000	53,000	54,000	55,000
270	Management Assistant	50,000	51,000	52,000	53,000	54,000	55,000
087	Management Specialist	50,000	51,000	52,000	53,000	54,000	55,000
308	Network Administrator	47,000	48,000	49,000	50,000	51,000	52,000
132	Personnel Technician	40,000	41,000	42,000	43,000	44,000	45,000
413	Principal Personnel Technician	50,000	51,000	52,000	53,000	54,000	55,000
381	Principal Purchasing Assistant	42,000	43,000	44,000	45,000	46,000	47,000
450	Public Participation Specialist	50,000	51,000	52,000	53,000	54,000	55,000
411	Research Scientist III	50,000	51,000	52,000	53,000	54,000	55,000
149	Secretarial Assistant	35,000	36,000	37,000	38,000	39,000	40,000
084	Secretarial Assistant Steno	35,000	36,000	37,000	38,000	39,000	40,000
229	Secretarial Assistant Typing	35,000	36,000	37,000	38,000	39,000	40,000
257	Senior Accountant Pro Alt	60,000	61,000	62,000	63,000	64,000	65,000
443	Senior Claims Investigator	40,000	41,000	42,000	43,000	44,000	45,000
340	Senior Training Technician	45,000	46,000	47,000	48,000	49,000	50,000
212	Supervising Clerk	35,000	36,000	37,000	38,000	39,000	40,000
160	Supervising Clerk Typist	35,000	36,000	37,000	38,000	39,000	40,000
154	Supervising Payroll Clerk	40,000	41,000	42,000	43,000	44,000	45,000
594	Supervisor of Records	42,000	43,000	44,000	45,000	46,000	47,000
542	Supervisor of Trades	60,000	61,000	62,000	63,000	64,000	65,000
094	Supervisor School Security Guards	45,000	46,000	47,000	48,000	49,000	50,000
328	Technical Assistant Personnel	35,000	36,000	37,000	38,000	39,000	40,000
103	Technical Assistant, III	35,000	36,000	37,000	38,000	39,000	40,000
334	Technical Assistant, M.I.S.	35,000	36,000	37,000	38,000	39,000	40,000