

(1)

ATTACH. TO MEMORANDUM OF
AGREEMENT UNION TWSAP, BOARD
AND UTEA

1) TWO YEAR AGMT 2012-2013 • 2013-2014
9/1/2012 THROUGH 8/31/14

SALARIES SHALL INCREASE 2.50% EACH OF
THE ABOVE YEARS INCLUSIVE OF INCREMENTS.
SALARY GUIDES SHALL BE SUBJECT TO MUTUAL
AGREEMENT

2) TUITION REIMBURSEMENT

EFFECTIVE THE DATE OF RATIFICATION

14.04 THE BOARD AGREES TO REIMBURSE

TEACHERS AT ~~THE~~ FIFTY PERCENT PER APPROVED
GRADUATE CREDIT OR ~~OR~~ APPROVED UNDERGRADUATE
CREDITS AT THE KEAN UNIVERSITY RATE PER

CREDIT WHICH THEY ELECT TO ATTEND, UP TO

NINE (9) CREDIT HOURS PER CONTRACT YEAR

FOR COURSES TAKEN AT ACCREDITED COLLEGES,

THAT ARE IN ACCORDANCE WITH THE CRITERIA

CITED IN NUMBERS ONE THROUGH FOUR OF
ARTICLE 14 OF THE 2008-2012 AGREEMENTS

EXCEPT THAT IN ORDER FOR INDIVIDUALS TO

BE ELIGIBLE FOR TUITION REIMBURSEMENT, THE

COURSES MAY NOT BE THOSE THAT ARE

PART OF A PROGRAM OF STUDY LEADING TO

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 HAVE HAD COURSES APPROVED BY THE SUPERINTENDENT PRIOR TO 8-2-12 SHALL BE ELIGIBLE FOR FULL REIMBURSEMENT AS PER THE TERMS OF THE 2008-12 AGREEMENTS (LANGUAGE TO BE AGREED BY THE PARTIES)

14.06. ~~1~~ 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~~ EFFECTIVE THE DATE OF RATIFICATION THE BOARD AGREES TO REIMBURSE CLASS ROOM ASSISTANTS AT ~~FIFTY~~ FIFTY PERCENT OF THE TUITION RATE OF Kean University FOR EACH APPROVED COURSE IN EDUCATION, FOR BOTH UNDERGRADUATE OR GRADUATE CREDITS. THE TOTAL NUMBER OF CREDITS PER YEAR, PER CLASS ROOM ASSISTANT, SHALL NOT EXCEED NINE (9) CREDITS. TO BE ELIGIBLE FOR REIMBURSEMENT, THE CLASSROOM ASSISTANT MUST HAVE COMPLETED THREE YEARS OF SERVICE TO THE DISTRICT. ALL CLASSROOM ASSISTANTS WHO HAVE HAD COURSES APPROVED BY THE SUPERINTENDENT PRIOR TO _____ SHALL BE ELIGIBLE FOR FULL REIMBURSEMENT AS PER THE TERMS OF THE 2008-12 AGREEMENTS.

3) ALL EMPLOYEES WILL USE DIRECT DEPOSIT FOR PAYROLL PURPOSES. ALL EMPLOYEES WILL OBTAIN PAYROLL INFORMATION VIA AN EMPLOYEE PORTAL ESTABLISHED BY THE DISTRICT.

4) ALL INSTRUCTIONAL STAFF WILL RETURN BACK TO SCHOOL NIGHT ON A DATE SPECIFIED BY THE BUILDING PRINCIPAL

5) 1.01 ALL CONTRACTUAL REFERENCES TO "SECURITY MONITORS" WILL BE REPLACED WITH "SECURITY OFFICERS"

6) 5.10 ADD: THE PRESIDENT OF THE ASSOCIATION MAY REQUEST APPROVAL FROM THE SUPERINTENDENT FOR TWO ADDITIONAL LEAVE DAYS IN CASES OF EMERGENCIES FOR CONDUCTING ASSOCIATION BUSINESS. SUCH APPROVAL WILL NOT BE ARBITRARILY WITHHELD.

7) 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"

8) CHANGE 7.07.1 TO 7.07 (TYP)

9) 10.07.3 AFTER... CONTINUE SUCH EMPLOYMENT FOR...
INSERT "AT"

10) ADD NEW 12.01 AND RENUMBER ARTICLES

NEW 12.01

IMMEDIATE FAMILY SHALL INCLUDE:
WIFE, HUSBAND, DOMESTIC PARTNERS, CIVIL UNIONS,
CHILDREN, PARENTS, BROTHERS, SISTERS, NIECES,
NEPHEWS, GRANDPARENTS, GRANDCHILDREN, AND ALL
EQUIVALENT IN-LAWS.

11) NEW 12.02.2 WHEN AN 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) 12.05 (WAS 12.04) CHANGE LISTED POSITIONS TO
"AN EMPLOYEE".

13) 14.04 REWORD: A PROGRAM OF STUDY WHICH
IS CONSTITUTED OF A MINIMUM OF 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) 19.01 CHANGE: "THIS CHECK-OFF" TO
"THESE REDUCTIONS"

15) 19.02.3 #1 - LIABILITY - ADD A COLON AT END OF
FIRST PARAGRAPH

16) 21.01.4 ^{UNDERLINED} INSERT BOLDED WORDS INTO PHRASE
... SALARY STEP THEY WERE ON AT THE TIME...

17) 21.06 FIRST SENTENCE, REPLACE "TO" WITH "THE"

18) 21.12 LAST LINE, REPLACE: "NIGHT" WITH
"RIGHT"

19) 21.21 DELETE THIS PARAGRAPH

20) 21.22 SECURITY OFFICERS SHALL RECEIVE FIVE
PAIRS OF UNIFORMS EACH YEAR WHICH
INCLUDES SHIRTS AND PANTS

^{NEW}
21) ~~18~~.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.

22) 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.

POSTINGS

23) 17.02 ADD: ~~NOTICE OF VACANCIES~~ SHALL BE

EMAILED TO THE ASSOCIATION PRESIDENT AND AN EMAIL BLAST TO ALL BARGAINING UNIT MEMBERS ON THE CURRENT DISTRIBUTION LIST

24) 6.12 THE REGULAR WORKDAY FOR SECURITY OFFICERS

AT HS + MS 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 DIRECTOR OF SECURITY AND BUILDING PRINCIPAL. THE PART TIME SECURITY OFFICER WORKDAY SHALL BE DETERMINED BY THE BUILDING PRINCIPAL AND DIRECTOR OF SECURITY.

25) OVERTIME LANGUAGE FOR SECURITY OFFICERS SHALL

BE AS PROPOSED BY THE ASSOCIATION UNDER SCHEDULE E. WITH THE FOLLOWING DETAILS:

OVERTIME CONTIGUOUS TO A WORKSHIFT SHALL BE BUILDING BASED ON A ROTATING SENIORITY BASIS. IF AN INDIVIDUAL ACCEPTS/REJECTS SUCH OVERTIME HE/SHE WILL NOT BE

ELIGIBLE FOR CONTIGUOUS OVERTIME UNTIL ROTATION IS COMPLETED THROUGH THE BUILDING LIST

OVERTIME NON CONTIGUOUS TO A WORKSHIFT WILL BE OFFERED ON A DISTRICT WIDE BASIS, ON A ROTATING SENIORITY BASIS.

IF AN INDIVIDUAL ~~REJECTS~~ AGREES TO ACCEPT/REJECT AN OVERTIME ASSIGNMENT CONTIGUOUS TO HIS/HER WORKSHIFT, THEN ~~HE/SHE~~ HE/SHE WILL NOT BE ELIGIBLE FOR NONCONTIGUOUS OVERTIME UNTIL THE

ALL OTHER SECURITY OFFICERS HAVE HAD AN OPPORTUNITY TO ACCEPT/REJECT NON CONTIGUOUS OVERTIME.

14.06.1 THE BOARD AGREES TO REIMBURSE CLASSROOM ASSISTANTS WHO HAVE COMPLETED THIRTY COLLEGE CREDITS AS OF 8-2-12 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

ALL PARTIES ACKNOWLEDGE THAT THE TERMS AND CONDITIONS NOTED ABOVE ARE SUBJECT TO RATIFICATION BY THE FULL BOARD AND ASSOCIATION MEMBERSHIP

ALL TERMS AND CONDITIONS CONTAINED HEREIN SHALL MODIFY THE EXISTING COLLECTIVE BARGAINING AGREEMENT, AND ITEMS NOT MENTIONED HEREIN SHALL BE DEEMED WITHDRAWN

ALL ITEMS PREVIOUSLY AGREED TO SHALL REMAIN SETTLED AND INCORPORATED INTO THE NEW

AGREEMENT. THIS MEMORANDUM OF AGREEMENT

IS AGREED TO ON THE DAY OF 8-2-12

FOR THE BOARD

James R. Berlin 08/02/2012
Vito A. M... 8/2/12

FOR THE ASSOCIATION

Gilbert... 8/2/12
Kathy Wilczek 8/2/12
James R. ... 8/2/12
Michael ... 8/2/12
Wendy Greenspan 8/2/12

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	85,558	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			
			Total
			179,996
			% of Base
			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		9.82%	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	-	-	-
	#DIV/0!	#DIV/0!	#DIV/0!
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	#DIV/0!	#DIV/0!	#DIV/0!

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

Guide Increase Step	BA	MA	MA+30
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	61,575	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			
Total			175,897
% of Base			0.38%

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%	0.45%
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	142,886	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	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-

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

Salary Guide

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	25,531	38,433	49,693
2	25,733	38,559	49,854
3	25,935	38,685	50,015
4	26,137	38,811	50,177
5	26,344	38,939	50,338
6	26,558	39,066	50,500
7	26,816	39,192	50,671
8	27,092	39,327	50,847
9	27,382	39,474	51,024
10	27,690	39,621	51,206
11	27,998	39,768	51,388
12	28,310	40,035	51,708
13	28,624	40,301	52,047
14	29,258	40,563	52,401
15	29,359	40,805	52,652
Q	29,460	40,906	52,753
P	29,561	41,007	52,854
O	29,662	41,322	53,128
N	29,763	41,423	53,452
M	29,864	42,003	54,203
L	30,360	42,479	54,812
K	31,444	42,803	55,225
J	32,777	44,252	56,386
I	33,982	45,891	58,472
H	34,999	47,260	60,222
G	36,042	48,672	61,895
F	36,977	49,931	63,383
E	37,713	51,430	65,128
D	38,532	52,971	66,882
C	39,441	54,558	
B	39,776	58,343	
A	42,194	58,756	

Staff

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	Total	Percent
1	2	5	1	8	11.43%
2	-	1	-	1	1.43%
3	2	3	3	8	11.43%
4	1	-	1	2	2.86%
5	-	4	-	4	5.71%
6	-	2	-	2	2.86%
7	-	-	-	-	-
8	1	1	1	3	4.29%
9	-	-	-	-	-
10	3	2	2	7	10.00%
11	-	3	1	4	5.71%
12	1	-	2	3	4.29%
13	1	1	1	3	4.29%
14	-	3	1	4	5.71%
15	1	-	-	1	1.43%
Q	-	1	1	2	2.86%
P	-	8	1	9	12.86%
O	-	1	-	1	1.43%
N	-	1	1	2	2.86%
M	-	-	-	-	-
L	-	-	-	-	-
K	-	2	-	2	2.86%
J	-	3	1	4	5.71%
I	-	-	-	-	-
H	-	-	-	-	-
G	-	-	-	-	-
F	-	-	-	-	-
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	-	-	-
A	-	-	-	-	-
Totals	12	41	17	70	100.00%
Percent	17.14%	58.57%	24.29%		

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

Increments as a Percent

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	0.79%	0.33%	0.32%
2	0.78%	0.33%	0.32%
3	0.78%	0.33%	0.32%
4	0.79%	0.33%	0.32%
5	0.81%	0.33%	0.32%
6	0.97%	0.32%	0.34%
7	1.03%	0.34%	0.35%
8	1.07%	0.37%	0.35%
9	1.12%	0.37%	0.36%
10	1.11%	0.37%	0.36%
11	1.11%	0.67%	0.62%
12	1.11%	0.66%	0.66%
13	2.21%	0.65%	0.68%
14	0.35%	0.60%	0.48%
15			
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	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		12,902	24,162
2		12,826	24,121
3		12,750	24,080
4		12,674	24,040
5		12,595	23,994
6		12,508	23,942
7		12,376	23,855
8		12,235	23,755
9		12,092	23,642
10		11,931	23,516
11		11,770	23,390
12		11,725	23,398
13		11,677	23,423
14		11,305	23,143
15		11,446	23,293
Q		11,446	23,293
P		11,446	23,293
O		11,660	23,466
N		11,660	23,689
M		12,139	24,339
L		12,119	24,452
K		11,359	23,781
J		11,475	23,609
I		11,909	24,490
H		12,261	25,223
G		12,630	25,853
F		12,954	26,406
E		13,717	27,415
D		14,439	28,350
C		15,117	(39,441)
B		18,567	(39,776)
A		16,562	(42,194)
		-	-
		-	-
		-	-

Horizontal Increments %

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		50.53%	94.64%
2		49.84%	93.74%
3		49.16%	92.85%
4		48.49%	91.98%
5		47.81%	91.08%
6		47.10%	90.15%
7		46.15%	88.96%
8		45.16%	87.68%
9		44.16%	86.34%
10		43.09%	84.93%
11		42.04%	83.54%
12		41.42%	82.65%
13		40.79%	81.83%
14		38.64%	79.10%
15		38.99%	79.34%
Q		38.85%	79.07%
P		38.72%	78.80%
O		39.31%	79.11%
N		39.18%	79.59%
M		40.65%	81.50%
L		39.92%	80.64%
K		36.12%	75.63%
J		35.01%	72.03%
I		35.05%	72.07%
H		35.03%	72.07%
G		35.04%	71.73%
F		35.03%	71.41%
E		36.37%	72.69%
D		37.47%	73.58%
C		38.33%	
B		46.68%	
A		39.25%	

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

Salary Guide

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	
1	26,202	39,250	50,750	
2	26,280	39,379	50,914	0.024949
3	26,486	39,508	51,078	
4	26,693	39,636	51,244	
5	26,904	39,767	51,408	
6	27,123	39,897	51,574	
7	27,386	40,025	51,748	
8	27,668	40,163	51,928	1.004843
9	27,964	40,313	52,109	
10	28,279	40,463	52,295	
11	28,593	40,614	52,481	
12	28,912	40,886	52,807	
13	29,233	41,158	53,154	
14	29,880	41,425	53,515	
15	29,983	41,673	53,771	
R	30,035	41,724	53,823	
Q	30,086	41,776	53,875	-
P	30,190	41,879	53,978	
O	30,293	42,201	54,258	
N	30,396	42,304	54,589	
M	30,499	42,896	55,355	
L	31,006	43,382	55,977	
K	32,113	43,713	56,399	
J	33,474	45,193	57,585	
I	34,705	46,867	59,715	
H	35,743	48,265	61,502	
G	36,808	49,707	63,211	
F	37,763	50,993	64,731	
E	38,515	52,524	66,513	
D	39,351	54,097	68,304	
C	40,280	55,718	-	
B	40,622	59,583	-	
A	43,091	60,005	-	

Staff

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	Total	Percent
1				-	-
2	2	5	1	8	11.43%
3	-	1	-	1	1.43%
4	2	3	3	8	11.43%
5	1	-	1	2	2.86%
6	-	4	-	4	5.71%
7	-	2	-	2	2.86%
8	-	-	-	-	-
9	1	1	1	3	4.29%
10	-	-	-	-	-
11	3	2	2	7	10.00%
12	-	3	1	4	5.71%
13	1	-	2	3	4.29%
14	1	1	1	3	4.29%
15	-	3	1	4	5.71%
R	1	-	-	1	1.43%
Q	-	1	1	2	2.86%
P	-	8	1	9	12.86%
O	-	1	-	1	1.43%
N	-	1	1	2	2.86%
M	-	-	-	-	-
L	-	-	-	-	-
K	-	2	-	2	2.86%
J	-	3	1	4	5.71%
I	-	-	-	-	-
H	-	-	-	-	-
G	-	-	-	-	-
F	-	-	-	-	-
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	-	-	-
A	-	-	-	-	-
Totals	12	41	17	70	100.00%
Percent	17.14%	58.57%	24.29%		

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

Increments as a Percent

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	0.30%	0.33%	0.32%
2	0.78%	0.33%	0.32%
3	0.78%	0.33%	0.32%
4	0.79%	0.33%	0.32%
5	0.81%	0.33%	0.32%
6	0.97%	0.32%	0.34%
7	1.03%	0.34%	0.35%
8	1.07%	0.37%	0.35%
9	1.12%	0.37%	0.36%
10	1.11%	0.37%	0.36%
11	1.11%	0.67%	0.62%
12	1.11%	0.66%	0.66%
13	2.21%	0.65%	0.68%
14	0.35%	0.60%	0.48%
15			
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	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		13,048	24,548
2		13,099	24,634
3		13,021	24,592
4		12,943	24,551
5		12,863	24,504
6		12,774	24,451
7		12,639	24,362
8		12,495	24,260
9		12,349	24,145
10		12,185	24,016
11		12,020	23,887
12		11,974	23,895
13		11,925	23,921
14		11,545	23,635
15		11,689	23,788
R		11,689	23,788
Q		11,689	23,788
P		11,689	23,788
O		11,908	23,965
N		11,908	24,193
M		12,397	24,856
L		12,377	24,972
K		11,601	24,287
J		11,719	24,111
I		12,162	25,011
H		12,522	25,759
G		12,899	26,403
F		13,229	26,967
E		14,009	27,998
D		14,746	28,953
C		15,438	(40,280)
B		18,962	(40,622)
A		16,914	(43,091)
		-	-
		-	-

Horizontal Increments %			
Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		49.80%	93.69%
2		49.84%	93.74%
3		49.16%	92.85%
4		48.49%	91.98%
5		47.81%	91.08%
6		47.10%	90.15%
7		46.15%	88.96%
8		45.16%	87.68%
9		44.16%	86.34%
10		43.09%	84.93%
11		42.04%	83.54%
12		41.42%	82.65%
13		40.79%	81.83%
14		38.64%	79.10%
15		38.99%	79.34%
R		38.92%	79.20%
Q		38.85%	79.07%
P		38.72%	78.80%
O		39.31%	79.11%
N		39.18%	79.59%
M		40.65%	81.50%
L		39.92%	80.54%
K		36.12%	75.63%
J		35.01%	72.03%
I		35.05%	72.07%
H		35.03%	72.07%
G		35.04%	71.73%
F		35.03%	71.41%
E		36.37%	72.69%
D		37.47%	73.58%
C		38.33%	
B		46.68%	
A		39.25%	

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

\$ Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	749	946	1,221
2	-	949	-
3	758	951	1,229
4	767	-	1,231
5	-	958	-
6	-	959	-
7	-	-	-
8	872	986	1,262
9	-	-	-
10	903	993	1,275
11	-	1,118	1,419
12	923	-	1,446
13	1,256	1,124	1,468
14	-	1,110	1,370
15	676	-	-
Q	-	870	1,122
P	-	872	1,124
O	-	879	-
N	-	881	1,137
M	-	-	-
L	-	-	-
K	-	910	-
J	-	941	1,199
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-
	-	-	-
	-	-	-

% Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	2.93%	2.46%	2.46%
2	-	2.46%	-
3	2.92%	2.46%	2.46%
4	2.94%	-	2.45%
5	-	2.46%	-
6	-	2.46%	-
7	-	-	-
8	3.22%	2.51%	2.48%
9	-	-	-
10	3.26%	2.51%	2.49%
11	-	2.81%	2.76%
12	3.26%	-	2.80%
13	4.39%	2.79%	2.82%
14	-	2.74%	2.62%
15	2.30%	-	-
Q	-	2.13%	2.13%
P	-	2.13%	2.13%
O	-	2.13%	-
N	-	2.13%	2.13%
M	-	-	-
L	-	-	-
K	-	2.13%	-
J	-	2.13%	2.13%
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

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

Guide Increase			
Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	671	817	1,057
2	547	820	1,060
3	551	823	1,063
4	556	825	1,067
5	560	828	1,070
6	565	831	1,074
7	570	833	1,077
8	576	836	1,081
9	582	839	1,085
10	589	842	1,089
11	595	846	1,093
12	602	851	1,099
13	609	857	1,107
14	622	862	1,114
15	624	868	1,119
Q	575	818	1,070
P	525	769	1,021
O	528	557	850
N	530	778	806
M	532	301	386
L	139	417	543
K	(438)	579	752
J	(864)	(539)	13
I	(508)	(698)	(887)
H	(294)	(393)	(507)
G	(299)	(407)	(393)
F	(169)	(224)	(172)
E	50	(437)	(397)
D	(17)	(447)	(369)
C	(90)	(461)	68,304
B	504	(2,625)	-
A	(1,572)	827	-
	43,091	60,005	-
	-	-	-
	-	-	-

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

Salary Guide

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	
1	26,755	40,079	51,822	
2	26,835	40,211	51,990	0.025051
3	27,046	40,342	52,157	
4	27,257	40,473	52,326	
5	27,472	40,607	52,494	
6	27,696	40,739	52,663	
7	27,965	40,871	52,842	
8	28,253	41,012	53,025	1.004406
9	28,555	41,165	53,210	
10	28,876	41,318	53,399	
11	29,197	41,471	53,589	
12	29,524	41,751	53,924	1
13	29,850	42,027	54,276	
14	30,511	42,301	54,646	
15	30,650	42,600	54,969	
S	30,677	42,626	54,994	
R	30,703	42,652	55,021	1.001100
Q	30,756	42,705	55,073	
P	30,861	42,811	55,179	
O	30,967	43,139	55,465	
N	31,072	43,245	55,803	
M	31,178	43,850	56,587	
L	31,695	44,347	57,223	
K	32,827	44,686	57,654	
J	34,219	46,198	58,866	
I	35,477	47,909	61,044	
H	36,538	49,339	62,871	
G	37,627	50,813	64,517	
F	38,603	52,127	66,171	
E	39,372	53,652	67,993	
D	40,227	55,391	69,824	
C	41,176	56,958	-	
B	41,526	60,909	-	
A	44,050	61,340	-	

Staff	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	Total	Percent
1				-	-
2	-	-	-	-	-
3	2	5	1	8	11.43%
4	-	1	-	1	1.43%
5	2	3	3	8	11.43%
6	1	-	1	2	2.86%
7	-	4	-	4	5.71%
8	-	2	-	2	2.86%
9	-	-	-	-	-
10	1	1	1	3	4.29%
11	-	-	-	-	-
12	3	2	2	7	10.00%
13	-	3	1	4	5.71%
14	1	-	2	3	4.29%
15	1	1	1	3	4.29%
S	-	3	1	4	5.71%
R	1	-	-	1	1.43%
Q	-	1	1	2	2.86%
P	-	8	1	9	12.86%
O	-	1	-	1	1.43%
N	-	1	1	2	2.86%
M	-	-	-	-	-
L	-	-	-	-	-
K	-	2	-	2	2.86%
J	-	3	1	4	5.71%
I	-	-	-	-	-
H	-	-	-	-	-
G	-	-	-	-	-
F	-	-	-	-	-
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	-	-	-
A	-	-	-	-	-
Totals	12	41	17	70	100.00%
Percent	17.14%	58.57%	24.29%		

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

Guide Cost			
Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	-	-	-
2	-	-	-
3	54,092	201,710	52,157
4	-	40,473	-
5	54,945	121,821	157,483
6	27,696	-	52,663
7	-	163,483	-
8	-	82,023	-
9	-	-	-
10	28,876	41,318	53,399
11	-	-	-
12	88,571	83,502	107,848
13	-	126,082	54,276
14	30,511	-	109,291
15	30,650	42,600	54,968
S	-	127,878	54,994
R	30,703	-	-
Q	-	42,705	55,073
P	-	342,485	55,179
O	-	43,139	-
N	-	43,245	55,803
M	-	-	-
L	-	-	-
K	-	89,371	-
J	-	138,595	58,866
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-
		Total	2,998,477
		2012-13	2,925,199
		Difference	73,278
		% Increase	2.5051%

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

Increments as a Percent

Step	10 Mo Ed. C	10 Mo Sec	12 Mo Sec
1	0.30%	0.33%	0.32%
2	0.78%	0.33%	0.32%
3	0.78%	0.33%	0.32%
4	0.79%	0.33%	0.32%
5	0.81%	0.33%	0.32%
6	0.97%	0.32%	0.34%
7	1.03%	0.34%	0.35%
8	1.07%	0.37%	0.35%
9	1.12%	0.37%	0.36%
10	1.11%	0.37%	0.36%
11	1.12%	0.67%	0.62%
12	1.11%	0.66%	0.65%
13	2.21%	0.65%	0.68%
14	0.46%	0.71%	0.59%
15			
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	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		13,324	25,066
2		13,375	25,154
3		13,296	25,111
4		13,217	25,070
5		13,135	25,022
6		13,044	24,968
7		12,906	24,877
8		12,759	24,773
9		12,610	24,655
10		12,442	24,523
11		12,274	24,392
12		12,227	24,400
13		12,177	24,426
14		11,789	24,134
15		11,949	24,317
S		11,949	24,318
R		11,949	24,317
Q		11,949	24,317
P		11,949	24,317
O		12,173	24,498
N		12,173	24,731
M		12,673	25,409
L		12,652	25,527
K		11,859	24,827
J		11,980	24,647
I		12,433	25,567
H		12,800	26,332
G		13,186	26,990
F		13,524	27,567
E		14,320	28,621
D		15,074	29,597
C		15,782	(41,176)
B		19,384	(41,525)
A		17,290	(44,050)
		-	-

Horizontal Increments %			
Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1		49.80%	93.69%
2		49.84%	93.74%
3		49.16%	92.85%
4		48.49%	91.98%
5		47.81%	91.08%
6		47.10%	90.15%
7		46.15%	88.96%
8		45.16%	87.68%
9		44.16%	86.34%
10		43.09%	84.93%
11		42.04%	83.54%
12		41.42%	82.65%
13		40.79%	81.83%
14		38.64%	79.10%
15		38.99%	79.34%
S		38.95%	79.27%
R		38.92%	79.20%
Q		38.85%	79.07%
P		38.72%	78.80%
O		39.31%	79.11%
N		39.18%	79.59%
M		40.65%	81.50%
L		39.92%	80.54%
K		36.12%	75.63%
J		35.01%	72.03%
I		35.05%	72.07%
H		35.03%	72.07%
G		35.04%	71.73%
F		35.03%	71.41%
E		36.37%	72.69%
D		37.47%	73.58%
C		38.33%	
B		46.68%	
A		39.25%	

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

\$ Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	-	-	-
2	766	963	1,243
3	-	966	-
4	780	971	1,250
5	791	-	1,255
6	-	974	-
7	-	986	-
8	-	-	-
9	912	1,005	1,291
10	-	-	-
11	930	1,137	1,443
12	-	1,141	1,469
13	1,279	-	1,492
14	770	1,174	1,453
15	-	953	1,223
R	668	-	-
Q	-	929	1,199
P	-	932	1,201
O	-	939	-
N	-	941	1,214
M	-	-	-
L	-	-	-
K	-	973	-
J	-	1,005	1,281
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

% Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	-	-	-
2	2.91%	2.45%	2.44%
3	-	2.45%	-
4	2.92%	2.45%	2.44%
5	2.94%	-	2.44%
6	-	2.44%	-
7	-	2.46%	-
8	-	-	-
9	3.26%	2.49%	2.48%
10	-	-	-
11	3.25%	2.80%	2.75%
12	-	2.79%	2.78%
13	4.37%	-	2.81%
14	2.58%	2.83%	2.71%
15	-	2.29%	2.27%
R	2.22%	-	-
Q	-	2.22%	2.22%
P	-	2.22%	2.22%
O	-	2.22%	-
N	-	2.22%	2.22%
M	-	-	-
L	-	-	-
K	-	2.22%	-
J	-	2.22%	2.22%
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

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

Guide Increase

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	553	829	1,072
2	555	832	1,076
3	560	835	1,079
4	564	837	1,082
5	568	840	1,086
6	573	843	1,089
7	579	846	1,093
8	584	848	1,097
9	591	852	1,101
10	597	855	1,105
11	604	858	1,109
12	612	865	1,117
13	618	869	1,123
14	631	875	1,130
15	667	927	1,196
Q	642	902	1,171
P	617	877	1,146
O	566	826	1,095
N	568	610	921
M	571	836	876
L	573	349	447
K	172	468	610
J	(417)	634	824
I	(647)	(507)	69
H	(486)	(666)	(849)
G	(267)	(355)	(459)
F	(270)	(368)	(340)
E	(136)	(180)	(113)
D	88	(396)	(342)
C	20	(405)	(312)
B	(53)	(417)	69,824
A	554	(2,626)	-
	(1,566)	904	-
	44,050	61,340	-
	-	-	-

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

2yr cumulative increase

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	1,515	1,909	2,464
2	-	1,914	-
3	1,537	1,922	2,479
4	1,559	-	2,486
5	-	1,932	-
6	-	1,946	-
7	-	-	-
8	1,784	1,991	2,552
9	-	-	-
10	1,834	2,130	2,718
11	-	2,259	2,888
12	2,201	-	2,938
13	2,026	2,299	2,921
14	-	2,063	2,593
15	1,344	-	-
Q	-	1,799	2,320
P	-	1,804	2,325
O	-	1,817	-
N	-	1,822	2,351
M	-	-	-
L	-	-	-
K	-	1,883	-
J	-	1,946	2,480
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-
	-	-	-
	-	-	-
	-	-	-

2yr cumulative percent

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	5.93%	4.97%	4.96%
2	-	4.97%	-
3	5.93%	4.97%	4.96%
4	5.96%	-	4.95%
5	-	4.96%	-
6	-	4.98%	-
7	-	-	-
8	6.59%	5.06%	5.02%
9	-	-	-
10	6.62%	5.38%	5.31%
11	-	5.68%	5.62%
12	7.78%	-	5.68%
13	7.08%	5.70%	5.61%
14	-	5.09%	4.95%
15	4.58%	-	-
Q	-	4.40%	4.40%
P	-	4.40%	4.40%
O	-	4.40%	-
N	-	4.40%	4.40%
M	-	-	-
L	-	-	-
K	-	4.40%	-
J	-	4.40%	4.40%
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

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

2yr Cumulative Earnings

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	53,326	79,721	103,071
2	-	79,981	-
3	54,165	80,243	103,738
4	54,600	-	104,071
5	-	80,767	-
6	-	81,037	-
7	-	-	-
8	56,840	81,631	105,508
9	-	-	-
10	58,117	82,364	106,405
11	-	82,914	107,084
12	59,744	-	107,799
13	60,530	84,025	108,483
14	-	84,298	108,766
15	60,738	-	-
Q	-	84,481	108,948
P	-	84,689	109,156
O	-	85,340	-
N	-	85,549	110,391
M	-	-	-
L	-	-	-
K	-	88,399	-
J	-	91,391	116,451
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-
-	-	-	-
-	-	-	-
-	-	-	-

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

Salary Guide

Step	TA
1	18,688
2	18,961
3	19,235
4	19,516
5	19,796
6	20,092
7	20,393
8	20,706
9	21,024
10	21,344
11	21,674
12	22,007
13	22,348
14	22,689
15	23,143
N	23,293
M	23,414
L	23,554
K	24,268
J	24,870
I	25,864
H	26,203
G	27,299
F	28,378
E	29,366
D	30,380
C	31,485
B	32,265
A	33,065

Staff Step	TA	Total	Percent
1	30	30	27.27%
2	4	4	3.64%
3	4	4	3.64%
4	5	5	4.55%
5	3	3	2.73%
6	7	7	6.36%
7	5	5	4.55%
8	5	5	4.55%
9	8	8	7.27%
10	4	4	3.64%
11	10	10	9.09%
12	5	5	4.55%
13	7	7	6.36%
14	1	1	0.91%
15	6	6	5.45%
N	1	1	0.91%
M	-	-	-
L	-	-	-
K	1	1	0.91%
J	-	-	-
I	1	1	0.91%
H	-	-	-
G	-	-	-
F	1	1	0.91%
E	1	1	0.91%
D	-	-	-
C	1	1	0.91%
B	-	-	-
A	-	-	-
Totals	110	110	100.00%
Percent	100.00%	-	-

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

Increments as a Percent

Step	TA
1	1.46%
2	1.45%
3	1.46%
4	1.43%
5	1.50%
6	1.50%
7	1.53%
8	1.54%
9	1.52%
10	1.55%
11	1.54%
12	1.55%
13	1.53%
14	2.00%
15	-
N	-
M	-
L	-
K	-
J	-
I	-
H	-
G	-
F	-
E	-
D	-
C	-
B	-
A	-

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

Salary Guide

Step	TA	
1	18,896	0.025001
2	19,169	
3	19,443	208
4	19,724	
5	20,004	
6	20,300	
7	20,601	
8	20,914	
9	21,232	
10	21,552	
11	21,882	
12	22,215	
13	22,556	
14	22,897	
15	23,351	
O	23,713	570
N	23,863	
M	23,984	
L	24,124	
K	24,838	
J	25,440	
I	26,434	
H	26,773	
G	27,869	
F	28,948	
E	29,936	
D	30,950	
C	32,055	
B	32,835	
A	33,635	

Staff Step	TA	Total	Percent
1		-	-
2	30	30	27.27%
3	4	4	3.64%
4	4	4	3.64%
5	5	5	4.55%
6	3	3	2.73%
7	7	7	6.36%
8	5	5	4.55%
9	5	5	4.55%
10	8	8	7.27%
11	4	4	3.64%
12	10	10	9.09%
13	5	5	4.55%
14	7	7	6.36%
15	1	1	0.91%
O	6	6	5.45%
N	1	1	0.91%
M	-	-	-
L	-	-	-
K	1	1	0.91%
J	-	-	-
I	1	1	0.91%
H	-	-	-
G	-	-	-
F	1	1	0.91%
E	1	1	0.91%
D	-	-	-
C	1	1	0.91%
B	-	-	-
A	-	-	-
Totals	110	110	100.00%
Percent	100.00%		

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

Increments as a Percent

Step	TA
1	1.44%
2	1.43%
3	1.45%
4	1.42%
5	1.48%
6	1.48%
7	1.52%
8	1.52%
9	1.51%
10	1.53%
11	1.52%
12	1.53%
13	1.51%
14	1.98%
15	-
O	-
N	-
M	-
L	-
K	-
J	-
I	-
H	-
G	-
F	-
E	-
D	-
C	-
B	-
A	-

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

\$ Increase over previous year

Step	TA	
1	481	
2	482	
3	489	
4	488	
5	504	
6	509	
7	521	
8	526	
9	528	
10	538	
11	541	
12	549	
13	549	
14	662	
15	570	
N	570	
M	-	
L	-	
K	570	
J	-	
I	570	
H	-	
G	-	
F	570	-
E	570	-
D	-	-
C	570	-
B	-	-
A	-	-
	-	-
	-	-
	-	-

% Increase over previous year

Step	TA
1	2.57%
2	2.54%
3	2.54%
4	2.50%
5	2.55%
6	2.53%
7	2.55%
8	2.54%
9	2.51%
10	2.52%
11	2.50%
12	2.49%
13	2.46%
14	2.92%
15	2.46%
N	2.45%
M	-
L	-
K	2.35%
J	-
I	2.20%
H	-
G	-
F	2.01%
E	1.94%
D	-
C	1.81%
B	-
A	-

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

Guide Increase			
Step	TA		
1	208	-	-
2	208	-	-
3	208	-	-
4	208	-	-
5	208	-	-
6	208	-	-
7	208	-	-
8	208	-	-
9	208	-	-
10	208	-	-
11	208	-	-
12	208	-	-
13	208	-	-
14	208	-	-
15	208	-	-
N	420	-	-
M	449	-	-
L	430	-	-
K	(144)	-	-
J	(32)	-	-
I	(424)	-	-
H	231	-	-
G	(526)	-	-
F	(509)	-	-
E	(418)	-	-
D	(444)	-	-
C	(535)	-	-
B	(210)	-	-
A	(230)	-	-
	33,635	-	-
	-	-	-
	-	-	-

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

Salary Guide

Step	TA	
1	19,105	0.025004
2	19,378	
3	19,652	209
4	19,933	
5	20,213	
6	20,509	
7	20,810	
8	21,123	
9	21,441	
10	21,761	
11	22,091	
12	22,424	
13	22,765	
14	23,106	
15	23,560	
P	23,936	585
O	24,298	
N	24,448	
M	24,569	
L	24,709	
K	25,423	
J	26,025	
I	27,019	
H	27,358	
G	28,454	
F	29,533	
E	30,521	
D	31,535	
C	32,640	
B	33,420	
A	34,220	

Staff	Step	TA	Total	Percent
	1	-	-	-
	2	-	-	-
	3	30	30	27.27%
	4	4	4	3.64%
	5	4	4	3.64%
	6	5	5	4.55%
	7	3	3	2.73%
	8	7	7	6.36%
	9	5	5	4.55%
	10	5	5	4.55%
	11	8	8	7.27%
	12	4	4	3.64%
	13	10	10	9.09%
	14	5	5	4.55%
	15	7	7	6.36%
	P	1	1	0.91%
	O	6	6	5.45%
	N	1	1	0.91%
	M	-	-	-
	L	-	-	-
	K	1	1	0.91%
	J	-	-	-
	I	1	1	0.91%
	H	-	-	-
	G	-	-	-
	F	1	1	0.91%
	E	1	1	0.91%
	D	-	-	-
	C	1	1	0.91%
	B	-	-	-
	A	-	-	-
	Totals	110	110	100.00%
	Percent	100.00%	-	-

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

Guide Cost			
Step	TA		
1	-	-	-
2	-	-	-
3	589,560	-	-
4	79,732	-	-
5	80,852	-	-
6	102,545	-	-
7	62,430	-	-
8	147,861	-	-
9	107,205	-	-
10	108,805	-	-
11	176,728	-	-
12	89,696	-	-
13	227,650	-	-
14	115,530	-	-
15	164,920	-	-
P	23,936	-	-
O	145,788	-	-
N	24,448	-	-
M	-	-	-
L	-	-	-
K	25,423	-	-
J	-	-	-
I	27,019	-	-
H	-	-	-
G	-	-	-
F	29,533	-	-
E	30,521	-	-
D	-	-	-
C	32,640	-	-
B	-	-	-
A	-	-	-
	-	-	-
	Total	2,392,822	
	2012-13	2,334,451	
	Difference	58,371	
	% Increase	2.50%	

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

Increment Dollars

Step	TA	
1	273	-
2	274	-
3	281	-
4	280	-
5	296	-
6	301	-
7	313	-
8	318	-
9	320	-
10	330	-
11	333	-
12	341	-
13	341	-
14	454	-
15		-
P		-
O		-
N		-
M		-
L		-
K		-
J		-
I		-
H		-
G		-
F		-
E		-
D		-
C		-
B		-
A		-
		-

Increment Cost

Step	TA	
1	-	-
2	-	-
3	8,430	-
4	1,120	-
5	1,184	-
6	1,505	-
7	939	-
8	2,226	-
9	1,600	-
10	1,650	-
11	2,664	-
12	1,364	-
13	3,410	-
14	2,270	-
15	-	-
P	-	-
O	-	-
N	-	-
M	-	-
L	-	-
K	-	-
J	-	-
I	-	-
H	-	-
G	-	-
F	-	-
E	-	-
D	-	-
C	-	-
B	-	-
A	-	-
		-
Total	28,362	
% of Base	1.19%	

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

Increments as a Percent

Step	TA
1	1.43%
2	1.41%
3	1.43%
4	1.40%
5	1.46%
6	1.47%
7	1.50%
8	1.51%
9	1.49%
10	1.52%
11	1.51%
12	1.52%
13	1.50%
14	1.96%
15	-
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)

\$ Increase over previous year

Step	TA
1	-
2	483
3	490
4	489
5	505
6	510
7	522
8	527
9	529
10	539
11	542
12	550
13	550
14	663
15	585
O	585
N	585
M	-
L	-
K	585
J	-
I	585
H	-
G	-
F	585
E	585
D	-
C	585
B	-
A	-
	-
	-

% Increase over previous year

Step	TA
1	-
2	2.52%
3	2.52%
4	2.48%
5	2.52%
6	2.51%
7	2.53%
8	2.52%
9	2.49%
10	2.50%
11	2.48%
12	2.48%
13	2.44%
14	2.90%
15	2.51%
O	2.47%
N	2.45%
M	-
L	-
K	2.36%
J	-
I	2.21%
H	-
G	-
F	2.02%
E	1.95%
D	-
C	1.82%
B	-
A	-

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

Guide Increase	
Step	TA
1	209
2	209
3	209
4	209
5	209
6	209
7	209
8	209
9	209
10	209
11	209
12	209
13	209
14	209
15	209
N	223
M	435
L	464
K	445
J	(129)
I	(17)
H	(409)
G	246
F	(511)
E	(494)
D	(403)
C	(429)
B	(520)
A	(195)
	(215)
	34,220
	-

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

2yr cumulative increase

Step	TA		
1	964		
2	972		
3	978	-	
4	993	-	
5	1,014	-	
6	1,031	-	
7	1,048	-	
8	1,055	-	
9	1,067	-	
10	1,080	-	
11	1,091	-	
12	1,099	-	
13	1,212	-	
14	1,247	-	
15	1,155	-	
N	1,155	-	
M	-	-	
L	-	-	
K	1,155	-	
J	-	-	
I	1,155	-	
H	-	-	
G	-	-	
F	1,155	-	
E	1,155	-	
D	-	-	
C	1,155	-	
B	-	-	
A	-	-	
	-	-	
	-	-	
	-	-	

2yr cumulative percent

Step	TA
1	5.16%
2	5.13%
3	5.08%
4	5.09%
5	5.12%
6	5.13%
7	5.14%
8	5.10%
9	5.08%
10	5.06%
11	5.03%
12	4.99%
13	5.42%
14	5.50%
15	4.99%
N	4.96%
M	-
L	-
K	4.76%
J	-
I	4.47%
H	-
G	-
F	4.07%
E	3.93%
D	-
C	3.67%
B	-
A	-

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

2yr Cumulative Earnings		
Step	TA	
1	38,821	-
2	39,376	-
3	39,937	-
4	40,513	-
5	41,110	-
6	41,724	-
7	42,355	-
8	42,993	-
9	43,643	-
10	44,306	-
11	44,980	-
12	45,662	-
13	46,457	-
14	47,287	-
15	48,011	-
N	48,311	-
M	-	-
L	-	-
K	50,261	-
J	-	-
I	53,453	-
H	-	-
G	-	-
F	58,481	-
E	60,457	-
D	-	-
C	64,695	-
B	-	-
A	-	-
	-	-
	-	-
	-	-