



FROM THE OFFICE OF THE SUPERINTENDENT
WAYNE BOARD OF EDUCATION
WAYNE, NEW JERSEY

NOVEMBER 24, 2014

| | |
|--|---|
| <p align="center">5:00 PM – Executive Session Wayne Board of Education Conference Room 50 Nellis Drive Wayne, NJ 07470</p> | <p align="center">5:30 PM – Public Meeting Wayne Board of Education Conference Room 50 Nellis Drive Wayne, NJ 07470</p> |
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SPECIAL MEETING AGENDA

I. Reading of "Sunshine Law" Statement

Adequate notice of this Regular and Executive Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on February 7, 2014 by:
 Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.

II. Roll Call

III. Convene into Executive Session

-RECOMMENDED ACTION:

SX-15-01

WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.

WHEREAS, THE Board has on its agenda for the meeting being held on November 24, 2014 on issues relating to negotiations, which must be discussed in a confidential closed session.

NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.

BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.

BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the

public in an appropriately redacted form within a reasonable period of time.

BE IT FURTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

IV. Reconvene

The Executive Session of the Wayne Board of Education Special Meeting/Executive Session of November 24, 2014 was convened in the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.

The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.

FLAG SALUTE

MOMENT OF SILENCE

V. Open to Public Agenda Items Only

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses, and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other comments may be responded to tonight or at subsequent meetings under "old business."

HUMAN RESOURCE:

Approval of Memorandums of Agreement and Salary Guides with Wayne Education Association -RECOMMENDED ACTION: RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following Memorandums of Agreement and salary guides between the Wayne Education Association and the Wayne Board of Education for the period of July 1, 2014 through June 30, 2017, as per the attached:

SH-15-01

1. Memorandum of Agreement dated September 10, 2014
2. Memorandum of Agreement #2
3. Salary Guides 2014-2017 for Professional Staff
4. Salary Guides 2014-2017 for Office Professional (OP) Staff
5. LPN Paraprofessionals and School Health Aide Salaries 2014-2017

VI. Open to Public

This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses and subject matter. Comments may be limited 'to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other Comments may be responded to tonight under "new business" or at subsequent meetings under "old business."

VII. Old Business

VIII. New Business

IX. Executive Session

X. Adjournment

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made this 10th day of September, 2014 between the Wayne Board of Education (“Board”) and the Wayne Education Association (“WEA”) (collectively “the parties”).

The parties agree as follows, with regard to the proposals for changes to the WEA agreement in effect from June 26, 2011 through June 30, 2014:

AGREEMENTS

ARTICLE VI, TEACHING HOURS/OFFICE PERSONNEL PROCEDURES, p. 8

REVISE AS FOLLOWS:

REVISE A.2.c. iii as follows (p. 8):

iii) Administration may use approximately one-half of the additional periods available for school-wide curriculum assignments, group curriculum writing/revisions, professional development, projects related to content area as assigned by the principal, the work and development of professional learning communities, mentoring, common assessment development, committee meetings, Principal meetings, parent meetings or such other purposes or assignments as may be described in this provision, determined by and assigned by the Principal or Assistant Principal. The remaining periods shall be available to the teachers for the development ...

DELETE A. 2. c. iv) A. in its entirety (p. 9): ~~For the 2000-2001 school year, the Board agrees.....~~

3. Sixth Period Classes

E. 1.c. (p.13) REVISE Sentence one of Paragraph as follows and DELETE remaining sentences of paragraph one in its entirety:

The Board reserves the right to assign up to ~~twenty-five~~ thirty (30) teachers per year to a sixth period class...This assignment shall not be required of more than ~~two (2)~~ three (3) persons in any one department, unless the express written consent of the Association is obtained to do so. Nor will it be required of any individual teacher....

REVISE Article XV, SICK AND PERSONAL LEAVE, Section A 1-2 as follows:

A.1. All teachers employed as of September 1 shall be entitled to ~~twelve (12)~~ ten (10) sick leave days each school year....

A.2 All ten-month office personnel shall be entitled to ~~twelve (12)~~ ten (10) sick leave days each year...All twelve-month office personnel shall be entitled to ~~thirteen (13)~~ eleven (11) sick leave days.

REVISE Article XV, SICK AND PERSONAL LEAVE, Section D 1, 3, and 4 as follows:

D. 1. ~~Two (2)~~ Four (4)-days leave are allotted for personal matters.

D. 3. Notify your immediate superior and the Secretary for Substitutes as soon as possible. Reasons for these ~~two (2)~~ four (4) days need not be given.

D.4. If you exceed your ~~two (2)~~ four (4) personal days, payment for the extra days will be deducted.

REVISE Article XV, SICK AND PERSONAL LEAVE, Section G 5 as follows:

G. Sick Day Bank

5. The Board of Trustees shall consist of ~~five (5) WEA members~~ the Human Resources Specialist and five members selected by the WEA, appointed by the WEA/Board annually to receive requests for the use of sick leave days in either bank and to determine whether to recommend such requests for approval.

REVISE Article XIX, INSURANCE PROTECTION

E. Effective November 1, 2014, employees will transition to the Horizon Direct Access Plan from the Horizon PPO. Employees employed by the Board as of September 10, 2014 may also elect to buy up to maintain the Horizon PPO and buy up to maintain the zero dollar (\$0.00) co-pay for mail order prescription drugs, a seven dollar and fifty cents (\$7.50) co-pay for generic drugs and a fifteen dollar (\$15.00) co-pay for brand name drugs. Current employees may also elect the Horizon EPO or Horizon HSA plans. All employees hired on or after November 1, 2014 shall be enrolled in the Horizon Direct Access Plan, Horizon EPO or Horizon HSA. All unit members shall be entitled to select either of two prescription plans as follows. Effective November 1, 2014, unit members may select either a 1) prescription drug plan with a ten dollar (\$10.00) co-pay for mail-order prescription drugs, a ten dollar (\$10.00) co-pay for generic drugs

and a twenty dollar (\$20.00) co-pay for brand name drugs for individual employees and their families, if eligible, or unit members may select a 2) prescription plan which provides 90% coverage for prescription costs with no deductible and a \$1,000 maximum annual out-of-pocket cost per plan member.

REVISE Article XXIII, SALARIES

Salary increases for the school year 2014-2015, for all unit members, shall be 2.35% , inclusive of increment, retroactive to July 1, 2014.

Salary increases for the school year 2015-2016, for all unit members, shall be 2.4% , inclusive of increment, effective July 1, 2015.

Salary increases for the school year 2016-2017, for all unit members, shall be 2.4% , inclusive of increment effective July 1, 2016.

Salary guides to be mutually developed and agreed to by the parties.

REVISE Article XXV, ASSOCIATION RIGHTS AND PRIVILEGES

E. Beginning with the 2015-2016 school year, if the WEA President is a teacher, he/she shall teach three periods and he/she shall be relieved, of his/her duty periods and the administration's half of the curriculum periods (as set forth in Article VI, A.2.e.iii) for purposes of conducting WEA business.

REVISE Article XXVI, INSTRUCTIONAL COMMITTEE as follows:

Any non-standing committee formed by the Board of Education of Administration that affects the instructional program shall have teacher representation.

REVISE Article XXXI, DURATION OF AGREEMENT

This agreement shall be for a period of three years commencing ~~June 26, 2014~~ July 1, 2014 and ending June 30, 2017.

Unfair Labor Practice Charges Docket No. CO-2014-198 and CO-2014-215 shall be withdrawn by the Wayne Educational Association and Scope of Negotiations Docket No. SN-2014-074, shall be withdrawn by the Wayne Board of Education upon ratification of this Agreement.

- 1. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.

- 2. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
- 3. All other terms and conditions not contained herein shall remain status quo.
- 4. All other proposals are hereby withdrawn by both parties.

The parties have entered into this Memorandum of Agreement freely and voluntarily with a full understanding of their rights and the contents of this Agreement. This Memorandum may be amended only by written agreement signed by both parties. This Memorandum of Agreement is contingent on and subject to the ratification of the Wayne Education Association and approval by resolution by the Wayne Board of Education.

For the Wayne Board of Education

Eileen Albanese
John W. Casan

9/10/14
 Date
9/10/14
 Date

 Date

For the Wayne Education Association

Kathleen Stansberg
Bin J. Watson
John Call
Carlene Rodgers
Benee Deane

9/10/14
 Date
9/10/14
 Date
9/10/14
 Date
9/10/14
9/10/14

MEMORANDUM OF AGREEMENT #2

This Memorandum of Agreement is made this ___ day of November, 2014 between the Wayne Township Board of Education (“Board”) and the Wayne Education Association (“WEA”) (collectively “the parties”).

The parties agree as follows, with regard to the proposals for changes to the WEA agreement in effect from June 26, 2011 through June 30, 2014:

AGREEMENTS

This Agreement supplements the Memorandum of Agreement entered into by the parties on September 10, 2014.

All terms of the September 10, 2014 Memorandum of Agreement remain as agreed, unless expressly modified herein.

ARTICLE I, RECOGNITION, p.1

REVISE paragraph one of Article One as follows:

The Board recognizes the WEA as the exclusive and sole representative for collective negotiations...bedside instructors, teacher coordinators (Student Services and Technology) and driver education teachers, and including...Appendix A, but excluding assistant superintendents, ...supervisors, ~~coordinators~~...

REVISE **SCHEDULE A-9** Business Services Personnel Salary Guide as follows:

Include at bottom of schedule:

Effective with the 2013-2014 school year, OPIV secretaries in “Accounts Payable,” “Payroll” and “Benefits” positions shall be classified as Business Services Personnel (BSP IV) and paid on their appropriate step on the salary guide above.

ADD a new **SCHEDULE C-1, LEAD TEACHER and LEAD COUNSELOR COMPENSATION**

Non-Supervisory Lead Teacher \$7,500
Lead Counselor – Middle/High School \$9,500

REVISE **ARTICLE XIX, INSURANCE PROTECTION**, p. 39 as follows:

ARTICLE XIX

INSURANCE PROTECTION

A. ~~The Board and the WEA agree that the insurance coverage hereinafter referred to shall be provided to employees hired after July 1, 1996 in the manner hereinafter set forth:~~

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1. Effective January 1, 2015, employees will transition to the Horizon Direct Access Plan from the Horizon PPO as per the attached Addendum and all employees will have access to single, parent/child, member/partner, and family coverage for medical, prescription, dental and vision coverage. Employees employed by the Board as of September 10, 2014 may also elect to buy up to maintain the Horizon PPO and buy up to maintain the zero dollar (\$0.00) co-pay for mail order prescription drugs, a seven dollar and fifty cents (\$7.50) co-pay for generic drugs and a fifteen dollar (\$15.00) co-pay for brand name drugs and may opt to change to any of the District's existing medical or prescription plans during any year's open enrollment period. Current employees may also elect the Horizon EPO or Horizon HSA plans as per the attached Addendums. All employees hired after September 10, 2014 shall be enrolled in the Horizon Direct Access Plan, Horizon EPO or Horizon HSA.

Effective January 1, 2015, all unit members enrolled in the Direct Access Plan shall be entitled to select one of two prescription plans as follows: 1) a prescription drug plan with a ten dollar (\$10.00) co-pay for mail-order prescription drugs, a ten dollar (\$10.00) co-pay for generic drugs and a twenty dollar (\$20.00) co-pay for brand name drugs for individual employees and their families, if eligible, or 2) prescription plan which provides 90% coverage for prescription costs with no deductible and a \$1,000 maximum annual out-of-pocket cost per plan member.

~~1. Beginning with the first year of employment in the district, individual employee hospitalization and medical coverage for all WEA members; all premiums to be paid by the Board.~~

~~2. Beginning with the second year of employment in the district, family hospitalization and medical coverage; all premiums to be paid by the Board.~~

~~3. Beginning with the third year of employment in the district, individual employee and family vision, dental and prescription coverage; all premiums to be paid by the Board.~~

~~4. Prescription Drug Plan: Effective July 1, 2005, a Five Dollar (\$5.00) co-payment for generic prescription drugs and Fifteen Dollar (\$15.00) co-payment for brand name prescription drugs for individual employees and their families, if eligible. There is no co-payment for mail in prescription drug orders. Effective July 1, 2006, a Seven Dollar and Fifty Cent (\$7.50) co-payment for generic prescription drugs and Fifteen Dollar (\$15.00) co-payment for brand name prescription drugs for individual employees, and their families, if eligible. There is no co-payment for mail in prescription drug orders.~~

~~5. Effective July 1, 1996 a deductible of \$200 per person and \$400 per family per year shall apply to all medical expenses payable under the insurance coverages described in paragraphs 1, 2, 3 above and in Addendum 3.~~

~~6. Effective July 1, 1996, Preferred Provider Network ("PPO"), Blue Review and Green Spring Review shall be imposed on the health insurance plans offered by the Board to~~

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~~eligible employees and family members. The PPO provides a comprehensive major medical program within Network and Out of Network benefits. Blue Review encompasses ancillary hospital and medical appropriateness review. Green Spring Review encompasses mental health and substance abuse pre-admission review and medical appropriateness review.~~

7.2 Effective July 1, 2015, any employee who has dependent coverage through his or her spouse's employer (other than the Wayne Township Board of Education) may waive all insurance coverages from the Board and shall receive 50% of the single coverage costs of the Horizon Direct Access plan. Payment shall be prorated bi-monthly and will be added to the employee's payroll check. The employee shall, however, not be entitled to payment until the effective date of the enrollment change. Employees who elect this option will have the right to re-enroll for another coverage, should their family circumstances change. Re-enrollment is subject to the plan's requirements. The effective date of coverage is subject to the plan's requirements.

~~8.3~~ 8.3 The Board has established a plan pursuant to Section 125 of the Internal Revenue Code (26 U.S.C. §125) for payment by the employee of the medical insurance premium cost and any other qualifying costs.

9.4 In the event of a change of insurance carrier or carriers, the coverage provided by the carrier shall be at least as comprehensive and extensive as the initial coverage heretofore provided for, and shall be done with the approval of the WEA.

~~10.5~~ 10.5 According to the attached Addendum ~~1~~, the Board of Education shall provide dental insurance ~~under a UCR Fee Program~~ for the individual employee, if eligible, (effective September 1, 1982) and for the full family, if eligible, (effective September 1, 1983). ~~The Board's maximum contribution shall be the amount required to be paid per year for employee only coverage and for super composite coverage effective for June 30, 1996.~~ An addendum to this paragraph shall be incorporated into this Agreement when the amounts required to be paid by the Board are determined.

~~11.6~~ 11.6 Usual and customary rates (UCR) for all coverage (commencing September 1, 1982).

~~12.7~~ 12.7 ~~(Effective July 1, 1982) the Board shall pay an additional Fifteen Thousand Dollars (\$15,000.00) premium for improved x ray, laboratory, emergency room, and vision services.~~

Vision services, if the employee is eligible, as referred to above, shall be contained in the attached Addendum 2 and all of the other above referenced services shall be contained in the attached Addendum 3.

8. All premiums for medical, dental and vision shall be paid by the Board except as required by law or as outlined in Section A. above.

The parties have entered into this Memorandum of Agreement freely and voluntarily with a full understanding of their rights and the contents of this Agreement. This Memorandum may be amended only by written agreement signed by both parties. This Memorandum of Agreement is contingent on and subject to the ratification of the Wayne Education Association and approval by resolution by the Wayne Township Board of Education.

For the Wayne Township Board of Education

Date

Date

Date

For the Wayne Education Association

Date

Date

Date

TEACHERS' SALARY GUIDE

Move 1 1.5 years 9/14-1/16

| Step | BA | BA+15 | MA | MA+15 | MA+30 |
|------|--------|--------|---------|---------|---------|
| 1 | 49,900 | 51,400 | 54,800 | 57,000 | 60,700 |
| 2 | 50,700 | 52,200 | 55,400 | 57,800 | 61,500 |
| 3 | 51,900 | 53,400 | 56,600 | 59,000 | 62,700 |
| 4 | 53,150 | 54,650 | 57,850 | 60,300 | 63,950 |
| 5 | 54,400 | 55,900 | 59,100 | 61,500 | 65,400 |
| 6 | 55,600 | 57,100 | 60,300 | 62,700 | 66,600 |
| 7 | 57,020 | 58,520 | 61,720 | 64,320 | 68,220 |
| 8 | 58,480 | 59,980 | 63,180 | 66,180 | 70,480 |
| 9 | 59,950 | 61,450 | 64,650 | 68,050 | 72,750 |
| 10 | 61,470 | 63,370 | 66,570 | 70,070 | 75,170 |
| 11 | 63,490 | 65,690 | 68,890 | 72,590 | 77,990 |
| 12 | 65,630 | 68,130 | 71,330 | 75,430 | 81,030 |
| 13 | 67,900 | 70,900 | 74,100 | 78,600 | 84,400 |
| 14 | 70,250 | 73,750 | 76,950 | 81,850 | 87,850 |
| 15 | 72,700 | 76,700 | 79,900 | 84,800 | 91,100 |
| 16 | 75,260 | 79,860 | 83,160 | 88,060 | 94,460 |
| 17 | 77,950 | 83,150 | 86,550 | 91,450 | 98,050 |
| 18 | 80,740 | 86,540 | 90,040 | 95,340 | 102,240 |
| 19 | 84,110 | 90,010 | 93,510 | 99,410 | 106,610 |
| 20 | 88,710 | 94,700 | 98,240 | 104,600 | 111,760 |
| 21 | 90,590 | 96,710 | 100,320 | 106,820 | 114,130 |
| 22 | 92,400 | 98,640 | 102,320 | 108,950 | 116,410 |

Move 2 1.5 years 2/16-6/17

| Step | BA | BA+15 | MA | MA+15 | MA+30 |
|---------------|--------|---------|---------|---------|---------|
| New 1 | 50,900 | 52,400 | 55,600 | 58,000 | 61,700 |
| New 2 | 52,100 | 53,600 | 56,800 | 59,200 | 62,900 |
| New 3 | 53,400 | 54,900 | 58,100 | 60,500 | 64,200 |
| New 4 | 54,600 | 56,100 | 59,300 | 61,700 | 65,600 |
| New 5 | 55,900 | 57,400 | 60,600 | 63,000 | 66,900 |
| New 6 | 57,300 | 58,800 | 62,000 | 64,600 | 68,500 |
| New 7 | 58,700 | 60,200 | 63,400 | 66,400 | 70,700 |
| New 8 | 60,200 | 61,700 | 64,900 | 68,300 | 73,000 |
| New 9 | 61,700 | 63,600 | 66,800 | 70,300 | 75,400 |
| New 10 | 63,700 | 65,900 | 69,100 | 72,800 | 78,200 |
| New 11 | 65,900 | 68,400 | 71,600 | 75,700 | 81,300 |
| New 12 | 68,000 | 71,000 | 74,200 | 78,700 | 84,500 |
| New 13 | 70,400 | 73,900 | 77,100 | 82,000 | 88,000 |
| New 14 | 72,800 | 76,900 | 80,100 | 84,900 | 91,200 |
| New 15 | 75,500 | 80,100 | 83,400 | 88,300 | 94,600 |
| New 16 | 78,200 | 83,400 | 86,800 | 91,700 | 98,300 |
| New 17 | 81,000 | 86,800 | 90,300 | 95,600 | 102,500 |
| New 18 | 84,400 | 90,300 | 93,800 | 99,700 | 106,900 |
| New 19 | 88,900 | 94,900 | 98,400 | 104,600 | 111,800 |
| New 20 | 91,100 | 97,000 | 100,500 | 107,100 | 114,400 |
| New 21 | 94,200 | 100,400 | 104,200 | 110,800 | 118,400 |

TEACHER STEP CONVERSION AND MOVEMENT 9/01/14 – 6/30/17**SCHEDULE A-4 SH-15-01**

| 2013-2014 STEP (LAST YEAR) | MOVES TO 9/1/2014 - 1/31/2016 | MOVES TO 2/01/16 – 6/30/17 |
|---------------------------------------|--|---------------------------------------|
| | 1 | NEW 1 |
| U | 2 | NEW 2 |
| T | 3 | NEW 3 |
| S | 4 | NEW 4 |
| R | 5 | NEW 5 |
| Q | 6 | NEW 6 |
| P | 7 | NEW 7 |
| O | 8 | NEW 8 |
| N | 9 | NEW 9 |
| M | 10 | NEW 10 |
| L | 11 | NEW 11 |
| K | 12 | NEW 12 |
| J | 13 | NEW 13 |
| I | 14 | NEW 14 |
| H | 15 | NEW 15 |
| G | 16 | NEW 16 |
| F | 17 | NEW 17 |
| E | 18 | NEW 18 |
| D | 19 | NEW 19 |
| C | 20 | NEW 20 |
| B | 21 | NEW 21 |
| A | 22 | NEW 21 |

Wayne Office Personnel

| Move 1 | | | | Move 2 | | | |
|-------------------|--------------|-------------|--------------|------------------|--------------|-------------|--------------|
| 7/14-12/15 | | | | 1/16-6/17 | | | |
| 1.5 years | | | | 1.5 years | | | |
| Step | OPIII | OPIV | BSSIV | Step | OPIII | OPIV | BSSIV |
| 1 | 32,000 | 33,400 | 35,600 | New 1 | 33,000 | 34,400 | 36,700 |
| 2 | 33,000 | 34,400 | 36,600 | New 2 | 34,000 | 35,400 | 37,700 |
| 3 | 34,000 | 35,400 | 37,600 | New 3 | 35,200 | 36,600 | 38,900 |
| 4 | 35,200 | 36,600 | 38,800 | New 4 | 36,600 | 38,000 | 40,300 |
| 5 | 36,600 | 38,000 | 40,200 | New 5 | 40,000 | 41,400 | 43,700 |
| 6 | 40,000 | 41,400 | 43,600 | New 6 | 41,600 | 43,000 | 45,300 |
| 7 | 41,600 | 43,000 | 45,200 | New 7 | 44,500 | 45,900 | 48,200 |
| 8 | 44,500 | 45,900 | 48,100 | New 8 | 47,600 | 49,000 | 51,300 |
| 9 | 47,600 | 49,000 | 51,200 | New 9 | 48,532 | 49,932 | 52,232 |
| 10 | 48,532 | 49,932 | 52,132 | New 10 | 49,400 | 50,800 | 53,100 |
| 11 | 49,400 | 50,800 | 53,000 | New 11 | 50,400 | 51,800 | 54,100 |

OFFICE PERSONNEL STEP CONVERSION CHART 2014-2017 SCHEDULE A-8

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| 2013-2014 STEP (LAST YEAR) | MOVES TO 7/1/2014 - 12/31/2015 | MOVES TO 1/01/16 – 6/30/17 |
|---------------------------------------|---|---------------------------------------|
| | 1 | NEW 1 |
| J | 2 | NEW 2 |
| I | 3 | NEW 3 |
| H | 4 | NEW 4 |
| G | 5 | NEW 5 |
| F | 6 | NEW 6 |
| E | 7 | NEW 7 |
| D | 8 | NEW 8 |
| C | 9 | NEW 9 |
| B | 10 | NEW 10 |
| A | 11 | NEW 11 |

| WEA SETTLEMENT -- LPN Para 11.13.14 | | | | |
|---|--------------|--------------|--------------|--------------|
| | | | | |
| | 13-14 | 14-15 | 15-16 | 16-17 |
| LAST | RATE | RATE | RATE | RATE |
| Concord | \$ 28.50 | \$ 29.00 | \$ 29.60 | \$ 30.20 |
| Miranda | \$ 24.61 | \$ 26.00 | \$ 27.20 | \$ 27.70 |
| Wacha | \$ 24.59 | \$ 26.00 | \$ 27.20 | \$ 27.70 |
| Johnson | \$ 24.49 | \$ 25.60 | \$ 26.30 | \$ 26.80 |
| Schuck | \$ 28.55 | \$ 28.90 | \$ 29.20 | \$ 29.70 |
| D'Annunzio | \$ 25.09 | \$ 25.60 | \$ 26.30 | \$ 26.80 |
| Niedzielski | \$ 24.55 | \$ 25.00 | \$ 25.50 | \$ 26.00 |
| Schechter | \$ 24.49 | \$ 25.00 | \$ 25.50 | \$ 26.00 |
| Gonzalez | \$ 24.43 | \$ 25.00 | \$ 25.50 | \$ 26.00 |
| Sasso | \$ 28.41 | \$ 28.75 | \$ 29.10 | \$ 29.50 |
| | | | | |
| | | | | |
| WEA SETTLEMENT -- Health Aides Calculation | | | | |
| Cordo | \$ 24,888 | \$ 25,473 | \$ 26,084 | \$ 26,710 |
| Gomez | \$ 24,888 | \$ 25,473 | \$ 26,084 | \$ 26,710 |
| DePetris | \$ 24,888 | \$ 25,473 | \$ 26,084 | \$ 26,710 |