


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 Support Professionals Association for the period July 1, 2016 to June 30, 2019.

See attachments.

**Memorandum of Agreement**

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

**June 15, 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, 2019.**

**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%**

**2017-2018: 2.70%**

**2018-2019: 2.65%**

**3) Retroactivity- This Agreement shall cover all current bargaining unit members for the period of July 1, 2016- June 30, 2019, 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**6) All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposal.**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 E.**

**Exhibit A: March 22<sup>nd</sup>**

**Exhibit B: April 26<sup>th</sup>**

**Exhibit C: May 10<sup>th</sup>**

**Exhibit D: May 23<sup>rd</sup>**

**Exhibit E: June 6<sup>th</sup>**

**11) Article X, Salaries and Other Forms of Remuneration, Subparagraph H shall now read:**

**H. Employees working as Head Custodian, Second Shift Foreman, Grounds Foreman, Maintenance Mechanic I, or any positions in the future with duties and responsibilities similar to those performed by the aforementioned titles shall receive \$2,150. The amount shall be paid 50% in December and the remaining 50% in June. The stipend shall be paid as long as the appointed Foreman/Head Custodian can fulfill his/her responsibilities as the Foreman/Head Custodian.**

**12) Article XIX, Employee Facilities and Equipment, Section A, Subparagraph A, add the following after the last sentence:**

**A Jeans/Workpants allowance of one hundred twenty-five dollars (\$125) shall be given each school year to Maintenance, Custodians, Housekeepers, and Groundskeepers. In order to receive the Jeans/Workpants reimbursement, all employees must present the Board's Business Office with an original receipt of the purchase.**

**13) ) Article XIX, Employee Facilities and Equipment, the new Section C shall read:**

**C. Maintenance, Custodian, Housekeepers, and Groundskeepers shall be reimbursed fifty percent (50%) of the costs for the Black Seal Certification if the member provides proof of passing the certification test. Those members**

who have a Black Seal license shall be reimbursed for the 1 year or 3 year license renewal fee.

14) Article XXI Payment for Unused Accumulated Sick Leave at Retirement, Subparagraph B., add the following after the first sentence:

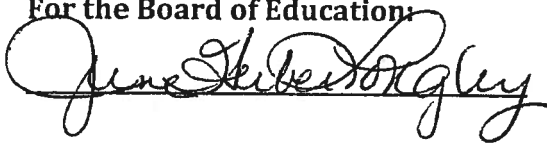
If an employee notifies the Board of his/her intention to retire prior to January 31<sup>st</sup> of the year of retirement, the employee will be paid for unused, accumulated sick leave on July 15<sup>th</sup> of the following school year.

If an employee notifies the Board of his or her intention to retire after January 31<sup>st</sup> of the year of retirement, the employee will be paid for unused, accumulated sick leave on July 15<sup>th</sup> of the second (2<sup>nd</sup>) following school year.

This Memorandum of Agreement is 3 pages in length.

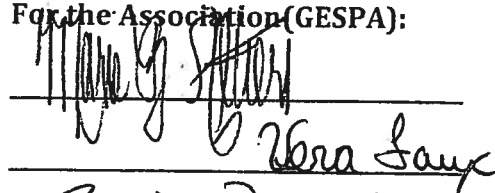
DATE: 6/15/16

For the Board of Education:



\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

For the Association (GESPA):







A

March 22, 2016

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

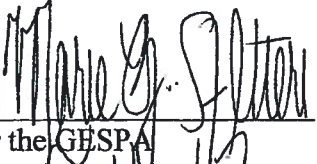
**-and-**


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

1. **Article I, *Recognition*, combine subparagraphs B. and C. together to make 1 subparagraph**
2. **Article I, *Recognition*, delete subparagraph D. in its entirety**
3. **Article II, *Negotiations of Successor Agreement*, subparagraph A., 3<sup>rd</sup> line, change "form" to "forth"**
4. **Article II, *Negotiations of Successor Agreement*, subparagraph C., delete the last sentence in its entirety.**
5. **Article IV, *Grievance Procedure*, subparagraph E., 1<sup>st</sup> line, change "he" to "be"**
6. **Article IV, *Grievance Procedure*, subparagraph F., in the 1<sup>st</sup> line, change "he" to "be"**
7. **Article IV, *Grievance Procedure*, subparagraph (b), change to subparagraph "H" Re-letter all remaining subparagraphs "H" through and including "R" to "I" through and including "S"**
8. **Article IV, *Grievance Procedure*, subparagraph M., in the 1<sup>st</sup> line, change "form" to "forth"**
9. **Article VI, *Association Rights and Privileges*, subparagraph A., in the 6<sup>th</sup> line, add the words, "or grievance proceedings" after the word, "sessions"**
10. **Article VI, *Association Rights and Privileges*, subparagraph A., in the 7<sup>th</sup> line, add the words, "or grievance proceeding" after the word, "session"**
11. **Article VI, *Association Rights and Privileges*, subparagraph B., in the 1<sup>st</sup> line, "Associations" should be "Association"**
12. **Article VI, *Association Rights and Privileges*, subparagraphs C. and D., delete the reference to "site administrator" and replace with "Building Principal"**

13. **Article VI, *Association Rights and Privileges***, subparagraph E., in the 1<sup>st</sup> line, delete "site administrator" and replace with "Building Principal"
14. **Article VI, *Association Rights and Privileges***, subparagraph E., in the 1<sup>st</sup> line, in the parenthesis, after the word "which", add the word, "approval"
15. **Article VI, *Association Rights and Privileges***, subparagraph F., delete "site administrator" and replace with "Building Principal"
16. **Article VIII, *Work Year***, subparagraph H., in the 1<sup>st</sup> line, add the word, "the" between the words "to" and "following"
17. **Article IX, *Work Hours and Work Load***, subparagraph A., in the 1<sup>st</sup> line, after the word, "week", delete the "comma" and insert a "period"
18. **Article IX, *Work Hours and Work Load***, subparagraph B., in the 1<sup>st</sup> full paragraph, 4<sup>th</sup> line, add the word, "consecutive" after "8.5"
19. **Article IX, *Work Hours and Work Load***, in the 3<sup>rd</sup> full paragraph, 1<sup>st</sup> line, 1<sup>st</sup> sentence, delete the "colon (:)" after the word "lunch" and replace with a period.  
  
In the 1<sup>st</sup> line, beginning of the 2<sup>nd</sup> sentence, delete "comma" after the word, "lunch"
20. **Article IX, *Work Hours and Work Load***, subparagraph F.2., re-name new subparagraph "G"  
  
Re-letter subparagraphs "G., H., and I." to "H., I., and J."
21. **Article XI, *Health Benefits***, subparagraph F., in the 2<sup>nd</sup> to the last line, change "contact" to "contract"
22. **Article XII, *Sick Leave and Absence***, subparagraph B.1., in the 3<sup>rd</sup> line, change "contact" to "contract"
23. **Article XII, *Sick Leave and Absence***, subparagraph D.2.e., after the last word, "Superintendent", delete "comma" and replace with a "period"
24. **Article XII, *Sick Leave and Absence***, subparagraph F.6., in the 2<sup>nd</sup> line, delete "contact" and replace with "contract"
25. **Article XII, *Sick Leave and Absence***, subparagraph I., delete the last sentence in its entirety.
26. **Article XIII, *Employee Evaluation***, subparagraph A., in the 2<sup>nd</sup> to last line, add "/her"

27. **Article XIII, *Employee Evaluation***, subparagraph B. and C., need to make all references to "him/her"
28. **Article XIV, *Seniority and Job Security for Support Staff***, subparagraph B., in the last line, change "Creditable" to "Credentialed"
29. **Article XV, *Voluntary and Involuntary Transfers and Assignments***, subparagraph F., in the 2<sup>nd</sup> line, add "/her"
30. **Article XV, *Voluntary and Involuntary Transfers and Assignments***, subparagraph G., in the 1<sup>st</sup> line, delete "m" and replace with "in"
31. **Article XVI, *Job Postings Procedures***, subparagraph A., in the last line, change "dram" to "draw"
32. **Article XVII, *Professional Development/District InService Programs***, subparagraph B., in the 2<sup>nd</sup> line, last word, change "fee" to "the"
33. **Article XVIII, *Protection (Safety) of Employees***, subparagraph A., in the 2<sup>nd</sup> line, change "fee" to "the"
34. **Article XVIII, *Protection (Safety) of Employees***, subparagraph B., in the last line, change "Superintendent" to "Business Administrator"
35. **Article XIX, *Employee Facilities and Equipment***, subparagraph A., delete the 2<sup>nd</sup> and 3<sup>rd</sup> sentences in their entireties and replace with the following:  
  
"Members shall be given a choice of whether they prefer long sleeve or short sleeve T-shirts or work shirts. The T-shirts and work shirts shall be received by September 1 of the school year."
36. **Article XIX, *Employee Facilities and Equipment***, subparagraph B., last word, replace "comma" after the word, "Board" with a "period"
37. **Article XX, *Subcontracting***, subparagraph A., 2<sup>nd</sup> to last line, change "mat" to "that"
38. **Article XXII, *Representation Fee***, subparagraph A.1., in the 2<sup>nd</sup> line, "employees" should be "employee"

  
 For the GESPA  
 Dated: 4/7/2016

  
 For the Board  
 Dated: 4/7/2016

B

April 26, 2016

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

**-and-**

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

1. **Article II, *Negotiations for Successor Agreement***, subparagraph C., 5<sup>th</sup> line, insert the word, "working" between "2" and "days"
2. **Article IV, *Grievance Procedure***, subparagraph J., in the 3<sup>rd</sup> line, add the words, "New Jersey" before the word, "Public" and, in the 4<sup>th</sup> line, add the initials "NJ" inside the parenthesis before "PERC"
3. **Article IV, *Grievance Procedure***, subparagraph K., in the 3<sup>rd</sup> line, add the initials "NJ" before "PERC"
4. **Article V, *Employee Rights and Privileges***, subparagraph A., in the 2<sup>nd</sup> line, add the word, "working" between "5" and "days"
5. The Board withdrew its Proposal #15 as submitted in its Final Proposals to the GESPA on April 26, 2016
6. **Article VI, *Association Rights and Privileges***, subparagraph A., in the 3<sup>rd</sup> line, add the words, "or grievance proceedings" after the word, "sessions"
7. **Article VI, *Association Rights and Privileges***, subparagraph A., in the 4<sup>th</sup> line, add the word, "working" between "2" and "days"
8. **Article VII, *Employment Procedures***, delete subparagraph C. in its entirety and replace with the following:

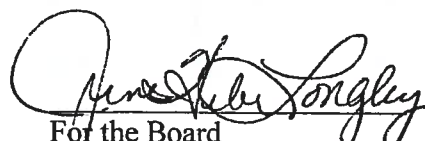
"All employees employed prior to January 1 of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year provided his/her performance during the previous year was satisfactory."
9. **Article VII, *Employment Procedures***, delete subparagraph D. in its entirety
10. **Article X, *Salaries and Other Forms of Remuneration***, subparagraph F.1., in the 1<sup>st</sup> line, delete "2013" and "2.30%". In the 2<sup>nd</sup> line, delete "retroactive to July 1, 2013"



11. **Article X, *Salaries and Other Forms of Remuneration***, subparagraph H., in the 2<sup>nd</sup> line, delete "\$1,462.92 in 2012-2013" and "2.30% in 2013-2014" and in the 3<sup>rd</sup> line, delete "2.40% in 2014-2015"
12. **Article XII, *Sick Leave and Absence***, subparagraph D.2.e., delete in its entirety
13. **Article XVII, *Professional Development/District In-Service Programs***, subparagraph A., in the 4<sup>th</sup> line, change "that situation" to "those situations"
14. **Article XXIV, *Duration of Agreement***, delete references to "2013" and "2016"

  
For the GESPA

Dated: 5/10/2016

  
For the Board

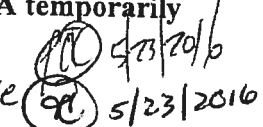
Dated: 5/10/2016

May 10, 2016

The Negotiations' Teams for the Glassboro Board of Education ("Board")  
and the Glassboro Educational Support Professionals Association ("GESPA") met  
on the above date

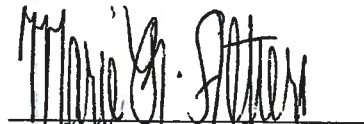
-and-

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

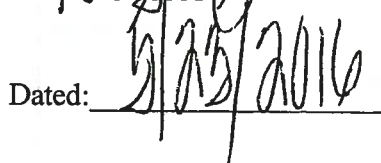
- the last sentence* 
1. Article IV, *Grievance Procedure*, subparagraph I., delete in its entirety
  2. Article VI, *Association Rights and Privileges*, subparagraph A., in the first (1<sup>st</sup>) line, delete "Whenever the President or Vice President of the Association is" and replace with the following:  
  
"Whenever two (2) GESPA executive officers of the Association are"
  3. Article VI, *Association Rights and Privileges*, subparagraph A., second to last line and last line, delete "President and Vice President" and replace with: "two (2) GESPA executive officers"
  4. Article VIII, *Work Year*, subparagraph A., 1<sup>st</sup> full paragraph, add "and Security Aides" to the end of the 2<sup>nd</sup> line.
  5. Article VIII, *Work Year*, subparagraph A., 2<sup>nd</sup> full paragraph, delete the last sentence in its entirety.
  6. Article IX, *Work Hours and Work Load*, subparagraph I., delete the 1<sup>st</sup> sentence in its entirety and replace with the following: "The Board of Education shall sequester \$5,000.00 in a line item of the budget dedicated to professional development of the aides."
  7. Article XII, *Sick Leave and Absence*, subparagraph A.2., delete in its entirety and replace with the following: "All unused sick leave time in any contract year shall accumulate and be carried over into the following contract year."
  8. Article XII, *Sick Leave and Absence*, subparagraph B.2., delete in its entirety and replace with the following: "All unused sick leave time in any contract year shall accumulate and be carried over into the following contract year."
  9. Article XII, *Sick Leave and Absence*, subparagraph C., in the 4<sup>th</sup> line, change "Superintendent" to "Board of Education"

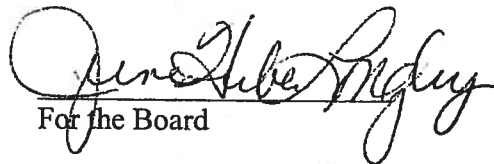
10. **Article XII, Sick Leave and Absence**, subparagraph F.7., delete in its entirety and replace with the following language:

"Existing State and Federal statutes and regulations shall apply to maternity/paternity issues and shall include the New Jersey Family Leave Act ("NJFLA") and the Federal Family and Medical Leave Act ("FMLA"). No term in this contract is meant to supersede or negate any leaves guaranteed by the aforementioned acts."

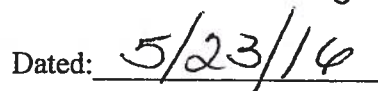
  
For the GESPA

Dated:



  
For the Board

Dated:



D

May 23, 2016

The Negotiations' Teams for the Glassboro Board of Education ("Board")  
and the Glassboro Educational Support Professionals Association ("GESPA") met  
on the above date

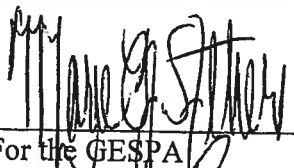
-and-

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

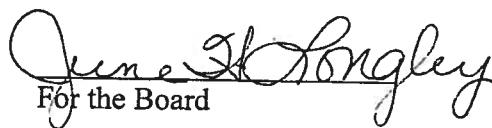
1. **Article II, *Negotiations of Successor Agreement***, subparagraph F., delete in its entirety
2. **Article VII, *Employment Procedures***, subparagraph E., in the 1<sup>st</sup> sentence, change "May 31<sup>st</sup>" to "May 15". In the 2<sup>nd</sup> sentence, change "the end of the school year or as early as possible" to "May 15<sup>th</sup>"
3. **Article VIII, *Work Year***, subparagraph A., delete the 3<sup>rd</sup> full paragraph in its entirety which reads verbatim:

"Aides assigned to the office shall work from September 1<sup>st</sup> through June 30<sup>th</sup>. They shall work the teachers' calendar plus Mondays through Fridays before the teachers begin work in September and after the teachers end work in June."

4. The Board withdrew its Proposals 27, 30, 43, 54, 63, and 64

  
For the GESPA

Dated: 6/6/2016

  
For the Board

Dated: 6/6/16

E

June 6, 2016

The Negotiations' Teams for the Glassboro Board of Education ("Board")  
and the Glassboro Educational Support Professionals Association ("GESPA") met  
on the above date

-and-

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

1. The Board withdrew its Proposal #16

2. SIDEBAR AGREEMENT: ~~Article IX, Work Hours and Work Load, subparagraph B., the Summer 2016 work schedule will be the same as the Summer of 2015 with zero changes.~~

~~Note: A Sidebar agreement will be drafted and fully executed by the Board and the GESPA for the Summer of 2016 only on or before June 20, 2016. The parties are still negotiating the Summer Work Schedule for the Summers of 2017 and 2018.~~

OK  
6/14/16  
6/14/16

3. **Article X, Salaries and Other Forms of Remuneration**, subparagraph D., delete the 2<sup>nd</sup> sentence in its entirety which reads verbatim: "If they are called back to work before midnight, they will be paid at time and a half regardless of whether the assignment requires them to stay past midnight" and replace with the following:

"If they are called back to work before midnight, they will be paid at time and a half. If the assignment requires them to physically stay past midnight, they will be paid at double time for the time worked after midnight."

4. **Article X, Salaries and Other Forms of Remuneration**, subparagraph E., delete the 2<sup>nd</sup> sentence in its entirety and replace with the following:

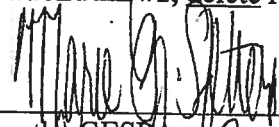
"Employees who work on Sunday shall be paid time and a half for a scheduled event (including, but not limited to, a sporting event, musical, or dance recital) or any other non-emergency event."

5. **Article XII, Sick Leave and Absence**, subparagraph D.1.a., delete in its entirety and replace with the following:

"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 or validity of the medical verification."

E2

6. **Addendum #1, delete reference to "Colleen Galletta"**

  
\_\_\_\_\_  
For the GESPA

Dated: 6/14/2016

  
\_\_\_\_\_  
For the Board

Dated: 6/14/16

**June 14, 2016**  
**Glassboro Board of Education/GESPA - Sidebar Agreement for the Summer of**  
**2016 only as applies to the Collective Bargaining Agreement covering the time**  
**period of July 1, 2016 to June 30, 2019**

1. Article IX, "Work Hours and Work Load", (Page 8), subparagraph B:

"During the Summer of 2016 only, work hours for all full-time Maintenance, Grounds, and Custodian employees shall consist of 10.5 consecutive hours, four (4) days a week, inclusive of a 30-minute duty free lunch/dinner period. This shall constitute a work shift. A work shift will start between 6:00a.m. and 8:00a.m. Start times can be changed at the discretion of the Board based upon the needs of the District.

All full-time Maintenance, Grounds, and Custodian employees shall work a four (4) day workweek during the Summer of 2016. For purposes of this Sidebar Agreement, a workweek for the Summer of 2016 for all Maintenance, Grounds, and Custodial employees is defined as four (4) days. The Summer of 2016 is defined as the 1<sup>st</sup> working day after the school year ends for all students in June of 2015 and the last working day prior to the students' return for the next school year.

During the Summer of 2016 only, all full-time Maintenance, Grounds, & Custodial employees shall be scheduled to work 10.5 hour shifts and each such employee shall be advised of his/her regular starting and quitting times. At least one (1) Black Seal Custodian or shift foreman in each building must remain on the premises during their duty-free lunch. In the event that a shift cannot be filled, the shift foreman must remain in the building.

Each full-time Maintenance, Grounds, and Custodial employee shall receive two (2) fifteen (15) minute breaks each day.

Any time worked beyond 40 hours per week shall be compensated as overtime.

Maintenance, Grounds and Custodial employees shall be eligible for overtime assignments on a seniority basis provided the employees possess the necessary credentials for the particular assignment. Foremen are responsible for ensuring that qualified staff are present for all needed assignments and shall cover the assignment if no qualified employees volunteer for the assignment.

During the Summer of 2016 only as defined above, the usage of sick and personal leave days shall be calculated on a day-to-day basis. If an employee takes a sick day, that employee will be charged for the usage of one (1) sick day. If an employee takes a personal day, that employee shall be charged for the usage of one (1) personal day. The usage of vacation time shall be based upon what constitutes a work week. If a Maintenance, Grounds, or Custodian employee takes a week's worth of vacation, that employee is entitled to four (4) days of vacation and will be charged for four (4) days of vacation.

\_\_\_\_\_  
For the Board of Education

Date:

\_\_\_\_\_  
For the GESPA

Date:





10/7/16  
*Brian Douthett*  
*Account* 1

**BASE YEAR**  
 2015-16      **GESPA Cred. Aides**

**Salary Guide**

Step	Hourly
1	13.57
2	13.67
3	13.77
4	13.87
5	14.42
6	14.97
7	15.50
8	16.07
9	16.63
10	17.17
11	17.85
12	19.48

**Scattergram**

Step	Hourly	Total	Percent
1	1,035.00	1,035.00	5.75%
2	2,070.00	2,070.00	11.50%
3	359.97	359.97	2.00%
4	359.97	359.97	2.00%
5	1,394.97	1,394.97	7.75%
6	-	-	-
7	1,035.00	1,035.00	5.75%
8	-	-	-
9	-	-	-
10	1,035.00	1,035.00	5.75%
11	-	-	-
12	10,709.97	10,709.97	59.50%
<b>Totals</b>	17,999.89	17,999.89	100.00%
<b>Percent</b>	100.00%		

**BASE YEAR**  
**2015-16      GESPA Cred. Aides**

Guide Cost Step	Hourly
1	14,044.95
2	28,296.90
3	4,956.83
4	4,992.83
5	20,115.51
6	-
7	16,042.50
8	-
9	-
10	17,770.95
11	-
12	208,630.25
<b>Total</b>	<b>314,851</b>
<b>Average</b>	<b>17.49</b>
<b>1%</b>	<b>3,149</b>

BD 1  
S&S

**YEAR 1**  
**2016-17**      **GESPA Cred. Aides**

<b>Salary Guide Step</b>	<b>Hourly</b>	<b>0.33</b>
1	13.91	
2	14.01	
3	14.11	
4	14.21	
5	14.76	
6	15.31	
7	15.84	
8	16.41	
9	16.97	
10	17.51	
11	18.19	
12	19.81	

<b>Scattergram Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	1,035.00	1,035.00	5.75%
3	2,070.00	2,070.00	11.50%
4	359.97	359.97	2.00%
5	359.97	359.97	2.00%
6	1,394.97	1,394.97	7.75%
7	-	-	-
8	1,035.00	1,035.00	5.75%
9	-	-	-
10	-	-	-
11	1,035.00	1,035.00	5.75%
12	10,709.97	10,709.97	59.50%
<b>Totals</b>	<b>17,999.89</b>	<b>17,999.89</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**YEAR 1**  
**2016-17**      **GESPA Cred. Aides**

<b>Guide Cost Step</b>	<b>Hourly</b>
1	-
2	14,500.35
3	29,207.70
4	5,115.22
5	5,313.21
6	21,357.04
7	-
8	16,984.35
9	-
10	-
11	18,826.65
12	212,164.55
<b>Total</b>	<b>323,469</b>
<b>2015-16</b>	<b>314,851</b>
<b>Difference</b>	<b>8,618</b>
<b>% Increase</b>	<b>2.74%</b>

BD 1  
SW

**YEAR 2**  
**2017-18**      **GESPA Cred. Aides**

**Salary Guide**

<b>Step</b>	<b>Hourly</b>	<b>0.28</b>
1	14.19	
2	14.29	
3	14.39	
4	14.49	
5	15.04	
6	15.59	
7	16.12	
8	16.69	
9	17.25	
10	17.79	
11	18.47	
12	20.09	

**Scattergram**

<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	-	-	-
3	1,035.00	1,035.00	5.75%
4	2,070.00	2,070.00	11.50%
5	359.97	359.97	2.00%
6	359.97	359.97	2.00%
7	1,394.97	1,394.97	7.75%
8	-	-	-
9	1,035.00	1,035.00	5.75%
10	-	-	-
11	-	-	-
12	11,744.97	11,744.97	65.25%
<b>Totals</b>	17,999.89	17,999.89	100.00%
<b>Percent</b>	100.00%		

BD 2  
~~SEA~~

**YEAR 2**  
**2017-18**      **GESPA Cred. Aides**

<b>Guide Cost Step</b>	<b>Hourly</b>
1	-
2	-
3	14,893.65
4	29,994.30
5	5,414.00
6	5,611.98
7	22,486.96
8	-
9	17,853.75
10	-
11	-
12	235,956.49
<b>Total</b>	<b>332,211</b>
<b>2016-17</b>	<b>323,469</b>
<b>Difference</b>	<b>8,742</b>
<b>% Increase</b>	<b>2.70%</b>

BD 1  
SAD

**YEAR 3**  
**2018-19**      **GESPA Cred. Aides**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.32</b>
1	14.52	
2	14.62	
3	14.72	
4	14.82	
5	15.37	
6	15.92	
7	16.45	
8	17.02	
9	17.58	
10	18.12	
11	18.79	
12	20.41	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	-	-	-
3	-	-	-
4	1,035.00	1,035.00	5.75%
5	2,070.00	2,070.00	11.50%
6	359.97	359.97	2.00%
7	359.97	359.97	2.00%
8	1,394.97	1,394.97	7.75%
9	-	-	-
10	1,035.00	1,035.00	5.75%
11	-	-	-
12	11,744.97	11,744.97	65.25%
<b>Totals</b>	17,999.89	17,999.89	100.00%
<b>Percent</b>	100.00%		



**YEAR 3**  
**2018-19**      **GESPA Cred. Aides**

<b>Guide Cost Step</b>	<b>Hourly</b>
1	-
2	-
3	-
4	15,338.70
5	31,815.90
6	5,730.77
7	5,921.56
8	23,742.44
9	-
10	18,754.20
11	-
12	239,714.88
<b>Total</b>	<b>341,018</b>
<b>2017-18</b>	<b>332,211</b>
<b>Difference</b>	<b>8,807</b>
<b>% Increase</b>	<b>2.65%</b>

10/7/16  
 Brian Donnell  
 Secretary

**YEAR 3**  
**2018-19 GESPA Security Aides**

Salary Guide		
Step	Hourly	0.30
1	11.63	
2	11.73	
3	11.83	
4	11.93	
5	12.23	
6	12.53	
7	12.83	
8	13.13	
9	13.52	
10	14.08	
11	14.58	
12	15.03	
OG	23.34	

Scattergram			
Step	Hourly	Total	Percent
	-	-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	900.00	900.00	21.08%
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	720.00	720.00	16.86%
12	2,650.00	2,650.00	62.06%
Totals	4,270.00	4,270.00	100.00%
Percent	100.00%		

**YEAR 3**  
**2018-19**      **GESPA Security Aides**

Guide Cost Step	Hourly
1	-
2	-
3	-
4	-
5	11,007.00
6	-
7	-
8	-
9	-
10	-
11	10,497.60
12	39,829.50
OG	24,156.90
<b>Total</b>	<b>85,491</b>
<b>2017-18</b>	<b>83,270</b>
<b>Difference</b>	<b>2,222</b>
<b>% Increase</b>	<b>2.67%</b>

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**YEAR 2**  
**2017-18**      **GESPA Security Aides**

Guide Cost Step	Hourly
1	-
2	-
3	-
4	10,467.00
5	-
6	-
7	-
8	-
9	-
10	9,921.60
11	-
12	39,034.50
OG	23,846.40
Total	83,270
2016-17	81,079
Difference	2,191
% Increase	2.70%

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**BASE YEAR**  
2015-16      **GESPA Security Aides**

**Salary Guide**

Step	Hourly
1	10.72
2	10.82
3	10.92
4	11.02
5	11.32
6	11.62
7	11.92
8	12.22
9	12.61
10	13.17
11	13.67
12	14.12
OG	22.43

**Scattergram**

Step	Hourly	Total	Percent
1	-	-	-
2	900.00	900.00	21.08%
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	720.00	720.00	16.86%
9	-	-	-
10	-	-	-
11	580.00	580.00	13.58%
12	2,070.00	2,070.00	48.48%
<b>Totals</b>	4,270.00	4,270.00	100.00%
<b>Percent</b>	100.00%		

**BASE YEAR**  
2015-16      **GESPA Security Aides**

Guide Cost Step	Hourly
1	-
2	9,738.00
3	-
4	-
5	-
6	-
7	-
8	8,798.40
9	-
10	-
11	7,928.60
12	29,228.40
OG	23,215.05
<b>Total</b>	78,908
<b>Average</b>	14.87
<b>1%</b>	789

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**YEAR 1**  
**2016-17      GESPA Security Aides**

**Salary Guide**

Step	Hourly	0.29
1	11.01	
2	11.11	
3	11.21	
4	11.31	
5	11.61	
6	11.91	
7	12.21	
8	12.51	
9	12.90	
10	13.46	
11	13.96	
12	14.41	
OG	22.72	

**Scattergram**

Step	Hourly	Total	Percent
	-	-	-
1	-	-	-
2	-	-	-
3	900.00	900.00	21.08%
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	720.00	720.00	16.86%
10	-	-	-
11	-	-	-
12	2,650.00	2,650.00	62.06%
<b>Totals</b>	4,270.00	4,270.00	100.00%
<b>Percent</b>	100.00%		

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**YEAR 1**  
**2016-17**      **GESPA Security Aides**

Guide Cost Step	Hourly
1	-
2	-
3	10,089.00
4	-
5	-
6	-
7	-
8	-
9	9,288.00
10	-
11	-
12	38,186.50
OG	23,515.20
Total	81,079
2015-16	78,908
Difference	2,170
% Increase	2.75%



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**YEAR 2**  
**2017-18      GESPA Security Aides**

Salary Guide		
Step	Hourly	0.32
1	11.33	
2	11.43	
3	11.53	
4	11.63	
5	11.93	
6	12.23	
7	12.53	
8	12.83	
9	13.22	
10	13.78	
11	14.28	
12	14.73	
OG	23.04	

Scattergram			
Step	Hourly	Total	Percent
	-	-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	900.00	900.00	21.08%
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	720.00	720.00	16.86%
11	-	-	-
12	2,650.00	2,650.00	62.06%
Totals	4,270.00	4,270.00	100.00%
Percent	100.00%		

Brian Donahue  
 10/7/16  
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**BASE YEAR**  
 2015-16      GESPA Assoc. Aides

Salary Guide Step	Hourly
1	14.38
2	14.48
3	14.58
4	14.68
5	15.14
6	15.67
7	16.25
8	16.84
9	17.44
10	17.99
11	18.70
12	20.13

Scattergram Step	Hourly	Total	Percent
1	8,280.00	8,280.00	37.47%
2	3,105.00	3,105.00	14.05%
3	-	-	-
4	-	-	-
5	2,070.00	2,070.00	9.37%
6	1,035.00	1,035.00	4.68%
7	-	-	-
8	-	-	-
9	-	-	-
10	359.97	359.97	1.63%
11	1,035.00	1,035.00	4.68%
12	6,210.00	6,210.00	28.11%
<b>Totals</b>	22,094.97	22,094.97	100.00%
<b>Percent</b>	100.00%		

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**BASE YEAR**  
**2015-16**      **GESPA Assoc. Aides**

Guide Cost Step	Hourly
1	119,066.40
2	44,960.40
3	-
4	-
5	31,339.80
6	16,218.45
7	-
8	-
9	-
10	6,475.91
11	19,354.50
12	125,007.30
<b>Total</b>	<b>362,423</b>
<b>Average</b>	<b>16.40</b>
<b>1%</b>	<b>3,624</b>



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**YEAR 1**  
**2016-17**      **GESPA Assoc. Aides**

Salary Guide Step	Hourly	0.24
1	14.62	
2	14.72	
3	14.82	
4	14.92	
5	15.39	
6	15.92	
7	16.50	
8	17.09	
9	17.69	
10	18.24	
11	18.95	
12	20.38	

Scattergram Step	Hourly	Total	Percent
1	-	-	-
2	8,280.00	8,280.00	37.47%
3	3,105.00	3,105.00	14.05%
4	-	-	-
5	-	-	-
6	2,070.00	2,070.00	9.37%
7	1,035.00	1,035.00	4.68%
8	-	-	-
9	-	-	-
10	-	-	-
11	359.97	359.97	1.63%
12	7,245.00	7,245.00	32.79%
<b>Totals</b>	<b>22,094.97</b>	<b>22,094.97</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

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**YEAR 1**  
**2016-17**      **GESPA Assoc. Aides**

Guide Cost Step	Hourly
1	-
2	121,881.60
3	46,016.10
4	-
5	-
6	32,954.40
7	17,077.50
8	-
9	-
10	-
11	6,821.48
12	147,653.10
Total	372,404
2015-16	362,423
Difference	9,981
% Increase	2.75%



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**YEAR 2**  
**2017-18**      **GESPA Assoc. Aides**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.30</b>
1	14.92	
2	15.02	
3	15.12	
4	15.22	
5	15.69	
6	16.22	
7	16.80	
8	17.39	
9	17.99	
10	18.54	
11	19.25	
12	20.68	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	-	-	-
3	8,280.00	8,280.00	37.47%
4	3,105.00	3,105.00	14.05%
5	-	-	-
6	-	-	-
7	2,070.00	2,070.00	9.37%
8	1,035.00	1,035.00	4.68%
9	-	-	-
10	-	-	-
11	-	-	-
12	7,604.97	7,604.97	34.42%
<b>Totals</b>	<b>22,094.97</b>	<b>22,094.97</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

**YEAR 2**  
**2017-18**      **GESPA Assoc. Aides**

Guide Cost Step	Hourly
1	-
2	-
3	125,193.60
4	47,258.10
5	-
6	-
7	34,776.00
8	17,998.65
9	-
10	-
11	-
12	157,270.84
<b>Total</b>	<b>382,497</b>
<b>2016-17</b>	<b>372,404</b>
<b>Difference</b>	<b>10,093</b>
<b>% Increase</b>	<b>2.71%</b>



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**YEAR 3**  
**2018-19**      **GESPA Assoc. Aides**

<b>Salary Guide</b>		
<b>Step</b>	<b>Hourly</b>	<b>0.27</b>
1	15.19	
2	15.29	
3	15.39	
4	15.49	
5	15.96	
6	16.49	
7	17.07	
8	17.66	
9	18.26	
10	18.81	
11	19.52	
12	20.95	

<b>Scattergram</b>			
<b>Step</b>	<b>Hourly</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	-	-	-
3	-	-	-
4	8,280.00	8,280.00	37.47%
5	3,105.00	3,105.00	14.05%
6	-	-	-
7	-	-	-
8	2,070.00	2,070.00	9.37%
9	1,035.00	1,035.00	4.68%
10	-	-	-
11	-	-	-
12	7,604.97	7,604.97	34.42%
<b>Totals</b>	<b>22,094.97</b>	<b>22,094.97</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		



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**YEAR 3**  
**2018-19**      **GESPA Assoc. Aides**

Guide Cost Step	Hourly
1	-
2	-
3	-
4	128,257.20
5	49,555.80
6	-
7	-
8	36,556.20
9	18,899.10
10	-
11	-
12	159,324.18
<b>Total</b>	<b>392,592</b>
<b>2017-18</b>	<b>382,497</b>
<b>Difference</b>	<b>10,095</b>
<b>% Increase</b>	<b>2.64%</b>

*Brian Donahue*  
*10/7/10*  
*[Signature]*

**BASE YEAR**  
**2015-16      GESPA Housekeeper**

**Salary Guide**

Step	Salary
1	23,642
2	23,842
3	24,042
4	24,242
5	24,926
6	25,609
7	26,292
8	26,975
9	27,659
10	28,342
11	29,107
12	29,895
OG1	46,765
OG2	55,105

**Scattergram**  
**Step**

Step	Salary	Total	Percent
1	3.00	3.00	50.00%
2	-	-	-
3	-	-	-
4	-	-	-
5	1.00	1.00	16.67%
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	1.00	1.00	16.67%
11	-	-	-
12	1.00	1.00	16.67%
<b>Totals</b>	<b>6.00</b>	<b>6.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

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**BASE YEAR**  
**2015-16**      **GESPA Housekeeper**

<b>Guide Cost Step</b>	<b>Salary</b>
1	70,926
2	-
3	-
4	-
5	24,926
6	-
7	-
8	-
9	-
10	28,342
11	-
12	29,895
Off Guide1	46,765
Off Guide2	55,105
Total	255,959
Average	31,995
1%	2,560

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**YEAR 1**  
**2016-17      GESPA Housekeeper**

**Salary Guide**

<b>Step</b>	<b>Salary</b>	<b>624</b>
<b>1</b>	24,266	
<b>2</b>	24,466	
<b>3</b>	24,666	
<b>4</b>	24,866	
<b>5</b>	25,550	
<b>6</b>	26,233	
<b>7</b>	26,916	
<b>8</b>	27,599	
<b>9</b>	28,283	
<b>10</b>	28,966	
<b>11</b>	29,731	
<b>12</b>	30,519	
<b>OG1</b>	47,389	
<b>OG2</b>	55,729	

**Scattergram**

<b>Step</b>	<b>Salary</b>	<b>Total</b>	<b>Percent</b>
	-	-	-
<b>1</b>	-	-	-
<b>2</b>	3.00	3.00	50.00%
<b>3</b>	-	-	-
<b>4</b>	-	-	-
<b>5</b>	-	-	-
<b>6</b>	1.00	1.00	16.67%
<b>7</b>	-	-	-
<b>8</b>	-	-	-
<b>9</b>	-	-	-
<b>10</b>	-	-	-
<b>11</b>	1.00	1.00	16.67%
<b>12</b>	1.00	1.00	16.67%
<b>Totals</b>	6.00	6.00	100.00%
<b>Percent</b>	100.00%		

BD  
2014

**YEAR 1**  
**2016-17**      **GESPA Housekeeper**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	73,398
3	-
4	-
5	-
6	26,233
7	-
8	-
9	-
10	-
11	29,731
12	30,519
Off Guide1	47,389
Off Guide2	55,729
Total	262,999
2015-16	255,959
Difference	7,040
% Increase	2.75%

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**YEAR 2**  
**2017-18      GESPA Housekeeper**

**Salary Guide**

<b>Step</b>	<b>Salary</b>	<b>629</b>
1	24,895	
2	25,095	
3	25,295	
4	25,495	
5	26,179	
6	26,862	
7	27,545	
8	28,228	
9	28,912	
10	29,595	
11	30,360	
12	31,148	
OG1	48,018	
OG2	56,358	

**Scattergram**

<b>Step</b>	<b>Salary</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	-	-	-
3	3.00	3.00	50.00%
4	-	-	-
5	-	-	-
6	-	-	-
7	1.00	1.00	16.67%
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	2.00	2.00	33.33%
<b>Totals</b>	6.00	6.00	100.00%
<b>Percent</b>	100.00%		

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**YEAR 2**  
**2017-18**      **GESPA Housekeeper**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	75,885
4	-
5	-
6	-
7	27,545
8	-
9	-
10	-
11	-
12	62,296
Off Guide1	48,018
Off Guide2	56,358
Total	270,102
2016-17	262,999
Difference	7,103
% Increase	2.70%

BD 1  
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**YEAR 3**  
**2018-19**      **GESPA Housekeeper**

**Salary Guide**

Step	Salary	735
1	25,630	
2	25,830	
3	26,030	
4	26,230	
5	26,914	
6	27,597	
7	28,280	
8	28,963	
9	29,647	
10	30,330	
11	31,095	
12	31,883	
OG1	48,753	
OG2	57,093	

**Scattergram**

Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	3.00	3.00	50.00%
5	-	-	-
6	-	-	-
7	-	-	-
8	1.00	1.00	16.67%
9	-	-	-
10	-	-	-
11	-	-	-
12	2.00	2.00	33.33%
<b>Totals</b>	6.00	6.00	100.00%
<b>Percent</b>	100.00%		



617  
SAD

**YEAR 3**  
**2018-19**      **GESPA Housekeeper**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	78,690
5	-
6	-
7	-
8	28,963
9	-
10	-
11	-
12	63,766
Off Guide1	48,753
Off Guide2	57,093
<b>Total</b>	<b>277,265</b>
<b>2017-18</b>	<b>270,102</b>
<b>Difference</b>	<b>7,163</b>
<b>% Increase</b>	<b>2.65%</b>

10/7/16  
 Brian Donnelly  
 [Signature]

**BASE YEAR**  
 2015-16      **GESPA Maintenance**

Salary Guide Step	Salary
1	37,741
2	37,941
3	38,141
4	38,341
5	39,480
6	40,484
7	41,489
8	42,494
9	43,499
10	44,504
11	45,692
12	46,918
OG	76,428

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	100.00%
Totals	1.00	1.00	100.00%
Percent	100.00%		

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Sheet

**BASE YEAR**  
**2015-16      GESPA Maintenance**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	-
5	-
6	-
7	-
8	-
9	-
10	-
11	-
12	46,918
<b>Off Guide</b>	76,428
<b>Total</b>	123,346
<b>Average</b>	61,673
<b>1%</b>	1,233



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**YEAR 1**  
**2016-17**      **GESPA Maintenance**

Salary Guide Step	Salary	1,696
1	39,437	
2	39,637	
3	39,837	
4	40,037	
5	41,176	
6	42,180	
7	43,185	
8	44,190	
9	45,195	
10	46,200	
11	47,388	
12	48,614	
OG	78,124	

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	100.00%
Totals	1.00	1.00	100.00%
Percent	100.00%		

BD  
Said

**YEAR 1**  
**2016-17      GESPA Maintenance**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	-
5	-
6	-
7	-
8	-
9	-
10	-
11	-
12	48,614
<b>Off Guide</b>	78,124
<b>Total</b>	126,738
<b>2015-16</b>	123,346
<b>Difference</b>	3,392
<b>% Increase</b>	2.75%



BID  
SAA 1

**YEAR 2**  
**2017-18**      **GESPA Maintenance**

Salary Guide Step	Salary	1,711
1	41,148	
2	41,348	
3	41,548	
4	41,748	
5	42,887	
6	43,891	
7	44,896	
8	45,901	
9	46,906	
10	47,911	
11	49,099	
12	50,325	
OG	79,835	

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	100.00%
Totals	1.00	1.00	100.00%
Percent	100.00%		

BID  
SAA 2

**YEAR 2**  
**2017-18      GESPA Maintenance**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	-
5	-
6	-
7	-
8	-
9	-
10	-
11	-
12	50,325
Off Guide	79,835
Total	130,160
2016-17	126,738
Difference	3,422
% Increase	2.70%



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**YEAR 3**  
**2018-19**      **GESPA Maintenance**

<b>Salary Guide</b>		
<b>Step</b>	<b>Salary</b>	<b>1,724</b>
1	42,872	
2	43,072	
3	43,272	
4	43,472	
5	44,611	
6	45,615	
7	46,620	
8	47,625	
9	48,630	
10	49,635	
11	50,823	
12	52,049	
OG	81,559	

<b>Scattergram</b>				
<b>Step</b>	<b>Salary</b>	<b>Total</b>	<b>Percent</b>	
1	-	-	-	
2	-	-	-	
3	-	-	-	
4	-	-	-	
5	-	-	-	
6	-	-	-	
7	-	-	-	
8	-	-	-	
9	-	-	-	
10	-	-	-	
11	-	-	-	
12	1.00	1.00	100.00%	
<b>Totals</b>	1.00	1.00	100.00%	
<b>Percent</b>	100.00%			



**YEAR 3**  
**2018-19      GESPA Maintenance**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	-
5	-
6	-
7	-
8	-
9	-
10	-
11	-
12	52,049
<b>Off Guide</b>	81,559
<b>Total</b>	133,608
<b>2017-18</b>	130,160
<b>Difference</b>	3,448
<b>% Increase</b>	2.65%

Brian Donahue  
10/7/16 1  
Henderson

**BASE YEAR**  
2015-16      GESPA Custodians

Salary Guide Step	Salary
1	29,581
2	29,781
3	29,981
4	30,181
5	30,962
6	31,743
7	32,525
8	33,306
9	34,087
10	34,869
11	35,813
12	36,194
OG	49,180

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	2.00	2.00	11.76%
3	2.00	2.00	11.76%
4	1.00	1.00	5.88%
5	1.00	1.00	5.88%
6	1.00	1.00	5.88%
7	-	-	-
8	2.00	2.00	11.76%
9	-	-	-
10	2.00	2.00	11.76%
11	-	-	-
12	6.00	6.00	35.29%
Totals	17.00	17.00	100.00%
Percent	100.00%		

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**BASE YEAR**  
**2015-16      GESPA Custodians**

<b>Guide Cost Step</b>	<b>Salary</b>
<b>1</b>	-
<b>2</b>	59,562
<b>3</b>	59,962
<b>4</b>	30,181
<b>5</b>	30,962
<b>6</b>	31,743
<b>7</b>	-
<b>8</b>	66,612
<b>9</b>	-
<b>10</b>	69,738
<b>11</b>	-
<b>12</b>	217,164
<b>Off Guide</b>	49,180
<b>Total</b>	615,104
<b>Average</b>	34,172
<b>1%</b>	6,151

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**YEAR 1**  
**2016-17**      **GESPA Custodians**

<b>Salary Guide Step</b>	<b>Salary</b>	
		<b>557</b>
<b>1</b>	30,138	
<b>2</b>	30,338	
<b>3</b>	30,538	
<b>4</b>	30,738	
<b>5</b>	31,519	
<b>6</b>	32,300	
<b>7</b>	33,082	
<b>8</b>	33,863	
<b>9</b>	34,644	
<b>10</b>	35,426	
<b>11</b>	36,370	
<b>12</b>	36,794	<b>600</b>
<b>OG</b>	49,780	

<b>Scattergram Step</b>	<b>Salary</b>	<b>Total</b>	<b>Percent</b>
<b>1</b>	-	-	-
<b>2</b>	-	-	-
<b>3</b>	2.00	2.00	11.76%
<b>4</b>	2.00	2.00	11.76%
<b>5</b>	1.00	1.00	5.88%
<b>6</b>	1.00	1.00	5.88%
<b>7</b>	1.00	1.00	5.88%
<b>8</b>	-	-	-
<b>9</b>	2.00	2.00	11.76%
<b>10</b>	-	-	-
<b>11</b>	2.00	2.00	11.76%
<b>12</b>	6.00	6.00	35.29%
<b>Totals</b>	17.00	17.00	100.00%
<b>Percent</b>	100.00%		

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**YEAR 1**  
**2016-17      GESPA Custodians**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	61,076
4	61,476
5	31,519
6	32,300
7	33,082
8	-
9	69,288
10	-
11	72,740
12	220,764
<b>Off Guide</b>	49,780
<b>Total</b>	632,025
<b>2015-16</b>	615,104
<b>Difference</b>	16,921
<b>% Increase</b>	2.75%

BD  
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**YEAR 2**  
**2017-18**      **GESPA Custodians**

**Salary Guide**

Step	Salary	
		<b>550</b>
1	30,688	
2	30,888	
3	31,088	
4	31,288	
5	32,069	
6	32,850	
7	33,632	
8	34,413	
9	35,194	
10	35,976	
11	36,758	
12	37,394	
OG	50,380	<b>600</b>

**Scattergram**

Step	Salary	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	2.00	2.00	11.76%
5	2.00	2.00	11.76%
6	1.00	1.00	5.88%
7	1.00	1.00	5.88%
8	1.00	1.00	5.88%
9	-	-	-
10	2.00	2.00	11.76%
11	-	-	-
12	8.00	8.00	47.06%
<b>Totals</b>	17.00	17.00	100.00%
<b>Percent</b>	100.00%		



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**YEAR 2**  
**2017-18**      **GESPA Custodians**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	62,576
5	64,138
6	32,850
7	33,632
8	34,413
9	-
10	71,952
11	-
12	299,152
<b>Off Guide</b>	50,380
<b>Total</b>	649,093
<b>2016-17</b>	632,025
<b>Difference</b>	17,068
<b>% Increase</b>	2.70%

**YEAR 3**  
**2018-19**      **GESPA Custodians**

Salary Guide		
Step	Salary	
		<b>530</b>
1	31,218	
2	31,418	
3	31,618	
4	31,818	
5	32,599	
6	33,380	
7	34,162	
8	34,943	
9	35,724	
10	36,506	
11	37,288	
12	37,994	<b>600</b>
OG	50,980	

Scattergram			
Step	Salary	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	2.00	2.00	11.76%
6	2.00	2.00	11.76%
7	1.00	1.00	5.88%
8	1.00	1.00	5.88%
9	1.00	1.00	5.88%
10	-	-	-
11	2.00	2.00	11.76%
12	8.00	8.00	47.06%
<b>Totals</b>	17.00	17.00	100.00%
<b>Percent</b>	100.00%		



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**YEAR 3**  
**2018-19      GESPA Custodians**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	-
5	65,198
6	66,760
7	34,162
8	34,943
9	35,724
10	-
11	74,576
12	303,952
Off Guide	50,980
<b>Total</b>	<b>666,295</b>
<b>2017-18</b>	<b>649,093</b>
<b>Difference</b>	<b>17,202</b>
<b>% Increase</b>	<b>2.65%</b>

Brian Douthett  
at 7/16  
Success 1

**BASE YEAR**  
**2015-16      GESPA Grounds**

Salary Guide Step	Salary
1	25,181
2	25,381
3	25,581
4	25,781
5	26,521
6	27,280
7	28,040
8	28,798
9	29,558
10	30,316
11	31,115
12	31,937
OG	52,389

Scattergram Step	Salary	Total	Percent
1	1.00	1.00	33.33%
2	-	-	-
3	1.00	1.00	33.33%
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	33.33%
Totals	3.00	3.00	100.00%
Percent	100.00%		

BD  
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**BASE YEAR**  
**2015-16**      **GESPA Grounds**

<b>Guide Cost Step</b>	<b>Salary</b>
1	25,181
2	-
3	25,581
4	-
5	-
6	-
7	-
8	-
9	-
10	-
11	-
12	31,937
<b>Off Guide</b>	52,389
<b>Total</b>	135,088
<b>Average</b>	33,772
<b>1%</b>	1,351

BD  
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**YEAR 1**  
**2016-17      GESPA Grounds**

<b>Salary Guide</b>		
<b>Step</b>	<b>Salary</b>	<b>828</b>
1	26,009	
2	26,209	
3	26,409	
4	26,609	
5	27,349	
6	28,108	
7	28,868	
8	29,626	
9	30,386	
10	31,144	
11	31,943	
12	32,765	
OG	53,217	

<b>Scattergram</b>			
<b>Step</b>	<b>Salary</b>	<b>Total</b>	<b>Percent</b>
1	-	-	-
2	1.00	1.00	33.33%
3	-	-	-
4	1.00	1.00	33.33%
5	-	-	-
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	33.33%
<b>Totals</b>	<b>3.00</b>	<b>3.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

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**YEAR 1**  
**2016-17**      **GESPA Grounds**

<b>Guide Cost Step</b>	<b>Salary</b>
<b>1</b>	-
<b>2</b>	26,209
<b>3</b>	-
<b>4</b>	26,609
<b>5</b>	-
<b>6</b>	-
<b>7</b>	-
<b>8</b>	-
<b>9</b>	-
<b>10</b>	-
<b>11</b>	-
<b>12</b>	32,765
<b>Off Guide</b>	53,217
<b>Total</b>	138,800
<b>2015-16</b>	135,088
<b>Difference</b>	3,712
<b>% Increase</b>	2.75%

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**YEAR 2**  
**2017-18**      **GESPA Grounds**

Salary Guide Step	Salary	702
1	26,711	
2	26,911	
3	27,111	
4	27,311	
5	28,051	
6	28,810	
7	29,570	
8	30,328	
9	31,088	
10	31,846	
11	32,645	
12	33,467	
OG	53,919	

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	1.00	1.00	33.33%
4	-	-	-
5	1.00	1.00	33.33%
6	-	-	-
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	33.33%
Totals	3.00	3.00	100.00%
Percent	100.00%		

BD 2  
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**YEAR 2**  
**2017-18**      **GESPA Grounds**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	27,111
4	-
5	28,051
6	-
7	-
8	-
9	-
10	-
11	-
12	33,467
<b>Off Guide</b>	53,919
<b>Total</b>	142,548
<b>2016-17</b>	138,800
<b>Difference</b>	3,748
<b>% Increase</b>	2.70%



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**YEAR 3**  
**2018-19      GESPA Grounds**

Salary Guide		
Step	Salary	705
1	27,416	
2	27,616	
3	27,816	
4	28,016	
5	28,756	
6	29,515	
7	30,275	
8	31,033	
9	31,793	
10	32,551	
11	33,350	
12	34,172	
OG	54,624	

Scattergram Step	Salary	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	1.00	1.00	33.33%
5	-	-	-
6	1.00	1.00	33.33%
7	-	-	-
8	-	-	-
9	-	-	-
10	-	-	-
11	-	-	-
12	1.00	1.00	33.33%
<b>Totals</b>	<b>3.00</b>	<b>3.00</b>	<b>100.00%</b>
<b>Percent</b>	<b>100.00%</b>		

BD  
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**YEAR 3**  
**2018-19**      **GESPA Grounds**

<b>Guide Cost Step</b>	<b>Salary</b>
1	-
2	-
3	-
4	28,016
5	-
6	29,515
7	-
8	-
9	-
10	-
11	-
12	34,172
<b>Off Guide</b>	54,624
<b>Total</b>	146,327
<b>2017-18</b>	142,548
<b>Difference</b>	3,779
<b>% Increase</b>	2.65%