

SCHEDULE A-1
TEACHER SALARY GUIDE
2021-2022

YEAR 1							
2021-22	Holmdel Teachers						
Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15 BA+45	MA+30 BA+60	PHD
1-2	56,800	59,000	61,200	65,600	67,800	70,000	72,200
3-4	58,500	60,700	62,900	67,300	69,500	71,700	73,900
5-7	60,450	62,650	64,850	69,250	71,450	73,650	75,850
8-9	62,650	64,850	67,050	71,450	73,650	75,850	78,050
10-11	65,050	67,250	69,450	73,850	76,050	78,250	80,450
12-13	67,650	69,850	72,050	76,450	78,650	80,850	83,050
14	70,550	72,750	74,950	79,350	81,550	83,750	85,950
15	73,600	75,800	78,000	82,400	84,600	86,800	89,000
16	76,850	79,050	81,250	85,650	87,850	90,050	92,250
17	80,250	82,450	84,650	89,050	91,250	93,450	95,650
18	84,550	86,750	88,950	93,350	95,550	97,750	99,950
19	90,925	93,125	95,325	99,725	101,925	104,125	106,325

Credited years of experience are determined by the provisions of this contract, and are as of **June 30, 2013.**

*In order to move to these training levels, the employee must have been awarded the Master's Degree
 Longevity for 15-19 years of service in Holmdel and must be on Step 19 on the 15/16 Scattergram - \$500
 Longevity for 20-24 years of service in Holmdel - \$1,000.
 Longevity for 25-29 years of service in Holmdel - \$1,500
 Longevity for 30-34 years of service in Holmdel - \$2,000
 Longevity for 35-39 years of service in Holmdel - \$2,500
 Longevity for 40 and more years of service in Holmdel - \$3,000

SCHEDULE A-1
TEACHER SALARY GUIDE
2022-2023

YEAR 2							
2022-23	Holmdel Teachers						
Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15 BA+45*	MA+30 BA+60	PHD
1	58,825	61,025	63,225	67,625	69,825	72,025	74,225
2-3	59,625	61,825	64,025	68,425	70,625	72,825	75,025
4-5	61,575	63,775	65,975	70,375	72,575	74,775	76,975
6-8	63,775	65,975	68,175	72,575	74,775	76,975	79,175
9-10	66,175	68,375	70,575	74,975	77,175	79,375	81,575
11-12	68,775	70,975	73,175	77,575	79,775	81,975	84,175
13-14	71,675	73,875	76,075	80,475	82,675	84,875	87,075
15	74,675	76,875	79,075	83,475	85,675	87,875	90,075
16	77,900	80,100	82,300	86,700	88,900	91,100	93,300
17	81,300	83,500	85,700	90,100	92,300	94,500	96,700
18	85,600	87,800	90,000	94,400	96,600	98,800	101,000
19	91,975	94,175	96,375	100,775	102,975	105,175	107,375

Credited years of experience are determined by the provisions of this contract, and are as of **June 30, 2013.**

*In order to move to these training levels, the employee must have been awarded the Master's Degree
 Longevity for 15-19 years of service in Holmdel and must be on Step 19 on the 15/16 Scattergram - \$500
 Longevity for 20-24 years of service in Holmdel - \$1,000.
 Longevity for 25-29 years of service in Holmdel - \$1,500
 Longevity for 30-34 years of service in Holmdel - \$2,000
 Longevity for 35-39 years of service in Holmdel - \$2,500
 Longevity for 40 and more years of service in Holmdel - \$3,000

SCHEDULE A-1
TEACHER SALARY GUIDE
2023-2024

YEAR 3							
2023-24	Holmdel Teachers						
Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15 BA+45*	MA+30 BA+60*	PHD
1-2	61,650	63,850	66,050	70,450	72,650	74,850	77,050
3-4	62,850	65,050	67,250	71,650	73,850	76,050	78,250
5-6	65,050	67,250	69,450	73,850	76,050	78,250	80,450
7-9	67,450	69,650	71,850	76,250	78,450	80,650	82,850
10-11	70,050	72,250	74,450	78,850	81,050	83,250	85,450
12-13	72,950	75,150	77,350	81,750	83,950	86,150	88,350
14-15	75,950	78,150	80,350	84,750	86,950	89,150	91,350
16	79,150	81,350	83,550	87,950	90,150	92,350	94,550
17	82,550	84,750	86,950	91,350	93,550	95,750	97,950
18	86,850	89,050	91,250	95,650	97,850	100,050	102,250
19	93,225	95,425	97,625	102,025	104,225	106,425	108,625

Credited years of experience are determined by the provisions of this contract, and are as of **June 30, 2013.**

In order to move to these training levels, the employee must have been awarded the Master's Degree

Longevity for 15-19 years of service in Holmdel and must be on Step 19 on the 15/16 Scattergram - \$500

Longevity for 20-24 years of service in Holmdel - \$1,000.

Longevity for 25-29 years of service in Holmdel - \$1,500

Longevity for 30-34 years of service in Holmdel - \$2,000

Longevity for 35-39 years of service in Holmdel - \$2,500

Longevity for 40 and more years of service in Holmdel - \$3,000

SCHEDULE A-1
TEACHER SALARY GUIDE
2024-2025

Year 4							
2024-25	Holmdel Teachers						
Salary Guide							
Step	BA	BA+15	BA+30	MA	MA+15 BA+45*	MA+30 BA+60*	PHD
1	63,875	66,075	68,275	72,675	74,875	77,075	79,275
2-3	64,875	67,075	69,275	73,675	75,875	78,075	80,275
4-5	66,375	68,575	70,775	75,175	77,375	79,575	81,775
6-7	68,775	70,975	73,175	77,575	79,775	81,975	84,175
8-10	71,375	73,575	75,775	80,175	82,375	84,575	86,775
11-12	74,275	76,475	78,675	83,075	85,275	87,475	89,675
13-14	77,275	79,475	81,675	86,075	88,275	90,475	92,675
15-16	80,475	82,675	84,875	89,275	91,475	93,675	95,875
17	83,875	86,075	88,275	92,675	94,875	97,075	99,275
18	88,175	90,375	92,575	96,975	99,175	101,375	103,575
19	94,525	96,725	98,925	103,325	105,525	107,725	109,925

Credited years of experience are determined by the provisions of this contract, and are as of **June 30, 2014.**

*In order to move to these training levels, the employee must have been awarded the Master's Degree

Longevity for 15-19 years of service in Holmdel - \$500

Longevity for 20-24 years of service in Holmdel - \$1,000.

Longevity for 25-29 years of service in Holmdel - \$1,500

Longevity for 30-34 years of service in Holmdel - \$2,000

Longevity for 35-39 years of service in Holmdel - \$2,500

Longevity for 40 and more years of service in Holmdel - \$3,000

A-2
OFFICE SERVICE PERSONNEL SALARY GUIDE
2021-2025

YEAR 1		YEAR 2		YEAR 3		Year 4	
2021-22		2022-23		2023-24		2024-25	
Salary Guide		Salary Guide		Salary Guide		Salary Guide	
Step	Off Pers	Step	Off Pers	Step	Off Pers	Step	Off Pers
1	45,225	1	47,370	1	49,490	1	52,765
2	46,725	2	48,870	2	50,990	2	54,265
3	48,225	3	50,370	3	52,490	3	55,765
4	49,725	4	51,870	4	53,990	4	57,265
5	51,625	5	53,670	5	55,790	5	58,765
6	53,625	6	55,670	6	57,590	6	60,265
7	55,625	7	57,670	7	59,590	7	61,765
8	57,925	8	59,670	8	61,590	8	63,565
OG	77,034	OG	78,779	OG	80,699	OG	82,674

OG: Represents Members who worked in unaffiliated positions. Step 8 is the highest step for all other employees.

Longevity	2021-2022	2022-2023	2023-2024	2024-2025
10 Years	780	780	780	780
15 Years	1500	1500	1500	1500
20 Years	2200	2200	2200	2200

A-2
OFFICE SERVICE PERSONNEL SALARY GUIDE
2021-2025

	2021-2022	2022-2023	2023-2024	2024-2025
Level I	\$4,351	\$4,351	\$4,351	\$4,351
Level II	\$4,109	\$4,109	\$4,109	\$4,109
Level III	\$3,390	\$3,390	\$3,390	\$3,390
15 Credits	\$755	\$755	\$755	\$755

Level I – Includes the following positions: Guidance Secretary, Special Services Secretary, Secretary to the Principal, Office of the Superintendent Secretary, Secretary to the Director of Curriculum, Secretary-Central Office, Transportation Secretary and Coordinator of Purchasing.

Level II – Includes the following position: Secretary to the Assistant Principal and Secretary Athletic Director.

Level III – Includes the following positions: Purchase Order Clerk, and Assistant Bookkeeper.

Longevity is awarded based on years of service as an employee in the office personnel unit, not based on years of service as an employee in the district.

SCHEDULE A-3

BUILDING SERVICE PERSONNEL SALARY GUIDE
2021-2025

YEAR 1		YEAR 2		YEAR 3		Year 4	
2021-22		2022-23		2023-24		2024-25	
Salary Guide	Hourly	Salary Guide	Hourly	Salary Guide	Hourly	Salary Guide	Hourly
Step	B&G	Step	B&G	Step	B&G	Step	B&G
1-2	\$23.19	1	\$23.88	1-2	\$24.90	1	\$25.73
3	\$23.54	2-3	\$24.23	3-4	\$25.25	2-3	\$26.08
4	\$23.94	4	\$24.58	5	\$25.70	4-5	\$26.43
5	\$24.44	5	\$25.08	6	\$26.20	6	\$26.83
6	\$24.94	6	\$25.58	7	\$26.69	7	\$27.33
7	\$25.44	7	\$26.07	8	\$27.44	8	\$28.10
8	\$26.24	8	\$26.85	9	\$28.34	9	\$29
9	\$27.14	9	\$27.75	10	\$29.24	10	\$29.90
10	\$28.04	10	\$28.65	11	\$30.14	11	\$30.80
11	\$28.94	11	\$29.55	12	\$31.04	12	\$31.70
12	\$29.84	12	\$30.45	13	\$31.94	13	\$32.60
13	\$30.74	13	\$31.35				

SCHEDULE A-3

BUILDING SERVICE PERSONNEL SALARY GUIDE 2021-2025

	2021-2022	2022-2023	2023-2024	2024-2025
Position	Salary	Salary	Salary	Salary
Groundsperson	1.42	1.42	1.42	1.42
Maintenance	4.26	4.26	4.26	4.26
Village School Head Custodian	3.07	3.07	3.07	3.07
Indian Hill School Head Custodian	3.07	3.07	3.07	3.07
Satz School Head Custodian	3.07	3.07	3.07	3.07
Holmdel High School Head Custodian	3.74	3.74	3.74	3.74
Head Groundsperson	3.74	3.74	3.74	3.74
Head Maintenance	3.74	3.74	3.74	3.74
Media Technician	4.26	4.26	4.26	4.26
Technology Support Assistant	5.67	5.67	5.67	5.67
Microsoft License	3.51	3.51	3.51	3.51
Night Differential	0.76	0.76	0.76	0.76
Boiler License	761	761	761	761
Pesticide License	459	459	459	459
Asbestos Removal hourly**	23.43	23.43	23.43	23.43
HVAC	436.79	436.79	436.79	436.79
Journeyman***	N/A	\$1,800	\$1,800	\$1,800

Longevity*	
After 5 years	700
After 10 years	1400

All Building Service/Technology personnel are eligible for longevity in accordance with the schedule above. "longevity is awarded based on years of service as an employee in the building and grounds personnel unit, not based on years of service as an employee in the district."

** Certified personnel working the time required to remove asbestos.

***To be eligible for the stipend, Journeyman must hold an electrician's license, and be recommended by the Director of Plant, Operations and Maintenance, or his/her designee.

SCHEDULE A-4

INSTRUCTIONAL AIDE PERSONNEL
2021-2025

	Year 1 2021-22	Year 2 2022-23	YEAR 3 2023-24	Year 4 2024-25
	Salary	Salary	Salary	Salary
Instructional Aide	\$59,608.43	\$61,515.90	63,453.65	\$65,452.44

SCHEDULE A-5

SCHOOL MONITOR (SECURITY) – SALARY
2021-2025

	Year 1 2021-22	Year 2 2022-23	YEAR 3 2023-24	Year 4 2024-25
	Salary	Salary	Salary	Salary
Security Monitor	\$52,953.01	\$54,647.51	\$56,368.91	\$58,144.53

Effective September 1, 2017, Longevity for School Monitors (Security) employed in the district for 10 years receive \$500

Effective September 1, 2017, Longevity for School Monitors (Security) employed in the district for 20 years receive \$1,250

SCHEDULE A-6

PARAPROFESSIONAL – HOURLY
2021-2025

YEAR 1		YEAR 2		YEAR 3		Year 4	
2021-22		2022-23		2023-24		2024-25	
Salary Guide		Salary Guide		Salary Guide		Salary Guide	
Step		Step		Step		Step	
1	\$27.15	1	\$28.10	1	\$29.09	1	\$30.30
2	\$27.90	2	\$28.85	2	\$29.84	2	\$31.05
3	\$28.75	3	\$29.70	3	\$30.69	3	\$31.90
4	\$29.95	4	\$30.85	4	\$31.69	4	\$32.90
5	\$31.40	5	\$32.20	5	\$33.09	5	\$34.20
6	\$32.85	6	\$33.65	6	\$34.54	6	\$35.50

Effective September 1, 2017, Longevity for Special Education Paraprofessionals employed in the district for 10 years receive \$500. Longevity for Special Education Paraprofessionals employed in the district for 20 years receive \$1,250

SCHEDULE A-7
BUS MONITOR
2021-2025

YEAR 1		YEAR 2		YEAR 3		Year 4	
2021-22		2022-23		2023-24		2024-25	
Salary Guide		Salary Guide		Salary Guide		Salary Guide	
Step	Bus hourly	Step	Bus hourly	Step	Bus hourly	Step	Bus hourly
1	\$27.15	1	\$28.10	1	\$29.09	1	\$30.30
2	\$27.90	2	\$28.85	2	\$29.84	2	\$31.05
3	\$28.75	3	\$29.70	3	\$30.69	3	\$31.90
4	\$29.95	4	\$30.85	4	\$31.69	4	\$32.90
5	\$31.40	5	\$32.20	5	\$33.09	5	\$34.20
6	\$32.85	6	\$33.65	6	\$34.54	6	\$35.50

SCHEDULE A-8
NURSE ASSISTANT – HOURLY
2021-2025

	Year 1 2021-22	Year 2 2022-23	YEAR 3 2023-24	Year 4 2024-25
	Hourly	Hourly	Hourly	Hourly
Nurse Assistant	\$49.98	\$51.48	\$53.10	\$54.77

SCHEDULE A-9
LUNCH/PLAYGROUND AIDE
2021-2025

YEAR 1		YEAR 2		YEAR 3		Year 4	
2021-22		2022-23		2023-24		2024-25	
Step	Hourly	Step	Hourly	Step	Hourly	Step	Hourly
1	\$19.51	1	\$20.02	1	\$20.62	1	\$21.29
2	\$19.76	2	\$20.27	2	\$20.87	2	\$21.54
3	\$20.02	3	\$20.52	3	\$21.12	3	\$21.79
4	\$20.27	4	\$20.79	4	\$21.37	4	\$22.04

Bus Monitor, Nurse Assistant, Lunch/Playground Aide: Effective July 1, 2021, an annual longevity payment for Lunch/Playground Aides & Bus Monitors employed in the District for:
20 years receive \$1,250; 25 years of service receive \$1,500; 30 years of service receive \$2,000; 35 years of service \$2,500

SCHEDULE A-10
BUS DRIVERS
2021-2025

	Year 1		Year 2		Year 3		Year 4
	2021-22		2022-23		2023-24		2024-25
Step	Rate	Step	Rate	Step	Rate	Step	Rate
1	32.67	1	33.74	1	34.83	1	35.95
2	32.99	2	34.06	2	35.15	2	36.27
3	33.31	3	34.38	3	35.47	3	36.59
4	33.63	4	34.7	4	35.79	4	36.91
5	33.95	5	35.02	5	36.11	5	37.23
6	34.27	6	35.34	6	36.43	6	37.55
Head Driver	3.51	Head Driver	3.62	Head Driver	3.73	Head Driver	3.85

Longevity

Employees with ten (10) years of employment with the district shall receive an additional 25 cents per hour.

Employees with fifteen (15) years of employment with the district shall receive an additional 35 cents per hour

SCHEDULE A-11

CHILD STUDY TEAM

<i>YEAR 1</i>			<i>YEAR 2</i>			<i>YEAR 3</i>			<i>Year 4</i>		
<i>2021-22</i>			<i>2022-23</i>			<i>2023-24</i>			<i>2024-25</i>		
Step	CST	PHD	Step	CST	PHD	Step	CST	PHD	Step	CST	PHD
1-2	73,081	75,081	1	74,356	76,356	1-2	77,531	79,531	1	79,781	81,781
3	74,581	76,581	2-3	75,556	77,556	3-4	78,731	80,731	2-3	80,981	82,981
4	76,881	78,881	4	77,556	79,556	5	80,731	82,731	4-5	82,481	84,481
5	79,381	81,381	5	80,056	82,056	6	83,231	85,231	6	84,481	86,481
6	81,881	83,881	6	82,556	84,556	7	85,731	87,731	7	86,881	88,881
7	84,381	86,381	7	85,056	87,056	8	88,231	90,231	8	89,381	91,381
8	87,181	89,181	8	87,756	89,756	9	90,931	92,931	9	92,081	94,081
9	90,181	92,181	9	90,556	92,556	10	93,756	95,756	10	94,781	96,781
10	93,181	95,181	10	93,456	95,456	11	96,656	98,656	11	97,481	99,481
11	96,081	98,081	11	96,356	98,356	12	99,556	101,556	12	100,181	102,181
12	99,081	101,081	12	99,256	101,256	13	101,181	103,181	13	102,181	104,181
13	100,181	102,181	13	100,681	102,681	14	102,781	104,781	14	104,081	106,081
14	-	-	14	101,481	103,481						

The longevity differential for CST will be paid as follows: 20-24 years of service - \$500; 25-29 years - \$1,000; and 30 or more years of service in Holmdel - \$1,500.