


GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

TO: Mark Silverstein
FROM: Scott Henry 
DATE: October 27, 2016
RE: Agenda Item for November 16, 2016

I am requesting the Board of Education approve the Memorandum of Agreement and associated salary guides for the negotiated agreement with the Glassboro Education Association for the period July1, 2016 to June 30, 2017.

I am also requesting the Board of Education approve the Memorandum of Agreement and associated salary guides for the negotiated agreement with the Glassboro Education Association for the period July1, 2017 to June 30, 2020.

See attachments.

Memorandum of Agreement

**Between
The Glassboro Public Schools Board of Education
And
The Glassboro Educational Association**

September 19, 2016

The above captioned parties, having reached a tentative settlement for a successor Collective Negotiations Agreement as set forth below, shall recommend the terms of this memorandum through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership.

1) Duration

This Agreement shall be effective July 1, 2016 and continue in existence through June 30, 2017.

2) Salary Increases: All increases are inclusive of increment for all categories of members and shall be applied to the salary guide as mutually agreed.

2016-2017: 2.75%

Schedule D: 1.75% increase on the 2015-2016 Stipend amount

Schedule E: 1.75% increase on the 2015-2016 base salary

3) Retroactivity- This Agreement shall cover all current bargaining unit members for the period of July 1, 2016- June 30, 2017, with all changes retroactive to the commencement date of the successor contract unless otherwise noted.

New hires shall receive retroactive payments commencing from their date of hire.

4) All signatories shall agree to recommend ratification to their respective parties.

5) All provisions of the 2013-2016 Agreement shall be continued without change into the successor agreement except as set forth herein.

6) All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposal.

7) The terms of this memorandum shall not be disclosed to anyone other than members of the Board and members of the Association until after ratification, except as required by law.

8) A duplicate of this memorandum has been furnished to and received by representatives of the parties.

9) Salary guides shall be developed mutually and agreed by the parties and signed off prior to ratification of the new agreement.

10) This Memorandum of Agreement includes all previously agreed upon temporarily agreed/TOK'd items between the parties attached hereto and marked exhibits A through C.

Exhibit A: February 29, 2016

Exhibit B: May 4, 2016

Exhibit C: June 29, 2016

**11) Article VII Salaries, Paragraph F:
Change: \$36 per hour to \$37 per hour**

**12) Article VII Salaries, Paragraph J:
Change: \$36 per hour to \$37 per hour**

**13) Article IX Health Benefits, ADD Paragraph H to read as follows:
Starting July 1, 2016, employees who participate in the high deductible plan shall have the \$3,000 HSA funded at 100% by the Board paid in twelve (12) equal monthly installments. Payments shall be made as follows:**

Members receiving Family, Member/Spouse, and Member/Child benefit levels will receive \$250 per month towards the HSA.

Members receiving Single Coverage will receive \$125 per month towards the HSA

**14) Article X Reimbursement for Professional Courses, Subparagraph A, numeral 3: The second sentence shall now read:
The maximum amount of tuition to be paid per school year shall be \$50,000.**

**15) Article XVII Class Loads and Duties, Paragraph D
Change: \$36 per hour to \$37 per hour**

**16) Article XVII Class Loads and Duties, Paragraph E
Change: \$36 per hour to \$37 per hour**

17) Article XVII Class Loads and Duties, Paragraph F. ADD the following as a last sentence: The building administrator may call up to 5 additional administratively directed meetings per year not to exceed 2 per month. Notification of the meeting shall be given at least 15 calendar days prior to the meeting.

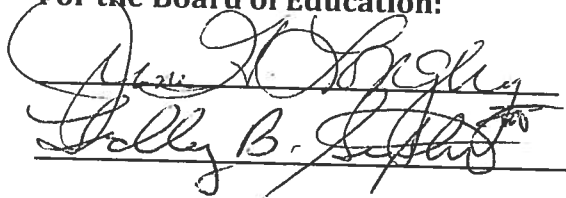
18) Article XVII Class Loads and Duties, Paragraph H
Change: \$36 per hour to \$37 per hour

19) Article XIX, Subparagraph C ADD New last sentence:
The length of the teacher workday shall be 7 hours at the elementary and intermediate schools and 7 hours and 15 minutes at the high school.

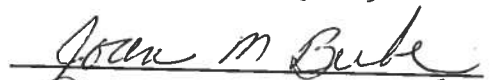
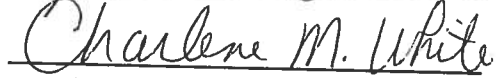
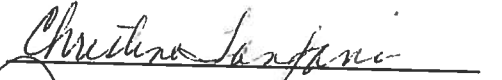
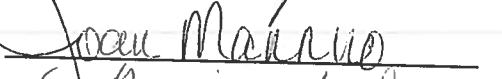
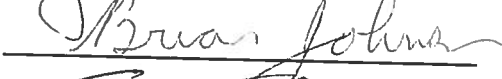

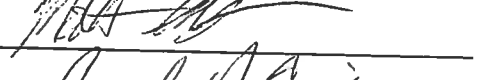

This Memorandum of Agreement is 3 pages in length.

DATE: September 19, 2016

For the Board of Education:



For the Association(GEA):

Memorandum of Agreement

Between
The Glassboro Public Schools Board of Education
And
The Glassboro Educational Association

September 19, 2016

The above captioned parties, having reached a tentative settlement for a successor Collective Negotiations Agreement as set forth below, shall recommend the terms of this memorandum through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership.

1) Duration

This Agreement shall be effective July 1, 2017 and continue in existence through June 30, 2020.

2) Salary Increases: All increases are inclusive of increment for all categories of members and shall be applied to the salary guide as mutually agreed.

2017-2018: 2.70%

2018-2019: 2.70%

2019-2020: 2.70%

Schedule D:

2017-2018: 1.75% increase on the 2016-2017 stipend amount

2018-2019: 1.75% increase on the 2017-2018 stipend amount

2019-2020: 1.75% increase on the 2018-2019 stipend amount

Schedule E:

2017-2018: 1.75% increase on the 2016-2017 base salary

2018-2019: 1.75% increase on the 2017-2018 base salary

2019-2020: 1.75% increase on the 2018-2019 base salary

3) Retroactivity- This Agreement shall cover all current bargaining unit members for the period of July 1, 2017- June 30, 2020, with all changes retroactive to the commencement date of the successor contract if applicable.

New hires shall receive retroactive payments, if applicable, commencing from their date of hire.

4) All signatories shall agree to recommend ratification to their respective parties.

5) All provisions of the 2016-2017 Agreement shall be continued without change into the successor agreement except as set forth herein.

6) All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposal.

7) The terms of this memorandum shall not be disclosed to anyone other than members of the Board and members of the Association until after ratification, except as required by law.

8) A duplicate of this memorandum has been furnished to and received by representatives of the parties.

9) Salary guides shall be developed mutually and agreed by the parties and signed off prior to ratification of the new agreement.

10) Article IX Health Benefits, subparagraph H will now read as follows: Employees who participate in the high deductible plan shall have their healthcare contribution rates as 1.75% of salary in lieu of P.L. 2011 Ch. 78 contributions. Those employees shall have the \$3,000 HSA prorated (total payment of \$1500 over 6 months for all benefit levels except Single, which is \$750) by the board from July 1, 2017 to December 31, 2017 in six (6) equal payments as follows:

Members receiving Family, Member/Spouse, and Member/Child benefit levels will receive \$250 per month towards the HSA.

Members receiving Single Coverage benefit level will receive \$125 per month towards the HSA.

Starting on January 1, 2018 and concluding June 30, 2020, the HSA will be funded at 70% by the Board. Payments shall be made as follows:

Members receiving Family, Member/Spouse, and Member/Child benefit levels will receive \$175 per month towards the HSA.

Members receiving Single Coverage benefit level will receive \$87.50 per month towards the HSA.

This Memorandum of Agreement is 3 pages in length.

DATE: September 19, 2016

For the Board of Education:

John D. Longley
Lilly B. Longley

For the Association(GEA):

Joan M. Bube
Charlene M. White
Christine Lapina
Joan Markow
Brian Johnson
Carol K. Cople

February 29, 2016

The Negotiations' Teams for the Glassboro Board of Education ("Board") and the Glassboro Education Association ("GEA") met on the above date

-and-

In furtherance of negotiating in good faith, the Board and the GEA temporarily agreed/OKed (aka "TOKed") the following:

1. **ARTICLE VII SALARIES**, subparagraph B.6., delete in its entirety and replace with the following:

"The Board agrees to allow a payroll deduction for deposit into an employee's personal account (statement account) at such bank as the Board may designate."

2. **ARTICLE X REIMBURSEMENT FOR PROFESSIONAL COURSES**, subparagraph D., change the heading from "Individual Professional Improvement Plan" to "Individual Professional Development Plan."

In the 1st line, change "Individual Professional Improvement Plan" to "Individual Professional Development Plan."

3. **ARTICLE XV PERSONNEL RECORDS OF UNIT MEMBERS**, subparagraph B., in the 1st line, change "five years (5)" to "three (3) years"

4. **ARTICLE XVIII CONSULTATIVE PROCESS**, delete entire Article in its entirety (subparagraphs A. through and including F.) and replace with the following:

"A. The association shall establish a liaison committee that shall meet on a monthly basis, or as needed, with the Superintendent to review and discuss school district problems and concerns."

5. **ARTICLE XX EVALUATION PROCEDURES PERSONNEL RECORDS AND SALARY INCREMENTS FOR SECRETARIES/TRANSPORTATION PERSONNEL**, subparagraph B.2., in the 1st line, change "five years (5)" to "three (3) years"

Joan Bube
For the GEA

James D. Longley
For the Board

Dated: 3/15/16

Dated: 3/15/16

May 4, 2016

**The Negotiations' Teams for the Glassboro Board of Education ("Board")
and the Glassboro Education Association ("GEA") met on the above date**

-and-

**In furtherance of negotiating in good faith, the Board and the GEA temporarily
agreed/OKed (aka "TOKed") the following:**

1. **Article VII, *Salaries***, subparagraph B.2., delete the last sentence in its entirety which reads verbatim: "The last payment in June will be on the last day of the teacher work year rather than the 30th."
2. **Article VII, *Salaries***, subparagraph B.4., the Board withdraws its Proposal #2 which reads verbatim: "delete subparagraph B.4. in its entirety and replace with following:

"Unit members may individually elect to have ten (10) percent of their salary deducted from their pay. These funds shall be paid to the member on June 30th."
3. **Article VII, *Salaries***, add a new subparagraph "N." which states as follows:

(New) "Nurse and Child Study Team employees required to work over the summer will be paid at their per diem rate."
4. **Article XXIV, *Secretarial and Transportation Personnel Vacancies***, subparagraph B.1., the Board withdraws its Proposal #16 which reads verbatim: "subparagraph B.1., delete in its entirety and replace with negotiated language which is clearer and not as ambiguous as the current language."
5. **Article XXIV, *Secretarial and Transportation Personnel Vacancies***, subparagraph B.1., first (1st) full paragraph, delete in its entirety and replace with the following:

B.1. Transportation positions shall be announced and posted in a designated common area accessible to all Bus Drivers and Transportation Aides. Anyone wishing to apply must submit an application within one (1) week of the date posted."
6. **Article XXIV, *Secretarial and Transportation Personnel Vacancies***, subparagraph B.1., second (2nd) full paragraph, delete in its entirety which reads as the following:

"Positions will be awarded by seniority based upon date of current Board Approved contract for position, and any subsequent openings created by such

awarding of positions will be posted in the same manner. One sign-up form shall be posted for each newly created position as such position becomes vacant.”

7. **Article XXIV, *Secretarial and Transportation Personnel Vacancies*, delete** subparagraphs B.2.a., b., c., and d. in their entirety and **replace** with the following:

2. Assignment of regular runs

- a. Within five (5) days following the opening of schools, the Supervisor of Transportation shall notify the School Business Administrator of the assigned hours for all employees covered under the terms of this agreement, and said notification shall be in writing.

Prior to October 1st of the school year, the Supervisor of Transportation and the designee for Special Services shall certify, in writing, the actual hours for each school trip. Any employee who wishes to contest the approved hours for his/her scheduled runs may do so by appealing to the Supervisor of Transportation, in writing. The Supervisor of Transportation shall notify the School Board, the Association, and the members of the assigned hours and scheduled runs for all employees covered by this Agreement no later than October 1st of each year.

1. Runs shall be designated according to the length of time needed to complete them. Each driver's day shall include a 30-minute vehicle start-up and inspection period. This 30-minute vehicle start-up and inspection period shall be comprised of 15 minutes of start-up and inspection in the morning and 15 minutes of start-up and inspection in the afternoon.
2. Drivers shall be paid at their regular hourly rate for “dry runs” and any and all corrections made to route sheets.
- b. Bus Drivers and Attendants shall select runs according to their seniority and job classification in the District, with the most senior getting first selection. A copy of the job assignment shall be posted and maintained by the Transportation Supervisor on the bulletin board of the employees' lounge.
- c. A seniority list will be provided by the Transportation Supervisor at the beginning of the school year and updated/amended as needed. This list will be posted in a designated common area accessible to all employees.

3. Assignments for Trips

- a. Trips for transportation staff shall be provided by the Transportation Supervisor and shall be rotated based on seniority of the drivers who indicate the desire to work.
- b. At the beginning of the year, the Transportation Supervisor will give drivers a form to complete indicating their acceptance or rejection of all extra work available during that school year.
- c. If a driver is sick on the day of a scheduled trip, the driver's absence will not affect the driver's spot in the subsequent rotation.
- d. If a trip is cancelled, the affected driver will be offered the next available unassigned trip.
- e. Trip sheets are to be completed and returned to the Transportation Supervisor upon completion of the trip.

4. Assignment of Non-Contracted Work

Posting of Non-Contracted additional work shall be displayed in a designated common area accessible to all employees. The assignment of all non-contracted extra work shall be posted and displayed in a designated areas that can be viewed by all members of transportation.

- a. Non-contracted runs is defined as Late Runs and/or Special Runs done on a regular basis or extended period of time.
- b. Runs are assigned based on seniority and desire to work and shall be limited to one (1) per driver, unless the run cannot be filled.
- c. The Transportation Supervisor may, when necessary, by seniority and availability, pull a contracted driver off his/her run to cover non-contracted work.

8. *Unnamed Article and Location in the Successor, Collective Bargaining Agreement to be Mutually Determined by the Parties*, the parties agreed to add the following language:

"All monitoring or observation of employee work performance shall be conducted openly and with full knowledge of the employee."

Note: This is GEA Item #30

9. *Unnamed Article As Set Forth in GEA Item #30*, the GEA withdrew the following proposed language:

"The use of eavesdropping, public address, cameras, audio systems and similar devices is strictly prohibited.

The use of audio, video, or similar recording devices may be used only with the written permission of employees, and when needed for student safety. Exceptions to areas relating to student safety---buses, hallways, and cafeterias."

Jean Baber
For the GEA

Dated: 5/24/16

Jane D. Angley
For the Board

Dated: 5/24/16

C

June 29, 2016

The Negotiations' Teams for the Glassboro Board of Education ("Board")
and the Glassboro Education Association ("GEA") met on the above date

-and-

In furtherance of negotiating in good faith, the Board and the GEA temporarily
agreed/OKed (aka "TOKed") the following:

1. ARTICLE XII, SICK LEAVE AND ABSENCE, subparagraph B.1., delete the
2nd sentence in its entirety, and replace with the following language:

"Employees may use up to a maximum of three (3) family illness days during any
school year. Employees must submit written medical verification to the
Superintendent who has the discretion to approve or deny the request to utilize
family illness days based upon the authenticity and validity of the medical
verification."

Joan Burke
For the GEA

Dated: 8/8/16

June St. Angley
For the Board

Dated: 8/8/16

BASE YEAR**015-16 Glassboro Teachers****Salary Guide**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	48,775	50,170	51,563	54,353	55,749	57,142	59,236
2	49,275	50,670	52,063	54,853	56,249	57,642	59,736
3	49,775	51,170	52,563	55,353	56,749	58,142	60,236
4	50,749	52,149	53,549	56,349	57,749	59,149	61,249
5	51,808	53,208	54,608	57,408	58,808	60,208	62,308
6	52,868	54,268	55,668	58,468	59,868	61,268	63,368
7	54,127	55,527	56,927	59,727	61,127	62,527	64,627
8	55,387	56,787	58,187	60,987	62,387	63,787	65,887
9	56,645	58,045	59,445	62,245	63,645	65,045	67,145
10	57,904	59,304	60,704	63,504	64,904	66,304	68,404
11	59,428	60,828	62,228	65,028	66,428	67,828	69,928
12	61,018	62,418	63,818	66,618	68,018	69,418	71,518
13	62,741	64,141	65,541	68,341	69,741	71,141	73,241
14	64,993	66,393	67,793	70,593	71,993	73,393	75,493
15	67,444	68,844	70,244	73,044	74,444	75,844	77,944
16	70,227	71,627	73,027	75,827	77,227	78,627	80,727
17	75,130	76,530	77,930	80,730	82,130	83,530	85,630
18	81,373	82,773	84,173	86,973	88,373	89,773	91,873

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	9.61		2.00	4.11		0.64		16.36	7.77%
2	5.00	3.00	1.00	2.00				11.00	5.23%
3	4.50			2.64				7.14	3.39%
4	2.00	1.00		3.00				6.00	2.85%
5		1.00		2.00	1.00			4.00	1.90%
6			2.00	1.00	1.00	1.00		5.00	2.38%
7			1.00	2.00	1.00			4.00	1.90%
8	1.00			2.00	1.00			4.00	1.90%
9			1.00	3.00	1.00			5.00	2.38%
10	5.00		1.00	2.00		1.00		9.00	4.28%
11	6.00	1.00	-	3.00				10.00	4.75%
12	2.00	1.00		3.00		2.00	1.00	9.00	4.28%
13	4.60			5.00	1.00		1.00	11.60	5.51%
14	1.00			6.00	2.00			9.00	4.28%
15	5.00	1.00		4.00		1.00		11.00	5.23%
16	7.00	3.00	3.00	3.00	1.00	1.00		18.00	8.55%
17	4.00			3.00		-	2.00	9.00	4.28%
18	16.60	4.80	2.00	19.00	8.00	9.00	2.00	61.40	29.17%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

Joan Bube
March 16, 2016

BASE YEAR**015-16 Glassboro Teachers****Guide Cost**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	468,586	-	103,126	223,233	-	36,731	-
2	246,375	152,010	52,063	109,706	-	-	-
3	223,988	-	-	146,287	-	-	-
4	101,498	52,149	-	169,047	-	-	-
5	-	53,208	-	114,816	58,808	-	-
6	-	-	111,336	58,468	59,868	61,268	-
7	-	-	56,927	119,454	61,127	-	-
8	55,387	-	-	121,974	62,387	-	-
9	-	-	59,445	186,735	63,645	-	-
10	289,520	-	60,704	127,008	-	66,304	-
11	356,568	60,828	-	195,084	-	-	-
12	122,036	62,418	-	199,854	-	138,836	71,518
13	288,609	-	-	341,705	69,741	-	73,241
14	64,993	-	-	423,558	143,986	-	-
15	337,220	68,844	-	292,176	-	75,844	-
16	491,589	214,881	219,081	227,481	77,227	78,627	-
17	300,520	-	-	242,190	-	-	171,260
18	1,350,792	397,310	168,346	1,652,487	706,984	807,957	183,746
Total							14,610,725
Average							69,410
1%							146,107

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YEAR 1**2016-17 Glassboro Teachers****Salary Guide**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	48,775	50,175	51,575	54,375	55,775	57,175	59,275
2	49,275	50,675	52,075	54,875	56,275	57,675	59,775
3	49,775	51,175	52,575	55,375	56,775	58,175	60,275
4	50,749	52,149	53,549	56,349	57,749	59,149	61,249
5	51,808	53,208	54,608	57,408	58,808	60,208	62,308
6	52,868	54,268	55,668	58,468	59,868	61,268	63,368
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9	56,645	58,045	59,445	62,245	63,645	65,045	67,145
10	58,133	59,533	60,933	63,733	65,133	66,533	68,633
11	59,673	61,073	62,473	65,273	66,673	68,073	70,173
12	61,273	62,673	64,073	66,873	68,273	69,673	71,773
13	63,073	64,473	65,873	68,673	70,073	71,473	73,573
14	65,373	66,773	68,173	70,973	72,373	73,773	75,873
15	67,873	69,273	70,673	73,473	74,873	76,273	78,373
16	70,673	72,073	73,473	76,273	77,673	79,073	81,173
17	75,573	76,973	78,373	81,173	82,573	83,973	86,073
18	82,073	83,473	84,873	87,673	89,073	90,473	92,573

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attergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	9.61	-	2.00	4.11	-	0.64	-	16.36	7.77%
3	5.00	3.00	1.00	2.00	-	-	-	11.00	5.23%
4	4.50	-	-	2.64	-	-	-	7.14	3.39%
5	2.00	1.00	-	3.00	-	-	-	6.00	2.85%
6	-	1.00	-	2.00	1.00	-	-	4.00	1.90%
7	-	-	2.00	1.00	1.00	1.00	-	5.00	2.38%
8	-	-	1.00	2.00	1.00	-	-	4.00	1.90%
9	1.00	-	-	2.00	1.00	-	-	4.00	1.90%
10	-	-	1.00	3.00	1.00	-	-	5.00	2.38%
11	5.00	-	1.00	2.00	-	1.00	-	9.00	4.28%
12	6.00	1.00	-	3.00	-	-	-	10.00	4.75%
13	2.00	1.00	-	3.00	-	2.00	1.00	9.00	4.28%
14	4.60	-	-	5.00	1.00	-	1.00	11.60	5.51%
15	1.00	-	-	6.00	2.00	-	-	9.00	4.28%
16	5.00	1.00	-	4.00	-	1.00	-	11.00	5.23%
17	7.00	3.00	3.00	3.00	1.00	1.00	-	18.00	8.55%
18	20.60	4.80	2.00	22.00	8.00	9.00	4.00	70.40	33.44%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

98
5/2/19

YEAR 1
016-17 Glassboro Teachers

Guide Cost
Step

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	473,390	-	104,150	225,377	-	37,074	-
3	248,875	153,525	52,575	110,750	-	-	-
4	228,371	-	-	148,919	-	-	-
5	103,616	53,208	-	172,224	-	-	-
6	-	54,268	-	116,936	59,868	-	-
7	-	-	113,854	59,727	61,127	62,527	-
8	-	-	58,187	121,974	62,387	-	-
9	56,645	-	-	124,490	63,645	-	-
10	-	-	60,933	191,199	65,133	-	-
11	298,365	-	62,473	130,546	-	68,073	-
12	367,638	62,673	-	200,619	-	-	-
13	126,146	64,473	-	206,019	-	142,946	73,573
14	300,716	-	-	354,865	72,373	-	75,873
15	67,873	-	-	440,838	149,746	-	-
16	353,365	72,073	-	305,092	-	79,073	-
17	529,011	230,919	235,119	243,519	82,573	83,973	-
18	1,690,704	400,670	169,746	1,928,806	712,584	814,257	370,292
Total							15,012,557
2015-16							14,610,725
Difference							401,833
% Increase							2.75%

QB
 3/18

YEAR 1**2016-17 Glassboro Teachers****Salary Guide**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	48,775	50,175	51,575	54,375	55,775	57,175	59,275
2	49,275	50,675	52,075	54,875	56,275	57,675	59,775
3	49,775	51,175	52,575	55,375	56,775	58,175	60,275
4	50,749	52,149	53,549	56,349	57,749	59,149	61,249
5	51,808	53,208	54,608	57,408	58,808	60,208	62,308
6	52,868	54,268	55,668	58,468	59,868	61,268	63,368
7	54,127	55,527	56,927	59,727	61,127	62,527	64,627
8	55,387	56,787	58,187	60,987	62,387	63,787	65,887
9	56,645	58,045	59,445	62,245	63,645	65,045	67,145
10	58,133	59,533	60,933	63,733	65,133	66,533	68,633
11	59,673	61,073	62,473	65,273	66,673	68,073	70,173
12	61,273	62,673	64,073	66,873	68,273	69,673	71,773
13	63,073	64,473	65,873	68,673	70,073	71,473	73,573
14	65,373	66,773	68,173	70,973	72,373	73,773	75,873
15	67,873	69,273	70,673	73,473	74,873	76,273	78,373
16	70,673	72,073	73,473	76,273	77,673	79,073	81,173
17	75,573	76,973	78,373	81,173	82,573	83,973	86,073
18	82,073	83,473	84,873	87,673	89,073	90,473	92,573

700

attergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	9.61	-	2.00	4.11	-	0.64	-	16.36	7.77%
3	5.00	3.00	1.00	2.00	-	-	-	11.00	5.23%
4	4.50	-	-	2.64	-	-	-	7.14	3.39%
5	2.00	1.00	-	3.00	-	-	-	6.00	2.85%
6	-	1.00	-	2.00	1.00	-	-	4.00	1.90%
7	-	-	2.00	1.00	1.00	1.00	-	5.00	2.38%
8	-	-	1.00	2.00	1.00	-	-	4.00	1.90%
9	1.00	-	-	2.00	1.00	-	-	4.00	1.90%
10	-	-	1.00	3.00	1.00	-	-	5.00	2.38%
11	5.00	-	1.00	2.00	-	1.00	-	9.00	4.28%
12	6.00	1.00	-	3.00	-	-	-	10.00	4.75%
13	2.00	1.00	-	3.00	-	2.00	1.00	9.00	4.28%
14	4.60	-	-	5.00	1.00	-	1.00	11.60	5.51%
15	1.00	-	-	6.00	2.00	-	-	9.00	4.28%
16	5.00	1.00	-	4.00	-	1.00	-	11.00	5.23%
17	7.00	3.00	3.00	3.00	1.00	1.00	-	18.00	8.55%
18	20.60	4.80	2.00	22.00	8.00	9.00	4.00	70.40	33.44%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

95


YEAR 1
2016-17 Glassboro Teachers

Guide Cost
Step

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	473,390	-	104,150	225,377	-	37,074	-
3	248,875	153,525	52,575	110,750	-	-	-
4	228,371	-	-	148,919	-	-	-
5	103,616	53,208	-	172,224	-	-	-
6	-	54,268	-	116,936	59,868	-	-
7	-	-	113,854	59,727	61,127	62,527	-
8	-	-	58,187	121,974	62,387	-	-
9	56,645	-	-	124,490	63,645	-	-
10	-	-	60,933	191,199	65,133	-	-
11	298,365	-	62,473	130,546	-	68,073	-
12	367,638	62,673	-	200,619	-	-	-
13	126,146	64,473	-	206,019	-	142,946	73,573
14	300,716	-	-	354,865	72,373	-	75,873
15	67,873	-	-	440,838	149,746	-	-
16	353,365	72,073	-	305,092	-	79,073	-
17	529,011	230,919	235,119	243,519	82,573	83,973	-
18	1,690,704	400,670	169,746	1,928,806	712,584	814,257	370,292
						Total	15,012,557
						2015-16	14,610,725
						Difference	401,833
						% Increase	2.75%

QB
~~SB~~

YEAR 2**2017-18 Glassboro Teachers****Salary Guide**

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	48,795	50,195	51,595	54,395	55,795	57,195	59,295
2	49,295	50,695	52,095	54,895	56,295	57,695	59,795
3	49,795	51,195	52,595	55,395	56,795	58,195	60,295
4	50,769	52,169	53,569	56,369	57,769	59,169	61,269
5	51,828	53,228	54,628	57,428	58,828	60,228	62,328
6	52,888	54,288	55,688	58,488	59,888	61,288	63,388
7	54,147	55,547	56,947	59,747	61,147	62,547	64,647
8	55,407	56,807	58,207	61,007	62,407	63,807	65,907
9	56,665	58,065	59,465	62,265	63,665	65,065	67,165
10	58,153	59,553	60,953	63,753	65,153	66,553	68,653
11	59,693	61,093	62,493	65,293	66,693	68,093	70,193
12	61,293	62,693	64,093	66,893	68,293	69,693	71,793
13	63,093	64,493	65,893	68,693	70,093	71,493	73,593
14	65,393	66,793	68,193	70,993	72,393	73,793	75,893
15	67,893	69,293	70,693	73,493	74,893	76,293	78,393
16	70,693	72,093	73,493	76,293	77,693	79,093	81,193
17	75,593	76,993	78,393	81,193	82,593	83,993	86,093
18	82,773	84,173	85,573	88,373	89,773	91,173	93,273

700

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	9.61	-	2.00	4.11	-	0.64	-	16.36	7.77%
4	5.00	3.00	1.00	2.00	-	-	-	11.00	5.23%
5	4.50	-	-	2.64	-	-	-	7.14	3.39%
6	2.00	1.00	-	3.00	-	-	-	6.00	2.85%
7	-	1.00	-	2.00	1.00	-	-	4.00	1.90%
8	-	-	2.00	1.00	1.00	1.00	-	5.00	2.38%
9	-	-	1.00	2.00	1.00	-	-	4.00	1.90%
10	1.00	-	-	2.00	1.00	-	-	4.00	1.90%
11	-	-	1.00	3.00	1.00	-	-	5.00	2.38%
12	5.00	-	1.00	2.00	-	1.00	-	9.00	4.28%
13	6.00	1.00	-	3.00	-	-	-	10.00	4.75%
14	2.00	1.00	-	3.00	-	2.00	1.00	9.00	4.28%
15	4.60	-	-	5.00	1.00	-	1.00	11.60	5.51%
16	1.00	-	-	6.00	2.00	-	-	9.00	4.28%
17	5.00	1.00	-	4.00	-	1.00	-	11.00	5.23%
18	27.60	7.80	5.00	25.00	9.00	10.00	4.00	88.40	42.00%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

JB
SMT

YEAR 2
017-18 Glassboro Teachers

Guide Cost

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	478,385	-	105,190	227,513	-	37,408	-
4	253,845	156,507	53,569	112,738	-	-	-
5	233,227	-	-	151,771	-	-	-
6	105,776	54,288	-	175,464	-	-	-
7	-	55,547	-	119,494	61,147	-	-
8	-	-	116,414	61,007	62,407	63,807	-
9	-	-	59,465	124,530	63,665	-	-
10	58,153	-	-	127,506	65,153	-	-
11	-	-	62,493	195,879	66,693	-	-
12	306,465	-	64,093	133,786	-	69,693	-
13	378,558	64,493	-	206,079	-	-	-
14	130,786	66,793	-	212,979	-	147,586	75,893
15	312,308	-	-	367,465	74,893	-	78,393
16	70,693	-	-	457,758	155,386	-	-
17	377,965	76,993	-	324,772	-	83,993	-
18	2,284,535	656,549	427,865	2,209,325	807,957	911,730	373,092
Total							15,417,916
2016-17							15,012,557
Difference							405,359
% Increase							2.70%

JB
 SMH

YEAR 3
2018-19 Glassboro Teachers

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	48,873	50,273	51,673	54,473	55,873	57,273	59,373
2	49,373	50,773	52,173	54,973	56,373	57,773	59,873
3	49,873	51,273	52,673	55,473	56,873	58,273	60,373
4	50,773	52,173	53,573	56,373	57,773	59,173	61,273
5	51,873	53,273	54,673	57,473	58,873	60,273	62,373
6	52,973	54,373	55,773	58,573	59,973	61,373	63,473
7	54,173	55,573	56,973	59,773	61,173	62,573	64,673
8	55,473	56,873	58,273	61,073	62,473	63,873	65,973
9	56,698	58,098	59,498	62,298	63,698	65,098	67,198
10	58,348	59,748	61,148	63,948	65,348	66,748	68,848
11	60,048	61,448	62,848	65,648	67,048	68,448	70,548
12	61,923	63,323	64,723	67,523	68,923	70,323	72,423
13	63,923	65,323	66,723	69,523	70,923	72,323	74,423
14	66,323	67,723	69,123	71,923	73,323	74,723	76,823
15	68,923	70,323	71,723	74,523	75,923	77,323	79,423
16	71,723	73,123	74,523	77,323	78,723	80,123	82,223
17	76,723	78,123	79,523	82,323	83,723	85,123	87,223
18	83,473	84,873	86,273	89,073	90,473	91,873	93,973

700

attergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-
4	9.61	-	2.00	4.11	-	0.64	-	16.36	7.77%
5	5.00	3.00	1.00	2.00	-	-	-	11.00	5.23%
6	4.50	-	-	2.64	-	-	-	7.14	3.39%
7	2.00	1.00	-	3.00	-	-	-	6.00	2.85%
8	-	1.00	-	2.00	1.00	-	-	4.00	1.90%
9	-	-	2.00	1.00	1.00	1.00	-	5.00	2.38%
10	-	-	1.00	2.00	1.00	-	-	4.00	1.90%
11	1.00	-	-	2.00	1.00	-	-	4.00	1.90%
12	-	-	1.00	3.00	1.00	-	-	5.00	2.38%
13	5.00	-	1.00	2.00	-	1.00	-	9.00	4.28%
14	6.00	1.00	-	3.00	-	-	-	10.00	4.75%
15	2.00	1.00	-	3.00	-	2.00	1.00	9.00	4.28%
16	4.60	-	-	5.00	1.00	-	1.00	11.60	5.51%
17	1.00	-	-	6.00	2.00	-	-	9.00	4.28%
18	32.60	8.80	5.00	29.00	9.00	11.00	4.00	99.40	47.22%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

JP
 5/11

EAR 3
2018-19 Glassboro Teachers

Guide Cost Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	487,781	-	107,146	231,529	-	38,037	-
5	259,365	159,819	54,673	114,946	-	-	-
6	238,379	-	-	154,797	-	-	-
7	108,346	55,573	-	179,319	-	-	-
8	-	56,873	-	122,146	62,473	-	-
9	-	-	118,996	62,298	63,698	65,098	-
10	-	-	61,148	127,896	65,348	-	-
11	60,048	-	-	131,296	67,048	-	-
12	-	-	64,723	202,569	68,923	-	-
13	319,615	-	66,723	139,046	-	72,323	-
14	397,938	67,723	-	215,769	-	-	-
15	137,846	70,323	-	223,569	-	154,646	79,423
16	329,926	-	-	386,615	78,723	-	82,223
17	76,723	-	-	493,938	167,446	-	-
18	2,721,220	746,882	431,365	2,583,117	814,257	1,010,603	375,892
Total							15,834,165
2017-18							15,417,916
Difference							416,249
% Increase							2.70%

JB
SA

Year 4
2019-20 Glassboro Teachers

Salary Guide

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	50,040	51,440	52,840	55,640	57,040	58,440	60,540
2	50,540	51,940	53,340	56,140	57,540	58,940	61,040
3	51,040	52,440	53,840	56,640	58,040	59,440	61,540
4	51,790	53,190	54,590	57,390	58,790	60,190	62,290
5	52,540	53,940	55,340	58,140	59,540	60,940	63,040
6	53,640	55,040	56,440	59,240	60,640	62,040	64,140
7	54,940	56,340	57,740	60,540	61,940	63,340	65,440
8	56,240	57,640	59,040	61,840	63,240	64,640	66,740
9	57,573	58,973	60,373	63,173	64,573	65,973	68,073
10	59,223	60,623	62,023	64,823	66,223	67,623	69,723
11	60,923	62,323	63,723	66,523	67,923	69,323	71,423
12	62,673	64,073	65,473	68,273	69,673	71,073	73,173
13	64,673	66,073	67,473	70,273	71,673	73,073	75,173
14	67,073	68,473	69,873	72,673	74,073	75,473	77,573
15	69,673	71,073	72,473	75,273	76,673	78,073	80,173
16	72,473	73,873	75,273	78,073	79,473	80,873	82,973
17	77,473	78,873	80,273	83,073	84,473	85,873	87,973
18	84,173	85,573	86,973	89,773	91,173	92,573	94,673

700

Scattergram

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60	Total	Percent
1	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-	-	-
5	9.61	-	2.00	4.11	-	0.64	-	16.36	7.77%
6	5.00	3.00	1.00	2.00	-	-	-	11.00	5.23%
7	4.50	-	-	2.64	-	-	-	7.14	3.39%
8	2.00	1.00	-	3.00	-	-	-	6.00	2.85%
9	-	1.00	-	2.00	1.00	-	-	4.00	1.90%
10	-	-	2.00	1.00	1.00	1.00	-	5.00	2.38%
11	-	-	1.00	2.00	1.00	-	-	4.00	1.90%
12	1.00	-	-	2.00	1.00	-	-	4.00	1.90%
13	-	-	1.00	3.00	1.00	-	-	5.00	2.38%
14	5.00	-	1.00	2.00	-	1.00	-	9.00	4.28%
15	6.00	1.00	-	3.00	-	-	-	10.00	4.75%
16	2.00	1.00	-	3.00	-	2.00	1.00	9.00	4.28%
17	4.60	-	-	5.00	1.00	-	1.00	11.60	5.51%
18	33.60	8.80	5.00	35.00	11.00	11.00	4.00	108.40	51.50%
Totals	73.31	15.80	13.00	69.75	17.00	15.64	6.00	210.50	100.00%
Percent	34.83%	7.51%	6.18%	33.14%	8.08%	7.43%	2.85%		

QB
Sold

Year 4
2019-20 Glassboro Teachers

Guide Cost
Step

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+60
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	504,757	-	110,680	238,787	-	39,172	-
6	268,200	165,120	56,440	118,480	-	-	-
7	247,231	-	-	159,995	-	-	-
8	112,480	57,640	-	185,520	-	-	-
9	-	58,973	-	126,346	64,573	-	-
10	-	-	124,046	64,823	66,223	67,623	-
11	-	-	63,723	133,046	67,923	-	-
12	62,673	-	-	136,546	69,673	-	-
13	-	-	67,473	210,819	71,673	-	-
14	335,365	-	69,873	145,346	-	75,473	-
15	418,038	71,073	-	225,819	-	-	-
16	144,946	73,873	-	234,219	-	161,746	82,973
17	356,376	-	-	415,365	84,473	-	87,973
18	2,828,213	753,042	434,865	3,142,055	1,002,903	1,018,303	378,692

Total 16,261,661

2018-19 15,834,165

Difference 427,497

% Increase 2.70%

RB
SAU

BASE YEAR
2015-16 Glassboro Bus Drivers

Salary Guide

Step	Hourly
L1Y1	19.91
L1Y2	19.91
L2Y3	21.58
L2Y4	21.58
L3Y5	23.05
L3Y6	23.05
L4Y7	24.38
L4Y8	24.38
L5 Top 9+	25.52

Scattergram

Step	Hourly	Total	Percent
L1Y1	2,308.50	2,308.50	7.86%
L1Y2	877.50	877.50	2.99%
L2Y3	3,967.00	3,967.00	13.50%
L2Y4	1,836.50	1,836.50	6.25%
L3Y5	-	-	-
L3Y6	1,900.00	1,900.00	6.47%
L4Y7	1,845.50	1,845.50	6.28%
L4Y8	1,900.00	1,900.00	6.47%
L5 Top 9+	14,746.00	14,746.00	50.19%
Totals	29,381.00	29,381.00	100.00%
Percent	100.00%		

Joan Bluke
Robert Henry
 10/17/16

BASE YEAR
2015-16 Glassboro Bus Drivers

Guide Cost	
Step	Hourly
L1Y1	45,962.24
L1Y2	17,471.03
L2Y3	85,607.86
L2Y4	39,631.67
L3Y5	-
L3Y6	43,795.00
L4Y7	44,993.29
L4Y8	46,322.00
L5 Top 9+	376,317.92
Total	700,101
Average	23.83
1%	7,001

JB
3/11

YEAR 1
2016-17 Glassboro Bus Drivers

Salary Guide

Step	Hourly	0.35
L1Y1	20.31	
L1Y2	20.31	
L2Y3	21.93	
L2Y4	21.93	
L3Y5	23.40	
L3Y6	23.40	
L4Y7	24.73	
L4Y8	24.73	
L5 Top 9+	25.87	

Scattergram

Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	2,308.50	2,308.50	7.86%
L2Y3	877.50	877.50	2.99%
L2Y4	3,967.00	3,967.00	13.50%
L3Y5	1,836.50	1,836.50	6.25%
L3Y6	-	-	-
L4Y7	1,900.00	1,900.00	6.47%
L4Y8	1,845.50	1,845.50	6.28%
L5 Top 9+	16,646.00	16,646.00	56.66%
Totals	29,381.00	29,381.00	100.00%
Percent	100.00%		

JB
3/10

YEAR 1
2016-17 Glassboro Bus Drivers

Guide Cost	
Step	Hourly
L1Y1	-
L1Y2	46,885.64
L2Y3	19,243.58
L2Y4	86,996.31
L3Y5	42,974.10
L3Y6	-
L4Y7	46,987.00
L4Y8	45,639.22
L5 Top 9+	430,632.02
Total	719,358
2015-16	700,101
Difference	19,257
% Increase	2.75%

JB
8/24

YEAR 2
2017-18 Glassboro Bus Drivers

Salary Guide

Step	Hourly	0.26
L1Y1	20.61	
L1Y2	20.61	
L2Y3	22.23	
L2Y4	22.23	
L3Y5	23.66	
L3Y6	23.66	
L4Y7	24.99	
L4Y8	24.99	
L5 Top 9+	26.13	

Scattergram

Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	2,308.50	2,308.50	7.86%
L2Y4	877.50	877.50	2.99%
L3Y5	3,967.00	3,967.00	13.50%
L3Y6	1,836.50	1,836.50	6.25%
L4Y7	-	-	-
L4Y8	1,900.00	1,900.00	6.47%
L5 Top 9+	18,491.50	18,491.50	62.94%
Totals	29,381.00	29,381.00	100.00%
Percent	100.00%		

JB
SMA

YEAR 2
2017-18 Glassboro Bus Drivers

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	51,317.96
L2Y4	19,506.83
L3Y5	93,859.22
L3Y6	43,451.59
L4Y7	-
L4Y8	47,481.00
L5 Top 9+	483,182.90
Total	738,799
2016-17	719,358
Difference	19,442
% Increase	2.70%

JB
5/10

YEAR 3
2018-19 Glassboro Bus Drivers

Salary Guide

Step	Hourly	0.48
L1Y1	21.09	
L1Y2	21.09	
L2Y3	22.71	
L2Y4	22.71	
L3Y5	24.14	
L3Y6	24.14	
L4Y7	25.47	
L4Y8	25.47	
L5 Top 9+	26.61	

Scattergram

Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	2,308.50	2,308.50	7.86%
L3Y5	877.50	877.50	2.99%
L3Y6	3,967.00	3,967.00	13.50%
L4Y7	1,836.50	1,836.50	6.25%
L4Y8	-	-	-
L5 Top 9+	20,391.50	20,391.50	69.40%
Totals	29,381.00	29,381.00	100.00%
Percent	100.00%		

JB
2018

YEAR 3
2018-19 Glassboro Bus Drivers

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	52,426.04
L3Y5	21,182.85
L3Y6	95,763.38
L4Y7	46,775.66
L4Y8	-
L5 Top 9+	542,617.82
Total	758,766
2017-18	738,799
Difference	19,966
% Increase	2.70%

JB
5/10

Year 4
2019-20 Glassboro Bus Drivers

Salary Guide

Step	Hourly	0.40
L1Y1	21.54	
L1Y2	21.54	
L2Y3	23.16	
L2Y4	23.16	
L3Y5	24.59	
L3Y6	24.59	
L4Y7	25.87	
L4Y8	25.87	
L5 Top 9+	27.01	

Scattergram

Step	Hourly	Total	Percent
	-	-	-
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	2,308.50	2,308.50	7.86%
L3Y6	877.50	877.50	2.99%
L4Y7	3,967.00	3,967.00	13.50%
L4Y8	1,836.50	1,836.50	6.25%
L5 Top 9+	20,391.50	20,391.50	69.40%
Totals	29,381.00	29,381.00	100.00%
Percent	100.00%		

JB
8/20/19

Year 4
2019-20 Glassboro Bus Drivers

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	56,766.02
L3Y6	21,577.73
L4Y7	102,626.29
L4Y8	47,510.26
L5 Top 9+	550,774.42
Total	779,255
2018-19	758,766
Difference	20,489
% Increase	2.70%

BASE YEAR**2015-16 Glassboro Transp Aides****Salary Guide**

Step	Hourly
L1Y1	15.75
L1Y2	15.75
L2Y3	17.26
L2Y4	17.26
L3Y5	18.58
L3Y6	18.58
L4 Top 7+	19.44

Scattergram

Step	Hourly	Total	Percent
L1Y1		-	-
L1Y2		-	-
L2Y3		-	-
L2Y4	776.00	776.00	9.07%
L3Y5		-	-
L3Y6		-	-
L4 Top 7+	7,777.50	7,777.50	90.93%
Totals	8,553.50	8,553.50	100.00%
Percent	100.00%		

Joan Beube
Assistant 10/17/16

BASE YEAR
2015-16 Glassboro Transp Aides

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	13,393.76
L3Y5	-
L3Y6	-
L4 Top 7+	151,194.60
Total	164,588
Average	19
1%	1,646

JB
SMA

YEAR 1
2016-17 Glassboro Transp Aides

Salary Guide

Step	Hourly	0.41
L1Y1	16.16	
L1Y2	16.16	
L2Y3	17.67	
L2Y4	17.67	
L3Y5	18.99	
L3Y6	18.99	
L4 Top 7+	19.85	

Scattergram

Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	776.00	776.00	9.07%
L3Y6	-	-	-
L4 Top 7+	7,777.50	7,777.50	90.93%
Totals	8,553.50	8,553.50	100.00%
Percent	100.00%		

JB
~~2014~~

YEAR 1
2016-17 **Glassboro Transp Aides**

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	14,736.24
L3Y6	-
L4 Top 7+	154,383.38
Total	169,120
2015-16	164,588
Difference	4,531
% Increase	2.75%

JB
 SAA

YEAR 2
2017-18 Glassboro Transp Aides

Salary Guide		
Step	Hourly	0.53
L1Y1	16.69	
L1Y2	16.69	
L2Y3	18.20	
L2Y4	18.20	
L3Y5	19.56	
L3Y6	19.56	
L4 Top 7+	20.38	

Scattergram			
Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	-	-	-
L3Y6	776.00	776.00	9.07%
L4 Top 7+	7,777.50	7,777.50	90.93%
Totals	8,553.50	8,553.50	100.00%
Percent	100.00%		

JB
3/1/18

YEAR 2
2017-18 Glassboro Transp Aides

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	15,178.56
L4 Top 7+	158,505.45
Total	173,684
2016-17	169,120
Difference	4,564
% Increase	2.70%

JB
3/10

YEAR 3
2018-19 Glassboro Transp Aides

Salary Guide		
Step	Hourly	0.47
L1Y1	17.16	
L1Y2	17.16	
L2Y3	18.67	
L2Y4	18.67	
L3Y5	20.03	
L3Y6	20.03	
L4 Top 7+	20.85	

Scattergram			
Step	Hourly	Total	Percent
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	-	-	-
L3Y6	-	-	-
L4 Top 7+	8,553.50	8,553.50	100.00%
Totals	8,553.50	8,553.50	100.00%
Percent	100.00%		

JB
2018

YEAR 3
2018-19 *Glassboro Transp Aides*

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	-
L4 Top 7+	178,340.48
Total	178,340
2017-18	173,684
Difference	4,656
% Increase	2.68%

JB
2/18

Year 4
2019-20 Glassboro Transp Aides

Salary Guide	
Step	Hourly
	0.57
L1Y1	17.73
L1Y2	17.73
L2Y3	19.24
L2Y4	19.24
L3Y5	20.60
L3Y6	20.60
L4 Top 7+	21.42

Scattergram			
Step	Hourly	Total	Percent
	-	-	-
L1Y1	-	-	-
L1Y2	-	-	-
L2Y3	-	-	-
L2Y4	-	-	-
L3Y5	-	-	-
L3Y6	-	-	-
L4 Top 7+	8,553.50	8,553.50	100.00%
Totals	8,553.50	8,553.50	100.00%
Percent	100.00%		

JB
2/16

Year 4
2019-20 **Glassboro Transp Aides**

Guide Cost Step	Hourly
L1Y1	-
L1Y2	-
L2Y3	-
L2Y4	-
L3Y5	-
L3Y6	-
L4 Top 7+	183,215.97
Total	183,216
2018-19	178,340
Difference	4,875
% Increase	2.73%

JB
2000

	<u>Base</u> <u>15/16</u>	<u>Yr 1</u> <u>16/17</u>	<u>Yr 2</u> <u>17/18</u>	<u>Yr 3</u> <u>18/19</u>
Mechanics				
Hours	\$ 39.23	\$ 40.31	\$ 41.40	\$ 42.51
2080				
Total	\$ 81,598.40	\$ 83,842.36	\$ 86,106.10	\$ 88,430.96
Mechanic's Assistant				
Hours	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.07
2080				
Total	\$ 67,308.80	\$ 69,159.79	\$ 71,027.11	\$ 72,944.84
Grand Total	\$ 148,907.20	\$ 153,002.15	\$ 157,133.21	\$ 161,375.80
Difference	\$	\$ 4,094.95	\$ 4,131.06	\$ 4,242.60
%		<u>2.750%</u>	<u>2.700%</u>	<u>2.700%</u>

Joan Burke
10/17/18

Yr 4
19/20
\$ 43.66

\$ 90,818.60

\$ 36.02

\$ 74,914.35

\$165,732.95

\$ 4,357.15

2.700%

see
p. 13

BASE YEAR**2015-16 Glassboro Secretaries****Salary Guide**

Step	A12	B12	A10	B10	
1	31,538	28,877	26,281	24,063	26,282
2	33,472	30,644	27,892	25,536	
3	35,407	32,411	29,505	27,008	
4	37,341	34,176	31,116	28,479	
5	39,276	35,943	32,729	29,951	
6	41,210	37,710	34,340	31,424	
7	43,144	39,477	35,952	32,896	
8	45,079	41,243	37,564	34,368	
9	47,013	43,010	39,176	35,840	
10	48,948	44,777	40,788	37,313	
11	50,882	46,543	42,400	38,784	
12	52,817	48,310	44,012	40,257	
OG	53,605				

Scattergram

Step	A12	B12	A10	B10	Total	Percent
1					-	-
2					-	-
3				1.00	1.00	7.14%
4					-	-
5	1.00				1.00	7.14%
6					-	-
7	1.00				1.00	7.14%
8				1.00	1.00	7.14%
9					-	-
10	2.00			1.00	3.00	21.43%
11	1.00				1.00	7.14%
12	2.00	2.00		2.00	6.00	42.86%
Totals	7.00	2.00	-	5.00	14.00	100.00%
Percent	50.00%	14.29%	-	35.71%		

John Butke
Reviewed 10/17/16

BASE YEAR**2015-16 Glassboro Secretaries**

Guide Cost Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	27,008
4	-	-	-	-
5	39,276	-	-	-
6	-	-	-	-
7	43,144	-	-	-
8	-	-	-	34,368
9	-	-	-	-
10	97,896	-	-	37,313
11	50,882	-	-	-
12	105,634	96,620	-	80,514
			OG A12	53,605
			Total	666,260
			Average	47,590
			1%	6,663

YEAR 1
2016-17 Glassboro Secretaries

Salary Guide Step	A12	B12	A10	B10
1	31,599	28,938	26,332	24,115
2	33,533	30,705	27,944	25,587
3	35,468	32,472	29,557	27,060
4	37,402	34,237	31,168	28,531
5	39,337	36,004	32,781	30,003
6	41,271	37,771	34,392	31,476
7	43,205	39,538	36,004	32,948
8	45,140	41,304	37,617	34,420
9	47,074	43,071	39,228	35,892
10	49,009	44,838	40,841	37,365
11	50,943	46,604	42,452	38,837
12	53,317	48,810	44,431	40,675
OG	54,105			

Scattergram Step	A12	B12	A10	B10	Total
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	1.00	1.00
5	-	-	-	-	-
6	1.00	-	-	-	1.00
7	-	-	-	-	-
8	1.00	-	-	-	1.00
9	-	-	-	1.00	1.00
10	-	-	-	-	-
11	2.00	-	-	1.00	3.00
12	3.00	2.00	-	2.00	7.00
Totals	7.00	2.00	-	5.00	14.00
Percent	50.00%	14.29%	-	35.71%	

9B
5/1/18

YEAR 1
2016-17 Glassboro Secretaries

Guide Cost Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	28,531
5	-	-	-	-
6	41,271	-	-	-
7	-	-	-	-
8	45,140	-	-	-
9	-	-	-	35,892
10	-	-	-	-
11	101,886	-	-	38,837
12	159,951	97,620	-	81,350
OG A12				54,105
Total				684,582
2015-16				666,260
Difference				18,322
% Increase				2.75%

Q.B.
 2016

YEAR 2**2017-18 Glassboro Secretaries****Salary Guide**

Step	A12	B12	A10	B10	0
1	31,599	28,938	26,332	24,115	
2	33,533	30,705	27,944	25,587	
3	35,468	32,472	29,557	27,060	
4	37,402	34,237	31,168	28,531	
5	39,337	36,004	32,781	30,003	
6	41,271	37,771	34,392	31,476	
7	43,205	39,538	36,004	32,948	
8	45,140	41,304	37,617	34,420	
9	47,074	43,071	39,228	35,892	
10	49,009	44,838	40,841	37,365	
11	50,943	46,604	42,452	38,837	
12	53,801	49,294	44,834	41,078	484
OG	54,589				

Scattergram

Step	A12	B12	A10	B10	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	-	-	-	1.00	1.00	7.14%
6	-	-	-	-	-	-
7	1.00	-	-	-	1.00	7.14%
8	-	-	-	-	-	-
9	1.00	-	-	-	1.00	7.14%
10	-	-	-	1.00	1.00	7.14%
11	-	-	-	-	-	-
12	5.00	2.00	-	3.00	10.00	71.43%
Totals	7.00	2.00	-	5.00	14.00	100.00%
Percent	50.00%	14.29%	-	35.71%		


 said

YEAR 2
2017-18 *Glassboro Secretaries*

Guide Cost Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	30,003
6	-	-	-	-
7	43,205	-	-	-
8	-	-	-	-
9	47,074	-	-	-
10	-	-	-	37,365
11	-	-	-	-
12	269,005	98,588	-	123,235
OG A12				54,589
Total				703,064
2016-17				684,582
Difference				18,481
% Increase				2.70%

JB
SA

YEAR 3**2018-19 Glassboro Secretaries****Salary Guide**

Step	A12	B12	A10	B10	859
1	32,458	29,797	27,048	24,831	
2	34,392	31,564	28,660	26,303	
3	36,327	33,331	30,272	27,776	
4	38,261	35,096	31,884	29,247	
5	40,196	36,863	33,497	30,719	
6	42,130	38,630	35,108	32,192	
7	44,064	40,397	36,720	33,664	
8	45,999	42,163	38,332	35,136	
9	47,933	43,930	39,944	36,608	
10	49,868	45,697	41,557	38,081	
11	51,802	47,463	43,168	39,552	
12	54,660	50,153	45,550	41,794	
OG	55,448				

Scattergram

Step	A12	B12	A10	B10	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	-	-	-	-	-	-
6	-	-	-	1.00	1.00	7.14%
7	-	-	-	-	-	-
8	1.00	-	-	-	1.00	7.14%
9	-	-	-	-	-	-
10	1.00	-	-	-	1.00	7.14%
11	-	-	-	1.00	1.00	7.14%
12	5.00	2.00	-	3.00	10.00	71.43%
Totals	7.00	2.00	-	5.00	14.00	100.00%
Percent	50.00%	14.29%	-	35.71%		

9B
8/18

YEAR 3
2018-19 *Glassboro Secretaries*

Guide Cost Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	-
6	-	-	-	32,192
7	-	-	-	-
8	45,999	-	-	-
9	-	-	-	-
10	49,868	-	-	-
11	-	-	-	39,552
12	273,300	100,306	-	125,382
OG A12				55,448
Total				722,047
2017-18				703,064
Difference				18,983
% Increase				2.70%

QB
SMA

Year 4
2019-20 Glassboro Secretaries

Salary Guide

Step	A12	B12	A10	B10	841
1	33,299	30,638	27,749	25,532	
2	35,233	32,405	29,361	27,004	
3	37,168	34,172	30,973	28,477	
4	39,102	35,937	32,585	29,947	
5	41,037	37,704	34,197	31,420	
6	42,971	39,471	35,809	32,892	
7	44,905	41,238	37,421	34,365	
8	46,840	43,004	39,033	35,837	
9	48,774	44,771	40,645	37,309	
10	50,709	46,538	42,257	38,782	
11	52,643	48,304	43,869	40,253	
12	55,501	50,994	46,251	42,495	
OG	56,289				

Scattergram

Step	A12	B12	A10	B10	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	-	-	-	-	-	-
6	-	-	-	-	-	-
7	-	-	-	1.00	1.00	7.14%
8	-	-	-	-	-	-
9	1.00	-	-	-	1.00	7.14%
10	-	-	-	-	-	-
11	1.00	-	-	-	1.00	7.14%
12	5.00	2.00	-	4.00	11.00	78.57%
Totals	7.00	2.00	-	5.00	14.00	100.00%
Percent	50.00%	14.29%	-	35.71%		

qb
sw

Year 4
2019-20 **Glassboro Secretaries**

Guide Cost Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	-
6	-	-	-	-
7	-	-	-	34,365
8	-	-	-	-
9	48,774	-	-	-
10	-	-	-	-
11	52,643	-	-	-
12	277,505	101,988	-	169,979
OG A12				56,289
Total				741,543
2018-19				722,047
Difference				19,496
% Increase				2.70%

JB
SWA