
JERSEY CITY SCHOOL DISTRICT

“District”

- and -

JERSEY CITY EDUCATION ASSOCIATION

“Association”

**MEDIATOR’S REPORT AND
RECOMMENDATIONS FOR SETTLEMENT**

**Before
James W. Mastriani
Mediator**

During the course of the 2008-2009 school year, the Jersey City School District [the "District"] and the Jersey City Education Association [the "Association"] have conducted negotiations towards the development of new contract terms to succeed the terms of their existing collective negotiations agreement [the "Agreement"]. That Agreement contains an expiration date of August 31, 2009. Negotiations reached an impasse shortly after the commencement of the 2009-2010 school year in September 2009.

At the mutual request of the parties, I engaged the District and the Association in the statutory labor mediation process to assist their efforts aimed at reaching a resolution of the issues that remained outstanding. Several mediation sessions were held during October, 2009. At the last mediation held on October 20, 2009, it was evident that despite the substantial progress the District and the Association had made towards settlement, they were unable to reach full agreement on all contract terms. At the conclusion of that session, the parties agreed to submit the remaining issues for mediator review and to have a Mediator's Report issue containing Recommendations for Settlement.

I have thoroughly reviewed and carefully considered the parties' respective positions on the outstanding issues. Due to the fact that the existing contract has expired, the parties have requested that this report issue in expeditious fashion. For

this reason, I am compelled to dispense with a detailed analysis of the parties' positions and supporting evidence submitted on the issues in dispute.

By way of summary, I note that the most compelling considerations raised during negotiations included the financial impact of new contract terms on the District and the taxpayers, comparability between unit employees and those employed in comparable urban districts and the need to maintain the continuity and stability of employment for unit employees who serve the District and implement the District's educational policies. These relevant criteria must be balanced in a manner that is reasonable in order to reach finality in negotiations.

Agreed upon terms for a four year period is the most desirable length of contract terms. This will allow for stability but yet not extend beyond a contract length where confronting future obligations might be uncertain. For the purpose of implementing this, there would be a one year contract for 2009-2010 and a three year contract going forward for the 2010-2011, 2011-2012 and 2012-2013 contract years. Even under these contract terms, the parties will be legally required to re-enter negotiations within two years of this Report.

The economic portions of this Report have taken several factors into consideration. These include the District's demonstrated need to obtain some financial relief in its health insurance expenses and the need to finalize issues concerning compensation that are fair within the context of current financial circumstances. I have

recommended increases in prescription co-payments as well as the addition of a new category for co-payments that will result in substantial cost savings. On the issues relating to compensation, I note that gross payroll costs have abated somewhat due to the retirement of teachers on maximum steps and the hiring of teachers with less or no experience. This turnover has provided some budgetary offsets with respect to gross salaries paid. But it also increases the costs of step movement because a greater number of employees are on steps that are lower than the salary maximums. A balance must be struck between the payment of these increments and the provision of reasonable salary increases to more experienced teachers who have remained with the District. The splitting of some annual step increases, the deferral of effective dates that contain larger step increases and the adding of an additional step in the salary schedule will also contribute towards the funding of new salary schedules.

The remaining financial issues have been considered within the total economic costs of the entire package. All recommended new terms are set below and I respectfully enter these terms that will represent the new collective negotiations agreement between the parties for the 2009-2010 contract year and for the future 2010-2011, 2011-2012 and 2012-2013 school and contract years.

1. Contract Duration

For teachers and paraprofessionals:

The term of the new contract shall be September 1, 2009 through August 31, 2010.

There shall be a three year contract effective September 1, 2010 through August 31, 2013.

For secretaries and NCASA:

The term of the new contract shall be July 1, 2009 through June 30, 2010.

There shall be a three year contract effective July 1, 2010 through June 30, 2013.

2. Health Insurance-Prescription Plan [for all bargaining units] shall be modified as follows: Effective January 1, 2010 the prescription drug benefit will be moved from the prescription drug card under the School Employees Health Benefit Plan to a prescription drug card provided by Medco. The Medco plan will have copayments of:

<u>30 day supply</u>	<u>90 Day Mail Order</u>
\$5 generic	\$10 generic
\$10 brand name	\$20 brand name
\$25 formulary	\$50 formulary

The Board shall have the right to revert to the School Employees Health Benefit Plan prescription drug card plan in future years if the premium cost to the Jersey City Public Schools is less than the premium cost of the Medco prescription drug card plan.

3. Employee Health Insurance Opt Outs [for all bargaining units]

Effective as soon as practicable for the Board but no later than July 1, 2010.

Should an employee opt out of health insurance coverage (and can document coverage from another source), the Jersey City Public Schools shall pay the employee a sum equal to 40% of the savings in premium costs. If the employee experiences a change in life status, the employee can return to the insurance plan provided by the Jersey City Public Schools on the first day of the month after the employee informs the administration of the change in status. Payments shall be made to the employee in February and August.

4. Article 28: Attendance Incentive Plan [JCEA]

This article shall be deleted.

5. Article 31: Accumulated Sick Leave Incentive Plan [JCEA]

Days 1-100 in bank	\$100/day
Days 101-200 in bank	\$150/day
Days 201+ in bank	\$200/day

At the employee's option, this may be paid either in one lump sum or over three years.

6. Schedule E: Summer School/After School (hourly rate) [JCEA]

	09-10	10-11	11-12	12-13
Teacher	\$38	\$39	\$40	\$40
Head Teacher	\$40	\$41	\$42	\$42
Home Instruction	\$46	\$47	\$48	\$48

7. Equity Adjustments – Secretaries

Discussions shall continue between the parties on this issue.

8. Hours Worked Beyond the Normal Work Week – Secretaries and Aides

Effective July 1, 2010, all hours worked beyond the normal work week but less than 40 hours in a week shall be paid at the rate of \$13.00 per hour and \$14.00 per hour effective July 1, 2011 and \$15.00 per hour effective July 1, 2012.

Aides shall move to \$14.00 per hour effective September 1, 2011 and \$15.00 effective September 1, 2012.

9. Longevity

**JCEA
Schedule H**

Years of Service	09-10	10-11	11-12	12-13
16	\$900	\$970	\$1000	\$1000
20	\$900	\$970	\$1000	\$1000
25	\$1300	\$1400	\$1600	\$1700
30	\$1300	\$1400	\$1600	\$1700
35	\$1300	\$1400	\$2000	\$2000
40	\$1300	\$1400	\$2000	\$2000
45	\$1300	\$1400	\$2000	\$2000

Secretaries

Years of Service	09-10	10-11	11-12	12-13
5	\$350	\$350	\$350	\$350
10	\$550	\$550	\$550	\$550
15	\$750	\$750	\$750	\$750
20	\$950	\$950	\$950	\$950
25	\$1050	\$1050	\$1050	\$1050
30	\$1050	\$1050	\$1050	\$1050
35	\$1050	\$1050	\$1050	\$1050

Paraprofessionals

Years of Service	09-10	10-11	11-12	12-13
10	\$400	\$400	\$400	\$400
15	\$600	\$600	\$600	\$600
20	\$650	\$650	\$650	\$650
25	\$750	\$750	\$750	\$750

10. Number of Days: [teachers & paraprofessionals]

The State District Superintendent and the Jersey City Education Association shall continue discussions regarding the district calendar, professional development and the number of work days. [The mediator shall retain jurisdiction to decide this issue in the absence of an agreement.]

11. Minimum Salaries – NCASA

The minimum salary for new hires/promotions in each position shall be no less than 80% of what an incumbent is earning in that position.

12. Licensed Clinical Social Workers

The ten Licensed Clinical Social Workers whose salaries were frozen by the Arbitrator’s award of September 10, 2006 shall continue to be governed by the terms of that award. [The mediator shall retain jurisdiction to decide this issue in the absence of an agreement.]

13. Salary Schedules:

**SALARY SCHEDULES
JCEA
SCHEDULE A**

2009-2010

Salary Guide Step	BA		MA		MA+32		Doc	
	9/1/09	2/1/10	9/1/09	2/1/10	9/1/09	2/1/10	9/1/09	2/1/10
1-2	48,523		51,823		55,123		58,423	
3	48,723		52,023		55,323		58,623	
4	48,923		52,223		55,523		58,823	
5	49,223		52,523		55,823		59,123	
6	49,523		52,823		56,123		59,423	
7	49,823		53,123		56,423		59,723	
8	50,123		53,423		56,723		60,023	
9	50,523		53,823		57,123		60,423	
10	58,273		61,573		64,873		68,173	
11	68,360		71,660		74,960		78,260	
12	79,360		82,660		85,960		89,260	
13	92,760	93,760	96,060	97,060	99,360	100,360	102,660	103,660

2010-2011

Salary Guide Step	BA		MA		MA+32		Doc	
	9/1/10	2/1/11	9/1/10	2/1/11	9/1/10	2/1/11	9/1/10	2/1/11
1-3	49,523		52,823		56,123		59,423	
4	49,723		53,023		56,323		59,623	
5	49,923		53,223		56,523		59,823	
6	50,223		53,523		56,823		60,123	
7	50,523		53,823		57,123		60,423	
8	50,823		54,123		57,423		60,723	
9	51,323		54,623		57,923		61,223	
10	57,110		60,410		63,710		67,010	
11*	62,154	68,360	65,454	71,660	68,754	74,960	72,054	78,260
12*	73,860	79,360	77,160	82,660	80,460	85,960	83,760	89,260
13*	94,835	95,835	98,135	99,135	101,435	102,435	104,735	105,735

2011-2012

Salary Guide Step	BA		MA		MA+32		Doc	
	9/1/11	3/1/12	9/1/11	3/1/12	9/1/11	3/1/12	9/1/11	3/1/12
1-3	50,323		53,623		56,923		60,223	
4	50,523		53,823		57,123		60,423	
5	50,723		54,023		57,323		60,623	
6	50,923		54,223		57,523		60,823	
7	51,223		54,523		57,823		61,123	
8	51,523		54,823		58,123		61,423	
9	51,823		55,123		58,423		61,723	
10	57,200		60,500		63,800		67,100	
11	62,780	68,360	66,080	71,660	69,380	74,960	72,680	78,260
12	73,860	79,360	77,160	82,660	80,460	85,960	83,760	89,260
13	83,210	87,060	86,510	90,360	89,810	93,660	93,110	96,960
14	96,935	97,935	100,235	101,235	103,535	104,535	106,835	107,835

2012-2013

Salary Guide Step	BA	MA	MA+32	Doc
12/1/2012				
A	51,078	54,378	57,678	60,978
B	51,281	54,581	57,881	61,181
C	51,484	54,784	58,084	61,384
D	51,687	54,987	58,287	61,587
E	51,991	55,291	58,591	61,891
F	52,296	55,596	58,896	62,196
G	52,600	55,900	59,200	62,500
H	58,058	61,358	64,658	67,958
I	68,360	71,660	74,960	78,260
J	79,360	82,660	85,960	89,260
K	87,060	90,360	93,660	96,960
L	99,280	102,580	105,880	109,180

The salary base for negotiations shall be the salaries paid on 12/1/2012.

**SCHEDULE C
ATTENDANCE COUNSELORS**

2009-2010

Salary Guide Step	BA	MA	MA+32
1	44,306	47,606	50,906
2	46,931	50,231	53,531
3	49,556	52,856	56,156
4	52,181	55,481	58,781
5	54,806	58,106	61,406
6	57,431	60,731	64,031
7	60,056	63,356	66,656
8	62,681	65,981	69,281
9	65,306	68,606	71,906
10	67,931	71,231	74,531
11	70,556	73,856	77,156
12	73,181	76,481	79,781
13	75,481	78,781	82,081
13 Feb 1	76,281	79,581	82,881

2010-2011

Salary Guide Step	BA	MA	MA+32
1	44,306	47,606	50,906
2	46,931	50,231	53,531
3	49,556	52,856	56,156
4	52,181	55,481	58,781
5	54,806	58,106	61,406
6	57,431	60,731	64,031
7	60,056	63,356	66,656
8	62,681	65,981	69,281
9	65,306	68,606	71,906
10	67,931	71,231	74,531
11	70,556	73,856	77,156
12	73,181	76,481	79,781
13	77,081	80,381	83,681
13 Feb 1	77,881	81,181	84,481

2011-2012

Salary Guide Step	BA	MA	MA+32
1	44,306	47,606	50,906
2	46,931	50,231	53,531
3	49,556	52,856	56,156
4	52,181	55,481	58,781
5	54,806	58,106	61,406
6	57,431	60,731	64,031
7	60,056	63,356	66,656
8	62,681	65,981	69,281
9	65,306	68,606	71,906
10	67,931	71,231	74,531
11	70,556	73,856	77,156
12	73,181	76,481	79,781
13	78,681	81,981	85,281
13 Mar 1	79,481	82,781	86,081

2012-2013

Salary Guide Step	BA	MA	MA+32
1	44,306	47,606	50,906
2	46,931	50,231	53,531
3	49,556	52,856	56,156
4	52,181	55,481	58,781
5	54,806	58,106	61,406
6	57,431	60,731	64,031
7	60,056	63,356	66,656
8	62,681	65,981	69,281
9	65,306	68,606	71,906
10	67,931	71,231	74,531
11	70,556	73,856	77,156
12	73,181	76,481	79,781
13	78,681	81,981	85,281
Dec. 1	80,681	83,981	87,281

**SCHEDULE D
TEACHER ASSISTANTS**

Step	County Sub	+90 Credits	BA
A	26,677	27,903	30,908
B	28,395	29,621	32,626
C	30,113	31,339	34,344
D	31,831	33,057	36,062
E	33,549	34,775	37,780
F	35,267	36,493	39,498
G	36,985	38,211	41,236
H	38,723	39,949	42,934
I	40,421	41,647	44,652
J	42,139	43,365	46,370
K	43,857	45,083	48,096
L	45,583	46,809	

All currently employed Teacher Assistants will be moved to Step A effective September 1, 2009. All newly hired Teacher Assistants will be placed on Step A. All Teacher Assistants will be advanced one step each year.

**PSYCHOLOGISTS
SCHEDULE B**

2009-2010

Salary Guide				
Step	MA	MA+32	DR	
1	60,440	63,740	67,040	
2	61,140	64,440	67,740	
3	61,840	65,140	68,440	
4	62,540	65,840	69,140	
5	63,240	66,540	69,840	
6	63,940	67,240	70,540	
7	67,810	71,110	74,410	
8	71,710	75,010	78,310	
9	75,610	78,910	82,210	
10	79,510	82,810	86,110	
11	85,410	88,710	92,010	
12	97,310	100,610	103,910	
Feb 1	98,310	101,610	3,300	

2010-2011

Salary Guide

Step	MA	MA+32	DR
1	62,090	65,390	68,690
2	62,690	65,990	69,290
3	63,390	66,690	69,990
4	64,190	67,490	70,790
5	65,090	68,390	71,690
6	66,090	69,390	72,690
7	69,890	73,190	76,490
8	73,790	77,090	80,390
9	77,690	80,990	84,290
10	81,590	84,890	88,190
11	88,490	91,790	95,090
12	99,390	102,690	105,990
Feb 1	100,390	103,690	3,300

2011-2012

Salary Guide

Step	MA	MA+32	DR
1	63,870	67,170	70,470
2	64,970	68,270	71,570
3	66,070	69,370	72,670
4	67,170	70,470	73,770
5	69,160	72,460	75,760
6	71,250	74,550	77,850
7	73,440	76,740	80,040
8	76,630	79,930	83,230
9	80,820	84,120	87,420
10	86,010	89,310	92,610
11	92,200	95,500	98,800
12	99,390	102,690	105,990
13	101,490	104,790	108,090
Mar 1	102,490	105,790	109,090

2012-2013

Salary Guide Step 12/1/2012	MA	MA+32	DR
1	65,500	68,800	72,100
2	68,070	71,370	74,670
3	70,740	74,040	77,340
4	73,520	76,820	80,120
5	76,410	79,710	83,010
6	79,410	82,710	86,010
7	82,530	85,830	89,130
8	85,770	89,070	92,370
9	89,140	92,440	95,740
10	92,640	95,940	99,240
11	96,280	99,580	102,880
12	100,060	103,360	106,660
13	103,835	107,135	110,435

**SALARY SCHEDULES
JC PARAPROFESSIONALS
2009-2010**

Salary Guide Step	CA	HA	SCA	CLM
1	22,759	25,210	31,274	25,655
2	23,259	25,710	31,774	26,155
3	23,649	26,100	32,165	28,389
4	24,038	26,489	32,554	30,622
5	24,748	27,296	33,605	32,856
6	25,465	28,030	34,557	35,090
7	26,315	28,967	36,339	37,324
8	27,237	29,901	38,124	39,558
9	28,158	30,836	39,910	41,791
10	29,083	31,772	41,694	44,026
11	30,018	32,704	43,478	46,260
12	33,372	36,099	50,317	48,504

2010-2011

Salary Guide Step	CA	HA	SCA	CLM
1	23,214	25,714	31,900	26,168
2	23,724	26,224	32,410	26,678
3	24,122	26,622	32,808	28,956
4	24,519	27,019	33,205	31,235
5	25,243	27,842	34,277	33,513
6	25,975	28,590	35,248	35,792
7	26,841	29,546	37,065	38,070
8	27,782	30,499	38,886	40,349
9	28,721	31,452	40,708	42,627
10	29,665	32,407	42,527	44,907
11	30,618	33,358	44,347	47,185
12	34,040	36,821	51,323	49,474

2011-2012

Salary Guide Step	CA	HA	SCA	CLM
1	23,679	26,229	32,537	26,691
2	24,199	26,749	33,058	27,211
3	24,604	27,154	33,464	29,536
4	25,009	27,560	33,870	31,860
5	25,748	28,399	34,963	34,184
6	26,494	29,162	35,953	36,508
7	27,378	30,137	37,807	38,832
8	28,337	31,109	39,664	41,156
9	29,296	32,081	41,522	43,480
10	30,258	33,056	43,378	45,805
11	31,230	34,026	45,234	48,129
12	34,721	37,557	52,349	50,464

2012-13

Salary Guide Step	CA	HA	SCA	CLM
1	24,389	27,015	33,514	27,492
2	24,925	27,551	34,049	28,028
3	25,342	27,969	34,468	30,422
4	25,760	28,386	34,886	32,815
5	26,521	29,251	36,011	35,209
6	27,289	30,037	37,031	37,603
7	28,199	31,041	38,941	39,997
8	29,188	32,043	40,854	42,390
9	30,175	33,044	42,768	44,784
10	31,166	34,047	44,679	47,179
11	32,167	35,046	46,591	49,573
12	35,762	38,684	53,920	51,978

**SALARY SCHEDULES
SECRETARIES**

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
A	1	39,832	40,231	40,633	41,446
	2	42,602	43,028	43,458	44,327
	3	43,820	44,258	44,701	45,595
	4	45,116	45,567	46,023	46,943
	5	47,714	48,191	48,673	49,647
	6	50,311	50,815	51,323	52,349
	7	52,911	53,440	53,974	55,054
	8	55,928	56,487	57,052	58,193
	9	58,100	58,681	59,268	60,453
	10	60,839	61,447	62,062	63,303
	11	63,296	63,929	64,568	65,859
	12	69,351	70,551	71,751	72,951
GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
B	1	32,455	32,780	33,107	33,770
	2	33,530	33,865	34,204	34,888
	3	34,602	34,949	35,298	36,004
	4	35,678	36,035	36,395	37,123
	5	37,826	38,204	38,586	39,358
	6	39,977	40,377	40,780	41,596
	7	42,127	42,549	42,974	43,834
	8	44,276	44,718	45,166	46,069
	9	46,427	46,891	47,360	48,308
	10	48,577	49,062	49,553	50,544
	11	50,725	51,232	51,744	52,779
	12	57,746	58,946	60,146	61,346
GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
C	1	32,508	32,833	33,161	33,824
	2	33,161	33,492	33,827	34,504
	3	33,815	34,153	34,495	35,184
	4	34,467	34,812	35,160	35,863
	5	35,120	35,471	35,826	36,543
	6	36,427	36,792	37,160	37,903
	7	37,806	38,184	38,566	39,338
	8	39,150	39,541	39,937	40,736
	9	40,494	40,899	41,308	42,134
	10	41,836	42,255	42,677	43,531
	11	44,523	44,969	45,418	46,327
	12	49,282	50,482	51,682	52,882

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
D	1	33,553	33,889	34,227	34,912
	2	34,205	34,547	34,893	35,591
	3	34,859	35,208	35,560	36,271
	4	35,511	35,866	36,225	36,950
	5	36,819	37,187	37,559	38,310
	6	38,125	38,506	38,891	39,669
	7	39,432	39,826	40,225	41,029
	8	40,737	41,145	41,556	42,387
	9	42,045	42,466	42,891	43,748
	10	43,351	43,784	44,222	45,106
	11	44,659	45,105	45,557	46,468
	12	49,282	50,482	51,682	52,882

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
E	1	36,125	36,486	36,851	37,588
	2	36,925	37,294	37,667	38,420
	3	37,722	38,100	38,481	39,250
	4	38,520	38,905	39,294	40,080
	5	40,115	40,517	40,922	41,740
	6	41,720	42,137	42,558	43,410
	7	43,318	43,752	44,189	45,073
	8	44,917	45,366	45,820	46,736
	9	46,516	46,981	47,451	48,400
	10	48,115	48,596	49,082	50,063
	11	49,713	50,210	50,712	51,726
	12	54,516	55,716	56,916	58,116

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
F	1	40,006	40,406	40,810	41,627
	2	40,996	41,406	41,820	42,656
	3	41,985	42,405	42,829	43,685
	4	42,976	43,405	43,839	44,716
	5	46,936	47,405	47,879	48,837
	6	48,917	49,406	49,900	50,898
	7	50,898	51,407	51,921	52,959
	8	52,877	53,406	53,940	55,019
	9	54,857	55,405	55,959	57,079
	10	56,837	57,406	57,980	59,139
	11	58,818	59,406	60,000	61,200
	12	63,488	64,688	65,888	67,088

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
G	1	39,203	39,595	39,991	40,790
	2	40,155	40,556	40,962	41,781
	3	41,110	41,521	41,937	42,775
	4	42,063	42,483	42,908	43,766
	5	43,970	44,410	44,854	45,751
	6	45,876	46,335	46,798	47,734
	7	47,784	48,262	48,744	49,719
	8	49,692	50,189	50,690	51,704
	9	51,596	52,112	52,633	53,686
	10	53,504	54,039	54,580	55,671
	11	55,410	55,964	56,524	57,654
	12	60,367	61,567	62,767	63,967

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
H	1	42,824	43,252	43,685	44,558
	2	43,921	44,360	44,804	45,700
	3	45,032	45,482	45,937	46,856
	4	46,142	46,603	47,069	48,011
	5	48,362	48,846	49,334	50,321
	6	50,580	51,086	51,597	52,629
	7	52,800	53,328	53,862	54,939
	8	55,019	55,569	56,124	57,247
	9	57,239	57,811	58,389	59,557
	10	59,457	60,051	60,652	61,865
	11	61,675	62,292	62,915	64,173
	12	66,709	67,909	69,109	70,309

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
I	1	44,473	44,918	45,367	46,274
	2	45,382	45,836	46,294	47,220
	3	46,292	46,755	47,222	48,167
	4	47,200	47,672	48,148	49,111
	5	49,014	49,504	49,999	50,999
	6	50,816	51,324	51,837	52,874
	7	52,645	53,171	53,703	54,777
	8	55,431	55,985	56,545	57,676
	9	56,274	56,837	57,405	58,554
	10	57,588	58,164	58,746	59,920
	11	59,903	59,802	60,400	61,608
	12	63,841	65,041	66,241	67,441

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
J	1	55,422	55,976	56,536	57,667
	2	56,780	57,348	57,921	59,079
	3	57,641	58,217	58,799	59,975
	4	59,400	59,844	60,443	61,652
	5	61,718	61,735	62,052	63,294
	6	64,939	65,588	66,244	67,569
	7	67,658	68,335	69,018	70,398
	8	70,278	70,981	71,690	73,124
	9	73,098	73,329	73,763	75,238
	10	75,815	76,573	76,939	78,478
	11	77,835	78,614	79,400	80,988
	12	83,326	84,526	85,726	86,926

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
K	1	48,247	48,729	49,217	50,201
	2	49,084	49,575	50,071	51,072
	3	50,120	50,522	51,027	52,047
	4	50,808	51,316	51,629	52,661
	5	52,932	52,661	53,188	54,252
	6	54,121	54,162	54,404	55,492
	7	56,682	56,749	57,216	58,360
	8	58,555	59,141	59,432	60,621
	9	60,429	61,034	61,644	62,877
	10	62,104	62,725	63,352	64,619
	11	64,177	64,319	64,962	66,261
	12	67,652	68,852	70,052	71,252

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
L	1	33,562	33,898	34,237	34,922
	2	33,956	34,295	34,638	35,331
	3	34,652	34,799	35,147	35,850
	4	35,546	35,701	35,858	36,575
	5	36,938	36,908	37,077	37,818
	6	38,302	38,685	38,872	39,650
	7	39,795	39,892	39,991	40,791
	8	41,005	41,115	41,327	42,153
	9	42,396	42,720	43,048	43,909
	10	43,987	43,926	44,266	45,151
	11	45,347	45,600	45,956	46,876
	12	50,187	51,387	52,587	53,787

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
M	1	31,725	32,042	32,363	33,010
	2	32,320	32,643	32,969	33,629
	3	33,113	33,244	33,577	34,248
	4	33,807	33,845	33,983	34,663
	5	34,998	34,848	34,996	35,696
	6	36,263	36,526	36,791	37,527
	7	37,979	38,109	38,240	39,005
	8	39,167	39,409	39,603	40,395
	9	40,458	40,763	40,971	41,790
	10	42,050	42,170	42,392	43,240
	11	43,340	43,623	43,859	44,737
	12	48,611	49,811	51,011	52,211



GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
N	1	35,179	35,531	35,886	36,604
	2	35,949	36,309	36,672	37,405
	3	36,719	37,086	37,457	38,206
	4	37,488	37,863	38,241	39,006
	5	39,026	39,416	39,810	40,606
	6	40,562	40,768	41,176	41,999
	7	42,100	42,221	42,643	43,496
	8	43,638	43,724	44,161	45,045
	9	45,175	45,426	45,881	46,798
	10	46,711	46,778	47,246	48,191
	11	48,248	48,430	48,915	49,893
	12	52,937	54,137	55,337	56,537



GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
O	1	33,344	33,677	34,014	34,694
	2	34,111	34,452	34,797	35,493
	3	34,882	35,230	35,583	36,294
	4	35,652	36,008	36,369	37,096
	5	37,189	37,561	37,936	38,695
	6	38,726	39,114	39,505	40,295
	7	40,262	40,465	40,869	41,687
	8	41,799	41,717	42,134	42,977
	9	43,337	43,770	44,208	45,092
	10	44,874	45,023	45,473	46,383
	11	46,413	46,577	47,043	47,984
	12	51,530	52,730	53,930	55,130



GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
P	1	36,588	36,954	37,324	38,070
	2	37,386	37,760	38,137	38,900
	3	38,185	38,567	38,953	39,732
	4	38,984	39,374	39,768	40,563
	5	40,588	40,793	41,201	42,025
	6	42,190	42,412	42,836	43,693
	7	43,793	43,731	44,169	45,052
	8	45,394	45,548	45,903	46,821
	9	46,997	47,267	47,540	48,491
	10	48,599	48,585	48,971	49,950
	11	50,170	50,672	51,078	52,100
	12	54,956	56,156	57,356	58,556

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
Q	1	34,585	34,931	35,280	35,986
	2	35,532	35,887	36,246	36,971
	3	36,330	36,694	37,061	37,802
	4	37,132	37,503	37,878	38,636
	5	38,735	39,123	39,514	40,304
	6	40,339	40,742	41,150	41,973
	7	41,944	42,364	42,787	43,643
	8	43,550	43,985	44,425	45,314
	9	45,155	45,507	45,962	46,881
	10	46,759	47,126	47,298	48,244
	11	47,863	47,842	47,920	48,879
	12	53,407	54,607	55,807	57,007

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
R	1	37,018	37,388	37,762	38,517
	2	37,872	38,251	38,633	39,406
	3	38,727	39,115	39,506	40,296
	4	39,584	39,980	40,379	41,187
	5	41,295	41,708	42,125	42,968
	6	43,009	43,439	43,873	44,751
	7	44,722	45,169	45,620	46,533
	8	46,433	46,898	47,367	48,314
	9	48,146	48,627	49,114	50,096
	10	49,859	50,358	50,862	51,879
	11	51,571	52,087	52,608	53,660
	12	56,469	57,669	58,869	60,069

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
S	1	39,624	40,020	40,421	41,229
	2	40,676	41,082	41,493	42,323
	3	41,727	42,144	42,566	43,417
	4	42,777	43,205	43,637	44,510
	5	44,879	45,328	45,781	46,697
	6	46,977	47,447	47,921	48,880
	7	49,080	49,571	50,067	51,068
	8	51,181	51,693	52,210	53,254
	9	53,282	53,815	54,353	55,440
	10	55,382	55,135	55,687	56,800
	11	57,482	58,057	58,138	59,301
	12	62,778	63,978	65,178	66,378

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
T	1	37,712	38,089	38,470	39,240
	2	38,598	38,984	39,374	40,161
	3	39,485	39,879	40,278	41,084
	4	40,371	40,775	41,183	42,006
	5	42,142	42,563	42,989	43,848
	6	43,915	44,354	44,797	45,693
	7	45,687	46,144	46,605	47,538
	8	47,458	47,933	48,412	49,381
	9	49,232	49,724	50,221	51,226
	10	51,002	51,512	52,027	53,068
	11	52,775	53,303	53,836	54,913
	12	57,696	58,896	60,096	61,296

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
U	1	37,727	38,105	38,486	39,256
	2	38,814	39,202	39,594	40,386
	3	39,903	40,302	40,705	41,519
	4	40,991	41,401	41,815	42,651
	5	43,168	43,599	44,035	44,916
	6	45,343	45,797	46,255	47,180
	7	47,520	47,995	48,475	49,445
	8	49,697	50,194	50,696	51,710
	9	51,871	52,390	52,914	53,972
	10	54,049	54,590	55,135	56,238
	11	56,225	56,787	57,355	58,502
	12	61,970	63,170	64,370	65,570

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
V	1	41,667	42,084	42,505	43,355
	2	42,533	42,958	43,388	44,255
	3	43,807	44,245	44,687	45,581
	4	44,877	45,326	45,779	46,695
	5	47,017	47,487	47,962	48,921
	6	49,155	49,646	50,143	51,146
	7	51,294	51,807	52,325	53,372
	8	53,433	53,968	54,507	55,598
	9	55,574	56,129	56,691	57,825
	10	57,751	58,329	58,912	60,090
	11	59,852	60,451	61,055	62,276
	12	64,900	66,100	67,300	68,500

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
W	1	41,124	41,536	41,951	42,790
	2	42,098	42,519	42,944	43,803
	3	43,072	43,502	43,937	44,816
	4	44,045	44,486	44,931	45,829
	5	45,993	46,453	46,918	47,856
	6	47,941	48,420	48,904	49,882
	7	49,889	50,388	50,892	51,909
	8	51,835	52,353	52,877	53,934
	9	53,783	54,321	54,864	55,962
	10	55,730	56,288	56,851	57,988
	11	57,579	58,154	58,736	59,911
	12	62,417	63,617	64,817	66,017

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
X	1	65,352	66,006	66,666	67,999
	2	66,610	67,276	67,949	69,308
	3	67,866	68,545	69,231	70,615
	4	69,128	69,819	70,518	71,928
	5	70,388	71,092	71,803	73,239
	6	71,148	71,559	72,275	73,720
	7	72,908	73,637	73,674	75,147
	8	74,166	74,908	74,957	76,456
	9	75,425	76,179	76,941	78,479
	10	76,684	77,451	78,226	79,790
	11	76,947	77,717	78,494	80,064
	12	79,580	80,780	81,980	83,180

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
Y	1	39,279	39,672	40,069	40,870
	2	40,195	40,597	41,003	41,823
	3	41,116	41,528	41,943	42,782
	4	42,035	42,456	42,880	43,738
	5	43,868	44,307	44,750	45,645
	6	45,766	46,224	46,686	47,620
	7	47,540	48,016	48,496	49,466
	8	49,347	49,840	50,339	51,346
	9	51,211	51,723	52,241	53,285
	10	53,045	53,576	54,111	55,194
	11	54,886	55,435	55,989	57,109
	12	59,682	60,882	62,082	63,282

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
Z	1	37,866	38,245	38,627	39,400
	2	38,809	39,197	39,589	40,381
	3	39,754	40,151	40,553	41,364
	4	40,696	41,103	41,514	42,344
	5	42,570	42,996	43,426	44,294
	6	44,457	44,901	45,350	46,257
	7	46,360	46,824	47,292	48,238
	8	48,248	48,730	49,218	50,202
	9	50,139	50,640	51,146	52,169
	10	52,026	52,546	53,072	54,133
	11	53,914	54,453	54,997	56,097
	12	60,790	61,990	63,190	64,390

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
AA	1	45,968	46,428	46,892	47,830
	2	46,859	47,327	47,801	48,757
	3	47,752	48,229	48,711	49,686
	4	48,645	49,132	49,623	50,616
	5	50,713	51,220	51,732	52,767
	6	52,216	52,738	53,266	54,331
	7	54,002	54,542	55,087	56,189
	8	55,788	56,346	56,909	58,048
	9	57,572	58,148	58,730	59,904
	10	59,359	59,952	60,552	61,763
	11	61,145	61,757	62,374	63,622
	12	67,652	68,852	70,052	71,252

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
BB	1	40,132	40,533	40,938	41,757
	2	41,146	41,557	41,973	42,812
	3	42,149	42,570	42,996	43,856
	4	43,148	43,580	44,016	44,896
	5	45,147	45,599	46,055	46,976
	6	47,147	47,618	48,095	49,057
	7	49,149	49,640	50,137	51,139
	8	51,150	51,661	52,178	53,221
	9	53,151	53,683	54,220	55,304
	10	55,150	55,702	56,259	57,384
	11	57,152	57,723	58,301	59,467
	12	62,144	63,344	64,544	65,744

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
CC	1	42,721	43,148	43,580	44,451
	2	43,747	44,184	44,626	45,519
	3	44,772	45,220	45,672	46,585
	4	45,797	46,255	46,718	47,652
	5	47,846	48,324	48,807	49,783
	6	49,896	50,395	50,899	51,917
	7	51,946	52,466	52,990	54,050
	8	53,996	54,536	55,082	56,183
	9	56,045	56,605	57,171	58,315
	10	58,095	58,676	59,263	60,448
	11	60,145	60,747	61,354	62,581
	12	64,832	66,032	67,232	68,432

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
DD	1	52,531	53,056	53,586	54,658
	2	53,551	54,086	54,627	55,720
	3	54,571	55,116	55,668	56,781
	4	55,593	56,149	56,710	57,844
	5	57,636	57,712	58,290	59,455
	6	59,679	59,976	60,076	61,277
	7	61,722	62,239	62,561	63,812
	8	63,767	64,404	64,749	66,043
	9	65,810	66,468	67,133	68,475
	10	67,853	67,932	68,611	69,983
	11	69,896	70,245	70,448	71,857
	12	73,259	74,459	75,659	76,859

GRADE	STEP	9/1/2009	9/1/2010	9/1/211	9/1/2012
II	1	32,102	32,423	32,747	33,402
	2	33,165	33,497	33,832	34,508
	3	34,226	34,568	34,914	35,612
	4	35,290	35,643	35,999	36,719
	5	37,414	37,788	38,166	38,929
	6	39,542	39,937	40,337	41,144
	7	41,669	42,086	42,507	43,357
	8	42,794	43,222	43,454	44,323
	9	44,422	44,666	45,113	46,015
	10	46,448	46,712	46,980	47,919
	11	50,173	50,175	50,676	51,690
	12	57,746	58,946	60,146	61,346

NCASA 2009 TENTATIVE SETTLEMENT

SALARY GUIDES

Name	09-10 Base	10-11 Base	11-12 Base	12-13 Base
	Effective July 1, 2009	Effective July 1, 2010	Effective July 1, 2011	Effective October 1, 2012
Padilla	79,498	82,152	84,970	87,278
McKoy	103,158	105,812	108,630	110,938
Bremner	84,704	87,358	90,176	92,484
Seilski	84,704	87,358	90,176	92,484
Mohamed	91,704	94,358	97,176	99,484
Kenny	91,704	94,358	97,176	99,484
Blount	91,704	94,358	97,176	99,484
Padua	91,704	94,358	97,176	99,484
Ciofi	91,704	94,358	97,176	99,484
Pisano	91,704	94,358	97,176	99,484
Wilson	62,498	65,152	67,970	70,278
Ramos	62,498	65,152	67,970	70,278
Cavelli	74,613	77,267	80,085	82,393
Silva	91,935	94,589	97,407	99,715
Oliveira	88,835	91,489	94,307	96,615
Fonseca	81,656	84,310	87,128	89,436
Gupta	100,898	103,552	106,370	108,678
Henderson	84,197	86,851	89,669	91,977
Augusta	84,197	86,851	89,669	91,977
Hendricks	68,457	71,111	73,929	76,237
Solleder	129,402	132,056	134,874	137,182
Gallagher	85,745	88,399	91,217	93,525
Wojcik	111,827	114,481	117,299	119,607
Zupko	80,858	83,512	86,330	88,638
Charles	80,866	83,520	86,338	88,646
Garner	82,710	85,364	88,182	90,490
Kane	65,158	67,812	70,630	72,938
Flora	87,271	89,606	92,006	94,314
Ridley	90,000	92,335	94,735	97,043

Dated: December 14, 2009
Sea Girt, New Jersey

James W. Mastriani

State of New Jersey }
County of Monmouth }ss:

On this 14th day of December, 2009, before me personally came and appeared James W. Mastriani to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed same.

GRETCHEN L. BOONE
NOTARY PUBLIC OF NEW JERSEY
Commission Expires 4/30/2014