

AGREEMENT

between

SCHOOL DISTRICT

OF

**THE CITY OF JERSEY CITY
HUDSON COUNTY, NEW JERSEY**

and

**LOCAL 2262
AMERICAN FEDERATION
OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES
AFL-CIO**

JULY 1, 2021 TO JUNE 30, 2024

LOCAL 2262
American Federation of State, County, Municipal Employees AFL-
CIO

1099 Wall Street West Suite 396
Lyndhurst, N. J. 07071
Phone: 201-933-3987
Fax: 201-933-4151

OFFICERS:

FRANK H. ZAHLTEN
President

MICHAEL MIKSZA
Vice-President

DEBRA RICE
Secretary-Treasurer

PATRICIA BABER
Recording Secretary

Executive Board Members

DAVID RICHARDSON
GARY EASTERLING
IASSAC TURNER
LAKEISHA JENKINS
PETE BESSER
SHAHARAZOD SIMINGINGTON
TONY ALEXANDER

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PREAMBLE

This AGREEMENT made this 19th day of August 2022 is entered into by the JERSEY CITY BOARD OF EDUCATION hereinafter referred to as the "EMPLOYER" or "BOARD" and LOCAL 2262, American Federation of state, County and Municipal Employees, AFL-CIO, Council 63 hereinafter referred to as the "UNION," by reason of the fact that said parties have as their purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment for all employees as described in Article I of this Agreement.

ARTICLE 1
RECOGNITION

A. The Employer hereby recognizes the Union, during the lifetime of this Agreement, as the exclusive representative for collective negotiations concerning the terms and conditions of employment for employees of the Employer in the following positions as well as all other positions set forth in the Salary Guides:

12 Month Employees

Carpenter Supervisor
Carpenter
Carpenter's Helper
Custodial Fireman
Custodial Worker
Custodian
Electrician Supervisor
Electrician
Electrician's Helper
Elections
Repairer
Equipment Operator
Groundskeeper
Head Custodian
Laborer Supervisor
Laborer
Maintenance Repairer
Painter Supervisor
Plasterer
Plasterer's Helper
Plumber Supervisor
Plumber
Plumber's Helper
Principal Custodian
Senior Custodian
Senior Maintenance Repairer (Painter)
School Bus Dispatcher
School Transportation Inspector/Bus Driver
Storekeeper
Stock Clerk
Truck Driver

10 Month Employees
Assistant Cafeteria Manager

B. In the event a title change is made in any of the positions noted in Section A, and the duties and responsibilities remain the same, the new title will be included in the bargaining unit.

C. Any new title, if it is related, will be in the bargaining unit pursuant to a determination by the Public Employment Relations Commission or pursuant to an agreement between the parties,

Bus Attendants
Bus Driver
Cafeteria Manager
Cook
Food Service Worker
Security Guard
Senior Cook
Senior Food Service Worker
Food Service Inspector

ARTICLE II
DEDUCTIONS FROM SALARY

A. The Employer agrees to deduct the monthly Union membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made. Such deductions shall be made in compliance with Chapter 23, New Jersey Public Laws of 1968, N.J.S.A. (R.S.) 52:14-15.9(c). The amounts to be deducted shall be certified to the Secretary of the Employer by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to Council 52 by the fifteenth (15) of the following month, after such deductions are made.

B. If, during the life of this Agreement, there shall be any change in the rate of the membership dues, the Union shall furnish to the Employer written notice forty-five (45) days prior to the effective date of such change. It is understood that the only obligation of the Employer shall be as noted in this Article.

C. The Union will provide the necessary "check off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Secretary of the Employer, or his/her designee. The Union shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer in reliance upon the salary deduction authorization card submitted by the Union to the Employer.

D. Any new employee who does not join within thirty (30) days of initial employment within the unit and any employee who does not join within ten (10) days of reentry into employment within the unit shall, as a condition of employment, pay a representative fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees, and assessments, as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees, and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement, so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this Agreement by a Successor Agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year, shall be considered to be in continuous employment.

ARTICLE III UNION REPRESENTATIVES

A. The Employer shall recognize and deal with those Union representatives and grievance committee members designated by the Union through its internal processes in each Department and Division of Employment. Such Union representatives and grievance committee members limited to one (1) for each grievance, unless otherwise noted in Article V (Grievance Procedure) shall suffer no loss of regular pay for authorized time spent in processing grievances.

B. Three (3) Union representatives may be permitted an aggregate total of twelve (12) days off without loss of pay for the purpose of attending Union conventions. The aforementioned representatives, who shall have been duly authorized by the Union to attend such conventions, shall notify the Employer no less than thirty (30) days in advance of such convention.

C. The President of the Union shall be permitted to engage in Union business for eight (8) hours per day. The one (1) representative shall be the president of the "Union President", or his/her designee. A full time designee shall only be assigned if the "President" is unavailable for 5 consecutive days a designee shall only be assigned in the event of an emergency, with notification to Human Resources.

ARTICLE IV EMPLOYER RIGHTS AND RESPONSIBILITIES

A. The Employer on its own behalf retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the Laws and

Constitutions of the State of New Jersey and the United States. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, and the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited only by the terms of this Agreement, and then only to the extent such terms are in conformance with Law.

ARTICLE V GRIEVANCE PROCEDURE

A. Definition

A grievance is any dispute which may arise between the parties regarding the application, meaning, or interpretation of this Agreement. The Jersey City Public Schools will follow the Disciplinary Action Plan as set forth under the NJ Civil Service Commission N. J. A. C. (4A) see attached.

B. Purpose

1. The purpose of this procedure is to secure at the lowest possible step, equitable solutions to the problems which may, from time to time, arise affecting employees.

2. Nothing therein contained shall be construed to prevent any employee from processing his/her own grievance, provided the Union may have an observer at any hearing on the employee's grievance.

C. Procedure

1. It is important that grievances be processed as rapidly as possible, therefore, the number of days indicated at each level should be considered as maximum and every reasonable effort shall be considered to expedite the process. The time limits may be extended, however, by mutual agreement.

2. An aggrieved employee shall institute action under provisions hereof within thirty (30) calendar days of the occurrence of the grievance. Failure to act within the said thirty (30) day period shall be deemed to constitute an abandonment of the grievance.

3. Steps of the Grievance Procedure

a. Level 1-

With the immediate supervisor, who is not in the Bargaining Unit, the grievance shall be discussed at a meeting with the aggrieved employee and the Union Steward, with the immediate supervisor of the employee. A decision shall be made within five (5) workdays by the immediate supervisor and the Union will be notified and must be memorialized in writing.

b. Level 2-

If the grievance is not resolved to the employee's satisfaction, the same shall be reduced to writing by the Union within five (5) work days from the determination in paragraph a. above, and submitted to the Human Resources Department.

Steward, Local President or his/her designee. The answer to such grievance shall be made in writing, with a copy to the Steward and Local President within five (5) working days after the meeting.

c. Level 3-

If the grievance is not resolved through Steps a., and b., then the aggrieved shall have the right to pursue the remedies afforded by the provisions of the Civil Service Act.

d. In the event the aggrieved does not elect to pursue his/her grievance under the provisions of the Civil Service Act, the Union shall have the right to submit such grievance within ten (10) working days from the determination in Step b. to the Public Employment Relations Commission for the selection of an arbitrator. The authority of the arbitrator shall be limited solely to the interpretation of the Agreement and he/she shall have no authority to add, subtract from, or modify any of the provisions of the Agreement. In rendering his/her decision, which shall be binding upon both parties, the arbitrator shall be bound by laws of the State of New Jersey and of the United States, and decisions of the courts of New Jersey.

e. In the event of arbitration, the costs of the arbitrator's services shall be divided equally by the parties.

f. If it is agreed between the parties that no arbitration hearing shall be held until after the expiration date of at least thirty (30) days after the decision rendered by Step b. Furthermore, no arbitration hearing shall be held unless the aggrieved specifically waives his/her right to pursue his/her legal remedies under the Civil Service Act.

4. Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar actions which would involve suspension of work that may disturb or interfere with the orderly operation of the Public Schools.

5. The Union President, or his/her authorized representative, may report an impending grievance to the Human Resources Department, Superintendent of Schools, or General Counsel in an effort to forestall its occurrence.

6. If the District fails to schedule a grievance hearing within a ninety (90) day period of notification, it shall be deemed a forfeiture of the grievance from the District and is made whole.

ARTICLE VI
HOURS

A. The regular work day for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of eight (8) consecutive hours of work excluding lunch periods, from 8 a.m. to 4:30 p.m., except as noted otherwise in this article.

B. The regular workweek for all members of this Bargaining Unit assigned to the Maintenance Department shall consist of not more than forty (40) hours, five (5) consecutive days, Monday through Friday.

C. The District may establish a night shift for new employees assigned to the Maintenance Department. Current employees may volunteer for the night shift. If more employees volunteer than are needed, then seniority will prevail. Employees assigned to the night shift (to commence no later than 4:30 p.m.) shall work a seven and one-half (7 1/2) hour day exclusive of a one-half (1/2) hour lunch.

D. Cafeteria workers shall work thirty (30) hours per week Monday through Friday.

E. The regular workday for Custodial Personnel shall consist of eight (8) consecutive hours, which includes a one-half hour lunch period (7 1/2 working hours).

F. Custodial Employees on the night shift (to commence at 2:00 p.m. or thereafter) shall work a seven and a half (7 1/2) hour day, including one-half (1/2) hour for lunch.

G. Clerks and all other personnel in the warehouse shall work eight (8) hours a day exclusive of lunch.

H. All delivery workers shall work eight (8) hours each day exclusive of lunch.

I. Miscellaneous employees (i.e. Recreational Maintenance Worker and all inactive titles) shall work eight (8) hours a day exclusive of lunch.

J. All employees shall be assigned in accordance with the existing Civil Service rules and regulations.

K. The regular work year for ten (10) month employees assigned to the Food Service Department (excluding those employees who already work in excess of the following schedule) shall be from September 1 to two (2) days after the end of the school year with the exception of Saturdays and Sundays and the holidays provided in this Agreement and the Christmas and Spring recess and the NJEA two (2) day convention recess, but shall not extend beyond June 30.

L. Emergency (snow) days will be made up pursuant to the school calendar as determined by the Board of Education.

M. Food Service Inspectors will work ten (10) months, September 1, to June 30.

N. Twelve (12) month Security Guards shall work eight (8) hours a day exclusive of lunch. Ten (10) month Security Guards shall work seven and one-half (7 1/2) hours exclusive of lunch, the work year for ten (10) month Security Guards shall be from September 1, to one (1) day after the end of the school year. However, no 10-month security guard shall be required to work beyond June 30th. The (10) month security shall have a 1/2 day schedule which shall end 30 minutes after the 1/2 day schedule for the Teachers' unit of the JCEA.

O. The District may assign Security Guards hired on or after January 1, 2014 (10 months 12 month) to any necessary work shifts. Security Guards hired on or before January 1, 2014 may volunteer for any newly created shifts.

Security Guards who work shifts that begin after 2:00 p.m. shall receive the same time differential as custodians.

P. All bus drivers shall work eight (8) hours each day exclusive of lunch. The District shall implement a revised work schedule for bus drivers during school recess periods when schools are closed modeled after the revised, temporary work schedules implemented for bus drivers during the 2001-2002, 2002-2003 and 2003-2004 school years through the life of the contract.

Q. Effective July 1, 2007, the work day for all employees shall be increased 10 minutes exclusive of lunch. This time increase shall not apply to those employees already working eight (8) hours each day exclusive of lunch.

ARTICLE VII OVERTIME

A. An employee who is requested to return to work during periods other than his/her regularly scheduled shift shall be paid overtime. The employee shall be guaranteed not less than two (2) hours at premium time if the number of hours worked is less than two (2) hours. Any overtime worked must be authorized by the Director's Office or Business Office or his/her designee.

B. For full-time employees, hours worked in excess of those set forth in Article VI above, shall be compensated at one and one-half (1 1/2) times the regular hourly rate of pay.

C. Security Guards shall be entitled to overtime pay at one and one-half (1 1/2) times the hourly rate of pay for hours worked in excess of their daily work day.

D. Overtime work shall be distributed as evenly as possible to employees working within the same job classification and within the same job location.

E. The Employer in scheduling overtime work will distribute it as evenly as practicable among qualified employees under that Civil Service title normally engaged in the work involved.

F. A record of overtime hours worked by each employee shall be accessible and be made available to Union representatives at reasonable times.

G. All employees covered by this Agreement required to work on Sundays or holidays shall be compensated at the rate of two (2) times the regular hourly rate of pay but only when those hours are authorized by the Director's Office or Business Office or his/her designee.

H. When employees are called in for or work overtime on snow removal they shall receive double time pay.

I. If the employee who is on snow removal continues working into his/her regular shift his/her double time stops and straight time begins.

J. 1. A twelve (12) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 260 days for a daily rate; then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

2. A ten (10) month employee's hourly rate for the purpose of calculating overtime shall be done in accordance with the established past practice. This practice is defined as the employee's annual salary divided by 200 days then divided by the actual number of regularly scheduled work hours per day, exclusive of lunch, performed by the employee who has worked overtime, to establish the hourly rate.

K. As per past practice, the individuals designated as the "on call emergency man/woman" shall be compensated a minimum of two (2) hours of overtime for periods they are assigned, if an employee is scheduled for overtime and is notified by the District that said overtime is cancelled, the District shall give at least two (2) hours' notice prior to the start of the overtime shift. In the event the employee is not notified two (2) hours in advance, he/she shall receive two (2) hours pay.

L. Any overtime worked must be approved by the employee's Director's Office or Business Officer or his/her designee. Overtime shall be paid in the same pay period in which it is earned. If, for some reason, the overtime payment is not paid within that time period, the District shall issue a separate check for the overtime within five (5) days provided the amount of overtime worked is greater than four (4) hours.

ARTICLE VIII MEAL PERIODS

- A. All employees covered under this Agreement with the exception of Tradesmen, Trades Foremen and Cafeteria Workers, shall be granted a lunch period in conformity with existing practice. Whenever possible, the lunch period shall be scheduled in the middle of the employee's regular shift. It is understood that the aforementioned lunch period shall be without pay.
- B. Tradesmen, Trades Foremen, Laborers and all others who work eight (8) hours a day shall receive a one-half (1/2) hour lunch period without pay.
- C. Cafeteria Workers in the schools shall receive a ten (10) minute break whenever possible during working hours.

ARTICLE IX HOLIDAYS

- A. The following days shall be recognized as paid holidays:
 1. New Year's Day
 2. Martin Luther King's Birthday
 3. President's Day
 4. Good Friday
 5. Memorial Day
 6. Independence Day
 7. Labor Day
 8. Columbus Day
 9. General Election (November)
 10. Veteran's Day
 11. Thanksgiving Day
 12. Day after Thanksgiving Day
 13. Christmas Eve (December 24)
 14. Christmas Day
 15. New Year's Eve (December 31)
 16. New Year's Day
 17. Rosh Hashanah*
 18. Yom Kippur*

B. Rosh Hashanah and Yom Kippur will be a Holiday only when schools are closed in observance of the holiday, if schools are open, it will be a regular workday.

Christmas Eve and New Year's Eve for all employees will be a holiday only when schools are closed.

- C. Whenever any of the holidays listed in Section A fall on Saturday, the preceding Friday shall be observed as the holiday, provided the schools are closed.
- D. Whenever any of the holidays listed in Section A fall on Sunday, the succeeding Monday shall be observed as the holiday, provided the schools are closed.
- E. The holidays in this Article are only to be taken on days when the schools are closed. Any such holidays that cannot be taken because the schools are open shall be paid double time.

ARTICLE X LEAVE OF ABSENCE FOR PERSONAL ILLNESS

- A. Personal Illness Requiring Leave

If the absence of an employee because of personal illness exceeds five (5) days within a thirty (30) day period, the employee shall forfeit per diem pay for the time in excess, unless leave of absence is granted by the Employer, in which case the amount of deduction shall be as provided in these rules. If the days are consecutive and a leave of absence is required, the leave shall be dated from the first day of absence.

- B. Leave of Absence for Personal Illness

Leave of absence for personal illness may be granted only when requested on the prescribed form signed by a regularly licensed Doctor of Medicine (a Doctor of Dental Science or Dental Surgery in case of mouth ailments) and approved by the Board of Education.

Said leave of absence shall not be in excess of one-half year from the first day of absence due to personal illness. All leaves of absence must be approved by the Board of Education.

Personal illness leave with pay shall include any absence that occurs on any day or any succeeding days that an employee is not actively performing the duties of his/her assignment.

In the computation of personal illness deductions, the fifteen (15) days personal illness leave granted for the current fiscal year shall be utilized first, and next, if the absence exceeds fifteen (15) days in any fiscal year, the days in the employee's cumulative personal illness leave account shall be used.

C. Permissive Leave and Extended Leave

Permissive Leave: If an employee is already on or eligible for an approved medical leave and exhausts all personal illness days, the employee may apply in writing to the Human Resources Department for permissive leave. Human Resources and the

Superintendent will review the request. Said leave will only be granted with the approval of the Board of Education.

The time allotted for permissive leave is equal to one day for each year that the employee has completed with the District. It can be used once in a school year and twice in a career.

If an employee has not used his/her entire permissive leave in a school year, he/she may request the Board of Education, in writing, to apply the unused days within that school year (to June 30 to new illness leave (five (5) days or more) if such is necessary, prior to expiration of that current school year. Said leave will only be granted upon the approval of the Board of Education.

Extended Leaves of Absences: The Board of Education, in its sole discretion, may approve additional absences beyond those granted in this Article. These extended leaves may only be granted in cases of long and extended illnesses, which is serious in nature. The decision of the Board may not be subject to arbitration.

Eligibility: Employees with 1 to 10 years- 40 days in any school year and forfeiture of one-half (1/2) substitutes per diem pay for each day of absence. Employees with 10 or more years- 80 days in any school year and forfeiture of one-half (1/2) substitutes per diem pay for each day of absence.

These extended leaves may only be granted in cases of a long and extended illness which is serious in nature. Any decision by the District in this respect shall not be subject to arbitration, but may be reviewed by the Superintendent. Salary payments may be discontinued in cases of absence in any one fiscal year which exceeds that enumerated in the preceding paragraphs.

D. Leave of Absence Procedure

The Procedure to be followed for illness requiring a leave of absence is as follows:

1. Employees who are absent six (6) consecutive school days must submit a leave form. Leave forms will be distributed to all employees at the beginning of the school year, will be readily available in the administrative office or the school, and will be accessible on the District website. The leave form must be complete by a physician and the employee and sent to the Human Resource Department by Certified Mail/Return Receipt Requested. The leave

form must be received by the District within six (6) working days of the sixth consecutive day of absence. Leave forms may be returned to the District via email or certified mail.

2. If completed personal illness leave of absence form is not received within the Twelve (12) working days period, then the Department of Human Resources shall send a certified letter indicating failure to comply.

3. If no response to the letter is received within five (5) working days, the employee's paycheck may be withheld pending disposition of illness leave by the Human Resources Department."

E. No Loss of Pay for the First Fifteen (15) Days

1. An employee absent because of personal illness shall suffer no loss of pay for:

a. One (1) working day for each month of service during the remainder of the first fiscal year of service following assignment of permanent appointment, and

b. Fifteen (15) working days in every fiscal year thereafter.

c. No Loss of Pay for the First Fifteen (15) Days Employees get 15 days for the personal illness on the first day that you report to work. For 12-month employees the year begins on July 1. For 10-month employees the year begins on September 1st. Payment will be pro-rated for retirement or resignation.

F. Unused Days to be Accumulated

Up to a maximum of fifteen (15) days of personal illness leave for any fiscal year not required (used) by an employee shall be accumulated to his or her credit from year to year.

Accumulated personal illness with pay shall be granted an employee when needed, provided that in computing the amount of pay there shall be deducted the amount of monies which the employee is paid under the provisions of Title 34, Chapter 15 of the Revised Statutes of the State of New Jersey for Temporary Disability for any period for which the employee is entitled to receive accumulated personal illness leave pay.

G. Computation of Personal Illness Leave Deductions

In order to establish the accumulated personal illness, leave presently due an employee, any portion of allowable personal illness leave not required (used) by an employee for all years of service for such employee prior to and subsequent to the adoption of civil service shall be included.

Intervening holidays shall not be counted as workdays when computing allowable personal illness leave days.

Days lost due to injuries or illness occurred as a result of activities which were required by the character of the employee's assigned work shall be excluded in the computation of allowable personal illness days.

H. Absence in Excess of One-Half Year for Personal Illness

1. An employee whose absence for personal illness exceeds one-half (1/2) year shall be required to take a physical examination directed by the Human Resources Department. Upon receipt of the medical report, the Employer shall either:

- a. Grant an additional leave for a period not to exceed six (6) months at a loss of full pay, except in situations where the accumulated personal illness and permissive personal illness/extended leave have not been exhausted upon the approval of the Board of Education, or,
- b. Return the employee to his/her position with the Employer. No further renewal or extension of leave of absence may be granted except upon the arrival, in writing, of the Civil Service Commissioner's decision where such non-instructional employees are under Civil Service.

I. Accumulated Personal Illness Incentive Plan

A non-instructional employee, upon resignation or retirement after ten (10) years of service, shall receive a lump sum payment amount of fifty dollars (\$50) per day for each unused day, accumulated in his/her personal illness leave bank. In the event of death after ten (10) years of service, the employee's estate shall receive a lump sum payment as prescribed herein.

J. Medical Examination

The Human Resources Department may arrange for the examination of an employee absent for personal illness.

K. Any employee covered by this Agreement who has at least two (2) years of continuous service with the Jersey City School District shall have the option of cashing in 30% of sick days at the rate of \$65.00 per day. Payment will be pro-rated for retirement or resignation.

L. Attendance Incentive Plan

An employee who has no absences during his/her entire work year shall receive a \$276 bonus. The bonus will be split into two parts, \$138 each semester for employees who achieve perfect attendance during the semester. The first semester is July 1, through January 31, the second, February 1 through June 30. The only excused absences relative to this policy are: death in the immediate family, jury duty or excused vacation day(s).

**ARTICLE XI
FUNERAL LEAVE**

A. Absence for Death in Family — in case of death of a parent, brother, sister, husband, wife, child, stepchild, grandparent or relative who is a member of the immediate household of the employee, the employee shall be excused without loss of regular straight time pay, or accumulated leave, not to exceed seven (7) consecutive calendar days.

B. Absence for Death of a Relative- in case of death of a relative not included in Section A above, the employee shall be excused for the day of the funeral without loss of regular straight time pay or accumulated leave.

**ARTICLE XII
MILITARY LEAVE**

A. Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted as provided by applicable statutes.

B. Military Leave (Permanent Employee)
Field Training or Attendance at Service Schools

An employee with permanent status, and any employee having temporary status with one year or more of continuous service who is required to undergo military field training or attendance at service schools for a period of two (2) weeks or less during any fiscal year shall be granted leave of absence with pay.

Military leave shall be in addition to regular vacation allowed such employee. Whenever such military field training or attendance at service schools requires the participant to remain for a longer period than the prescribed two (2) weeks, such employee shall receive the difference between his/her pay and his/her military pay for the remainder of such time, provided that such additional time of training or service school attendance is not in excess of 1 (one) calendar month during any fiscal year. Should any military field training or attendance at service schools in excess of that granted above be required in the same fiscal year, military leave without pay for each additional period shall be granted. Unused vacation leave shall be granted and may be used before military leave without pay becomes effective.

C. Leave for Extended Active Military Service

1. Any employee with permanent status entering active military service with the armed forces of the United States shall be granted:

2. Military leave without pay for the period of his/her service,

b. Earned and unused vacation leave. Such leave may be used by the employee before military leave without pay becomes effective.

c. Re-enlistment in active military service shall be considered as resignation from the employee's permanent position, unless such re-enlistment is required in accordance with Federal Law governing military service.

ARTICLE XIII LEAVE OF ABSENCE

A. Leave of absence without pay, not to exceed six (6) months, may be granted to any permanent employee who has been employed for a period of ninety (90) days. Said leave may not be arbitrarily or unreasonably withheld.

ARTICLE XIII-A OTHER LEAVE

A. All employees shall be entitled to two (2) personal business days per year without loss of pay. The personal business days shall not be cumulative. Unused personal business days shall be transferred to the sick leave bank at the end of the work year.

B. One who requests a personal business day shall submit his/her request on the form prescribed, to the Department Head in time to allow the request to reach the office of the Superintendent of Schools three (3) days prior to the day of leave.

C. Except in cases of personal emergency, personal business leave days may not be taken on:

1. The first or last week of the school year.
2. The day before or after a school holiday.
3. The day prior to or immediately following a vacation period within the school year.

ARTICLE XIV VACATIONS

A. The vacation schedule shall be as follows for all employees covered under this Agreement, with the exception of 10 month employees who were hired prior to July 1, 1987:

1. One (1) day per month for the first year of employment.
2. Twenty-two (22) days for two (2) through fourteen (14) years of employment.
3. Twenty-five (25) days for fifteen (15) years or more.

4. Food Service Workers hired prior to July 1, 1987, shall continue to receive vacation pay pursuant to the past practice of the parties.

B. Ten (10) month employees, including Food Service Workers hired after July 1, 1987, shall not be entitled to vacation under this Article XIV.

C. All employees who commence employment after April 19, 1997, shall not be entitled to the current vacation schedule, but shall be eligible under a new schedule as follows:

<u>Years of Employment</u>	<u>Vacation Days</u>
less than one year	one day per month
	earned to a
	maximum of 10 days
1 through completion of 4	15 days
5 through completion of 9	20 days
10 through completion of 14	22 days
starting with the 15 th year	25 days

All employees who commenced employment prior to April 19, 1997, shall remain on the existing vacation schedule.

D. All 12 month employees assigned to the Maintenance Department, including all custodial personnel, may request to be scheduled for vacation days during the regular work year. The request must be approved by the Director of Maintenance based upon the needs of the District. This vacation initiative shall be implemented upon the establishment of guidelines mutually agreed to by Local 2262 and the District. No employee may have at any time in his/her vacation bank more than the total of his/her annual vacation allotment for the current year and the immediate preceding year.

E. All vacation days must be submitted for approval three days in advance.

ARTICLE XV PENSIONS

Employees shall receive pensions at retirement pursuant to the provisions of State Law and Local Ordinances.

ARTICLE XVI

DISCIPLINE

- A. Disciplinary action shall include only the following:
 - 1. Written reprimand.
 - 2. Suspension (Notice to be given in writing.)
 - 3. Discharge.
- B. Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon any employee may be processed as a grievance but not before other employees or the public, so as not to be done in a manner which will embarrass the employee.

ARTICLE XVII DISCHARGE

- A. The employer shall not discharge any employee without just causes. Except where violence and/or the health and safety of other employees and school children may be involved, the employer shall give the Union five (5) working days' notice of the intention to discharge an employee. During such five (5) days, the two (2) sides shall meet to try to resolve the case. If discharge takes place, the Union and the individual will be given a written reason for discharge and the grievance procedures may be invoked.

- B. The Union shall have the right to take up the suspension and/or discharge as a grievance at the second step of the grievance procedure, and the matter shall be handled in accordance with this procedure, including arbitration.

ARTICLE XVIII SENIORITY

- A. Seniority is defined as an employee's total length of service with the employer in his/her job classification, beginning with his/her date of hire, as defined under the provisions of the New Jersey Civil Service Act.
- B. In all cases of shift assignment, building assignment, vacation schedules and other situations where substantial employee financial advantages or disadvantages are concerned, employees with the greatest amount of seniority shall be given preference, provided the employee has the ability to perform the work involved, subject to Article V, Grievance Procedure.

ARTICLE XIX

SAFETY AND HEALTH

- A. Wherever practicable, the employer shall at all times maintain safe and healthy working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to assure their safety and health.
- B. A health and safety committee will be established and the union will be given a seat on this committee.

ARTICLE XX EQUAL TREATMENT

- A. The Employer agrees that there will be no discrimination for reasons of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, sex or atypical hereditary cellular or blood trait of any individual, or because of the liability for service in the Armed Forces of the United States, the nationality of any individual, union membership or union activities.
- B. Employee titles when used in this Agreement shall refer to all male and female personnel.

ARTICLE XXI BULLETIN BOARDS

- A. Bulletin boards will be allowed by the employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The employer shall have the right to determine the location and size of the said bulletin board, but the entire cost shall be borne by the Union.

ARTICLE XXII INSURANCE

- A. Employees shall receive health insurance and hospitalization as currently provided in the Plan subscribed to by the Employer.
- B. Life Insurance --- The Employer will provide for Life Insurance in the amount of \$3,500.00 and Accidental Death and Dismemberment Insurance in the amount of \$3,500.00 for each employee.
- C. All members of the bargaining unit will be enrolled in Direct 15 coverage. The health care contribution shall be as follows:

Single coverage -	3% of salary
Employee/Child	4% of salary
Employee/Spouse	4% of salary
Family	5% of salary

D. Effective July 1, 2019, bargaining unit members will have the option of buying up and enrolling in Direct 10 coverage. Any bargaining unit member who enrolls in Direct 10 coverage will be responsible for the full cost difference in coverage between Direct 10 and Direct 15.

E. A family optical plan shall be provided by the District.

F. An optional flex spending plan will be made available.

G. Prescription co-pays for all members of the bargaining unit will be:

Generic-	\$6
Preferred	\$10
Non-Preferred	\$20

ARTICLE XXIII SALARIES AND LONGEVITY PLAN

Salary payments shall be in accordance with the mutually agreed upon salary guides attached and incorporated into this agreement.

Longevity pay shall be as follows:

After 5 years	\$400.00
After 10 years	\$600.00
After 15 years	\$1,200.00
After 20 years	\$1,300.00
After 25 years	\$1,500.00

ARTICLE XXIV GENERAL PROVISIONS (SEPARABILITY AND SAVINGS)

Should any portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision.

ARTICLE XXV CAR ALLOWANCE

Tradesmen and food service managers using their own cars to travel from work site to work site and to carry their own materials with which to work shall receive a car allowance at the rate of seven dollars (\$7) per day. Employees shall only be eligible a car allowance on days on which they are using their own cars to travel from school to school. In order to receive reimbursement, employees must submit a log signed by the employee containing the mileage and the sites traveled to the Director's Office on the first work day of each month. A copy of the employee's insurance and driver's license must be submitted to the Personnel Department annually on or around September 1st upon request from the District.

ARTICLE XXVI CHANGES, SUPPLEMENTS OR ALTERATIONS

Any provision of this Agreement may be changed, supplemented or altered provided both parties mutually agree in writing.

ARTICLE XXVII TERMINAL LEAVE

Employees covered under this Agreement shall be entitled to two (2) terminal leave days' pay for each year of service.

ARTICLE XXVIII WORKING IN A HIGHER TITLE

Any employee working in a position at the direction of the Director's Office or Business Office or his/her designee which calls for a higher rate of pay than the affected employee's title, shall receive such higher rate of pay during his/her tour of duty in the higher paying position

provided the employee works in such higher paying position for at least five (5) days and in that event the employee shall receive the higher rate of pay retroactively to the first day. Any employee working in a position deemed Out of Title requires approval by both the Business Administrator or designee and the head of HR or designee.

ARTICLE XXIX

EXTENSION OF AGREEMENT AND MISCELLANEOUS

A. The Employer agrees that any statements in its Rules and Regulations adopted July 1, 1978, which conflict with any of the provisions of its co

B. Elective bargaining agreement with Local 2262 shall be modified to the extent necessary to conform with said collective bargaining agreement. Any such statements altering the terms and conditions of employment of the employees covered by such agreement shall not be implemented without negotiation with the Union.

C. The Employer and the Union each agree to pay one-half (1/2) of the cost for the final printing of one thousand five hundred (1,500) copies of this agreement in booklet form,

D. In case of lay-offs, Civil Service rules will prevail. Prior to the lay-off of any employee covered under this Agreement, the Employer agrees to meet and confer with the Executive Board to obtain its views on the proposed action.

E. In the event negotiations for a successor Agreement continue beyond the expiration date of this Agreement, the parties agree that the provisions of this Agreement will be extended and will remain in full force and effect during such period of negotiations, including step raises.

F. The extension of this Agreement shall in no way affect the rights of the parties to agree or disagree on the subject of any retroactive payments which shall be a matter of negotiations and mutual agreement.

(a) All retroactive payments will be made no later than 90 days after the Board ratifies contract with Separate checks.

G. This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargain able issues for the life of this Agreement.

H. The Employer and the Union agree to revisit and discuss the issue of direct deposit of salary checks on January 1, 2008.

I. Ten (10) month employees who apply for a ANY position during the summer shall receive first consideration for that position, provided they meet the qualifications for the job at a rate of \$20.00 per hour.

J. The Union and District will meet, upon request of either party, for a labor management meeting within fifteen (15) days of the request.

ARTICLE XXX
DENTAL PLAN
The Employer shall continue the current Dental benefits as established by past practice.

ARTICLE XXXI ALLOWANCE FOR UNIFORMS

A. The following employees shall be provided with the following clothing allowances which shall continue to be administered by the District through a voucher system:

1 Security Guards shall receive \$400.00 for the first year of employment and \$300.00 each year thereafter. For the 2015-16 school year, security guards will be eligible to acquire outdoor winter jacket.

2 Bus Drivers shall receive \$400.00 for the first year of employment and \$300 each year thereafter.

3 Food Service Personnel shall receive \$250 for the first year of employment and \$200 each year thereafter.

4 All other Local 2262 members not identified in subsection A(1) to A (3) of this article, shall receive \$250 for the first year of employment and \$200 each year thereafter.

5 Custodian personnel, tradesmen and laborers, and food service personnel shall receive a voucher for \$100 per year for the purchase of uniform clothing apparel including, but not limited to, safety footwear, work belts and any other item of clothing apparel appearing on a list prepared and approved by the Business Administrator.

6 Name tags and badges will now be covered under the uniform allowance.

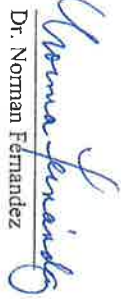
**ARTICLE XXXII
TERM AND RENEWAL**

Provisions of this Agreement shall be effective as of July 1, 2021 and shall remain in full force and effect through, June 30, 2024, subject to the right of the employer and Local 2262 to negotiate for a modification of this Agreement.

IN WITNESS WHEREOF, the parties have hereto set their hands and seals at Jersey City, New Jersey on this 19th day of August 2022.

**Jersey City Board of
Education**

**American Federation of
State, County and Municipal
Employees, AFL-CIO**


Dr. Norman Fernandez
Superintendent


Frank H Zabloten
President


Robert J. Pruchnik, Esq.
General Counsel


William Murawski
AFSCME Staff Representative

2021-22 (Base Year)									
Name/Step	Job Title	Step Level	July 1, 2021 Calendar Year	Effective July 1, 2021	Effective July 1, 2022	Effective July 1, 2022			
Boiler Operator									
2262 GRADE A	1		44,780	45,900	47,047	48,222			
2262 GRADE A	2		46,268	47,425	48,610	49,826			
2262 GRADE A	3		47,408	48,593	49,808	51,053			
2262 GRADE A	4		47,430	48,616	49,831	51,077			
2262 GRADE A	5		49,353	50,587	51,851	53,148			
2262 GRADE A	6		50,657	51,923	53,222	54,552			
2262 GRADE A	7		52,004	53,304	54,637	56,003			
2262 GRADE A	8		52,957	54,281	55,638	57,029			
2262 GRADE A	9		54,628	55,994	57,394	58,828			
2262 GRADE A	10		55,492	56,879	58,301	59,759			
Supervising Laborer									
2262 GRADE B	1		54,357	55,716	57,109	58,537			
2262 GRADE B	2		55,272	56,654	58,070	59,522			
2262 GRADE B	3		56,345	57,754	59,197	60,677			
2262 GRADE B	4		57,150	58,579	60,043	61,544			
2262 GRADE B	5		58,691	60,158	61,662	63,204			
2262 GRADE B	6		60,264	61,771	63,315	64,898			
2262 GRADE B	7		62,925	64,498	66,111	67,763			
2262 GRADE B	8		64,630	66,246	67,902	69,599			
2262 GRADE B	9		66,313	67,971	69,670	71,412			
2262 GRADE B	10		69,052	70,778	72,548	74,361			
Painter									
2262 GRADE BB	1		55,773	57,167	58,597	60,061			
2262 GRADE BB	2		58,259	59,715	61,208	62,739			
2262 GRADE BB	3		59,860	61,357	62,890	64,463			
2262 GRADE BB	4		61,507	63,045	64,621	66,236			
2262 GRADE BB	5		63,205	64,785	66,405	68,065			
2262 GRADE BB	6		64,931	66,575	68,239	69,945			
2262 GRADE BB	7		65,641	67,282	68,964	70,688			
2262 GRADE BB	8		68,601	70,316	72,074	73,876			
2262 GRADE BB	9		70,506	72,269	74,075	75,927			
2262 GRADE BB	10		72,466	74,278	76,135	78,038			
2262 GRADE BB	11		74,485	76,347	78,256	80,212			
2262 GRADE BB	12		86,236	88,392	90,602	92,867			
Carpenter									
2262 GRADE C	1		56,705	58,123	59,576	61,065			
2262 GRADE C	2		58,259	59,715	61,208	62,739			

2262 GRADE C	3	59,860	61,357	62,890	64,463	2262 GRADE DDD	11	86,279	88,436	90,647	92,913
2262 GRADE C	4	61,507	63,045	64,621	66,236	2262 GRADE DDD	12	92,952	95,276	97,658	100,099
2262 GRADE C	5	63,205	64,785	66,405	68,065	Plumber	1	55,773	57,167	58,597	60,061
2262 GRADE C	6	64,951	66,575	68,239	69,945		2	58,259	59,715	61,208	62,739
2262 GRADE C	7	66,749	68,418	70,128	71,881		3	59,860	61,357	62,890	64,463
2262 GRADE C	8	68,601	70,316	72,074	73,876		4	61,508	63,046	64,622	66,237
2262 GRADE C	9	70,506	72,269	74,075	75,927	2262 GRADE EE	5	63,205	64,785	66,405	68,065
2262 GRADE C	10	72,466	74,278	76,135	78,038	2262 GRADE EE	6	64,951	66,575	68,239	69,945
2262 GRADE C	11	74,485	76,347	78,256	80,212	2262 GRADE EE	7	66,751	68,420	70,130	71,884
2262 GRADE C	12	83,792	85,887	88,034	90,235	2262 GRADE EE	8	68,600	70,315	72,073	73,875
Supervising Carpenter	1	56,053	57,454	58,891	60,363	2262 GRADE EE	9	70,506	72,269	74,075	75,927
	2	56,994	58,419	59,879	61,376	2262 GRADE EE	10	72,466	74,278	76,135	78,038
	3	58,109	59,562	61,051	62,577	2262 GRADE EE	11	74,485	76,347	78,256	80,212
	4	58,938	60,411	61,922	63,470	2262 GRADE EE	12	83,245	85,326	87,459	89,646
2262 GRADE CCC	5	60,546	62,060	63,611	65,201	Principal Custodian	1	45,485	46,622	47,788	48,982
2262 GRADE CCC	6	62,214	63,769	65,364	66,998		2	46,238	47,394	48,579	49,793
2262 GRADE CCC	7	63,931	65,529	67,168	68,847		3	47,122	48,300	49,508	50,745
2262 GRADE CCC	8	72,140	73,944	75,792	77,687		4	47,787	48,982	50,206	51,461
2262 GRADE CCC	9	76,749	78,668	80,634	82,650	2262 GRADE GG	5	49,056	50,282	51,539	52,828
2262 GRADE CCC	10	82,061	84,113	86,215	88,371	2262 GRADE GG	6	50,355	51,614	52,904	54,227
2262 GRADE CCC	11	86,279	88,436	90,647	92,913	2262 GRADE GG	7	51,689	52,981	54,306	55,663
2262 GRADE CCC	12	92,952	95,276	97,658	100,099	2262 GRADE GG	8	53,071	54,398	55,758	57,152
Plasterer	1	55,773	57,167	58,597	60,061	2262 GRADE GG	9	55,293	56,675	58,092	59,545
	2	57,300	58,733	60,201	61,706	2262 GRADE GG	10	58,119	59,572	61,061	62,588
2262 GRADE DD	3	58,872	60,344	61,852	63,399	School Transportation Inspec	1	49,338	50,571	51,836	53,132
2262 GRADE DD	4	60,491	62,003	63,553	65,142		2	50,161	51,415	52,700	54,018
2262 GRADE DD	5	62,158	63,712	65,305	66,937		3	51,126	52,404	53,714	55,057
2262 GRADE DD	6	63,873	65,470	67,107	68,784		4	51,856	53,152	54,481	55,843
2262 GRADE DD	7	65,640	67,281	68,963	70,687	2262 GRADE HHH	5	53,233	54,564	55,928	57,326
2262 GRADE DD	8	68,601	70,316	72,074	73,876	2262 GRADE HHH	6	54,653	56,019	57,420	58,855
2262 GRADE DD	9	70,506	72,269	74,075	75,927	2262 GRADE HHH	7	56,115	57,518	58,956	60,430
2262 GRADE DD	10	72,464	74,276	76,132	78,036	2262 GRADE HHH	8	57,275	58,707	60,175	61,679
2262 GRADE DD	11	73,239	75,070	76,947	78,870	2262 GRADE HHH	9	59,231	60,712	62,230	63,755
2262 GRADE DD	12	84,061	86,163	88,317	90,525	2262 GRADE HHH	10	61,764	63,308	64,891	66,513
Supervising Electrician	1	56,053	57,454	58,891	60,363	School bus Dispatcher	1	59,628	61,119	62,647	64,213
	2	56,994	58,419	59,879	61,376		2	60,452	61,963	63,512	65,100
	3	58,109	59,562	61,051	62,577		3	61,416	62,951	64,525	66,138
	4	58,938	60,411	61,922	63,470		4	62,145	63,699	65,291	66,923
2262 GRADE DDD	5	60,546	62,060	63,611	65,201	2262 GRADE III	5	63,525	65,113	66,741	68,409
2262 GRADE DDD	6	62,214	63,769	65,364	66,998	2262 GRADE III	6	64,944	66,568	68,232	69,938
2262 GRADE DDD	7	63,931	65,529	67,168	68,847	2262 GRADE III	7	66,405	68,065	69,767	71,511
2262 GRADE DDD	8	72,140	73,944	75,792	77,687	2262 GRADE III	8	67,565	69,254	70,985	72,760
2262 GRADE DDD	9	76,749	78,668	80,634	82,650	2262 GRADE III	9	68,544	70,258	72,014	73,814
2262 GRADE DDD	10	82,061	84,113	86,215	88,371						

2262 GRADE III	10	71,391	73,176	75,005	76,880	2262 GRADE N	11	74,485	76,347	78,256	80,212
							12	84,061	86,163	88,317	90,525
Custodial Worker											
2262 GRADE J	1	40,002	41,002	42,027	43,078	2262 GRADE O	1	55,773	57,167	58,597	60,061
2262 GRADE J	2	41,761	42,805	43,875	44,972	2262 GRADE O	2	57,300	58,733	60,201	61,706
2262 GRADE J	3	42,552	43,616	44,706	45,824	2262 GRADE O	3	59,860	61,357	62,890	64,463
2262 GRADE J	4	43,147	44,226	45,331	46,465	2262 GRADE O	4	61,507	63,045	64,621	66,236
2262 GRADE J	5	44,279	45,386	46,521	47,684	2262 GRADE O	5	63,205	64,785	66,405	68,065
2262 GRADE J	6	45,441	46,577	47,741	48,935	2262 GRADE O	6	64,951	66,575	68,239	69,945
2262 GRADE J	7	46,637	47,803	48,998	50,223	2262 GRADE O	7	66,751	68,420	70,130	71,884
2262 GRADE J	8	47,871	49,068	50,294	51,552	2262 GRADE O	8	68,601	70,316	72,074	73,876
2262 GRADE J	9	48,845	50,066	51,318	52,601	2262 GRADE O	9	70,506	72,269	74,075	75,927
2262 GRADE J	10	50,212	51,467	52,754	54,073	2262 GRADE O	10	72,466	74,278	76,135	78,038
						2262 GRADE O	11	74,485	76,347	78,256	80,212
							12	84,061	86,163	88,317	90,525
Senior Custodian											
2262 GRADE K	1	44,460	45,572	46,711	47,879	2262 GRADE P	1	47,840	49,036	50,262	51,518
2262 GRADE K	2	45,196	46,326	47,484	48,671	2262 GRADE P	2	48,634	49,850	51,096	52,373
2262 GRADE K	3	46,058	47,209	48,390	49,599	2262 GRADE P	3	49,570	50,809	52,079	53,381
2262 GRADE K	4	46,707	47,875	49,072	50,298	2262 GRADE P	4	50,271	51,528	52,816	54,136
2262 GRADE K	5	47,943	49,142	50,370	51,629	2262 GRADE P	5	51,612	52,902	54,225	55,580
2262 GRADE K	6	49,208	50,438	51,699	52,992	2262 GRADE P	6	52,984	54,309	55,666	57,058
2262 GRADE K	7	51,350	52,634	53,950	55,298	2262 GRADE P	7	54,393	55,753	57,147	58,575
2262 GRADE K	8	52,720	54,038	55,389	56,774	2262 GRADE P	8	55,854	57,250	58,682	60,149
2262 GRADE K	9	53,998	55,348	56,732	58,150	2262 GRADE P	9	57,223	58,654	60,120	61,623
2262 GRADE K	10	56,630	58,046	59,497	60,984	2262 GRADE P	10	60,910	62,433	63,994	65,593
Security Guard-12 Months											
2262 GRADE LL	1	38,243	39,199	40,179	41,184	Supervisor of Security-12 Mor					
2262 GRADE LL	2	38,779	39,748	40,742	41,761	1	46,992	51,992	53,292	54,624	
2262 GRADE LL	3	39,416	40,401	41,411	42,447	2	47,687	52,687	54,004	55,354	
2262 GRADE LL	4	39,878	40,875	41,897	42,944	3	49,306	54,306	55,664	57,055	
2262 GRADE LL	5	41,464	42,501	43,563	44,652	4	49,931	54,931	56,304	57,712	
2262 GRADE LL	6	42,432	43,493	44,580	45,695	5	51,123	56,123	57,526	58,964	
2262 GRADE LL	7	43,427	44,513	45,625	46,766	6	52,347	57,347	58,781	60,250	
2262 GRADE LL	8	47,515	48,703	49,920	51,168	7	53,601	58,601	60,066	61,568	
2262 GRADE LL	9	50,375	51,634	52,925	54,248	8	54,901	59,901	61,399	62,933	
2262 GRADE LL	10	53,968	55,317	56,700	58,118	9	56,253	61,253	62,784	64,354	
						2262 GRADE Q	10	58,799	63,799	65,394	67,029
Electrician											
2262 GRADE N	1	55,773	57,167	58,597	60,061	2262 GRADE Q	1	56,053	57,454	58,891	60,363
2262 GRADE N	2	57,300	58,733	60,201	61,706	Supervisor Plumber					
2262 GRADE N	3	59,860	61,357	62,890	64,463	2	56,994	58,419	59,879	61,376	
2262 GRADE N	4	61,507	63,045	64,621	66,236	3	58,109	59,562	61,051	62,577	
2262 GRADE N	5	63,205	64,785	66,405	68,065	4	58,927	60,400	61,910	63,458	
2262 GRADE N	6	64,951	66,575	68,239	69,945	5	60,546	62,060	63,611	65,201	
2262 GRADE N	7	66,751	68,420	70,130	71,884	6	62,214	63,769	65,364	66,998	
2262 GRADE N	8	68,601	70,316	72,074	73,876	7	63,931	65,529	67,168	68,847	
2262 GRADE N	9	70,506	72,269	74,075	75,927	8	71,573	73,362	75,196	77,076	
2262 GRADE N	10	72,466	74,278	76,135	78,038	9	73,362	75,196	77,076	78,927	

2262 GRADE RR	9	76,749	78,668	80,634	82,650	2262 GRADE UU	6	53,943	55,292	56,674	58,091
2262 GRADE RR	10	78,445	80,406	82,416	84,477	2262 GRADE UU	7	55,381	56,766	58,185	59,639
2262 GRADE RR	11	84,825	86,946	89,119	91,347	2262 GRADE UU	8	61,239	62,770	64,339	65,948
2262 GRADE RR	12	92,952	95,276	97,658	100,099						

Supervisor Painti

2262 GRADE S	1	56,053	57,454	58,891	60,363	2262 GRADE V	1	47,164	48,343	49,552	50,790
2262 GRADE S	2	56,994	58,419	59,879	61,376	2262 GRADE V	2	48,740	49,959	51,207	52,488
2262 GRADE S	3	58,109	59,562	61,051	62,577	2262 GRADE V	3	49,678	50,920	52,193	53,498
2262 GRADE S	4	58,927	60,400	61,910	63,458	2262 GRADE V	4	50,380	51,640	52,930	54,254
2262 GRADE S	5	60,546	62,060	63,611	65,201	2262 GRADE V	5	51,726	53,019	54,345	55,703
2262 GRADE S	6	62,214	63,769	65,364	66,998	2262 GRADE V	6	53,097	54,424	55,785	57,180
2262 GRADE S	7	63,931	65,529	67,168	68,847	2262 GRADE V	7	56,356	57,765	59,209	60,689
2262 GRADE S	8	71,573	73,362	75,196	77,076	2262 GRADE V	8	59,578	61,067	62,594	64,159
2262 GRADE S	9	76,749	78,668	80,634	82,650	2262 GRADE V					
2262 GRADE S	10	78,445	80,406	82,416	84,477						
2262 GRADE S	11	84,825	86,946	89,119	91,347	2262 GRADE YY	1	44,304	45,412	46,547	47,711
2262 GRADE S	12	92,952	95,276	97,658	100,099	2262 GRADE YY	2	44,987	46,112	47,264	48,446

Groundskeeper

2262 GRADE T	1	40,335	41,343	42,377	43,436	2262 GRADE YY	3	45,792	46,937	48,110	49,313
2262 GRADE T	2	40,994	42,019	43,069	44,146	2262 GRADE YY	4	46,392	47,552	48,741	49,959
2262 GRADE T	3	41,748	42,792	43,861	44,958	2262 GRADE YY	5	47,544	48,733	49,961	51,200
2262 GRADE T	4	42,352	43,411	44,496	45,608	2262 GRADE YY	6	48,724	49,942	51,191	52,470
2262 GRADE T	5	43,463	44,550	45,663	46,805	2262 GRADE YY	7	49,936	51,184	52,464	53,776
2262 GRADE T	6	44,601	45,716	46,859	48,030	2262 GRADE YY	8	51,188	52,468	53,779	55,124
2262 GRADE T	7	46,522	47,685	48,877	50,099	2262 GRADE YY	9	51,954	53,253	54,584	55,949
2262 GRADE T	8	51,022	52,298	53,605	54,945	2262 GRADE YY	10	55,058	56,434	57,845	59,291

Head

Custodia

Supervising Plasterer/Masons

2262 GRADE U	1	47,689	48,881	50,103	51,356	2262 GRADE Z	1	56,053	57,454	58,891	60,363
2262 GRADE U	2	48,482	49,694	50,936	52,210	2262 GRADE Z	2	56,994	58,419	59,879	61,376
2262 GRADE U	3	49,414	50,649	51,916	53,213	2262 GRADE Z	3	58,109	59,562	61,051	62,577
2262 GRADE U	4	50,944	52,218	53,523	54,861	2262 GRADE Z	4	58,938	60,411	61,922	63,470
2262 GRADE U	5	52,302	53,610	54,950	56,324	2262 GRADE Z	5	60,546	62,060	63,611	65,201
2262 GRADE U	6	53,696	55,038	56,414	57,825	2262 GRADE Z	6	62,214	63,769	65,364	66,998
2262 GRADE U	7	55,126	56,504	57,917	59,365	2262 GRADE Z	7	63,931	65,529	67,168	68,847
2262 GRADE U	8	56,606	58,021	59,472	60,958	2262 GRADE Z	8	72,140	73,944	75,792	77,687
2262 GRADE U	9	58,079	59,531	61,019	62,545	2262 GRADE Z	9	76,749	78,668	80,634	82,650
2262 GRADE U	10	59,549	61,038	62,564	64,128	2262 GRADE Z	10	82,061	84,113	86,215	88,371
2262 GRADE U	11	61,019	62,544	64,108	65,711	2262 GRADE Z	11	86,279	88,436	90,647	92,913
2262 GRADE U	12	62,491	64,053	65,655	67,296		12	92,952	95,276	97,658	100,099
2262 GRADE U	13	64,778	66,397	68,057	69,759						

Cafeteria Manager

2262 GRADE UU	1	48,700	49,918	51,165	52,445	226224 GRADE A	1	37,822	38,768	39,737	40,730
2262 GRADE UU	2	49,511	50,749	52,017	53,318	226224 GRADE A	2	38,464	39,426	40,411	41,422
2262 GRADE UU	3	50,464	51,726	53,019	54,344	226224 GRADE A	3	39,221	40,202	41,207	42,237
2262 GRADE UU	4	51,179	52,458	53,770	55,114	226224 GRADE A	4	39,789	40,784	41,803	42,848
2262 GRADE UU	5	52,545	53,859	55,205	56,585	226224 GRADE A	5	40,869	41,891	42,938	44,011
						226224 GRADE A	6	41,978	43,027	44,103	45,206
						226224 GRADE A	7	43,116	44,194	45,299	46,431

Truck Driv

226224 GRADE A	8	45,049	46,175	47,330	48,513	226210 GRADE G	10	41,755	42,799	43,869	44,966
226224 GRADE A	9	46,095	47,247	48,429	49,639	226210 GRADE I	1	33,710	34,553	35,417	36,302
226224 GRADE A	10	47,428	48,614	49,829	51,075	226210 GRADE I	2	34,220	35,076	35,952	36,851
Cook						226210 GRADE I	3	34,826	35,697	36,589	37,504
226220 GRADE A	1	34,837	35,708	36,601	37,516	226210 GRADE I	4	35,271	36,153	37,057	37,983
226220 GRADE A	2	35,425	36,311	37,218	38,149	226210 GRADE I	5	36,149	37,053	37,979	38,929
226220 GRADE A	3	36,117	37,020	37,945	38,894	226210 GRADE I	6	37,055	37,981	38,931	39,904
226220 GRADE A	4	36,637	37,553	38,492	39,454	226210 GRADE I	7	37,987	38,937	39,910	40,908
226220 GRADE A	5	37,629	38,570	39,534	40,522	226210 GRADE I	8	43,410	44,495	45,608	46,748
226220 GRADE A	6	39,297	40,279	41,286	42,319	226210 GRADE I	9	44,550	45,664	46,805	47,975
226220 GRADE A	7	40,360	41,369	42,403	43,463	226210 GRADE I	10	47,800	48,995	50,220	51,475
226220 GRADE A	8	41,458	42,494	43,557	44,646	Senior Security Guard-10 Month					
226220 GRADE A	9	42,158	43,212	44,292	45,400	226210 GRADE H	1	30,689	31,456	32,243	33,02
226220 GRADE A	10	43,371	44,455	45,567	46,706	226210 GRADE H	2	31,144	31,923	32,721	33,504
Food Service Worker						226210 GRADE H	3	31,685	32,477	33,289	34,103
226220 GRADE B	1	31,849	32,645	33,461	34,298	226210 GRADE H	4	32,079	32,881	33,703	34,528
226220 GRADE B	2	32,382	33,192	34,021	34,872	226210 GRADE H	5	32,864	33,686	34,528	35,358
226220 GRADE B	3	33,012	33,837	34,683	35,550	226210 GRADE H	6	34,225	35,081	35,958	36,845
226220 GRADE B	4	33,483	34,320	35,178	36,058	226210 GRADE H	7	35,070	35,947	36,845	37,748
226220 GRADE B	5	34,959	35,833	36,729	37,647	226210 GRADE H	8	39,207	40,187	41,192	42,205
226220 GRADE B	6	35,898	36,795	37,715	38,658	226210 GRADE H	9	41,026	42,052	43,103	44,175
226220 GRADE B	7	36,864	37,786	38,730	39,698	226210 GRADE H	10	43,983	45,083	46,210	47,363
226220 GRADE B	8	37,859	38,805	39,776	40,770	Supervisor of Masons (duplic:					
226220 GRADE B	9	38,000	38,950	39,924	40,922	2262 GRADE Z	1	56,053	57,454	58,891	60,363
226220 GRADE B	10	38,813	39,783	40,778	41,797	2262 GRADE Z	2	56,994	58,419	59,879	61,376
Omni Bus Driver 10 Month						2262 GRADE Z	3	58,109	59,562	61,051	62,577
226224 GRADE C	1	40,823	41,844	42,890	43,962	2262 GRADE Z	4	58,938	60,411	61,922	63,470
226224 GRADE C	2	41,508	42,546	43,609	44,700	2262 GRADE Z	5	60,546	62,060	63,611	65,201
226224 GRADE C	3	42,312	43,370	44,454	45,565	2262 GRADE Z	6	62,214	63,769	65,364	66,998
226224 GRADE C	4	42,917	43,990	45,090	46,217	2262 GRADE Z	7	63,931	65,529	67,168	68,847
226224 GRADE C	5	44,068	45,170	46,299	47,456	2262 GRADE Z	8	72,140	73,944	75,792	77,687
226224 GRADE C	6	46,008	47,158	48,337	49,546	2262 GRADE Z	9	76,749	78,668	80,634	82,650
226224 GRADE C	7	47,246	48,427	49,638	50,879	2262 GRADE Z	10	82,061	84,113	86,215	88,371
226224 GRADE C	8	48,524	49,737	50,981	52,255	2262 GRADE Z	11	86,279	88,436	90,647	92,913
226224 GRADE C	9	49,588	50,828	52,098	53,401	2262 GRADE Z	12	92,952	95,276	97,658	100,099
226224 GRADE C	10	51,007	52,282	53,589	54,929	Senior Food Service Worker					
Security Guard-10 Month						226220 GRADE C	1	31,128	31,906	32,704	33,521
226210 GRADE G	1	29,057	29,783	30,528	31,291	226220 GRADE C	2	31,650	32,441	33,252	34,084
226210 GRADE G	2	29,504	30,242	30,998	31,773	226220 GRADE C	3	32,263	33,070	33,896	34,744
226210 GRADE G	3	29,987	30,737	31,505	32,293	226220 GRADE C	4	32,723	33,541	34,380	35,239
226210 GRADE G	4	30,354	31,113	31,891	32,688	226220 GRADE C	5	33,600	34,440	35,301	36,184
226210 GRADE G	5	31,086	31,863	32,660	33,476	226220 GRADE C	6	34,500	35,363	36,247	37,153
226210 GRADE G	6	31,839	32,635	33,451	34,287	226220 GRADE C	7	35,426	36,312	37,219	38,150
226210 GRADE G	7	36,326	37,234	38,165	39,119	226220 GRADE C	8	36,382	37,292	38,224	39,179
226210 GRADE G	8	37,250	38,181	39,136	40,114	226220 GRADE C	9	36,549	37,463	38,399	39,359
226210 GRADE G	9	39,581	40,571	41,585	42,624	226220 GRADE C	10	37,591	38,531	39,494	40,481

Food Service Inspector

226224 GRADE B	1	41,949	42,998	44,073	45,174
226224 GRADE B	2	42,666	43,733	44,826	45,947
226224 GRADE B	3	43,509	44,597	45,712	46,854
226224 GRADE B	4	44,142	45,246	46,377	47,536
226224 GRADE B	5	45,351	46,485	47,647	48,838
226224 GRADE B	6	46,586	47,751	48,944	50,168
226224 GRADE B	7	47,859	49,055	50,282	51,539
226224 GRADE B	8	49,175	50,404	51,664	52,956
226224 GRADE B	9	50,706	51,974	53,273	54,605
226224 GRADE B	10	53,866	55,213	56,593	58,008

Supervisor of Electronic Repa

2262 GRADE EEE	1	55,773	57,167	58,597	60,061
2262 GRADE EEE	2	57,300	58,733	60,201	61,706
2262 GRADE EEE	3	58,872	60,344	61,852	63,399
2262 GRADE EEE	4	60,492	62,004	63,554	65,143
2262 GRADE EEE	5	62,158	63,712	65,305	66,937
2262 GRADE EEE	6	63,873	65,470	67,107	68,784
2262 GRADE EEE	7	65,641	67,282	68,964	70,688
2262 GRADE EEE	8	67,457	69,143	70,872	72,644
2262 GRADE EEE	9	69,330	71,063	72,840	74,661
2262 GRADE EEE	10	71,256	73,037	74,863	76,735
2262 GRADE EEE	11	73,239	75,070	76,947	78,870
2262 GRADE EEE	12	92,952	95,276	97,658	100,099

Recreation Maintenance Work

2262 GRADE II	1	44,357	45,466	46,603	47,768
2262 GRADE II	2	45,042	46,168	47,322	48,505
2262 GRADE II	3	45,845	46,991	48,166	49,370
2262 GRADE II	4	46,450	47,611	48,802	50,022
2262 GRADE II	5	47,601	48,791	50,011	51,261
2262 GRADE II	6	48,781	50,001	51,251	52,532
2262 GRADE II	7	49,995	51,245	52,526	53,839
2262 GRADE II	8	51,249	52,530	53,843	55,190
2262 GRADE II	9	52,242	53,548	54,887	56,259
2262 GRADE II	10	55,364	56,748	58,167	59,621

Delivery Worker

2262 GRADE M	1	43,092	44,169	45,274	46,405
2262 GRADE M	2	43,800	44,895	46,017	47,168
2262 GRADE M	3	44,635	45,751	46,895	48,067
2262 GRADE M	4	45,262	46,394	47,553	48,742
2262 GRADE M	5	46,457	47,618	48,809	50,029
2262 GRADE M	6	47,680	48,872	50,094	51,346
2262 GRADE M	7	50,325	51,563	52,873	54,195
2262 GRADE M	8	54,807	56,177	57,582	59,021