

NEWARK TEACHERS UNION

AFT

LOCAL 481

Teachers, Aides and Clerks

AFL - CIO

TENTATIVE CONTRACT

Joseph Del Grosso
President

Pietro M. Petino
Secretary-Treasurer



"Pride of the Union"
1998 AFT Award

NEWARK TEACHERS UNION

American Federation of Teachers
Local 481 / AFL-CIO

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Dear NTU Members,

We are pleased to announce that we have reached a tentative agreement on a 1 year contract (July 1, 2009 - June 30, 2010) with the Newark Public Schools, which we will be submitting to you for a ratification vote. Unlike previous negotiations, we did not exchange NTU demands and NPS proposals. We just focused on the district's desire to increase the number of work days and the NTU's corresponding insistence on equitable compensation. Consequently, the one year contract we are recommending for your ratification includes three major items:



**1) 4.92% SALARY INCREASE!!
PLEASE REFER TO ENCLOSED
SALARY GUIDES**



2) NO HEALTH BENEFITS GIVE-BACK!!

3) FOUR PAID ADDITIONAL WORK DAYS!!

A number of NTU members have expressed concerns over the new district calendar. Let us clarify a few points regarding school calendars:

- The school Calendar is a non-negotiable item - management sets the calendar.

- A review of posted school calendars in Essex County reveals that 12 out of 13 districts begin before Labor Day this year. Newark, like districts throughout the state, is attempting to provide more instructional days before the state's spring assessments.

The sooner we vote on and ratify this proposed 1-year contract, the greater the likelihood that salary increases can be integrated into your September pay checks.

In Solidarity,

Joseph Del Grosso
President

Pietro M. Petino
Chief Negotiator

The new contract which runs from July 1, 2009 - June 30, 2010 includes increases in money available for salary distribution to members of the NTU Bargaining Unit of: **4.92%**



Tentative Contract Settlement between the
Newark Teachers Union and the Newark Public Schools
July 1, 2009 - June 30, 2010



MEMORANDUM OF AGREEMENT

1. The NPS and NTU negotiating teams agree to recommend the following to their respective sides for ratification.
2. The following is subject to ratification.
3. All provisions of the 2006 to 2009 collective bargaining agreement that are not modified herein will be included in the successor agreement.
4. Mutually agreeable salary guides will be developed based on the scattergram of 5,444 employees at a total cost of \$361,019,912. Increase = 4.92%
5. Extra-curricular and coaching stipends will not increase.
6. There will be 191 teacher work days beginning on September 1, 2009 and 185 student days.
7. The Agreement shall be effective from July 1, 2009 until June 30, 2010.
8. The NTU and NPS will discuss scheduling flexibility within the limits of the existing work day and student contract / preparation, lunch, etc, as set forth in the agreement. Spring break will be included in the calendar and will not be reduced to cover snow days during the 2009-2010 school year only.

For the NTU: *[Signature]*
For the NPS: *[Signature]*

[Signature] *[Signature]*

2009-2010 CONTRACT, IN PERSPECTIVE

NJ - Newark Salary Guide Comparisons

Salary:

- 4.92% salary increase! This is one of the highest percent increases of the 93 contracts settled this past school year.

	New Jersey (Average)	Newark
BA Minimum:	\$46,626	\$50,000
BA Maximum:	\$75,817	\$87,231
# of steps	16	14
MA Minimum:	\$50,199	\$51,000
MA Maximum:	\$80,382	\$90,997
# of steps	16	14

Health Benefits:

- No additional cost to NTU membership for their health and supplemental benefits.
- For the newest contracts, 77 percent of the districts had GIVE-BACKS on health costs!
- Health benefits cost the district up to \$12,305 per family, and this cost will increase by 25% for 2010!

Additional Workdays:

- 4 Additional PAID Workdays
- All members of the bargaining unit will receive more than a pro-rata salary increase for working these additional days.
- New teachers will be paid for the 2 additional orientation days.
- NO ADDITIONAL WORK TIME! Prep Periods and lunch remain intact

School Calendar:

- **It is important to remember that the school calendar is a non-negotiable item. Management sets the calendar based on the negotiated number of days.**
- In Essex County, 12 of 13 districts will go back to work before Labor Day. NEWARK IS THE HIGHEST PAID!
- Newark, like districts throughout the state, is attempting to provide more instructional time before the state's spring assessments.
- Spring break is guaranteed in our contract. No other school contract in New Jersey can say that!
- You can still attend the two day NJEA Convention as a Paid Administrative Leave.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

TEACHER SALARY GUIDES

Effective July 1 of each contract year

TEACHER BA LEVEL				TEACHER MA LEVEL				TEACHER PhD LEVEL			
2008-2009		2009-2010		2008-2009		2009-2010		2008-2009		2009-2010	
STEP		STEP		STEP		STEP		STEP		STEP	
1	48,500	1	50,000	1	50,000	1	51,000	1	52,000	1	53,000
2	48,750	2	50,213	2	50,750	2	52,273	2	53,000	2	54,723
3	49,250	3	50,728	3	51,250	3	52,788	3	54,000	3	55,755
4	49,750	4	51,243	4	51,500	4	53,303	4	55,000	4	56,788
5	51,450	5	52,222	5	52,250	5	53,818	5	55,350	5	57,287
6	51,700	6	53,510	6	53,000	6	54,590	6	55,700	6	57,650
7	51,950	7	53,768	7	53,500	7	55,373	7	56,050	7	58,012
8	52,550	8	54,127	8	54,500	8	56,135	8	56,500	8	58,478
9	53,629	9	54,970	9	56,250	9	57,656	9	58,500	9	59,670
10	55,236	10	56,617	10	57,000	10	58,568	10	59,250	10	61,028
11	57,550	11	58,989	11	60,000	11	61,200	11	62,000	11	63,240
12	66,200	12	66,200	12	67,760	12	67,760	12	70,500	12	70,500
13	74,925	13	74,925	13	77,798	13	77,798	13	80,725	13	80,725
14	84,200	14	87,216	14	87,835	14	90,982	14	90,950	14	94,209
1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025
Long 15	86,225	Long 15	89,241	Long 15	89,860	Long 15	93,007	Long 15	92,975	Long 15	96,234
2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775
Long 20	87,975	Long 20	90,991	Long 20	91,610	Long 20	94,757	Long 20	94,725	Long 20	97,984
3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775
Long 25	91,750	Long 25	94,766	Long 25	95,385	Long 25	98,532	Long 25	98,500	Long 25	101,759
4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400
Long 30	93,150	Long 30	96,166	Long 30	96,785	Long 30	99,932	Long 30	99,900	Long 30	103,159

Notes:

- Members move diagonally across each salary guide. As you can see from the above highlighted examples, if employees were on step 8 in 2008-2009 school year, they would move to step 9 on the 2009-2010 salary guides.
- For teachers with a BA, they would move from \$52,550 to \$54,970.
- For teachers with an MA, they would move from \$54,500 to \$57,656.
- For teachers with a PhD, they would move from \$56,500 to \$59,670.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

COORDINATOR SALARY GUIDES

Effective July 1 of each contract year

Note: Coordinators are paid on the Teachers' guide and an additional \$2,250

COORDINATOR BA LEVEL				COORDINATOR MA LEVEL				COORDINATOR PhD LEVEL			
2008-2009		2009-2010		2008-2009		2009-2010		2008-2009		2009-2010	
STEP		STEP		STEP		STEP		STEP		STEP	
1	50,750	1	52,250	1	52,250	1	53,250	1	54,250	1	55,250
2	51,000	2	52,463	2	53,000	2	54,523	2	55,250	2	56,973
3	51,500	3	52,978	3	53,500	3	55,038	3	56,250	3	58,005
4	52,000	4	53,493	4	53,750	4	55,553	4	57,250	4	59,038
5	53,700	5	54,472	5	54,500	5	56,068	5	57,600	5	59,537
6	53,950	6	55,760	6	55,250	6	56,840	6	57,950	6	59,900
7	54,200	7	56,018	7	55,750	7	57,623	7	58,300	7	60,262
8	54,800	8	56,377	8	56,750	8	58,385	8	58,750	8	60,728
9	55,879	9	57,220	9	58,500	9	59,906	9	60,750	9	61,920
10	57,486	10	58,867	10	59,250	10	60,818	10	61,500	10	63,278
11	59,800	11	61,239	11	62,250	11	63,450	11	64,250	11	65,490
12	68,450	12	68,450	12	70,010	12	70,010	12	72,750	12	72,750
13	77,175	13	77,175	13	80,048	13	80,048	13	82,975	13	82,975
14	86,450	14	89,466	14	90,085	14	93,232	14	93,200	14	96,459
1st Long	2,025		2,025	1st Long	2,025		2,025	1st Long	2,025		2,025
Long 15	88,475		91,491	Long 15	92,110		95,257	Long 15	95,225		98,484
2nd Long	3,775		3,775	2nd Long	3,775		3,775	2nd Long	3,775		3,775
Long 20	90,225		93,241	Long 20	93,860		97,007	Long 20	96,975		100,234
3rd Long	3,775		3,775	3rd Long	3,775		3,775	3rd Long	3,775		3,775
Long 25	94,000		97,016	Long 25	97,635		100,782	Long 25	100,750		104,009
4th Long	1,400		1,400	4th Long	1,400		1,400	4th Long	1,400		1,400
Long 30	95,400		98,416	Long 30	99,035		102,182	Long 30	102,150		105,409

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 8 in 2008-2009 school year, they would move to step 9 on the 2009-2010 salary guides.
- For coordinators with a BA, they would move from \$54,800 to \$57,220.
- For coordinators with an MA, they would move from \$56,750 to \$59,906.
- For coordinators with a PhD, they would move from \$58,750 to \$61,920.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

CHILD STUDY TEAM, OCCUPATIONAL THERAPIST & BEHAVIOR THERAPIST SALARY GUIDE

Effective July 1 of each contract year

CST, OT & BT			
2008-2009		2009-2010	
STEP		STEP	
1	56,000	1	57,260
2	57,000	2	58,425
3	58,000	3	59,450
4	59,000	4	60,475
5	59,500	5	61,434
6	62,000	6	62,930
7	64,450	7	65,417
8	67,600	8	68,614
9	70,900	9	71,964
10	75,100	10	75,100
11	84,100	11	84,100
12	93,360	12	96,706
1st Long	2,025	1st Long	2,025
Long 15	95,385	Long 15	98,731
2nd Long	3,875	2nd Long	3,875
Long 20	97,235	Long 20	100,581
3rd Long	3,975	3rd Long	3,975
Long 25	101,210	Long 25	104,556
4th Long	1,400	4th Long	1,400
Long 30	102,610	Long 30	105,956

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 9 in 2008-2009 school year, they would move to step 10 on the 2009-2010 salary guides.
- For CSTs, Occupational Therapists and Behavior Therapists, they would move from \$70,910 to \$75,100.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

TEACHER AIDES SALARY GUIDES

Effective July 1 of each contract year

SIX HOUR AIDES			
2008-2009		2009-2010	
STEP		STEP	
1	27,200	1	27,744
2	27,860	2	28,417
3	28,760	3	29,335
4	29,660	4	30,253
5	30,610	5	31,712
1st Long	550	1st Long	550
Long 15	31,160	Long 15	32,262
2nd Long	710	2nd Long	710
Long 20	31,320	Long 20	32,422
3rd Long	710	3rd Long	710
Long 25	32,030	Long 25	33,132
4th Long	300	4th Long	300
Long 30	32,330	Long 30	33,432

SIX HOUR AIDES WITH SIXTY COLLEGE CREDITS			
2008-2009		2009-2010	
STEP		STEP	
1	28,605	1	29,177
2	29,505	2	30,095
3	30,405	3	31,013
4	31,305	4	31,931
5	32,255	5	33,416
1st Long	550	1st Long	550
Long 15	32,805	Long 15	33,966
2nd Long	710	2nd Long	710
Long 20	32,965	Long 20	34,126
3rd Long	710	3rd Long	710
Long 25	33,675	Long 25	34,836
4th Long	300	4th Long	300
Long 30	33,975	Long 30	35,136

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 3 in 2008-2009 school year, they would move to step 4 on the 2009-2010 salary guides.
- For six hour aides, they would move from \$28,760 to \$30,253.
- For six hour aides with 60 college credits, they would move from \$30,405 to \$31,931.

SCHOOL CLERKS SALARY GUIDES

Effective July 1 of each contract year

TEN MONTH SCHOOL CLERK & CLERK TYPIST			
2008-2009		2009-2010	
STEP		STEP	
1	34,000	1	35,000
2	34,600	2	35,292
3	35,200	3	35,992
4	35,915	4	36,633
5	37,600	5	38,352
6	39,813	6	40,609
7	42,169	7	43,687
1st Long	2,025	1st Long	2,025
Long 15	44,194	Long 15	45,712
2nd Long	3,775	2nd Long	3,775
Long 20	45,944	Long 20	47,462
3rd Long	3,775	3rd Long	3,775
Long 25	49,719	Long 25	51,237
4th Long	1,400	4th Long	1,400
Long 30	51,119	Long 30	52,637

10 MONTH SENIOR SCH CLK & SR SCH CLK BIL			
2008-2009		2009-2010	
STEP		STEP	
1	34,615	1	35,480
2	35,615	2	36,480
3	36,615	3	37,480
4	37,615	4	39,480
5	38,615	5	40,480
6	40,565	6	41,480
7	42,487	7	44,017
1st Long	2,025	1st Long	2,025
Long 15	44,512	Long 15	46,042
2nd Long	3,775	2nd Long	3,775
Long 20	46,262	Long 20	47,792
3rd Long	3,775	3rd Long	3,775
Long 25	50,037	Long 25	51,567
4th Long	1,400	4th Long	1,400
Long 30	51,437	Long 30	52,967

TEN MONTH SUPERVISING SCHOOL CLERK			
2008-2009		2009-2010	
STEP		STEP	
1	37,139	1	37,882
2	37,939	2	38,698
3	38,789	3	39,565
4	39,689	4	40,483
5	40,689	5	41,503
6	41,703	6	42,537
7	42,853	7	44,396
1st Long	2,025	1st Long	2,025
Long 15	44,878	Long 15	46,421
2nd Long	3,775	2nd Long	3,775
Long 20	46,628	Long 20	48,171
3rd Long	3,775	3rd Long	3,775
Long 25	50,403	Long 25	51,946
4th Long	1,400	4th Long	1,400
Long 30	51,803	Long 30	53,346

TWELVE MONTH SCHOOL CLERK			
2008-2009		2009-2010	
STEP		STEP	
1	37,500	1	38,250
2	38,000	2	38,760
3	38,935	3	39,714
4	39,895	4	40,693
5	41,304	5	41,304
6	43,438	6	43,438
7	47,162	7	48,860
1st Long	2,025	1st Long	2,025
Long 15	49,187	Long 15	50,885
2nd Long	3,775	2nd Long	3,775
Long 20	50,937	Long 20	52,635
3rd Long	3,775	3rd Long	3,775
Long 25	54,712	Long 25	56,410
4th Long	1,400	4th Long	1,400
Long 30	56,112	Long 30	57,810

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 4 in 2008-2009 school year, they would move to step 5 on the 2009-2010 salary guides.
- For ten month school clerks, they would move from \$35,915 to \$38,352.
- For ten month senior school clerks, they would move from \$37,615 to \$40,480.
- For ten month supervising school clerks, they would move from \$39,689 to \$41,503.
- For twelve month school clerks, they would move from \$39,895 to \$41,304.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

Court Representatives and Job Developers SALARY GUIDES

Effective July 1 of each contract year

COURT REPRESENTATIVES/ JOB DEVELOPERS BA LEVEL			
2008-2009		2009-2010	
STEP		STEP	
1	52,000	1	53,040
2	53,000	2	54,060
3	54,000	3	55,080
4	54,683	4	55,777
5	55,831	5	56,948
6	56,655	6	57,788
7	58,429	7	59,598
8	60,346	8	61,553
9	62,686	9	63,940
10	67,600	10	68,952
11	80,000	11	81,600
12	94,726	12	98,117
1st Long	2,025	1st Long	2,025
Long 15	96,751	Long 15	100,142
2nd Long	3,775	2nd Long	3,775
Long 20	98,501	Long 20	101,892
3rd Long	3,775	3rd Long	3,775
Long 25	102,276	Long 25	105,667
4th Long	1,400	4th Long	1,400
Long 30	103,676	Long 30	107,067

COURT REPRESENTATIVES/ JOB DEVELOPERS MA LEVEL			
2008-2009		2009-2010	
STEP		STEP	
1	54,000	1	55,080
2	55,000	2	56,100
3	56,000	3	57,120
4	57,222	4	58,366
5	58,106	5	59,268
6	59,003	6	60,183
7	60,758	7	61,973
8	62,218	8	63,462
9	64,603	9	65,895
10	69,000	10	70,380
11	82,918	11	84,576
12	96,837	12	100,304
1st Long	2,025	1st Long	2,025
Long 15	98,862	Long 15	102,329
2nd Long	3,775	2nd Long	3,775
Long 20	100,612	Long 20	104,079
3rd Long	3,775	3rd Long	3,775
Long 25	104,387	Long 25	107,854
4th Long	1,400	4th Long	1,400
Long 30	105,787	Long 30	109,254

COURT REPRESENTATIVES/ JOB DEVELOPERS PHD LEVEL			
2008-2009		2009-2010	
STEP		STEP	
1	54,500	1	55,590
2	56,500	2	57,630
3	57,500	3	58,650
4	59,050	4	60,231
5	59,938	5	61,137
6	60,864	6	62,081
7	61,628	7	62,861
8	64,130	8	65,413
9	66,495	9	67,825
10	67,600	10	68,952
11	80,000	11	81,600
12	98,948	12	102,490
1st Long	2,025	1st Long	2,025
Long 15	100,973	Long 15	104,515
2nd Long	3,775	2nd Long	3,775
Long 20	102,723	Long 20	106,265
3rd Long	3,775	3rd Long	3,775
Long 25	106,498	Long 25	110,040
4th Long	1,400	4th Long	1,400
Long 30	107,898	Long 30	111,440

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 6 in 2008-2009 school year, they would move to step 7 on the 2009-2010 salary guides.
- For Court Representatives / Job Developers with a BA, they would move from \$56,655 to \$59,598.
- For Court Representatives / Job Developers with an MA, they would move from \$59,003 to \$61,973.
- For Court Representatives / Job Developers with a PhD they would move from \$60,864 to \$62,861.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

Parent Community Involvement Specialist SALARY GUIDES

Effective July 1 of each contract year

PARENT COMMUNITY INVOLVEMENT SPECIALIST BA LEVEL				PARENT COMMUNITY INVOLVEMENT SPECIALIST MA LEVEL				PARENT COMMUNITY INVOLVEMENT SPECIALIST PHD LEVEL			
2008-2009		2009-2010		2008-2009		2009-2010		2008-2009		2009-2010	
STEP		STEP		STEP		STEP		STEP		STEP	
1	54,000	1	55,080	1	56,000	1	57,120	1	58,000	1	59,160
2	55,000	2	56,100	2	57,000	2	58,140	2	59,000	2	60,180
3	56,000	3	57,120	3	58,000	3	59,160	3	60,000	3	61,200
4	57,172	4	58,315	4	59,717	4	60,911	4	61,545	4	62,776
5	58,325	5	59,492	5	60,600	5	61,812	5	62,433	5	63,682
6	61,000	6	62,220	6	62,000	6	63,240	6	63,359	6	64,626
7	64,000	7	65,280	7	64,000	7	65,280	7	66,000	7	67,320
8	65,205	8	66,509	8	66,500	8	67,830	8	69,000	8	70,380
9	67,172	9	68,515	9	68,310	9	69,676	9	70,898	9	72,316
10	69,308	10	70,694	10	70,379	10	71,787	10	72,843	10	74,300
11	79,154	11	80,737	11	80,690	11	82,304	11	82,922	11	84,580
12	89,000	12	92,186	12	91,000	12	94,258	12	93,000	12	96,329
1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025	1st Long	2,025
Long 15	91,025	Long 15	94,211	Long 15	93,025	Long 15	96,283	Long 15	95,025	Long 15	98,354
2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775	2nd Long	3,775
Long 20	92,775	Long 20	95,961	Long 20	94,775	Long 20	98,033	Long 20	96,775	Long 20	100,104
3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775	3rd Long	3,775
Long 25	96,550	Long 25	99,736	Long 25	98,550	Long 25	101,808	Long 25	100,550	Long 25	103,879
4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400	4th Long	1,400
Long 30	97,950	Long 30	101,136	Long 30	99,950	Long 30	103,208	Long 30	101,950	Long 30	105,279

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 8 in 2008-2009 school year, they would move to step 9 on the 2009-2010 salary guides.
- For PCISs with a BA, they would move from \$65,205 to \$68,515.
- For PCISs with an MA, they would move from \$66,500 to \$69,676.
- For PCISs with a PhD, they would move from \$69,000 to \$72,316.



SALARY GUIDES

July 1, 2009 to June 30, 2010

NOTE: 15th year longevity (15th through 19th years) is non-cumulative; 20th, 25th and 30th are cumulative.

Pianist and Educational Interpreters SALARY GUIDES

Effective July 1 of each contract year

PIANIST			
2008-2009		2009-2010	
STEP		STEP	
1	39,000	1	39,780
2	39,750	2	40,545
3	40,500	3	41,310
4	41,045	4	41,866
5	41,681	5	42,515
6	43,987	6	45,562
1st Long	2,025	1st Long	2,025
Long 15	46,012	Long 15	47,587
2nd Long	3,775	2nd Long	3,775
Long 20	47,762	Long 20	49,337
3rd Long	3,775	3rd Long	3,775
Long 25	51,537	Long 25	53,112
4th Long	1,400	4th Long	1,400
Long 30	52,937	Long 30	54,512

EDUCATIONAL INTERPRETERS			
2008-2009		2009-2010	
STEP		STEP	
1	36,100	1	36,822
2	37,000	2	37,740
3	38,690	3	40,075
1st Long	2,025	1st Long	2,025
Long 15	40,715	Long 15	42,100
2nd Long	3,775	2nd Long	3,775
Long 20	42,465	Long 20	43,850
3rd Long	3,775	3rd Long	3,775
Long 25	46,240	Long 25	47,625
4th Long	1,400	4th Long	1,400
Long 30	47,640	Long 30	49,025

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 2 in 2008-2009 school year, they would move to step 3 on the 2009-2010 salary guides.
- For Pianists, they would move from \$39,750 to \$41,310.
- For Educational Interpreters, they would move from \$37,000 to \$40,075.

TENTATIVE CONTRACT REACHED!!

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LICENSED PRACTICAL NURSE SALARY GUIDE

Effective July 1 of each contract year

LICENSED PRACTICAL NURSE			
2008-2009		2009-2010	
STEP		STEP	
1	41,336	1	42,163
2	43,536	2	44,407
3	45,736	3	46,651
4	47,936	4	48,895
5	50,136	5	51,139
6	52,136	6	53,179
7	54,336	7	56,292
1st Long	2,025	1st Long	2,025
Long 15	56,361	Long 15	58,317
2nd Long	3,775	2nd Long	3,775
Long 20	58,111	Long 20	60,067
3rd Long	3,775	3rd Long	3,775
Long 25	61,886	Long 25	63,842
4th Long	1,400	4th Long	1,400
Long 30	63,286	Long 30	65,242

Notes:

- Members move diagonally across the salary guides. As you can see from the above highlighted examples, if employees were on step 4 in 2008-2009 school year, they would move to step 5 on the 2009-2010 salary guides.
- For Licensed Practical Nurses, they would move from \$47,936 to \$51,139.