

**BASE YEAR**2019-20 *Glassboro Secretaries***Salary Guide**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
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

**Scattergram**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1				2.00	2.00	14.29%
2	1.00			1.00	2.00	14.29%
3				1.00	1.00	7.14%
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					-	-
11	1.00				1.00	7.14%
12	4.00			1.00	5.00	35.71%
<b>Totals</b>	8.00	-	-	6.00	14.00	100.00%
<b>Percent</b>	57.14%	-	-	42.86%		

**BASE YEAR**  
**2019-20 Glassboro Secretaries**

<b>Guide Cost Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	51,064
2	35,233	-	-	27,004
3	-	-	-	28,477
4	-	-	-	-
5	-	-	-	31,420
6	-	-	-	-
7	44,905	-	-	-
8	-	-	-	-
9	48,774	-	-	-
10	-	-	-	-
11	52,643	-	-	-
12	222,004	-	-	42,495
			<b>Total</b>	584,019
			<b>Average</b>	41,716
			<b>1%</b>	5,840

**BASE YEAR**2019-20 *Glassboro Secretaries***Increment Pattern**

Step	A12	B12	A10	B10
1	1,934	1,767	1,612	1,472
2	1,935	1,767	1,612	1,473
3	1,934	1,765	1,612	1,470
4	1,935	1,767	1,612	1,473
5	1,934	1,767	1,612	1,472
6	1,934	1,767	1,612	1,472
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	2,858	2,690	2,382	2,242
12	-	-	-	-

**Increment Cost**

Step	A12	B12	A10	B10
1	-	-	-	2,944
2	1,935	-	-	1,473
3	-	-	-	1,470
4	-	-	-	-
5	-	-	-	1,472
6	-	-	-	-
7	1,935	-	-	-
8	-	-	-	-
9	1,935	-	-	-
10	-	-	-	-
11	2,858	-	-	-
12	-	-	-	-
<b>Total</b>				16,023
<b>% of Base</b>				2.74%

**Increment Forward**

Years	%
1 to 2	2.17%
2 to 3	2.45%
3 to 4	1.74%
4 to 5	2.14%
5 to 6	1.42%

**YEAR 1** 1  
**2020-21** *Glassboro Secretaries*

<b>Salary Guide Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>186</b>
1	34,856	32,028	29,047	26,690	
2	35,456	32,628	29,547	27,190	
3	37,391	34,396	31,159	28,663	
4	39,325	36,160	32,771	30,133	
5	41,260	37,927	34,383	31,606	
6	43,194	39,694	35,995	33,078	
7	45,128	41,461	37,607	34,551	
8	47,063	43,227	39,219	36,023	
9	48,997	44,994	40,831	37,495	
10	50,932	46,761	42,443	38,968	
11	52,866	48,527	44,055	40,439	
12	56,341	51,834	46,951	43,195	700

<b>Scattergram Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-	-	-	-
2	-	-	-	2.00	2.00	14.29%
3	1.00	-	-	1.00	2.00	14.29%
4	-	-	-	1.00	1.00	7.14%
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	-	-	-	-	-	-
12	5.00	-	-	1.00	6.00	42.86%
<b>Totals</b>	8.00	-	-	6.00	14.00	100.00%
<b>Percent</b>	57.14%	-	-	42.86%		

**YEAR 1** **1**  
**2020-21** *Glassboro Secretaries*

Guide Cost Step	A12	B12	A10	B10		
1	-	-	-	-		
2	-	-	-	54,380		
3	37,391	-	-	28,663		
4	-	-	-	30,133		
5	-	-	-	-		
6	-	-	-	33,078		
7	-	-	-	-		
8	47,063	-	-	-		
9	-	-	-	-		
10	50,932	-	-	-		
11	-	-	-	-	3.0%	17,521
12	281,704	-	-	43,195	Add'l	5,000
			<b>Total</b>	606,540	<b>Total</b>	<b>22,521</b>
			<b>2019-20</b>	584,019	<b>Target</b>	<b>(0)</b>
			<b>Difference</b>	22,521		
			<b>% Increase</b>	3.86%		

**YEAR 1** 1  
**2020-21** *Glassboro Secretaries*

**Increment Pattern**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	600	600	500	500
2	1,935	1,768	1,612	1,473
3	1,934	1,764	1,612	1,470
4	1,935	1,767	1,612	1,473
5	1,934	1,767	1,612	1,472
6	1,934	1,767	1,612	1,472
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	3,475	3,307	2,896	2,756
12	-	-	-	-

**Increment Cost**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	2,946
3	1,934	-	-	1,470
4	-	-	-	1,473
5	-	-	-	-
6	-	-	-	1,472
7	-	-	-	-
8	1,934	-	-	-
9	-	-	-	-
10	1,934	-	-	-
11	-	-	-	-
12	-	-	-	-
			<b>Total</b>	13,163
			<b>% of Base</b>	2.17%

**YEAR 2**  
**2021-22**      *Glassboro Secretaries*

<b>Salary Guide</b>					
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>97</b>
1	36,307	33,312	30,256	27,760	
2	36,907	33,912	30,756	28,260	
3	37,507	34,512	31,256	28,760	
4	39,441	36,276	32,868	30,230	
5	41,376	38,044	34,480	31,703	
6	43,310	39,810	36,092	33,175	
7	45,244	41,577	37,704	34,648	
8	47,179	43,343	39,316	36,120	
9	49,113	45,110	40,928	37,592	
10	51,048	46,877	42,540	39,065	
11	52,982	48,643	44,152	40,536	
12	57,061	52,554	47,551	43,795	600

<b>Scattergram</b>						
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	2.00	2.00	14.29%
4	1.00	-	-	1.00	2.00	14.29%
5	-	-	-	1.00	1.00	7.14%
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	-	-	1.00	6.00	42.86%
<b>Totals</b>	8.00	-	-	6.00	14.00	100.00%
<b>Percent</b>	57.14%	-	-	42.86%		

**YEAR 2**  
**2021-22**      *Glassboro Secretaries*

<b>Guide Cost Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	-
3	-	-	-	57,520
4	39,441	-	-	30,230
5	-	-	-	31,703
6	-	-	-	-
7	-	-	-	34,648
8	-	-	-	-
9	49,113	-	-	-
10	-	-	-	-
11	52,982	-	-	-
12	285,304	-	-	43,795
			<b>Total</b>	624,737
			<b>2020-21</b>	606,540
			<b>Difference</b>	18,198
			<b>% Increase</b>	3.00%



**YEAR 2**  
**2021-22**      *Glassboro Secretaries*

**Increment Pattern**

Step	A12	B12	A10	B10
1	600	600	500	500
2	600	600	500	500
3	1,934	1,764	1,612	1,470
4	1,935	1,767	1,612	1,473
5	1,934	1,767	1,612	1,472
6	1,934	1,767	1,612	1,472
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	4,078	3,911	3,399	3,259
12	-	-	-	-

**Increment Cost**

Step	A12	B12	A10	B10
1	-	-	-	-
2	-	-	-	-
3	-	-	-	2,941
4	1,935	-	-	1,473
5	-	-	-	1,472
6	-	-	-	-
7	-	-	-	1,472
8	-	-	-	-
9	1,935	-	-	-
10	-	-	-	-
11	4,078	-	-	-
12	-	-	-	-
			<b>Total</b>	15,306
			<b>% of Base</b>	2.45%

**YEAR 3**  
**2022-23**      *Glassboro Secretaries*

**Salary Guide**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	
1	37,641	34,476	31,368	28,730	
2	38,241	35,076	31,868	29,230	
3	38,841	35,676	32,368	29,730	
4	39,441	36,276	32,868	30,230	
5	41,376	38,044	34,480	31,703	
6	43,310	39,810	36,092	33,175	
7	45,244	41,577	37,704	34,648	
8	47,179	43,343	39,316	36,120	
9	49,113	45,110	40,928	37,592	
10	51,048	46,877	42,540	39,065	
11	52,982	48,643	44,152	40,536	
12	57,655	53,148	48,046	44,290	495

**Scattergram**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	2.00	2.00	14.29%
5	1.00	-	-	1.00	2.00	14.29%
6	-	-	-	1.00	1.00	7.14%
7	-	-	-	-	-	-
8	-	-	-	1.00	1.00	7.14%
9	-	-	-	-	-	-
10	1.00	-	-	-	1.00	7.14%
11	-	-	-	-	-	-
12	6.00	-	-	1.00	7.00	50.00%
<b>Totals</b>	8.00	-	-	6.00	14.00	100.00%
<b>Percent</b>	57.14%	-	-	42.86%		

**YEAR 3**  
**2022-23**      *Glassboro Secretaries*

<b>Guide Cost Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
<b>1</b>	-	-	-	-
<b>2</b>	-	-	-	-
<b>3</b>	-	-	-	-
<b>4</b>	-	-	-	60,461
<b>5</b>	41,376	-	-	31,703
<b>6</b>	-	-	-	33,175
<b>7</b>	-	-	-	-
<b>8</b>	-	-	-	36,120
<b>9</b>	-	-	-	-
<b>10</b>	51,048	-	-	-
<b>11</b>	-	-	-	-
<b>12</b>	345,929	-	-	44,290
			<b>Total</b>	644,102
			<b>2021-22</b>	624,737
			<b>Difference</b>	19,365
			<b>% Increase</b>	3.10%

**YEAR 3**  
**2022-23**      *Glassboro Secretaries*

<b>Increment Pattern</b>				
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	600	600	500	500
2	600	600	500	500
3	600	600	500	500
4	1,935	1,767	1,612	1,473
5	1,934	1,767	1,612	1,472
6	1,934	1,767	1,612	1,472
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	4,672	4,505	3,894	3,754
12	-	-	-	-

<b>Increment Cost</b>				
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	2,945
5	1,934	-	-	1,472
6	-	-	-	1,472
7	-	-	-	-
8	-	-	-	1,472
9	-	-	-	-
10	1,934	-	-	-
11	-	-	-	-
12	-	-	-	-
			<b>Total</b>	11,231
			<b>% of Base</b>	1.74%

**Year 4**  
**2023-24 Glassboro Secretaries**

<b>Salary Guide Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>455</b>
1	39,222	35,890	32,685	29,908	
2	39,822	36,490	33,185	30,408	
3	40,422	37,090	33,685	30,908	
4	41,022	37,690	34,185	31,408	
5	41,922	38,590	34,935	32,158	
6	43,856	40,356	36,547	33,630	
7	45,790	42,123	38,159	35,103	
8	47,725	43,889	39,771	36,575	
9	49,659	45,656	41,383	38,047	
10	51,594	47,423	42,995	39,520	
11	53,528	49,189	44,607	40,991	
12	58,441	53,934	48,701	44,945	655

<b>Scattergram Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	-	-	-	2.00	2.00	14.29%
6	1.00	-	-	1.00	2.00	14.29%
7	-	-	-	1.00	1.00	7.14%
8	-	-	-	-	-	-
9	-	-	-	1.00	1.00	7.14%
10	-	-	-	-	-	-
11	1.00	-	-	-	1.00	7.14%
12	6.00	-	-	1.00	7.00	50.00%
<b>Totals</b>	<b>8.00</b>	<b>-</b>	<b>-</b>	<b>6.00</b>	<b>14.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>57.14%</b>	<b>-</b>	<b>-</b>	<b>42.86%</b>		

**Year 4**  
**2023-24**      *Glassboro Secretaries*

<b>Guide Cost Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	64,316
6	43,856	-	-	33,630
7	-	-	-	35,103
8	-	-	-	-
9	-	-	-	38,047
10	-	-	-	-
11	53,528	-	-	-
12	350,645	-	-	44,945
			<b>Total</b>	664,071
			<b>2022-23</b>	644,102
			<b>Difference</b>	19,969
			<b>% Increase</b>	3.10%

**Year 4**  
**2023-24**      *Glassboro Secretaries*

**Increment Pattern**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	600	600	500	500
2	600	600	500	500
3	600	600	500	500
4	900	900	750	750
5	1,934	1,767	1,612	1,472
6	1,934	1,767	1,612	1,472
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	4,912	4,745	4,094	3,954
12	-	-	-	-

**Increment Cost**

<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	2,945
6	1,934	-	-	1,472
7	-	-	-	1,472
8	-	-	-	-
9	-	-	-	1,472
10	-	-	-	-
11	4,912	-	-	-
12	-	-	-	-
			<b>Total</b>	14,208
			<b>% of Base</b>	2.14%

**Year 5**  
**2024-25**      *Glassboro Secretaries*

<b>Salary Guide</b>					
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>222</b>
1	40,256	36,756	33,547	30,630	
2	40,856	37,356	34,047	31,130	
3	41,456	37,956	34,547	31,630	
4	42,056	38,556	35,047	32,130	
5	42,956	39,456	35,797	32,880	
6	43,856	40,356	36,547	33,630	
7	46,057	42,390	38,381	35,325	
8	47,992	44,156	39,993	36,797	
9	49,926	45,923	41,605	38,269	
10	51,861	47,690	43,217	39,742	
11	53,795	49,456	44,829	41,213	
12	59,221	54,714	49,351	45,595	650

<b>Scattergram</b>						
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	-	-	-	-	-	-
6	-	-	-	2.00	2.00	14.29%
7	1.00	-	-	1.00	2.00	14.29%
8	-	-	-	1.00	1.00	7.14%
9	-	-	-	-	-	-
10	-	-	-	1.00	1.00	7.14%
11	-	-	-	-	-	-
12	7.00	-	-	1.00	8.00	57.14%
<b>Totals</b>	8.00	-	-	6.00	14.00	100.00%
<b>Percent</b>	57.14%	-	-	42.86%		



**Year 5**  
**2024-25**      **Glassboro Secretaries**

<b>Guide Cost Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
<b>1</b>	-	-	-	-
<b>2</b>	-	-	-	-
<b>3</b>	-	-	-	-
<b>4</b>	-	-	-	-
<b>5</b>	-	-	-	-
<b>6</b>	-	-	-	67,261
<b>7</b>	46,057	-	-	35,325
<b>8</b>	-	-	-	36,797
<b>9</b>	-	-	-	-
<b>10</b>	-	-	-	39,742
<b>11</b>	-	-	-	-
<b>12</b>	414,545	-	-	45,595
			<b>Total</b>	685,321
			<b>2023-24</b>	664,071
			<b>Difference</b>	21,250
			<b>% Increase</b>	3.20%

**Year 5**  
**2024-25**      *Glassboro Secretaries*

<b>Increment Pattern</b>				
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	600	600	500	500
2	600	600	500	500
3	600	600	500	500
4	900	900	750	750
5	900	900	750	750
6	2,200	2,033	1,834	1,694
7	1,935	1,766	1,612	1,472
8	1,934	1,767	1,612	1,472
9	1,935	1,767	1,612	1,472
10	1,934	1,766	1,612	1,472
11	5,426	5,258	4,522	4,382
12	-	-	-	-

<b>Increment Cost</b>				
<b>Step</b>	<b>A12</b>	<b>B12</b>	<b>A10</b>	<b>B10</b>
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	-	-	-	-
6	-	-	-	3,389
7	1,935	-	-	1,472
8	-	-	-	1,472
9	-	-	-	-
10	-	-	-	1,472
11	-	-	-	-
12	-	-	-	-
			<b>Total</b>	9,740
			<b>% of Base</b>	1.42%