

YEAR 2									
2022-23	Holmdel Teachers								
Salary Guide		2,200	4,400	8,800	11,000	13,200	15,400		
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	3.20%	
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	1,050	
Scattergram									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	Total	Percent
								-	-
0	-	-	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	-
2-3	7.00	1.10	-	2.00	1.00	-	-	11.10	3.60%
4-5	11.00	1.00	1.00	10.00	2.00	1.10	2.10	28.20	9.16%
6-8	9.20	4.00	-	9.00	5.30	2.20	1.00	30.70	9.97%
9-10	10.55	1.00	1.00	7.40	5.40	2.00	-	27.35	8.88%
11-12	5.00	1.00	3.00	8.10	3.00	1.00	-	21.10	6.85%
13-14	4.00	2.00	3.00	6.20	4.00	5.00	-	24.20	7.86%
15	2.00	-	-	1.00	1.00	3.00	-	7.00	2.27%
16	1.00	-	-	-	-	4.00	1.00	6.00	1.95%
17	-	-	-	1.00	2.00	2.00	-	5.00	1.62%
18	1.00	-	-	2.28	-	2.00	-	5.28	1.71%
19	2.00	2.00	5.00	24.40	28.23	76.12	4.28	142.03	46.12%
Totals	52.75	12.10	13.00	71.38	51.93	98.42	8.38	307.96	100.00%
Percent	17.13%	3.93%	4.22%	23.18%	16.86%	31.96%	2.72%		

YEAR 3									
2023-24	Holmdel Teachers								
Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	3.15%	
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	1,250	
Scattergram Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	Total	Percent
0	-	-	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-	-	-
1-2	-	-	-	-	-	-	-	-	-
3-4	7.00	1.10	-	2.00	1.00	-	-	11.10	3.60%
5-6	11.00	1.00	1.00	10.00	2.00	1.10	2.10	28.20	9.16%
7-9	9.20	4.00	-	9.00	5.30	2.20	1.00	30.70	9.97%
10-11	10.55	1.00	1.00	7.40	5.40	2.00	-	27.35	8.88%
12-13	5.00	1.00	3.00	8.10	3.00	1.00	-	21.10	6.85%
14-15	4.00	2.00	3.00	6.20	4.00	5.00	-	24.20	7.86%
16	2.00	-	-	1.00	1.00	3.00	-	7.00	2.27%
17	1.00	-	-	-	-	4.00	1.00	6.00	1.95%
18	-	-	-	1.00	2.00	2.00	-	5.00	1.62%
19	3.00	2.00	5.00	26.68	28.23	78.12	4.28	147.31	47.83%
Totals	52.75	12.10	13.00	71.38	51.93	98.42	8.38	307.96	100.00%
Percent	17.13%	3.93%	4.22%	23.18%	16.86%	31.96%	2.72%		

Year 4									
2024-25	Holmdel Teachers								
Salary Guide		2,200	4,400	8,800	11,000	13,200	15,400		
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	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	1,300	
Scattergram									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	PHD	Total	Percent
								-	-
0	-	-	-	-	-	-	-	-	-
0	-	-	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-	-	-
2-3	-	-	-	-	-	-	-	-	-
4-5	7.00	1.10	-	2.00	1.00	-	-	11.10	3.60%
6-7	11.00	1.00	1.00	10.00	2.00	1.10	2.10	28.20	9.16%
8-10	9.20	4.00	-	9.00	5.30	2.20	1.00	30.70	9.97%
11-12	10.55	1.00	1.00	7.40	5.40	2.00	-	27.35	8.88%
13-14	5.00	1.00	3.00	8.10	3.00	1.00	-	21.10	6.85%
15-16	4.00	2.00	3.00	6.20	4.00	5.00	-	24.20	7.86%
17	2.00	-	-	1.00	1.00	3.00	-	7.00	2.27%
18	1.00	-	-	-	-	4.00	1.00	6.00	1.95%
19	3.00	2.00	5.00	27.68	30.23	80.12	4.28	152.31	49.46%
Totals	52.75	12.10	13.00	71.38	51.93	98.42	8.38	307.96	100.00%
Percent	17.13%	3.93%	4.22%	23.18%	16.86%	31.96%	2.72%		

YEAR 2				
2022-23	Holmdel CST			
Salary Guide				
Step	CST	PHD	3.20%	
1	74,356	76,356		
2-3	75,556	77,556		
4	77,556	79,556		
5	80,056	82,056		
6	82,556	84,556		
7	85,056	87,056		
8	87,756	89,756		
9	90,556	92,556		
10	93,456	95,456		
11	96,356	98,356		
12	99,256	101,256		
13	100,681	102,681		
14	101,481	103,481	1,300	
Scattergram				
Step	CST	PHD	Total	Percent
			-	-
0	-	-	-	-
1	-	-	-	-
2-3	-	-	-	-
4	1.00	-	1.00	10.00%
5	-	-	-	-
6	1.00	-	1.00	10.00%
7	1.00	-	1.00	10.00%
8	-	-	-	-
9	1.00	-	1.00	10.00%
10	2.00	-	2.00	20.00%
11	2.00	-	2.00	20.00%
12	-	-	-	-
13	1.00	-	1.00	10.00%
14	-	1.00	1.00	10.00%
Totals	9.00	1.00	10.00	100.00%
Percent	90.00%	10.00%		

YEAR 3				
2023-24	Holmdel CST			
Salary Guide				
Step	CST	PHD	3.15%	
1-2	77,531	79,531		
3-4	78,731	80,731		
5	80,731	82,731		
6	83,231	85,231		
7	85,731	87,731		
8	88,231	90,231		
9	90,931	92,931		
10	93,756	95,756		
11	96,656	98,656		
12	99,556	101,556		
13	101,181	103,181		
14	102,781	104,781	1,300	
Scattergram				
Step	CST	PHD	Total	Percent
			-	-
0	-	-	-	-
0	-	-	-	-
1-2	-	-	-	-
3-4	-	-	-	-
5	1.00	-	1.00	10.00%
6	-	-	-	-
7	1.00	-	1.00	10.00%
8	1.00	-	1.00	10.00%
9	-	-	-	-
10	1.00	-	1.00	10.00%
11	2.00	-	2.00	20.00%
12	2.00	-	2.00	20.00%
13	-	-	-	-
14	1.00	1.00	2.00	20.00%
Totals	9.00	1.00	10.00	100.00%
Percent	90.00%	10.00%		

Year 4				
2024-25	Holmdel CST			
Salary Guide				
Step	CST	PHD	3.15%	
1	79,781	81,781		
2-3	80,981	82,981		
4-5	82,481	84,481		
6	84,481	86,481		
7	86,881	88,881		
8	89,381	91,381		
9	92,081	94,081		
10	94,781	96,781		
11	97,481	99,481		
12	100,181	102,181		
13	102,181	104,181		
14	104,081	106,081	1,300	
Scattergram				
Step	CST	PHD	Total	Percent
			-	-
0	-	-	-	-
0	-	-	-	-
1	-	-	-	-
2-3	-	-	-	-
4-5	-	-	-	-
6	1.00	-	1.00	10.00%
7	-	-	-	-
8	1.00	-	1.00	10.00%
9	1.00	-	1.00	10.00%
10	-	-	-	-
11	1.00	-	1.00	10.00%
12	2.00	-	2.00	20.00%
13	2.00	-	2.00	20.00%
14	1.00	1.00	2.00	20.00%
Totals	9.00	1.00	10.00	100.00%
Percent	90.00%	10.00%		

YEAR 2			
2022-23	Holmdel Office Personnel		
Salary Guide			
Step	Off Pers	3.20%	
1	47,370		
2	48,870		
3	50,370		
4	51,870		
5	53,670		
6	55,670		
7	57,670		
8	59,670		
OG	78,779	1,745	
Scattergram			
Step	Off Pers	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	15.00	15.00	93.75%
OG	1.00	1.00	6.25%
Totals	16.00	16.00	100.00%
Percent	100.00%		

YEAR 3			
2023-24	Holmdel Office Personnel		
Salary Guide			
Step	Off Pers	3.15%	
1	49,490		
2	50,990		
3	52,490		
4	53,990		
5	55,790		
6	57,590		
7	59,590		
8	61,590		
OG	80,699	1,920	
Scattergram			
Step	Off Pers	Total	Percent
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	15.00	15.00	93.75%
OG	1.00	1.00	6.25%
Totals	16.00	16.00	100.00%
Percent	100.00%		

Year 4			
2024-25	Holmdel Office Personnel		
Salary Guide			
Step	Off Pers	3.15%	
1	52,765		
2	54,265		
3	55,765		
4	57,265		
5	58,765		
6	60,265		
7	61,765		
8	63,565		
OG	82,674	1,975	
Scattergram			
Step	Off Pers	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	-	-	-
5	-	-	-
6	-	-	-
7	-	-	-
8	15.00	15.00	93.75%
OG	1.00	1.00	6.25%
Totals	16.00	16.00	100.00%
Percent	100.00%		

YEAR 2			
2022-23	Holmdel Buildings and Grounds		
Salary Guide			
Step	B&G	Annual	3.18%
1	23.88	49,670	
2-3	24.23	50,398	
4	24.58	51,126	
5	25.08	52,166	
6	25.58	53,206	
7	26.07	54,226	
8	26.85	55,848	
9	27.75	57,720	
10	28.65	59,592	
11	29.55	61,464	
12	30.45	63,336	
13	31.35	65,208	0.61
			1,269
Scattergram			
Step	B&G	Total	Percent
		-	-
0	-	-	-
1	-	-	-
2-3	-	-	-
4	4.00	4.00	9.76%
5	3.00	3.00	7.32%
6	1.00	1.00	2.44%
7	3.00	3.00	7.32%
8	3.00	3.00	7.32%
9	2.00	2.00	4.88%
10	1.00	1.00	2.44%
11	2.00	2.00	4.88%
12	2.00	2.00	4.88%
13	20.00	20.00	48.78%
Totals	41.00	41.00	100.00%
Percent	100.00%		

YEAR 3			
2023-24	Holmdel Buildings and Grounds		
Salary Guide			
Step	B&G	Annual	3.13%
1-2	24.90	51,792	
3-4	25.25	52,520	
5	25.70	53,456	
6	26.20	54,496	
7	26.69	55,515	
8	27.44	57,075	
9	28.34	58,947	
10	29.24	60,819	
11	30.14	62,691	
12	31.04	64,563	
13	31.94	66,435	0.59
			1,227
Scattergram			
Step	B&G	Total	Percent
		-	-
0	-	-	-
0	-	-	-
1-2	-	-	-
3-4	-	-	-
5	4.00	4.00	9.76%
6	3.00	3.00	7.32%
7	1.00	1.00	2.44%
8	3.00	3.00	7.32%
9	3.00	3.00	7.32%
10	2.00	2.00	4.88%
11	1.00	1.00	2.44%
12	2.00	2.00	4.88%
13	22.00	22.00	53.66%
Totals	41.00	41.00	100.00%
Percent	100.00%		

Year 4			
2024-25	Holmdel Buildings and Grounds		
Salary Guide			
Step	B&G	Annual	3.13%
1	25.73	53,518	
2-3	26.08	54,246	
4-5	26.43	54,974	
6	26.83	55,806	
7	27.33	56,846	
8	28.10	58,448	
9	29.00	60,320	
10	29.90	62,192	
11	30.80	64,064	
12	31.70	65,936	
13	32.60	67,808	0.66
			1,373
Scattergram			
Step	B&G	Total	Percent
		-	-
0	-	-	-
0	-	-	-
1	-	-	-
2-3	-	-	-
4-5	-	-	-
6	4.00	4.00	9.76%
7	3.00	3.00	7.32%
8	1.00	1.00	2.44%
9	3.00	3.00	7.32%
10	3.00	3.00	7.32%
11	2.00	2.00	4.88%
12	1.00	1.00	2.44%
13	24.00	24.00	58.54%
Totals	41.00	41.00	100.00%
Percent	100.00%		

Year 2				
2022-23	Holmdel Building Service Personnel			
		Staff		
Position	Salary	Hours	Cost	
Groundsperson	1.42	24.00	8,860.80	
Maintenance	4.26	48.00	53,164.80	
Village School Head Cust	3.07	8.00	6,385.60	
Indian Hill School Head C	3.07	8.00	6,385.60	
Satz School Head Custod	3.07	8.00	6,385.60	
Holmdel High School Hea	3.74	8.00	7,779.20	
Head Groundsperson	3.74	8.00	7,779.20	
Head Maintenance	3.74	8.00	7,779.20	
Media Technician	4.26	-	0.00	
Technology Support Assi	5.67	24.00	35,380.80	
Microsoft License	3.51	-	0.00	
Night Differential	0.76	168.00	27,578.88	
Boiler License	761.00	-	0.00	
Pesticide License	459.00	-	0.00	
Asbestos Removal hourly	23.43	-	0.00	
HVAC	436.79	-	0.00	
Maintenance Journeyman	1,800.00	-	0.00	
		Position Total	167,479.68	

Year 3				
2023-24	Holmdel Building Service Personnel			
		Staff		
Position	Salary	Hours	Cost	
Groundsperson	1.42	24.00	8,860.80	
Maintenance	4.26	48.00	53,164.80	
Village School Head	3.07	8.00	6,385.60	
Indian Hill School	3.07	8.00	6,385.60	
Satz School Head	3.07	8.00	6,385.60	
Holmdel High School	3.74	8.00	7,779.20	
Head Groundsperson	3.74	8.00	7,779.20	
Head Maintenance	3.74	8.00	7,779.20	
Media Technician	4.26	-	0.00	
Technology Support	5.67	24.00	35,380.80	
Microsoft License	3.51	-	0.00	
Night Differential	0.76	168.00	27,578.88	
Boiler License	761.00	-	0.00	
Pesticide License	459.00	-	0.00	
Asbestos Removal	23.43	-	0.00	
HVAC	436.79	-	0.00	
Maintenance Journal	1,800.00	-	0.00	
		Position Total	167,479.68	

YEAR 2				
2022-23	Holmdel Monitors			
Salary Guide				
Step	Bus	Spec Ed	3.20%	
1	28.10	28.10		
2	28.85	28.85		
3	29.70	29.70		
4	30.85	30.85		
5	32.20	32.20		
6	33.65	33.65	0.80	
Scattergram				
Step	Bus	Spec Ed	Total	Percent
			-	-
1	-	-	-	-
2	-	-	-	-
3	1,125.00	1,215.00	2,340.00	3.54%
4	900.00	2,160.00	3,060.00	4.64%
5	315.00	2,340.00	2,655.00	4.02%
6	2,880.00	55,080.00	57,960.00	87.80%
Totals	5,220.00	60,795.00	66,015.00	100.00%
Percent	7.91%	92.09%		

YEAR 3				
2023-24	<i>Holmdel Monitors</i>			
\$ Increase Over Previous Year				
Step	Bus	Spec Ed		
1	-	-		
2	-	-		
3	1.99	1.99		
4	2.24	2.24		
5	2.34	2.34		
6	0.89	0.89		
% Increase Over Previous Year				
Step	Bus	Spec Ed		
1	-	-		
2	-	-		
3	6.70%	6.70%		
4	7.26%	7.26%		
5	7.27%	7.27%		
6	2.64%	2.64%		

Year 4				
2024-25	Holmdel Monitors			
Salary Guide				
Step	Bus	Spec Ed	3.15%	
1	30.30	30.30		
2	31.05	31.05		
3	31.90	31.90		
4	32.90	32.90		
5	34.20	34.20		
6	35.50	35.50	0.96	
Scattergram				
Step	Bus	Spec Ed	Total	Percent
			-	-
			-	-
1	-	-	-	-
2	-	-	-	-
3	-	-	-	-
4	-	-	-	-
5	1,125.00	1,215.00	2,340.00	3.54%
6	4,095.00	59,580.00	63,675.00	96.46%
Totals	5,220.00	60,795.00	66,015.00	100.00%
Percent	7.91%	92.09%		

YEAR 2			
2022-23	<i>Holmdel</i>		
Salary Guide			
Step	Lunch Aide	3.20%	
1	20.02		
2	20.27		
3	20.52		
4	20.79	0.52	
Scattergram			
Step	Annual Hours	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	7,245.00	7,245.00	27.76%
4	18,855.00	18,855.00	72.24%
Totals	26,100.00	26,100.00	100.00%
Percent	100.00%		
Guide Cost			
Step	Lunch Aide		
1	-		
2	-		
3	148,667.40		
4	391,995.45		
Total	540,663		
2021-22	523,878		
Difference	16,785		
% Increase	3.20%		

YEAR 3			
2023-24	<i>Holmdel</i>		
Salary Guide			
Step	Lunch Aide	3.16%	
1	20.62		
2	20.87		
3	21.12		
4	21.37	0.58	
Scattergram			
Step	Annual Hours	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	26,100.00	26,100.00	100.00%
Totals	26,100.00	26,100.00	100.00%
Percent	100.00%		
Guide Cost			
Step	Lunch Aide		
1	-		
2	-		
3	-		
4	557,757.00		
Total	557,757		
2022-23	540,663		
Difference	17,094		
% Increase	3.16%		

Year 4			
2024-25	<i>Holmdel</i>		
Salary Guide			
Step	Lunch Aide	3.14%	
1	21.29		
2	21.54		
3	21.79		
4	22.04	0.67	
Scattergram			
Step	Lunch Aide	Total	Percent
		-	-
1	-	-	-
2	-	-	-
3	-	-	-
4	26,100.00	26,100.00	100.00%
Totals	26,100.00	26,100.00	100.00%
Percent	100.00%		

BASE YEAR										
2020-21	Holmdel									
		FTE	Days	Hours	Rate	Annual Salary		Total		
	Nurse Assistant	1.00	180.00	6.75	48.33	58,720.95		58,720.95		
	Security Monitor	1.00	180.00			51,311.06		51,311.06		
	Instructional Aide	3.00	180.00			57,760.11		173,280.33		
YEAR 1					3.20%					
2021-22										
		FTE	Days	Hours	Rate	Annual Salary	Diff from Prior Year	Total	Diff	As a %
	Nurse Assistant	1.00	180.00	6.75	49.88	60,604.20	1,883.25	60,604.20	1,883.25	3.21%
	Security Monitor	1.00	180.00			52,953.01	1,641.95	52,953.01	1,641.95	3.20%
	Instructional Aide	3.00	180.00			59,608.43	1,848.32	178,825.29	5,544.96	3.20%
YEAR 2					3.20%					
2022-23										
		FTE	Days	Hours	Rate	Annual Salary	Diff from Prior Year	Total	Diff	As a %
	Nurse Assistant	1.00	180.00	6.75	51.48	62,548.20	1,944.00	62,548.20	1,944.00	3.21%
	Security Monitor	1.00	180.00			54,647.51	1,694.50	54,647.51	1,694.50	3.20%
	Instructional Aide	3.00	180.00			61,515.90	1,907.47	184,547.70	5,722.41	3.20%
YEAR 3					3.15%					
2023-24										
		FTE	Days	Hours	Rate	Annual Salary	Diff from Prior Year	Total	Diff	As a %
	Nurse Assistant	1.00	180.00	6.75	53.10	64,516.50	1,968.30	64,516.50	1,968.30	3.15%
	Security Monitor	1.00	180.00			56,368.91	1,721.40	56,368.91	1,721.40	3.15%
	Instructional Aide	3.00	180.00			63,453.65	1,937.75	190,360.95	5,813.25	3.15%
YEAR 4					3.15%					
2024-25										
		FTE	Days	Hours	Rate	Annual Salary	Diff from Prior Year	Total	Diff	As a %
	Nurse Assistant	1.00	180.00	6.75	54.77	66,545.55	2,029.05	66,545.55	2,029.05	3.15%
	Security Monitor	1.00	180.00			58,144.53	1,775.62	58,144.53	1,775.62	3.15%
	Instructional Aide	3.00	180.00			65,452.44	1,998.79	196,357.32	5,996.37	3.15%