

**Agreed upon MODIFICATIONS of the COLLECTIVE  
BARGAINING AGREEMENT  
between the  
BOARD of EDUCATION of the TOWNSHIP of UNION  
and the  
UNION TOWNSHIP EDUCATION ASSOCIATION  
for the period  
September 1, 2012-August 31, 2014, per MOA dated 8/2/12**

**ALL ARTICLES AND SECTIONS OF ARTICLES THAT ARE NOT MODIFIED  
HEREIN SHALL BE CONTINUED UNCHANGED IN THE SUCCESSOR  
AGREEMENT.**

**PREAMBLE**

Change "June 17, 2008" to August 2, 2012

**ARTICLE 1- RECOGNITION**

- 1.01 Replace reference to "security monitors" with "security officers". And do the same in all other references in the contract to security monitors.

**ARTICLE 5 - BOARD AND ASSOCIATION RIGHTS**

- 5.10 Add to the end of the paragraph that:  
The President of the Association may also request approval from the Superintendent for two additional leave days, in cases of emergency for conducting Association business. Such approval will not be arbitrarily withheld.

Draft 8/15/12

**5.10.1** ~~Rewrite first sentence to indicate that the president of the Association shall be released from all regular classroom and extra duty assignments during the last five periods of the day. Also add a sentence indicating that the Vice President of the Association shall be released from all regular classroom and extra duty assignments during the last period of the day.~~

## **ARTICLE 6 - EMPLOYEE HOURS**

**6.02.1 Add to the end of paragraph:** All instructional staff will attend one building based back to school night annually, scheduled by the building principal.

**6.02.3** Remove second sentence: "All kindergarten and special education teachers shall be guaranteed, by schedule, for not less than four (4) prep periods per week."

(Therefore all kindergarten teachers and special education teachers shall be guaranteed by schedule five (5) prep periods per week.)

### **SECURITY OFFICERS HOURS**

**New 6.12** The regular workday for security officers at the High School and Middle School shall be eight hours and thirty minutes inclusive of a lunch period and two fifteen minute breaks. The workday shall begin no later than 7:30 am with start times determined by the Director of Security and the Building Principal. The part time security officer workday shall be determined by the Building principal and Director of Security.

**New 6.13 OVERTIME:** All security officers shall receive overtime compensation at one and one half time their hourly rate after forty hours of work in a work week.

Overtime contiguous to a work shift shall be building based, on a rotating seniority system. If a security officer accepts/rejects an offered overtime assignment he/ she will not be eligible for another contiguous overtime assignment until the rotation is completed through the building list.

Overtime non contiguous to a work shift will be offered on a district wide basis on a rotating seniority system. If a security officer accepts/rejects an offered overtime assignment he/ she will not be eligible for another non contiguous overtime assignment until the rotation is completed through the district list.

**New 6.14** All security officers shall receive five pairs of uniforms each year which will include shirts and pants.

#### **ARTICLE 7 - WORK YEAR**

**Change 7.07.1 to 7.07** (Typo correction)

#### **Article 10 SABBATICAL LEAVES FOR TEACHERS**

**10.07.3** After ...continue such employment... insert "at" ( GRAMMAR CORRECTION)

#### **Article 12 PERSONAL LEAVE WITH OT WITHOUT PAY**

**Add new 12.01** and change all the other article numbers accordingly.

**New 12.01** The term immediate family shall be construed to mean wife, husband, domestic partners, civil unions, children, parents, brothers, sisters, nieces, nephews, grandparents, grandchildren, and all equivalent in-laws.

Draft 8/15/12

**NEW 12.02.2** When any employee is required to appear in court on behalf of the school district they shall suffer no loss of pay and will be compensated for parking expenses and mileage reimbursement.

**12.05** (was 12.04) Change listed positions to “an employee”.

#### **ARTICLE 14 – PROGRAM DEVELOPMENT...**

**14.04** Revised: Effective the date of ratification the Board agrees to reimburse teachers at fifty percent of Kean University rate per approved graduate or undergraduate credit which they elect to attend up to nine (9) credits per contract year for courses taken at accredited colleges that are in accordance with the criteria cited in numbers 1-4 below (in 2008-12 agreement) and in order to be eligible for tuition reimbursement, the courses may not be those that are part of a program of study leading to a supervisory or administrative certification. Additionally to be eligible for reimbursement an employee must have completed three years of service in the district. All teachers who had courses approved by the Superintendent prior to August 2, 2012 shall be eligible for reimbursement as per the terms of the 2008-12 agreements.

Reword Paragraph 14.04(1) to read:

A program of study which is constituted of a minimum of twenty-four(24)graduate credit hours in education or related to an educational program of study which is in furtherance of the teacher’s professional education; or

**14.06** Revise to read: Each classroom assistant shall receive a classroom assistant employment contract containing the following terms: annual salary of appropriate hourly rate, termination clause upon thirty (30) days notice.

**14.06.1 Revised:** The Board agrees to reimburse classroom assistants who have completed thirty college credits as of August 2, 2012 for tuition reimbursement for courses leading to a degree in education in accordance with the terms of 14.04. Otherwise classroom assistants must have completed sixty college credits to be eligible for the terms of 14.04.

**New 14.07.3.c** Secretaries, Clerks, Classroom Assistants and Security Officers will be able to request a paid professional day to attend workshops or conferences out of the district that enhance their job skills. Such professional day is subject to the approval of the Superintendent.

**ARTICLE 17 - JOB VACANCIES**

**17.02** ADD: Postings shall be emailed to the Association President and an email blast to all bargaining unit members on the current distribution list.

**ARTICLE 19- PAYROLL DEDUCTIONS**

(REPLACES THE WORDS "CHECK-OFF ITEMS")

**19.01** Third sentence: replace "This Check-off" with "These Deductions"

**19.02.3 #1.** Liability—a colon is needed at end of first paragraph.

**ARTICLE 21 - SALARIES**

**21.01.4** Insert bolded words into phrase: ...salary step **they were on** at the time...

**21.06** In first sentence replace "to" with "the"

**21.12** Last line of paragraph: replace: "night" with "right)

**21.21** Delete this paragraph.

**21.21** New: When physical education classes are doubled up as a result of a physical education teacher's absence and another physical education teacher has to cover such class or increased load, then the covering teacher shall receive the class coverage rate for each period that this occurs.

**NEW 21.22** All employees will use direct deposit for payroll purposes. All employees will be able to obtain payroll information via an employee portal established by the district.

Draft 8/15/12

**ARTICLE 22 - TERMINATION**

This Agreement will be effective as of the 1<sup>st</sup> day of September 2012 and shall remain in force and effect through August 31, 2014.

**SCHEDULE A**  
**UNION TOWNSHIP TEACHERS**  
**SALARY GUIDE**

2.50 percent increase inclusive of increments each year for 2012-13 and 2013-14 as per attached salary guides.

**SCHEDULE B**  
**UNION TOWNSHIP CLERICAL STAFF**  
**SALARY GUIDE**

2.50 percent increase inclusive of increments each year for 2012-13 and 2013-14 as per attached salary guides

**SCHEDULE C**  
**UNION TOWNSHIP TEACHER ASSISTANTS**  
**SALARY GUIDE**

2.50 percent increase inclusive of increments each year for 2012-13 and 2013-14 as per attached salary guides.

**SCHEDULE D**  
**UNION TOWNSHIP NON-DEGREE TEACHERS**  
**SALARY GUIDE**

2.50 percent increase inclusive of increments each year for 2012-13 and 2013-14 as per attached salary guides.

Draft 8/15/12

**SCHEDULE E**  
**UNION TOWNSHIP SECURITY OFFICERS**  
**SALARY GUIDE**

Increase each hourly rate of the 2011-12 salary guide by 2.50 percent each year for 2012-13 and 2013-14.

Draft 8/15/12

**BASE YEAR**  
2011-12 Union Twp. 11-12 (Union)

**Salary Guide**

Step	BA	MA	MA+30
1	54,815	58,948	63,556
2	55,134	59,273	63,886
3	55,409	59,548	64,160
4	55,685	59,823	64,437
5	55,964	60,111	64,723
6	56,256	60,411	65,019
7	56,558	60,721	65,327
8	56,867	61,032	65,638
9	57,177	61,340	65,945
10	57,491	61,657	66,262
11	57,807	61,970	66,576
12	58,126	62,292	66,897
13	58,453	62,615	67,220
14	58,960	63,970	70,196
15	59,970	64,980	71,206
U	60,980	65,990	72,216
T	61,549	67,527	74,447
S	61,752	67,644	74,465
R	63,147	69,524	76,910
Q	65,389	71,995	79,642
P	67,679	74,513	82,430
O	68,753	75,697	83,739
N	70,710	77,853	86,121
M	72,194	79,726	87,993
L	73,755	81,449	89,892
K	75,410	83,280	91,911
J	77,110	85,159	93,990
I	78,981	87,222	96,260
H	79,525	87,828	96,932
G	81,052	89,509	98,787
F	83,768	92,434	101,908
E	86,128	94,993	104,656
D	89,218	98,082	107,750
C	89,700	99,030	108,546
B	91,608	101,110	110,606
A	96,094	105,135	113,810

Staff Step	BA	MA	MA+30	Total	Percent
1	38	14	4	56	8.38%
2	13	8	2	23	3.44%
3	20	11	3	34	5.09%
4	20	11	6	37	5.54%
5	16	7	6	29	4.34%
6	8	17	5	30	4.49%
7	12	8	4	24	3.59%
8	5	10	9	24	3.59%
9	6	11	10	27	4.04%
10	2	13	12	27	4.04%
11	10	13	11	34	5.09%
12	7	13	6	26	3.89%
13	6	12	19	37	5.54%
14	5	8	11	24	3.59%
15	11	8	18	37	5.54%
U	1	6	9	16	2.40%
T	1	2	10	13	1.95%
S	3	4	11	18	2.69%
R	1	11	11	23	3.44%
Q	2	4	13	19	2.84%
P	7	1	7	15	2.25%
O	1	4	6	11	1.65%
N	2	3	9	14	2.10%
M	-	3	7	10	1.50%
L	1	4	5	10	1.50%
K	1	3	6	10	1.50%
J	1	2	12	15	2.25%
I	1	7	4	12	1.80%
H	-	-	3	3	0.45%
G	1	1	3	5	0.75%
F	1	2	1	4	0.60%
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	1	1	0.15%
A	-	-	-	-	-
Totals	203	221	244	668	100.00%
Percent	30.39%	33.08%	36.53%		





**BASE YEAR**  
 2011-12 Union Twp. 11-12 (Union)

Increments as a Percent			
Step	BA	MA	MA+30
1	0.58%	0.55%	0.52%
2	0.50%	0.46%	0.43%
3	0.50%	0.46%	0.43%
4	0.50%	0.48%	0.44%
5	0.52%	0.50%	0.46%
6	0.54%	0.51%	0.47%
7	0.55%	0.51%	0.48%
8	0.55%	0.50%	0.47%
9	0.55%	0.52%	0.48%
10	0.55%	0.51%	0.47%
11	0.55%	0.52%	0.48%
12	0.56%	0.52%	0.48%
13	0.87%	2.16%	4.43%
14	1.71%	1.58%	1.44%
15			
U			
T			
S			
R			
Q			
P			
O			
N			
M			
L			
K			
J			
I			
H			
G			
F			
E			
D			
C			
B			
A			

**BASE YEAR**  
**2011-12 Union Twp. 11-12 (Union)**

**Horizontal Increment \$**

Step	BA	MA	MA+30
1		4,133	8,741
2		4,139	8,752
3		4,139	8,751
4		4,138	8,752
5		4,147	8,759
6		4,155	8,763
7		4,163	8,769
8		4,165	8,771
9		4,163	8,768
10		4,166	8,771
11		4,163	8,769
12		4,166	8,771
13		4,162	8,767
14		5,010	11,236
15		5,010	11,236
U		5,010	11,236
T		5,978	12,898
S		5,892	12,713
R		6,377	13,763
Q		6,606	14,253
P		6,834	14,751
O		6,944	14,986
N		7,143	15,411
M		7,532	15,799
L		7,694	16,137
K		7,870	16,501
J		8,049	16,880
I		8,241	17,279
H		8,303	17,407
G		8,457	17,735
F		8,666	18,140
E		8,865	18,528
D		8,864	18,532
C		9,330	18,846
B		9,502	18,998
A		9,041	17,716
		-	-
		-	-
		-	-

**Horizontal Increments %**

Step	BA	MA	MA+30
1		7.54%	15.95%
2		7.51%	15.87%
3		7.47%	15.79%
4		7.43%	15.72%
5		7.41%	15.65%
6		7.39%	15.58%
7		7.36%	15.50%
8		7.32%	15.42%
9		7.28%	15.33%
10		7.25%	15.26%
11		7.20%	15.17%
12		7.17%	15.09%
13		7.12%	15.00%
14		8.50%	19.06%
15		8.35%	18.74%
U		8.22%	18.43%
T		9.71%	20.96%
S		9.54%	20.59%
R		10.10%	21.80%
Q		10.10%	21.80%
P		10.10%	21.80%
O		10.10%	21.80%
N		10.10%	21.79%
M		10.43%	21.88%
L		10.43%	21.88%
K		10.44%	21.88%
J		10.44%	21.89%
I		10.43%	21.88%
H		10.44%	21.89%
G		10.43%	21.88%
F		10.35%	21.66%
E		10.29%	21.51%
D		9.94%	20.77%
C		10.40%	21.01%
B		10.37%	20.74%
A		9.41%	18.44%

**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

Salary Guide				
Step	BA	MA	MA+30	
1	55,915	60,048	64,656	0.025005
2	56,234	60,373	64,986	
3	56,509	60,648	65,260	1,100
4	56,785	60,923	65,537	
5	57,064	61,211	65,823	
6	57,356	61,511	66,119	
7	57,658	61,821	66,427	
8	57,967	62,132	66,738	
9	58,277	62,440	67,045	
10	58,591	62,757	67,362	
11	58,907	63,070	67,676	
12	59,226	63,392	67,997	
13	59,553	63,715	68,320	
14	60,060	65,070	71,296	
15	61,070	66,080	72,306	
V	61,760	66,770	72,996	1,790
U	62,770	67,780	74,006	
T	63,339	69,317	76,237	
S	63,542	69,434	76,255	
R	64,937	71,314	78,700	
Q	67,179	73,785	81,432	
P	69,469	76,303	84,220	
O	70,543	77,487	85,529	
N	72,500	79,643	87,911	
M	73,984	81,516	89,783	
L	75,545	83,239	91,682	
K	77,200	85,070	93,701	
J	78,900	86,949	95,780	
I	80,771	89,012	98,050	
H	81,315	89,618	98,722	
G	82,842	91,299	100,577	
F	85,568	94,224	103,698	
E	87,918	96,783	106,446	
D	91,008	99,872	109,540	
C	91,490	100,820	110,336	
B	93,398	102,900	112,396	
A	97,884	106,925	115,600	

Staff Step	BA	MA	MA+30	Total	Percent
1				-	-
2	38	14	4	56	8.38%
3	13	8	2	23	3.44%
4	20	11	3	34	5.09%
5	20	11	6	37	5.54%
6	16	7	6	29	4.34%
7	8	17	5	30	4.49%
8	12	8	4	24	3.59%
9	5	10	9	24	3.59%
10	6	11	10	27	4.04%
11	2	13	12	27	4.04%
12	10	13	11	34	5.09%
13	7	13	6	26	3.89%
14	6	12	19	37	5.54%
15	5	8	11	24	3.59%
V	11	8	18	37	5.54%
U	1	6	9	16	2.40%
T	1	2	10	13	1.95%
S	3	4	11	18	2.69%
R	1	11	11	23	3.44%
Q	2	4	13	19	2.84%
P	7	1	7	15	2.25%
O	1	4	6	11	1.65%
N	2	3	9	14	2.10%
M	-	3	7	10	1.50%
L	1	4	5	10	1.50%
K	1	3	6	10	1.50%
J	1	2	12	15	2.25%
I	1	7	4	12	1.80%
H	-	-	3	3	0.45%
G	1	1	3	5	0.75%
F	1	2	1	4	0.60%
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	1	1	0.15%
A	-	-	-	-	-
Totals	203	221	244	668	100.00%
Percent	30.39%	33.08%	36.53%		



**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

Increment Dollars			
Step	BA	MA	MA+30
1	319	325	330
2	275	275	274
3	276	275	277
4	279	288	286
5	292	300	296
6	302	310	308
7	309	311	311
8	310	308	307
9	314	317	317
10	316	313	314
11	319	322	321
12	327	323	323
13	507	1,355	2,976
14	1,010	1,010	1,010
15			
V			
U			
T			
S			
R			
Q			
P			
O			
N			
M			
L			
K			
J			
I			
H			
G			
F			
E			
D			
C			
B			
A			

Increment Cost			
Step	BA	MA	MA+30
1	-	-	-
2	10,450	3,850	1,096
3	3,588	2,200	554
4	5,580	3,168	858
5	5,840	3,300	1,776
6	4,832	2,170	1,848
7	2,472	5,287	1,555
8	3,720	2,464	1,228
9	1,570	3,170	2,853
10	1,896	3,443	3,140
11	638	4,186	3,852
12	3,270	4,199	3,553
13	3,549	17,615	17,856
14	6,060	12,120	19,190
15			
V			
U			
T			
S			
R			
Q			
P			
O			
N			
M			
L			
K			
J			
I			
H			
G			
F			
E			
D			
C			
B			
A			
<b>Total</b>			179,996
<b>% of Base</b>			0.40%

**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

Increments as a Percent			
Step	BA	MA	MA+30
1	0.57%	0.54%	0.51%
2	0.49%	0.46%	0.42%
3	0.49%	0.45%	0.42%
4	0.49%	0.47%	0.44%
5	0.51%	0.49%	0.45%
6	0.53%	0.50%	0.47%
7	0.54%	0.50%	0.47%
8	0.53%	0.50%	0.46%
9	0.54%	0.51%	0.47%
10	0.54%	0.50%	0.47%
11	0.54%	0.51%	0.47%
12	0.55%	0.51%	0.48%
13	0.85%	2.13%	4.36%
14	1.68%	1.55%	1.42%
15	-	-	-
V	-	-	-
U	-	-	-
T	-	-	-
S	-	-	-
R	-	-	-
Q	-	-	-
P	-	-	-
O	-	-	-
N	-	-	-
M	-	-	-
L	-	-	-
K	-	-	-
J	-	-	-
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

Horizontal Increment \$			
Step	BA	MA	MA+30
1		4,133	8,741
2		4,139	8,752
3		4,139	8,751
4		4,138	8,752
5		4,147	8,759
6		4,155	8,763
7		4,163	8,769
8		4,165	8,771
9		4,163	8,768
10		4,166	8,771
11		4,163	8,769
12		4,166	8,771
13		4,162	8,767
14		5,010	11,236
15		5,010	11,236
V		5,010	11,236
U		5,010	11,236
T		5,978	12,898
S		5,892	12,713
R		6,377	13,763
Q		6,606	14,253
P		6,834	14,751
O		6,944	14,986
N		7,143	15,411
M		7,532	15,799
L		7,694	16,137
K		7,870	16,501
J		8,049	16,880
I		8,241	17,279
H		8,303	17,407
G		8,457	17,735
F		8,666	18,140
E		8,865	18,528
D		8,864	18,532
C		9,330	18,846
B		9,502	18,998
A		9,041	17,716
		-	-

Horizontal Increments %			
Step	BA	MA	MA+30
1		7.39%	15.63%
2		7.36%	15.56%
3		7.32%	15.49%
4		7.29%	15.41%
5		7.27%	15.35%
6		7.24%	15.28%
7		7.22%	15.21%
8		7.19%	15.13%
9		7.14%	15.05%
10		7.11%	14.97%
11		7.07%	14.89%
12		7.03%	14.81%
13		6.99%	14.72%
14		8.34%	18.71%
15		8.20%	18.40%
V		8.11%	18.19%
U		7.98%	17.90%
T		9.44%	20.36%
S		9.27%	20.01%
R		9.62%	21.19%
Q		9.83%	21.22%
P		9.84%	21.23%
O		9.84%	21.24%
N		9.85%	21.26%
M		10.18%	21.35%
L		10.18%	21.36%
K		10.19%	21.37%
J		10.20%	21.39%
I		10.20%	21.39%
H		10.21%	21.41%
G		10.21%	21.41%
F		10.13%	21.20%
E		10.08%	21.07%
D		9.74%	20.36%
C		10.20%	20.60%
B		10.17%	20.34%
A		9.24%	18.10%

**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

**\$ Increase over previous year**

Step	BA	MA	MA+30
1	1,419	1,425	1,430
2	1,375	1,375	1,374
3	1,376	1,375	1,377
4	1,379	1,388	1,386
5	1,392	1,400	1,396
6	1,402	1,410	1,408
7	1,409	1,411	1,411
8	1,410	1,408	1,407
9	1,414	1,417	1,417
10	1,416	1,413	1,414
11	1,419	1,422	1,421
12	1,427	1,423	1,423
13	1,607	2,455	4,076
14	2,110	2,110	2,110
15	1,790	1,790	1,790
U	1,790	1,790	1,790
T	1,790	1,790	1,790
S	1,790	1,790	1,790
R	1,790	1,790	1,790
Q	1,790	1,790	1,790
P	1,790	1,790	1,790
O	1,790	1,790	1,790
N	1,790	1,790	1,790
M	-	1,790	1,790
L	1,790	1,790	1,790
K	1,790	1,790	1,790
J	1,790	1,790	1,790
I	1,790	1,790	1,790
H	-	-	1,790
G	1,790	1,790	1,790
F	1,790	1,790	1,790
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	1,790
A	-	-	-
	-	-	-
	-	-	-
	-	-	-

**% Increase over previous year**

Step	BA	MA	MA+30
1	2.59%	2.42%	2.25%
2	2.49%	2.32%	2.15%
3	2.48%	2.31%	2.15%
4	2.48%	2.32%	2.15%
5	2.49%	2.33%	2.16%
6	2.49%	2.33%	2.17%
7	2.49%	2.32%	2.16%
8	2.48%	2.31%	2.14%
9	2.47%	2.31%	2.15%
10	2.46%	2.29%	2.13%
11	2.45%	2.29%	2.13%
12	2.46%	2.28%	2.13%
13	2.75%	3.92%	6.06%
14	3.58%	3.30%	3.01%
15	2.98%	2.75%	2.51%
U	2.94%	2.71%	2.48%
T	2.91%	2.65%	2.40%
S	2.90%	2.65%	2.40%
R	2.83%	2.57%	2.33%
Q	2.74%	2.49%	2.25%
P	2.64%	2.40%	2.17%
O	2.60%	2.36%	2.14%
N	2.53%	2.30%	2.08%
M	-	2.25%	2.03%
L	2.43%	2.20%	1.99%
K	2.37%	2.15%	1.95%
J	2.32%	2.10%	1.90%
I	2.27%	2.05%	1.86%
H	-	-	1.85%
G	2.21%	2.00%	1.81%
F	2.14%	1.94%	1.76%
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	1.62%
A	-	-	-
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**YEAR 1**  
**2012-13 Union Twp. 11-12 (Union)**

Guide Increase	BA	MA	MA+30
Step			
1	1,100	1,100	1,100
2	1,100	1,100	1,100
3	1,100	1,100	1,100
4	1,100	1,100	1,100
5	1,100	1,100	1,100
6	1,100	1,100	1,100
7	1,100	1,100	1,100
8	1,100	1,100	1,100
9	1,100	1,100	1,100
10	1,100	1,100	1,100
11	1,100	1,100	1,100
12	1,100	1,100	1,100
13	1,100	1,100	1,100
14	1,100	1,100	1,100
15	1,100	1,100	1,100
U	780	780	780
T	1,221	253	(441)
S	1,587	1,673	1,772
R	395	(90)	(655)
Q	(452)	(681)	(942)
P	(500)	(728)	(998)
O	716	606	481
N	(167)	(366)	(592)
M	306	(83)	(82)
L	229	67	(109)
K	135	(41)	(229)
J	90	(89)	(289)
I	(81)	(273)	(480)
H	1,246	1,184	1,118
G	263	109	(65)
F	(926)	(1,135)	(1,331)
E	(570)	(769)	(958)
D	(1,300)	(1,299)	(1,304)
C	1,308	842	994
B	(118)	(290)	(270)
A	(2,696)	(2,235)	(1,414)
	97,884	106,925	115,600
	-	-	-
	-	-	-

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

**Salary Guide**

Step	BA	MA	MA+30	
1	57,117	61,250	65,858	0.025000
2	57,436	61,576	66,188	
3	57,711	61,850	66,462	1,202
4	57,987	62,125	66,739	
5	58,266	62,413	67,025	
6	58,558	62,713	67,321	
7	58,860	63,023	67,629	
8	59,169	63,334	67,940	
9	59,479	63,642	68,247	
10	59,793	63,959	68,564	
11	60,109	64,272	68,878	
12	60,428	64,594	69,199	
13	60,755	64,917	69,522	
14	61,262	66,272	72,498	
15	62,272	67,282	73,508	
W	62,870	67,880	74,106	1,800
V	63,560	68,570	74,796	
U	64,570	69,580	75,806	
T	65,139	71,117	78,037	
S	65,342	71,234	78,055	
R	66,737	73,114	80,500	
Q	68,979	75,585	83,232	
P	71,269	78,103	86,020	
O	72,343	79,287	87,329	
N	74,300	81,443	89,711	
M	75,784	83,316	91,583	
L	77,345	85,039	93,482	
K	79,000	86,870	95,501	
J	80,700	88,749	97,580	
I	82,571	90,812	99,850	
H	83,115	91,418	100,522	
G	84,642	93,099	102,377	
F	87,358	96,024	105,498	
E	89,718	98,583	108,246	
D	92,808	101,672	111,340	
C	93,290	102,620	112,136	
B	95,198	104,700	114,196	
A	99,684	108,725	117,400	

Staff Step	BA	MA	MA+30	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	38	14	4	56	8.38%
4	13	8	2	23	3.44%
5	20	11	3	34	5.09%
6	20	11	6	37	5.54%
7	16	7	6	29	4.34%
8	8	17	5	30	4.49%
9	12	8	4	24	3.59%
10	5	10	9	24	3.59%
11	6	11	10	27	4.04%
12	2	13	12	27	4.04%
13	10	13	11	34	5.09%
14	7	13	6	26	3.89%
15	6	12	19	37	5.54%
W	5	8	11	24	3.59%
V	11	8	18	37	5.54%
U	1	6	9	16	2.40%
T	1	2	10	13	1.95%
S	3	4	11	18	2.69%
R	1	11	11	23	3.44%
Q	2	4	13	19	2.84%
P	7	1	7	15	2.25%
O	1	4	6	11	1.65%
N	2	3	9	14	2.10%
M	-	3	7	10	1.50%
L	1	4	5	10	1.50%
K	1	3	6	10	1.50%
J	1	2	12	15	2.25%
I	1	7	4	12	1.80%
H	-	-	3	3	0.45%
G	1	1	3	5	0.75%
F	1	2	1	4	0.60%
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	1	1	0.15%
A	-	-	-	-	-
Totals	203	221	244	668	100.00%
Percent	30.39%	33.08%	36.53%		

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

Guide Cost Step	BA	MA	MA+30
1	-	-	-
2	-	-	-
3	2,193,018	865,900	265,848
4	753,831	497,000	133,478
5	1,165,320	686,543	201,075
6	1,171,160	689,843	403,926
7	941,760	441,161	405,774
8	473,352	1,076,678	339,700
9	713,748	509,136	272,988
10	298,965	639,590	617,076
11	360,654	706,992	688,780
12	120,856	839,722	830,388
13	607,550	843,921	764,742
14	428,834	861,536	434,988
15	373,632	807,384	1,396,652
W	314,350	543,040	815,166
V	699,160	548,560	1,346,328
U	64,570	417,480	682,254
T	65,139	142,234	780,370
S	196,026	284,936	858,605
R	66,737	804,254	885,500
Q	137,958	302,340	1,082,016
P	498,883	78,103	602,140
O	72,343	317,148	523,974
N	148,600	244,329	807,399
M	-	249,948	641,081
L	77,345	340,156	467,410
K	79,000	260,610	573,006
J	80,700	177,498	1,170,960
I	82,571	635,684	399,400
H	-	-	301,566
G	84,642	93,099	307,131
F	87,358	192,048	105,498
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	114,196
A	-	-	-
		Total	46,674,350
		2012-13	45,535,938
		Difference	1,138,412
		% Increase	2.50%

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

**Increment Dollars**

Step	BA	MA	MA+30
1	319	325	330
2	275	275	274
3	276	275	277
4	279	288	286
5	292	300	296
6	302	310	308
7	309	311	311
8	310	308	307
9	314	317	317
10	316	313	314
11	319	322	321
12	327	323	323
13	507	1,355	2,976
14	1,010	1,010	1,010
15			
W			
V			
U			
T			
S			
R			
Q			
P			
O			
N			
M			
L			
K			
J			
I			
H			
G			
F			
E			
D			
C			
B			
A			

**Increment Cost**

Step	BA	MA	MA+30
1	-	-	-
2	-	-	-
3	10,488	3,850	1,108
4	3,627	2,304	572
5	5,840	3,300	888
6	6,040	3,410	1,848
7	4,944	2,177	1,866
8	2,480	5,236	1,535
9	3,768	2,536	1,268
10	1,580	3,130	2,826
11	1,914	3,542	3,210
12	654	4,199	3,876
13	5,070	17,615	32,736
14	7,070	13,130	6,060
15			
W			
V			
U			
T			
S			
R			
Q			
P			
O			
N			
M			
L			
K			
J			
I			
H			
G			
F			
E			
D			
C			
B			
A			
		<b>Total</b>	175,697
		<b>% of Base</b>	0.36%

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

Increments as a Percent			
Step	BA	MA	MA+30
1	0.56%	0.53%	0.50%
2	0.48%	0.45%	0.41%
3	0.48%	0.44%	0.42%
4	0.48%	0.46%	0.43%
5	0.50%	0.48%	0.44%
6	0.52%	0.49%	0.46%
7	0.52%	0.49%	0.46%
8	0.52%	0.49%	0.46%
9	0.53%	0.50%	0.46%
10	0.53%	0.49%	0.46%
11	0.53%	0.50%	0.47%
12	0.54%	0.50%	0.47%
13	0.83%	2.09%	4.28%
14	1.65%	1.52%	1.39%
15	-	-	-
W	-	-	-
V	-	-	-
U	-	-	-
T	-	-	-
S	-	-	-
R	-	-	-
Q	-	-	-
P	-	-	-
O	-	-	-
N	-	-	-
M	-	-	-
L	-	-	-
K	-	-	-
J	-	-	-
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

Horizontal Increment \$			
Step	BA	MA	MA+30
1		4,133	8,741
2		4,139	8,752
3		4,139	8,751
4		4,138	8,752
5		4,147	8,759
6		4,155	8,763
7		4,163	8,769
8		4,165	8,771
9		4,163	8,768
10		4,166	8,771
11		4,163	8,769
12		4,166	8,771
13		4,162	8,767
14		5,010	11,236
15		5,010	11,236
W		5,010	11,236
V		5,010	11,236
U		5,010	11,236
T		5,978	12,898
S		5,892	12,713
R		6,377	13,763
Q		6,606	14,253
P		6,834	14,751
O		6,944	14,986
N		7,143	15,411
M		7,532	15,799
L		7,694	16,137
K		7,870	16,501
J		8,049	16,880
I		8,241	17,279
H		8,303	17,407
G		8,457	17,735
F		8,666	18,140
E		8,865	18,528
D		8,864	18,532
C		9,330	18,846
B		9,502	18,998
A		9,041	17,716
		-	-

Horizontal Increments %			
Step	BA	MA	MA+30
1		7.24%	15.30%
2		7.21%	15.24%
3		7.17%	15.16%
4		7.14%	15.09%
5		7.12%	15.03%
6		7.10%	14.96%
7		7.07%	14.90%
8		7.04%	14.82%
9		7.00%	14.74%
10		6.97%	14.67%
11		6.93%	14.59%
12		6.89%	14.51%
13		6.85%	14.43%
14		8.18%	18.34%
15		8.05%	18.04%
W		7.97%	17.87%
V		7.88%	17.68%
U		7.76%	17.40%
T		9.18%	19.80%
S		9.02%	19.46%
R		9.56%	20.62%
Q		9.58%	20.66%
P		9.59%	20.70%
O		9.60%	20.72%
N		9.61%	20.74%
M		9.94%	20.85%
L		9.95%	20.86%
K		9.96%	20.89%
J		9.97%	20.92%
I		9.98%	20.93%
H		9.99%	20.94%
G		9.99%	20.95%
F		9.92%	20.77%
E		9.88%	20.65%
D		9.55%	19.97%
C		10.00%	20.20%
B		9.98%	19.96%
A		9.07%	17.77%

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

**\$ Increase over previous year**

Step	BA	MA	MA+30
1	-	-	-
2	1,477	1,477	1,476
3	1,478	1,477	1,479
4	1,481	1,490	1,488
5	1,494	1,502	1,498
6	1,504	1,512	1,510
7	1,511	1,513	1,513
8	1,512	1,510	1,509
9	1,516	1,519	1,519
10	1,518	1,515	1,516
11	1,521	1,524	1,523
12	1,529	1,525	1,525
13	1,709	2,557	4,178
14	2,212	2,212	2,212
15	1,800	1,800	1,800
V	1,800	1,800	1,800
U	1,800	1,800	1,800
T	1,800	1,800	1,800
S	1,800	1,800	1,800
R	1,800	1,800	1,800
Q	1,800	1,800	1,800
P	1,800	1,800	1,800
O	1,800	1,800	1,800
N	1,800	1,800	1,800
M	-	1,800	1,800
L	1,800	1,800	1,800
K	1,800	1,800	1,800
J	1,800	1,800	1,800
I	1,800	1,800	1,800
H	-	-	1,800
G	1,800	1,800	1,800
F	1,800	1,800	1,800
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	1,800
A	-	-	-
	-	-	-
	-	-	-

**% Increase over previous year**

Step	BA	MA	MA+30
1	-	-	-
2	2.63%	2.45%	2.27%
3	2.62%	2.44%	2.27%
4	2.61%	2.45%	2.27%
5	2.62%	2.45%	2.28%
6	2.62%	2.46%	2.28%
7	2.62%	2.45%	2.28%
8	2.61%	2.43%	2.26%
9	2.60%	2.43%	2.27%
10	2.59%	2.41%	2.25%
11	2.58%	2.42%	2.25%
12	2.58%	2.41%	2.24%
13	2.87%	4.01%	6.12%
14	3.68%	3.40%	3.10%
15	2.95%	2.72%	2.49%
U	2.91%	2.70%	2.47%
T	2.87%	2.66%	2.43%
S	2.84%	2.60%	2.36%
R	2.83%	2.59%	2.36%
Q	2.77%	2.52%	2.29%
P	2.68%	2.44%	2.21%
O	2.59%	2.36%	2.14%
N	2.55%	2.32%	2.10%
M	2.48%	2.26%	2.05%
L	-	2.21%	2.00%
K	2.38%	2.16%	1.96%
J	2.33%	2.12%	1.92%
I	2.28%	2.07%	1.88%
H	2.23%	2.02%	1.84%
G	-	-	1.82%
F	2.17%	1.97%	1.79%
E	2.10%	1.91%	1.74%
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	1.60%
	-	-	-
	-	-	-
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	#DIV/0!	#DIV/0!	#DIV/0!

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

Guide Increase	BA	MA	MA+30
Step 1	1,202	1,202	1,202
2	1,202	1,202	1,202
3	1,202	1,202	1,202
4	1,202	1,202	1,202
5	1,202	1,202	1,202
6	1,202	1,202	1,202
7	1,202	1,202	1,202
8	1,202	1,202	1,202
9	1,202	1,202	1,202
10	1,202	1,202	1,202
11	1,202	1,202	1,202
12	1,202	1,202	1,202
13	1,202	1,202	1,202
14	1,202	1,202	1,202
15	1,202	1,202	1,202
V	1,110	1,110	1,110
U	790	790	790
T	1,231	263	(431)
S	1,597	1,683	1,782
R	405	(80)	(645)
Q	(442)	(671)	(932)
P	(490)	(718)	(988)
O	726	616	491
N	(157)	(356)	(582)
M	316	(73)	(72)
L	239	77	(99)
K	145	(31)	(219)
J	100	(79)	(279)
I	(71)	(263)	(470)
H	1,256	1,194	1,128
G	273	119	(55)
F	(916)	(1,125)	(1,321)
E	(560)	(759)	(948)
D	(1,290)	(1,289)	(1,294)
C	1,318	852	1,004
B	(108)	(280)	(260)
A	(2,686)	(2,225)	(1,404)
	99,684	108,725	117,400

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

2yr cumulative increase			
Step	BA	MA	MA+30
1	2,896	2,902	2,906
2	2,853	2,852	2,853
3	2,857	2,865	2,865
4	2,873	2,890	2,884
5	2,896	2,912	2,906
6	2,913	2,923	2,921
7	2,921	2,921	2,920
8	2,926	2,927	2,926
9	2,932	2,932	2,933
10	2,937	2,937	2,937
11	2,948	2,947	2,946
12	3,136	3,980	5,601
13	3,819	4,667	6,288
14	3,910	3,910	3,910
15	3,590	3,590	3,590
U	3,590	3,590	3,590
T	3,590	3,590	3,590
S	3,590	3,590	3,590
R	3,590	3,590	3,590
Q	3,590	3,590	3,590
P	3,590	3,590	3,590
O	3,590	3,590	3,590
N	3,590	3,590	3,590
M	-	3,590	3,590
L	3,590	3,590	3,590
K	3,590	3,590	3,590
J	3,590	3,590	3,590
I	3,590	3,590	3,590
H	-	-	3,590
G	3,590	3,590	3,590
F	3,590	3,590	3,590
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	3,590
A	-	-	-
	-	-	-
	-	-	-

2yr cumulative percent			
Step	BA	MA	MA+30
1	5.28%	4.92%	4.57%
2	5.17%	4.81%	4.47%
3	5.16%	4.81%	4.47%
4	5.16%	4.83%	4.48%
5	5.17%	4.84%	4.49%
6	5.18%	4.84%	4.49%
7	5.16%	4.81%	4.47%
8	5.15%	4.80%	4.46%
9	5.13%	4.78%	4.45%
10	5.11%	4.76%	4.43%
11	5.10%	4.76%	4.43%
12	5.40%	6.39%	8.37%
13	6.53%	7.45%	9.35%
14	6.63%	6.11%	5.57%
15	5.99%	5.52%	5.04%
U	5.89%	5.44%	4.97%
T	5.83%	5.32%	4.82%
S	5.81%	5.31%	4.82%
R	5.69%	5.16%	4.67%
Q	5.49%	4.99%	4.51%
P	5.30%	4.82%	4.36%
O	5.22%	4.74%	4.29%
N	5.08%	4.61%	4.17%
M	-	4.50%	4.08%
L	4.87%	4.41%	3.99%
K	4.76%	4.31%	3.91%
J	4.66%	4.22%	3.82%
I	4.55%	4.12%	3.73%
H	-	-	3.70%
G	4.43%	4.01%	3.63%
F	4.29%	3.88%	3.52%
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	3.25%
A	-	-	-

**YEAR 2**  
**2013-14 Union Twp. 11-12 (Union)**

2yr Cumulative Earnings			
Step	BA	MA	MA+30
1	113,945	122,223	131,448
2	114,496	122,773	131,999
3	115,051	123,336	132,562
4	115,622	123,924	133,144
5	116,216	124,534	133,748
6	116,827	125,155	134,367
7	117,446	125,774	134,985
8	118,070	126,399	135,609
9	118,700	127,029	136,240
10	119,335	127,664	136,875
11	119,981	128,309	137,519
12	120,615	129,987	140,818
13	122,332	132,352	144,804
14	123,940	133,960	146,412
15	125,320	135,340	147,792
U	127,340	137,360	149,812
T	128,478	140,434	154,274
S	128,884	140,668	154,310
R	131,674	144,428	159,200
Q	136,158	149,370	164,664
P	140,738	154,406	170,240
O	142,866	156,774	172,858
N	146,800	161,086	177,622
M	-	164,832	181,366
L	152,890	168,278	185,164
K	156,200	171,940	189,202
J	159,600	175,698	193,360
I	163,342	179,824	197,900
H	-	-	199,244
G	167,484	184,398	202,954
F	172,916	190,248	209,196
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	226,592
A	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-

**SCHEDULE E  
SECURITY MONITOR SALARIES**

	2011-12 HOURLY	2012-13 HOURLY	2012-13 RAISE HOURLY	2013-14 HOURLY	2013-14 RAISE HOURLY
<b>CERTIFIED</b>	\$35.57	\$36.46	\$0.89	\$37.37	\$0.91
<b>NON-CERTIFIED</b>	\$26.08	\$26.73	\$0.65	\$27.40	\$0.67

**SCHEDULE D  
UNION TOWNSHIP NON-DEGREE TEACHERS**

	2011-12 BASE SALARY	2012-13	2013-14
<b>DS</b>	\$72,473	\$74,284	\$76,141
<b>AD</b>	\$87,221	\$89,401	\$91,636