

**ARTICLE I  
RECOGNITION**

The Board hereby recognizes the Association as the exclusive bargaining representative for the following described unit:

1. Maintenance Workers
2. Groundskeepers
3. Warehouse Technician
4. Asst. Director of Buildings & Grounds
5. Custodial Supervisor

Excluded from the unit shall be the Director of Buildings and Grounds.

**ARTICLE II  
NEGOTIATION PROCEDURE**

The exclusive representative shall submit in writing proposals for collective negotiation to the Board for commencing negotiations in any subsequent school year in which this Agreement expires. Negotiations shall commence in accordance with the timetable established by PERC of the same year and ground rules will be determined by the parties in negotiation at the first meeting.

This Agreement shall not be modified in whole or in part except by an instrument in writing executed by both parties.

**ARTICLE III  
GRIEVANCE PROCEDURE**

**A. DEFINITIONS**

1. A grievance shall mean an alleged violation, interpretation or application of any provisions of this agreement or an alleged violation, interpretation or application of any policies or administrative decisions affecting terms and conditions of employment.
2. A grievant is the person or persons alleging said violation.
3. An employee shall mean any person in the unit as defined in the Recognition article of this Agreement.
4. An immediate superior shall mean that member of the staff to whom the employee normally reports, or his designee.

## B. GRIEVANCE PROCEDURE

1. When an employee believes he/she has been aggrieved, he/she may present a grievance either orally or in writing to his/her immediate superior. All grievances shall be presented not later than twenty (20) calendar days following the occurrence which is the basis for the grievance.
2. Should the employee present his grievance orally and it is not resolved to his satisfaction within five (5) weekdays, he shall set forth his grievance in writing to the Supervisor of Buildings and Grounds and the Association specifying:
  - a. the nature of the grievance;
  - b. the nature and extent of the injury, loss or inconvenience;
  - c. the results of previous discussions;
  - d. his dissatisfaction with discussions previously rendered;
  - e. remedy sought.
3. A reply to the written grievance shall be received not later than twenty (20) calendar days following the presentation of the grievance.
4. Should a grievant be dissatisfied with the reply to his/her grievance at the initial step of the procedure, he/she may request that his/her grievance be reviewed by the Superintendent. The grievant's request shall be made in writing no later than seven (7) calendar days following the reply to the grievance at the step below. The grievant shall be required to provide in writing the basis for his/her grievance at the time he/she requests a review of the grievance by the Superintendent. The Superintendent shall reply to the grievance no later than seven (7) calendar days following his review.
5. Should a grievant be dissatisfied with the reply of his/her grievance by the Superintendent, he/she may request that his/her grievance be reviewed by the Board. The grievant shall be required to notify the Board in writing not later than five (5) calendar days following the reply given by the Superintendent of his/her desire to have his/her grievance reviewed. Upon being notified of the grievant's intention, the Board shall schedule a hearing date, if so requested, for the grievance not later than twenty (20) calendar days following receipt of the notice. The grievant may have a representative of his/her own choosing present when his/her grievance is being reviewed by the Board. The Board shall render a written decision not later than twenty (20) calendar days following the hearing of the grievance. The word "Board" as used in this paragraph shall mean a committee of the Board made up of members of the Board which the Board so designates.

6. Should the Association be dissatisfied with the determination rendered by the Board, it may submit the grievance to advisory arbitration within fifteen (15) calendar days following the determination of the Board. A request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
7. In the event of arbitration, the costs of the arbitrator's services shall be shared equally by the parties and each of the parties shall bear their own costs.
8. All hearings under this procedure shall be conducted in private and shall include only persons directly concerned and their designated or selected representatives.
9. The arbitrator shall limit his decision strictly to the alleged violation, application and interpretation of the provisions of this Agreement and shall be without power or authority to make any decisions:
  - a. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this agreement, or of applicable laws or rules or regulations having the force and effect of law.
  - b. Involving Board policy or practice under the provisions of this Agreement, or under applicable law, except that he may decide in a particular case that the Board policy, practice or administrative decision was disregarded or that its attempted application under any term of this agreement was so discriminatory, arbitrary or capricious to constitute an abuse of discretion.
  - c. Limiting or interfering in any way with the powers, duties and responsibilities of the Board under applicable law, and rules and regulations having the force and effect of law.

**C. MISCELLANEOUS**

The time limits set forth in the foregoing procedures shall be considered maximum time limits. Failure of the grievant to proceed within the time limits set forth shall constitute an abandonment of the grievance. Failure at any step of the procedure by one charged with rendering a decision within the time limits set forth shall be tantamount to permitting the grievant to proceed to the next step outlined in the foregoing procedure.

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

**ARTICLE IV  
EMPLOYEE RIGHTS**

1. Criticism of an employee by any administrator regarding the employee's job performance shall be made in confidence and not in the presence of colleagues, parents or students.
2. Whenever the Board of Education or any of its committees requires any employee to appear before the Board or such committee, concerning any disciplinary matter which could adversely affect the employee's position or salary, such employee shall be given prior notice of the reasons for such meeting or interview and shall be entitled to have a person of his own choosing present to advise and represent him during such meeting.

**ARTICLE V  
ASSOCIATION RIGHTS**

1. The Board agrees, within a reasonable period of time after receiving a written request, to make available to the Association information in the public domain.
2. The Association shall have the right to hang a reasonable size bulletin board in each faculty room.
3. The Association and its representatives shall be permitted to use a school room at reasonable hours for Association meetings provided a written request for such use is made to the Superintendent of Schools. Before any such request, it must comply with the guidelines outlined in Board policies.
4. The Association shall be permitted reasonable use of school equipment provided it meets all of the requirements set forth in Board policy regarding such use.

**ARTICLE VI  
EMPLOYEE WORK YEAR**

1. The Board shall have the absolute right to establish the school calendar. Should the Association desire to make recommendations concerning said calendar, said recommendations shall be delivered to the Superintendent no later than February 1 of each year of the Agreement's duration.
2. The work year for twelve-month employees shall commence on July 1 and conclude on June 30. The work year for ten-month employees shall commence on September 1 and conclude on June 30.

3. Twelve-month employees shall receive the following vacation time:
  - a. Employment for less than one (1) year shall carry an entitlement of one (1) working day for each month employed and the restriction that no vacation may be taken unless employment has been for a minimum of two (2) months.
  - b. Employment for one (1) year, but less than eight (8) years, ten (10) working days.
  - c. Employment for eight (8) years or more, fifteen (15) working days.
  - d. The Board reserves the right to specify the conditions under which vacation may be taken. The Board, in its sole discretion has the right to implement a common ten (10) day vacation period for all employees in the unit. Those employees entitled to more than ten (10) days vacation in one (1) year would receive, should the Board implement a common vacation, that portion of their vacation in excess of ten (10) days in the manner herein provided.

Employees eligible for vacation must apply for same to the Superintendent at least three (3) months in advance of the desired start date. Special consideration shall be given to emergencies. All applications are subject to final approval by the Superintendent.

Vacations must be taken within two (2) years of the time earned. In no event shall an employee be permitted to carry forward to a subsequent year more than ten (10) vacation days. Accumulated vacation days in excess of ten (10), which are not used in any particular year, will be considered abandoned. No payment shall be made for abandoned vacation time.

An employee who anticipates termination of his services may take accrued vacation prior to the termination date with proper approval as set forth above. Accrued vacation may be paid to the estate of a deceased employee or to a retiring employee.

4. If school is closed early due to inclement weather or snow accumulation, custodial staff shall only be required to work a six hour day. If custodians agree to work longer than six hours on such days, they shall be given the option of receiving time and a half or compensatory time on a date mutually agreeable to the employee and his or her supervisor.
5. Employees shall be granted the following days as holidays during the 1986-1987 and 1987-1988 school years: Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas Day, Day after Christmas, New Years Day, Martin Luther King Jr.'s Birthday, Easter Monday and Memorial Day. Should any of the foregoing holidays fall on a Saturday or Sunday, the administration shall schedule an alternate day off, with pay, for all unit members.

**ARTICLE VII  
EMPLOYEE HOURS AND LOAD**

1. The work day of an employee shall consist of either (8) hours exclusive of a lunch period. The employer shall have discretion in establishing daily work schedules.
2. Meetings which take place after the regular in-school work day and which require attendance by the employee shall not be called on Fridays or on any day immediately preceding a holiday or day upon which employee attendance at work is not required; unless administratively necessary as determined by the Superintendent of Schools.
3. It shall be a condition of continued employment for all those presently employed to possess a Black Seal License within one year of the execution of this Agreement. All new employees hired following the execution of this Agreement shall, as a condition of continued employment, possess a Black Seal License on or before the first anniversary date of their employment.
4. Any hours worked by an employee over and above a work week of forty (40) hours will be compensated at a rate of time and a half.
5. Before premium pay will be made, the custodial employee must work in excess of his regular shift or an equivalent number of hours. It is agreed that during the summer season or parts of it, certain custodial employees' regular shift may consist of four (4) ten-hour days per week.
6. The Upper Freehold Regional Board of Education agrees to give five (5) calendar days notice to an employee when it becomes necessary to change the employee's shift, except in cases of emergency, as determined by the employer.
7. In the event that a maintenance/grounds employee is called back to work after completing their regular workday, they shall be paid at one and one-half (1 1/2) times their regular hourly rate for a minimum of two (2) hours.
8. During the Winter (December) and Spring Breaks, members' work day will be shortened by 1/2 hour the last working day preceding the Holiday and 1/2 hour the last day of the Holiday.
9. When the Assistant Director works overtime to cover a custodial shift, to clean up after an event or work on a scheduled maintenance project, he/she shall be entitled to overtime pay at the rate of the highest paid custodial/maintenance worker, whichever area is being covered. The Assistant Director will be called for custodial/maintenance overtime only when all other resources are exhausted.

**ARTICLE VIII  
EMPLOYMENT**

1. Each employee shall be placed on the proper step of the salary guide as negotiated between the Board of Education and the Association. It is agreed that the placement of all unit members as reflected on Schedule "B" of this Agreement is proper.
2. Previously accumulated sick days shall be restored to all returning employees on Board-approved leaves, but no days shall be added for the period of leave.
3. All employees who shall not receive a contract salary increment or raise shall be notified in writing no later than April 30th.
4. Upon written request, an employee whose contract is not renewed, will be given the reasons for such non-renewal.
5. The Board shall upon request provide the Association with a seniority list for employees indicating date of hire. This list shall be updated annually by September 30th.

**ARTICLE IX  
INSURANCE**

1. The Board of Education shall provide health coverage for both employee and dependents where applicable, through CIGNA, under a plan which will be equal to or better than the existing State Health Plan. A copy of the coverage shall be provided for each employee.
2. Premium increases for Dental and Prescription Insurance combined shall be Board paid as follows:

1990-91	Up to and including 8%
1991-92	Up to and including 8.25%
1992-93	Up to and including 8.50%
3. Premium increases beyond those specified above shall be paid by the employee subject to the following limits:

\$100 per year per employee or 10% of the total premium, whichever is less
--
4. Coverage for each member of the unit shall commence only after individual members make application for said coverage and execute the necessary enrollment card. The administration of the aforementioned plan shall be controlled by the underwriter in accordance with its rules and regulations.
5. The dental insurance contribution shall be increased for all units to the same extent as the increase in the Teachers' Agreement for the ensuing two (2) years.

6. At the commencement of the second year that the Plan is in effect (the CIGNA Plan) any employee who elects to waive medical benefits will receive in lieu thereof the following cash payments:

Single Coverage	\$1,000.00
Parent/Child	\$1,250.00
Husband/Wife	\$1,750.00
Family	\$2,000.00

7. At the same point in time, any employee who elects to waive dental or prescription benefits will receive in lieu thereof, the following cash payments:

Dental	\$100.00
Prescription	\$200.00

#### ARTICLE X PROMOTIONS

1. Except in cases of emergency, a notice of a vacancy in any position to be filled shall be sent to each school for posting at least ten (10) days before the final date when applications must be submitted. A copy shall be sent to the Association if such vacancy becomes available in a summer recess period when schools are closed.
2. Employees who desire to apply for any such vacancies above, shall submit their application in writing to the Superintendent. When a vacancy described in the notice is filled, the Superintendent may destroy all applications for said position.
3. Employees who desire to apply for a position which may be filled during the summer period when school is not regularly in session shall submit their name to the Superintendent, together with the position(s) for which they apply, and an address where they can be reached during the summer. The Superintendent shall notify such employees of any vacancy in a position for which they applied.
4. All employees shall be given opportunity to make application, and no position shall be filled until all properly submitted applications have been considered.

#### ARTICLE XI EVALUATIONS

1. The parties recognize the importance of implementing a program of employee evaluations for the purpose of promoting individual job performance and improving services to students. Evaluations of employees shall be conducted twice annually by their superior.



2. Employees shall have the right to receive a copy of their observation report and shall have the right to a signed copy of any formal observation report.
3. Nothing in an employee's file will be used in disciplinary proceedings unless the employee has received a copy prior to any hearing for discipline.
4. An employee may request the right to inspect material in his/her individual personnel file, except that all pre-employment material shall be treated as confidential and shall not be made available to the employee. An employee may make a copy of the material which he/she is permitted to inspect.
5. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.
6. Any disciplinary warning notice will be considered for removal from the personnel file after two years, on a case by case basis, after application being made by the employee.

#### ARTICLE XII SICK LEAVE

1. Sick leave is defined as leave taken by a person steadily employed by the school district who is absent from the assigned post of duty because of personal disability due to illness or injury or because he/she has been excluded from school by the school district's medical inspector as the result of contagious disease in the employee's immediate household.
2. The Board shall consider the application of any eligible employee for an extension of sick leave, pursuant to law, when the employee's own bank of accumulated sick leave is exhausted.
3. Twelve-month employees shall receive fifteen (15) sick leave days annually, all of which shall be accumulative. All ten-month employees shall receive twelve (12) sick leave days annually, all of which shall be accumulative.
4. Sick leave time shall only be granted in the event the employee is ill. The utilization of sick leave by an employee in the event of illness in his/her immediate family or for any other purpose other than that expressed herein is prohibited.
5. Any member who retires/dies with at least fifteen (15) years of service in the Upper Freehold Regional School District and has accumulated at least 50% of his/her sick leave at the time of retirement/death, will be compensated for the accumulated sick leave in accordance with the following formula which is based upon the years of experience in the Upper Freehold Regional School District.

Formula for computing the accumulated sick leave/retirement/death benefit for non-certificated staff members.

- Step 1 Ascertain number of years of service and annual salary upon retirement.
- Step 2 Using the teacher's guide for the step equal to the number of years of service of the individual retiring, locate the salary on the Bachelor's guide and that will give you the denominator of the fraction used in the calculation.
- Step 3 Use the chart\* in the teachers' agreement to determine the numerator, which will be a number between \$2,000 and \$4,000. Divide by the teacher's salary which for the 1984-85 school year was between \$14,364 and \$31,598. That will yield a percent between 7.5% and 12.7%. That percentage shall be applied to the retiree's annual salary to yield retirement benefit.

Example: After 18 years of service a non-certificated employee is retiring. Her salary at the time of retirement is \$14,450. Article XIV of the Teachers' contract for 15-19 years of service = \$2,000. Teacher's salary at Step 18 = \$25,739.

$$\frac{2,000}{25,739} = 7.8\%$$

$$7.8\% \times \$14,450 = \$1,127 \text{ accumulated sick leave retirement benefit}$$

\* 1986 - 1988

YEARS OF SERVICE	COMPENSATION
15	\$2,000
20	2,500
25	3,000
26	3,500
27	4,000

Written notice of intent to retire must be submitted to the Superintendent's Office ninety (90) days prior to the issuance of the accumulated sick leave retirement benefit.

**ARTICLE XIII  
PERSONAL LEAVES OF ABSENCE**

- A-1. A maximum of three (3) days of absence annually may be allowed with full pay. Three (3) such days will be granted without giving reasons for same. The only exceptions shall be when a personal day is requested for a day immediately before or after a regularly scheduled holiday or when three (3) consecutive personal days are requested. On the latter two situations, the days shall only be granted after approval of the Administration.
- A-2. Other legitimate requests for emergency leave may be approved by the Superintendent. In order to obtain such leave, the applicant shall make a request and receive approval from the Superintendent in advance. Except in cases of emergency, application for leave shall be made at least twenty-four (24) hours before the date for which the leave is requested.

Any employee who is employed for the entire school year and does not utilize any of the three (3) available personal days shall receive credit for one (1) additional sick leave day at the commencement of the following year. Personal leave is non-accumulative.

- B. All employees, upon application for permission, shall be entitled to a maximum of five (5) days off with full pay in the event of each death in the immediate family. The "immediate family" shall mean father, mother, wife, husband, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law. All employees shall be entitled to one(1) day off with full pay in the event of each death of nephews, nieces, uncles, aunts, brothers-in-law and sisters-in-law.
- C. Leave for illness in the family - Once personal leave is exhausted, custodial personnel would be eligible for a maximum of five (5) days leave for illness in the family at a salary reduction of

1990-91	\$15.25 per day
1991-92	\$16.50 per day
1992-93	\$18.25 per day

- D. Unused personal days will be converted to sick days as of July/September 1st of the subsequent school year.

**ARTICLE XIV  
DEDUCTIONS**

1. Deductions from each employee's salary shall be in accordance with New Jersey statutes for the following:
- A. Pension and Annuity Funds and loan repayment;
  - B. Contributory Insurance;
  - C. Association payroll deduction;
  - D. Washington National Insurance.

2. The Board shall deduct from the salaries of its employees dues for the Upper Freehold Regional Education Association, the Monmouth County Educational Association, New Jersey Education Association and the National Education Association, as such employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, New Jersey Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations. Each of the associations named above shall certify to the Board in writing the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to and time sufficient for effectuation of such change.

**ARTICLE XV  
FLOATING HOLIDAYS**

1. Members of this bargaining unit shall receive two (2) floating holidays to be taken on days when school is not in session, but whose members of this unit would otherwise be required to work.
2. Employees who use three (3) or fewer sick days during a given school year shall be granted one (1) floating holiday during the subsequent school year.
3. The Assistant Director of Buildings & Grounds will receive one additional (1) Floating Holiday in 1993-94 and 1994-95 and two (2) Floating Holidays in 1995-96.

**ARTICLE XVI  
PERFECT/OUTSTANDING ATTENDANCE**

Employees who qualify for the district's Perfect Attendance Award for the previous year shall receive a bonus of \$100.00 on October 31st.

Employees who qualify for the district's Outstanding Attendance Award for the previous year shall receive a bonus of \$50.00 on October 31st.

**ARTICLE XVII  
MISCELLANEOUS PROVISIONS**

1. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

2. Any individual contract between the Board and an individual employee theretofore or thereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
3. There will be an emergency, 24-hour phone number at which the Supervisor of Buildings and Grounds can be reached in emergency situations.
4. Each member of the unit shall be provided with five (5) pants and three (3) shirts plus one (1) pair of Heavy Duty Workshoes, cost to be approximately \$70.00 per member per school year. Other supplementary clothes such as coveralls, jackets, gloves, shall be determined by the Director of Buildings & Grounds and provided on an as need basis.
5. Uniforms shall be worn while on duty.
6. Children of support staff members not domiciled in the regional school district who are enrolled in the Upper Freehold Regional School District during the 1989-90 school year shall be permitted to continue on roll without payment of tuition in 1990-91, 1991-92, 1992-93. Beginning with the 1990-91 school year, children not heretofore enrolled shall only be enrolled without payment of tuition upon the recommendation of the Superintendent after considering the impact on the school district in terms of class size, cost, and staff workload. This restriction would not apply to support staff members employed and working prior to July 1, 1990.
7. Reimbursement for mileage shall be set at the I.R.S. approved rate.

**ARTICLE XVIII  
BOARD'S RIGHTS**

The Board of Education has and hereby retains all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, including but not limited to:

- a. the selection and hiring of any and all persons who are to be employed by the Board of Education. The retention or dismissal, promotion or demotion and transfer of any person so employed shall be within the discretion of the Board of Education.
- b. The managing and administering of the school system, its property and its facilities.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Education, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement.

**ARTICLE XVI  
DURATION OF AGREEMENT**

The terms of this Agreement shall be effective as of July 1, 1993 and shall remain in full force and effect until and including June 30, 1996.

nlm:b&gassoc

ADOPTED: 6/30/93

UPPER FREEHOLD REGIONAL SCHOOL DISTRICT  
Allentown, New Jersey

OFFICE OF THE SUPERINTENDENT

Maintenance/Warehouse

1993-1994, 1994-1995, 1995-1996 Salary Guides

<u>Step</u>	<u>1993-1994</u>	<u>1994-1995</u>	<u>1995-1996</u>
1	21,325	21,941	22,927
2	22,257	22,860	23,806
3	23,245	23,779	24,685
4	24,233	24,829	25,564
5	25,221	25,879	26,682
6	26,209	26,928	27,800
7	27,196	27,978	28,918
8	28,184	29,027	30,036
9	29,172	30,076	31,153
10	30,160	31,126	32,270
11	31,147	32,176	33,389
12	32,135	33,225	34,507
13	33,123	34,275	35,623
14	34,482	35,265	36,742
15	35,526	36,767	38,789
INC.	988	1,050	1,118
BOILERS LIC.	1,656 (60%)	1,758 (60%)	2,186 (70%)

UPPER FREEHOLD REGIONAL SCHOOL DISTRICT  
Allentown, New Jersey

OFFICE OF THE SUPERINTENDENT

Groundskeeper

1993-1994, 1994-1995, 1995-1996 Salary Guides

<u>Step</u>	<u>1993-1994</u>	<u>1994-1995</u>	<u>1995-1996</u>
1	19,781	20,366	21,196
2	20,584	21,148	21,929
3	21,443	22,001	22,792
4	22,301	22,914	23,670
5	23,160	23,826	24,642
6	24,018	24,739	25,614
7	24,877	25,650	26,586
8	25,736	26,563	27,556
9	26,595	27,475	28,528
10	27,452	28,388	29,500
11	28,311	29,299	30,472
12	29,170	30,212	31,443
13	30,864	31,124	32,414
14	31,723	32,037	33,386
15	32,582	32,950	34,358
INC.	859	913	972
BOILERS LIC.	828 (30%)	879 (30%)	1,249 (40%)
PESTICIDE LIC.	258	293	313



UPPER FREEMOLD REGIONAL SCHOOL DISTRICT  
Allentown, New Jersey

OFFICE OF THE SUPERINTENDENT

Assistant Director of Buildings and Grounds  
1993-1994, 1994-1995, 1995-1996 Salary Guides

<u>Step</u>	<u>1993-1994</u>	<u>1994-1995</u>	<u>1995-1996</u>
1	27,173	27,612	28,066
2	28,358	28,871	29,407
3	29,543	30,130	30,748
4	30,728	31,389	32,089
5	31,913	32,648	33,430
6	33,098	33,908	34,771
7	34,283	35,167	36,112
8	35,467	36,426	37,452
9	36,652	37,684	38,793
10	37,837	38,943	40,133
11	39,022	40,202	41,474
12	40,207	41,461	42,815
13	41,392	42,720	44,156
14	42,577	43,979	45,497
15	45,521	47,910	50,546
INCR	1,185	1,259	1,341

UPPER FREEHOLD REGIONAL SCHOOL DISTRICT  
Allentown, New Jersey

OFFICE OF THE SUPERINTENDENT

Supervisor of Custodians

1993-1994, 1994-1995, 1995-1996 Salary Guides

<u>Step</u>	<u>1993-1994</u>	<u>1994-1995</u>	<u>1995-1996</u>
1	19,492	19,618	19,798
2	20,407	20,650	20,896
3	21,377	21,682	21,994
4	22,347	22,713	23,092
5	23,317	23,744	24,189
6	24,288	24,774	25,287
7	25,259	25,806	26,385
8	26,229	26,838	27,483
9	27,200	27,869	28,582
10	28,170	28,900	29,680
11	29,141	29,931	30,779
12	30,113	30,963	31,876
13	31,083	31,995	32,975
14	32,054	33,025	34,074
15	33,025	34,759	36,670
INCR	971	1,032	1,098