

**MEMORANDUM OF AGREEMENT
BETWEEN
BOARD OF EDUCATION (Board)
and
ASSOCIATION (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 20 15 to June 30, 20 18**

THIS MEMORANDUM OF AGREEMENT is made this 3rd day of August, 2015,
by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive
at a successor agreement to a contract which expires on June 30, 20 15; and

WHEREAS, the parties have arrived at a Memorandum of Agreement which each will
present to their respective constituents, along with their recommendations for acceptance and
ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties
stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by
the parties represented by the signatories herein to the contract and to the execution of a more formal
contract.
2. The Contract shall cover the period of July 1, 20 15 to June 30, 20 18.
3. All portions of the most recently expired contract and not modified by the terms of this
Memorandum shall continue to be of full force and effect and be carried forward and be incorporated
into the July 1, 20 15 to June 30, 20 18 Contract.
4. A duplicate of this Memorandum has been furnished to and been received by
representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the contract shall be
conformed to the duration of the July 1, 20 15 to June 30, 20 18 Contract.
6. All items agreed to by and between the parties during negotiations shall be
incorporated into the July 1, 20 15 to June 30, 20 18 Contract.
7. Tentative Agreements Nos. 1 and 2 are hereby attached to and made a part of
this Memorandum. (FAL TENTATIVE 1+2, AND CUSTOMERS 1+2)

8. THE AGREES UPON BARGAINING ANALYSIS AND
SCATTERGRAM ARE HEREBY ATTACHED TO AND MADE A PART OF
THE MEMORANDUM

ARTICLE X TEACHING HOURS AND TEACHING LOAD

PAGE 8, PAR A LINE 13

ADD: AFTER ... ALIGNING CURRICULUM ...

... AND PROFESSIONAL LEARNING COMMUNITIES MAY BE
SCHEDULED ...

PAGE 9, PAR D (1)

DELETE: D (1)

SUBSTITUTE: D.1. ELEMENTARY CLASSROOM TEACHERS: SEVEN (7)

PERIODS PER WEEK. A PERIOD IS CONSIDERED TO BE OF AT

LEAST THIRTY (30) MINUTES

PAGE 10, PAR F (4)

ADD: EFFECTIVE JULY 1, 2015 ENGLISH AS A SECOND LANGUAGE

(ESL) TEACHERS GRADES 0-12 SHALL NOT RECEIVE ADDITIONAL

COMPENSATION FOR TEACHING A 6TH PERIOD

PAGE 10, PARAF (6)

ADD: Any High School Teacher Assigned to teach

ADVANCED ARCHITECTURAL DESIGN (AND OTHER COURSES IDENTIFIED BY

THE BOARD) SHALL BE ASSIGNED FIVE (5) CREDITS

ARTICLE XIX TEACHER EVALUATION

PAGE 20 PAR A

DELETE AND SUBSTITUTE:

Any PROVISIONS REGARDING TEACHER EVALUATIONS CONTAINED IN THIS

ARTICLE OR ELSEWHERE IN THIS AGREEMENT SHALL BE CONSISTENT

WITH THE BOARD APPROVED EVALUATION MODEL AND TEACHER

EFFECTIVENESS AND ACCOUNTABILITY FOR THE CHILDREN OF NEW

JERSEY ACT (TEACH-NT) NJSIA 18A:6-17 ET AL. Any

PROVISIONS REGARDING TEACHER EVALUATIONS NOT CONSISTENT

WITH THE BOARD APPROVED EVALUATION MODEL AND TEACH-NT

NJSIA 18A:6-17 ET AL SHALL BE DEEMED NULL AND VOID

AND SHALL HAVE NO FORCE OR EFFECT

ARTICLE XIV HEALTH INSURANCE

Page 15

B

DEBTS AND SUBSIDIES:

EFFECTIVE JULY 1, 2015

B 1. ALL EMPLOYEES CURRENTLY ENROLLED IN THE NATIONAL INDEMNITY PLAN SHALL BE ENROLLED IN THE DIRECT ACCESS HEALTH PLANS

2. ALL EMPLOYEES CURRENTLY ENROLLED IN THE POINT OF SERVICE MEDICAL PLAN SHALL HAVE THE OPTION OF REMAINING IN THE POINT OF SERVICE MEDICAL PLAN OR ENROLLING IN THE DIRECT ACCESS PLAN. IF AN EMPLOYEE ENROLLED IN THE POINT OF SERVICE MEDICAL PLAN ENROLLS IN THE DIRECT ACCESS MEDICAL PLAN, THE EMPLOYEE MAY NOT SUBSEQUENTLY RE-ENROLL IN THE POINT OF SERVICE MEDICAL PLAN.

ARTICLE XIX HEALTH BENEFITS (CONTINUED)

B.3 ALL EMPLOYEES HIRED AS OF JULY 1, 2015

SHALL BE ENROLLED IN THE DIRECT ACCESS MEDICAL PLAN

D DEAD

E BECOMES D

F BECOMES E

G BECOMES F

H BECOMES G

THE ABOVE HEALTH BENEFIT MODIFICATIONS MUST ALSO BE INCLUDED IN ARTICLE XIX - SEVERITIES AND

ARTICLE XVII HEALTH INSURANCE OF THE AGREEMENT BETWEEN THE UMN AND THE CUSTODIAL + MAINTENANCE UNIT.

ARTICLE XXIV PROFESSIONAL DEVELOPMENT/EDUCATIONAL
IMPROVEMENT

PAGE 23 PAR A (4)

LINE 1

DEGREE 321

SUBSIDIARY 335

LINE 1

DEGREE 1928

SUBSIDIARY 2010

SALARY

THE 2014-2015 BASE SALARY FOR ALL EMPLOYEES SHALL BE ESTABLISHED BY HUMAN RESOURCES UPON STATEMENT WITHOUT STATE PAY ATTACHED.

IN EACH YEAR THE AGENDA UPON INCREASE SHALL INCLUDE THE COST OF INCREASE. SALARY ADJUSTMENT ~~SHALL~~ MAY RESULT IN A MODIFICATION OF CURRENT SALARY GRIDS, SCALER, AND STEPS, INCLUDING THE IMPLEMENTATION OF ADDITIONAL STEPS.

SALARY DISTRIBUTION AND SALARY GRID CONSTRUCTION SHALL BE HUMANLY ADMINISTERED BY THE PERSONNEL AND THE BUREAU AND SUBJECT TO BOARD APPROVAL

ALL BONUSES / COMPENSATION / MERITARY AMOUNTS LISTED IN THE AGREEMENT AND NOT PROVIDED BY A NEGOTIATED AGREEMENT OR IN THIS NEGOTIATION OF AGREEMENT SHALL REMAIN AT THEIR 2014-2015 RATE FOR THE TERM OF THIS

AGREEMENT

SALARY (CONTINUED) ALL GROUPS SHALL BE INCREASED AS FOLLOWS

2015 - 2016 : 2.3% INCLUSIVE OF THE COST OF INCREMENT

2016 - 2017 2.4% INCLUSIVE OF THE COST OF INCREMENT

2017 - 2018 2.5% INCLUSIVE OF THE COST OF INCREMENT

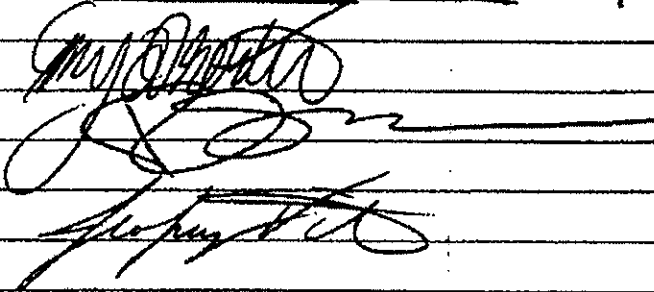
TEAM

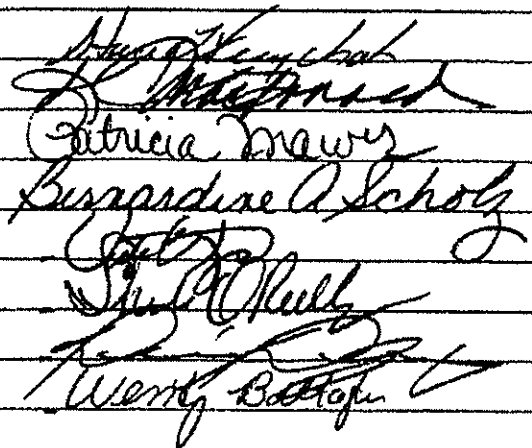
JULY 1, 2015 TO JUNE 30, 2018

BOARD

AUGUST 3, 2015

ASSOCIATION





TENTATIVE AGREEMENT No. 1

**For a Successor Agreement to the
Agreement Between the**

**ROSELLE PARK BOARD OF EDUCATION ("Board")
and
ROSELLE PARK EDUCATION ASSOCIATION ("Association")
Which Expires on June 30, 2015**

COVER PAGE

Delete: July 1, 2012...June 30, 2015

Substitute: July 1, 2015...June 30, 2018

PREAMBLE

P 1

Delete: This contract, made and entered into on the ____ day of _____, 2013...

Substitute: This contract, made and entered into on the ____ day of _____, 2015...

ARTICLE III – ASSOCIATION RIGHTS AND PRIVILEGES

P 4, Par D

Delete: Printing cost of all new RPEA contracts shall be shared equally by both parties.

ARTICLE X – TEACHING HOURS AND TEACHING LOAD

P 9, Par D(5)

Delete: Each traveling teacher shall be required to attend meetings at the building that has been designated as his/her home base.

Substitute: Each traveling teacher shall be required to attend meetings at the school that has been designated as their home base.

P 9, Par D(6)

Delete: Any teacher holding the Athletic Trainer's position shall have the first period of the day for a preparation period. This individual shall not be required to be on school grounds during this preparation period.

Substitute: Any certified teacher holding the Athletic Trainer's position shall have the first period of the day for a preparation period. This individual shall not be required to be on school grounds during this preparation period.

P 11, Par J

Delete: In view of this, the Board will require attendance at two (2) PTA/PTSA meetings, one of which will be Back-to-School Night.

Substitute: In view of this, the Board will require attendance at Back-to-School Night and at an evening Parent-Teacher Conference.

ARTICLE XIII – SALARIES

P 14, Par I

Delete: ...shall choose either pay at the hourly rate or compensatory time...

Substitute: ...shall receive pay at the hourly extended school year / Home Instruction rate...

P 14, Par K (*New*)

Add: The hourly rate for extended school year shall be the same as the current rate for Home Instruction.

ARTICLE XVII – EXTENDED LEAVES OF ABSENCE

P 17, Par A(1)(e) (*New*)

Add: Maternity leave shall be granted in accordance with all applicable Federal and State Laws.

P 17, Par A(2)

Delete: A teacher's return date to employment shall be extended for a reasonable period of time at her request for reason associated with pregnancy, birth, or other related causes.

Modify: A teacher's return date to employment may be extended for a reasonable period of time at her request for reason associated with pregnancy, birth, or other related causes, subject to the approval of the Superintendent.

ARTICLE XXII- TEACHER-ADMINISTRATION LIAISON

P 22, Par A

Delete: Individuals in the bargaining unit in each school will elect a liaison committee to serve for one (1) year to meet upon request with the school principal at least once a month during the school year to review and discuss local school problems and practices. Said committee will consist of not more than one (1) member for every ten (10) teachers or representation from each department in the school building, but shall in no event be less than three (3) members.

Modify: Renumber remaining paragraphs.

ARTICLE XXIV – PROFESSIONAL DEVELOPMENT/EDUCATIONAL IMPROVEMENT

P 23, Par A(5)

Delete: The district will comply with the state mandated one hundred (100) hours of professional development ... The district will provide workshops during the in-school year toward meeting the one hundred (100) hour requirement.

Modify: The district will comply with the state mandated ~~one~~ twenty (20) hours of professional development per year ... The district will provide workshops during the in-school year toward meeting the twenty (20) hour requirement.

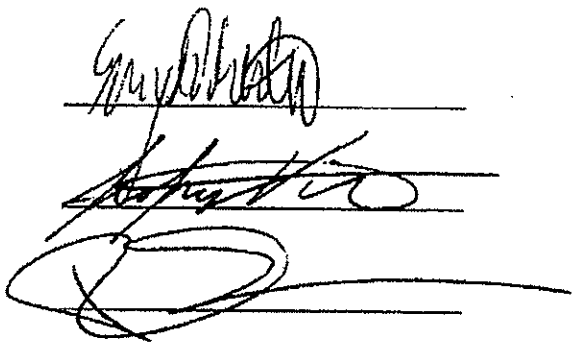
ARTICLE XXXVI – PARAPROFESSIONALS' PROVISIONS

P 37, Par G (New)

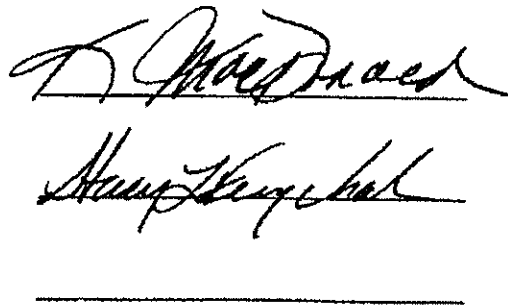
Add: Aides, upon retirement from the district with a minimum of fifteen (15) years of service to the district, will receive compensation for accumulated regular sick leave. The schedule for compensation for the duration of this contract will be: \$30 per day - \$5,500 maximum allowed.

Converted personal days shall not be considered sick days for the purpose of reimbursement and shall not accrue toward retirement compensation.

On Behalf of the Board

Three handwritten signatures are present on three horizontal lines. The top signature is a cursive name, the middle one is more stylized, and the bottom one is a large, circular flourish.

On Behalf of the Association

Two handwritten signatures are present on two horizontal lines. The top signature is a cursive name, and the bottom one is a cursive name with a long horizontal stroke extending to the right.

TENTATIVE AGREEMENT NO 2
 TOSSELLS FREE BOARD OF EDUCATION
 POTELLE FREE EDUCATION ASSOCIATION

JULY 23, 2015

Negotiations April 2015 Suggested Contract Changes to Schedules B & C

1. **Weight Lifting** - move from Schedule B to Schedule C and label:

	<u>A</u>	<u>B</u>
Weight Room Supervisor Fall	2500	2600
Weight Room Supervisor Winter	2500	2600
Weight Room Supervisor Spring	2500	2600
Weight Room Supervisor Summer	2500	2600

Job description will define the job to involve a total of 60 hours per season. Schedule to be arranged through the administrator in charge of athletics. Weight room will be open to any high school student during this time and will not be for use by a specific sport. Daily attendance log must be maintained and given to administration each week. Any coach looking to reserve the weight room for their team must schedule this through the administration and be present to supervise their own team for no additional stipend since this is part of their coaching duties.

2. **Cheerleading** -- according to existing job description will be split in two, dividing the current stipend evenly.

	<u>A</u>	<u>B</u>
Cheerleading- Head Fall	2784	2927
Cheerleading -Head Winter	2784	2927
Cheerleading-Asst. Fall	2326	2446
Cheerleading-Asst. Winter	2326	2446

Job duties will follow the existing job description for those seasons.

3. **Robotics** - Add to Schedule C:

	<u>A</u>	<u>B</u>
Robotics Head Advisor	7318	7694
Robotics Assistant Advisor	5633	5922

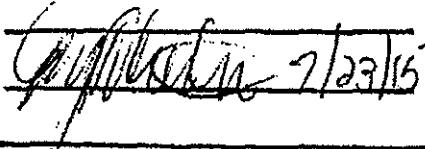
Job description will include supervision of meetings, practices, and competitions during the school year: September – June.


4. **Volleyball** – Add to Schedule B:

At the same rate as Field Hockey for which we no longer have a team

5. **HS Activities Chaperones** – clarify to use at most five times a year with a maximum of 4 chaperones per activity each chaperone to be paid at a rate of:

<u>A</u>	<u>B</u>
105	110





YEAR 1			
2015-16	Roselle Park Teachers		
Salary Guide			
Step	BA	MA	MA+30
1	54,300	58,551	63,261
2	54,511	58,762	63,472
3	54,722	58,973	63,683
4	54,933	59,184	63,894
5	55,617	60,008	64,800
6	56,346	60,920	65,724
7	57,064	61,829	66,728
8-11	57,826	62,787	67,744
12	59,006	64,170	69,183
13	60,117	65,804	70,684
14	61,630	68,243	72,283
15	63,225	70,687	74,457
16	64,890	73,193	76,660
X	66,018	74,321	77,788
W	66,789	75,092	78,559
V	67,594	75,897	79,364
U	68,449	76,752	80,219
T	68,499	76,802	80,269
S	68,879	77,182	80,649
R	69,509	77,812	81,279
Q	70,088	78,993	81,862
P	71,022	80,726	83,371
N	73,144	82,664	85,303
M	73,535	83,690	86,144
L	74,672	84,911	87,050
K	75,896	86,496	88,950
J	77,233	88,313	92,056
G	79,713	91,724	98,660
E	85,358	96,426	104,516
D	89,602	99,476	109,645

YEAR 2			
2016-17	Roselle Park Teachers		
Salary Guide			
Step	BA	MA	MA+30
1	55,165	59,416	64,126
2	55,376	59,627	64,337
3	55,587	59,838	64,548
4	55,798	60,049	64,759
5	56,482	60,873	65,665
6	57,211	61,785	66,589
7	57,929	62,694	67,593
8	58,691	63,652	68,609
9-12	59,406	64,570	69,583
13	60,517	66,204	71,084
14	62,030	68,643	72,683
15	63,625	71,087	74,857
16	65,290	73,593	77,060
Y	66,410	74,713	78,180
X	67,538	75,841	79,308
W	68,309	76,612	80,079
V	69,114	77,417	80,884
U	69,969	78,272	81,739
T	70,019	78,322	81,789
S	70,399	78,702	82,169
R	71,029	79,332	82,799
Q	71,608	80,513	83,382
P	72,542	82,246	84,891
N	74,664	84,184	86,823
M	75,055	85,210	87,664
L	76,192	86,431	88,570
K	77,416	88,016	90,470
J	78,753	89,833	93,576
G	81,233	93,244	100,180
E	85,963	97,031	105,121
D	90,207	100,081	110,250

YEAR 3			
2017-18	Roselle Park Teachers		
Salary Guide			
Step	BA	MA	MA+30
1	55,873	60,124	64,834
2	56,084	60,335	65,045
3	56,295	60,546	65,256
4	56,506	60,757	65,467
5	57,190	61,581	66,373
6	57,919	62,493	67,297
7	58,637	63,402	68,301
8	59,391	64,352	69,309
9	60,106	65,270	70,283
10-13	61,217	66,904	71,784
14	62,730	69,343	73,383
15	64,325	71,787	75,557
16	65,990	74,293	77,760
Z	66,914	75,217	78,684
Y	68,034	76,337	79,804
X	69,162	77,465	80,932
W	69,933	78,236	81,703
V	70,738	79,041	82,508
U	71,593	79,896	83,363
T	71,643	79,946	83,413
S	72,023	80,326	83,793
R	72,653	80,956	84,423
Q	73,232	82,137	85,006
P	74,166	83,870	86,515
N	76,288	85,808	88,447
M	76,679	86,834	89,288
L	77,816	88,055	90,194
K	79,040	89,640	92,094
J	80,377	91,457	95,200
G	82,857	94,868	101,804
E	86,611	97,679	105,769
D	90,855	100,729	110,898

YEAR 1			
2015-16	Roselle Park Secretaries		
Salary Guide			
Step	10 Mo	P/T 10 Mo	12 Mo
1	45,384	24,262	50,273
2	45,884	24,512	50,848
3	46,384	24,762	51,423
4	46,884	25,012	51,998
5	47,384	25,262	52,573
6	47,884	25,512	53,148
7	48,384	25,762	53,723
8	48,884	26,012	54,298
9	49,384	26,262	54,873
N	49,999	26,877	55,488
M	50,065	27,127	55,624
L	50,078	27,357	55,638
K	50,103	27,587	55,668
I	50,252	28,047	55,833
H	50,352	28,277	55,945
G	50,680	28,507	56,313
D	52,314	29,197	58,143

YEAR 2			
2016-17	Roselle Park Secretaries		
Salary Guide			
Step	10 Mo	P/T 10 Mo	12 Mo
1	46,074	24,952	50,963
2	46,574	25,202	51,538
3	47,074	25,452	52,113
4	47,574	25,702	52,688
5	48,074	25,952	53,263
6	48,574	26,202	53,838
7	49,074	26,452	54,413
8	49,574	26,702	54,988
9	50,074	26,952	55,563
N	51,274	28,152	56,763
M	51,340	28,402	56,899
L	51,353	28,632	56,913
K	51,378	28,862	56,943
I	51,527	29,322	57,108
H	51,627	29,552	57,220
G	51,955	29,782	57,588
D	53,589	30,472	59,418

YEAR 3			
2017-18	Roselle Park Secretaries		
Salary Guide			
Step	10 Mo	P/T 10 Mo	12 Mo
1	46,822	25,700	51,711
2	47,322	25,950	52,286
3	47,822	26,200	52,861
4	48,322	26,450	53,436
5	48,822	26,700	54,011
6	49,322	26,950	54,586
7	49,822	27,200	55,161
8	50,322	27,450	55,736
9	50,822	27,700	56,311
N	52,639	29,517	58,128
M	52,705	29,767	58,264
L	52,718	29,997	58,278
K	52,743	30,227	58,308
I	52,892	30,687	58,473
H	52,992	30,917	58,585
G	53,320	31,147	58,953
D	54,954	31,837	60,783

YEAR 1	
2015-16	Roselle Park Inst Para
Freeze on Step	
Salary Guide	
Step	Hourly
1	14.52
2	15.22
3	15.93
4	16.64
5	17.37
6	18.09

YEAR 2	
2016-17	Roselle Park Inst Para
Freeze on Step	
Salary Guide	
Step	Hourly
1	14.89
2	15.58
3	16.29
4	17.00
5	17.73
6	18.45

YEAR 3	
2017-18	Roselle Park Inst Para
Freeze on Step	
Salary Guide	
Step	Hourly
1	15.28
2	15.97
3	16.68
4	17.39
5	18.12
6	18.85

	2015-2016	2016-2017	2017-2018
Enterprise Clerk	26.11	26.73	27.40
Admin/ Clerical Paras	13.88	14.22	14.57
Computer Aide	\$31,963	\$32,730	\$33,548

TENTATIVE AGREEMENT No. 1

**For a Successor Agreement to the
Agreement Between the**

**ROSELLE PARK BOARD OF EDUCATION ("Board")
and
ROSELLE PARK EDUCATION ASSOCIATION CUSTODIAL AND MAINTENANCE
UNIT ("Association")
Which Expires on June 30, 2015**

COVER PAGE

Delete: July 1, 2012...June 30, 2015

Substitute: July 1, 2015...June 30, 2018

PREAMBLE

P 1

Delete: This contract, made and entered into on the ____ day of _____, 2013...

Substitute: This contract, made and entered into on the ____ day of _____, 2015...

ARTICLE XI – WORK SCHEDULE

P 12, Par H

Delete: For the months of July and August, the work schedule shall be a ten (10) hour day exclusive of a thirty (30) minute lunch, four consecutive days per week either Monday to Thursday or Tuesday to Friday (excluding Saturday and Sunday). The ten (10) hour shift shall not start earlier than 6:00 a.m. and end no later than 1:00 a.m. the following day.

This summer schedule shall begin on the first Monday after July 4 and shall end on the first Monday following August 31. However, this schedule may be modified at the discretion of the administration to ensure proper coverage for all buildings during the time periods set forth herein.

ARTICLE XII – HOLIDAYS

P 13, Par A

Delete: day after Easter

Modify: day after Easter*

ARTICLE XIII – VACATIONS

P 15, Par B

Delete: (Example #1: An employee hired August 1, 1993 is entitled to five (5) days vacation to be taken between July 1, 1994 and June 30, 1995).

(Example #2: An employee hired August 1, 1989 is entitled to ten (10) days vacation to be taken between July 1, 1994 and June 30, 1995).

ARTICLE XXII – SENIORITY

P 32, Par H(1)-(2)

Delete: 1. Overtime at each school shall be distributed on a fair and equitable basis.

2. In the event that all employees who are offered a particular overtime assignment decline to accept that assignment, the least senior employee who was offered the assignment shall be obligated to accept it. Refusal to accept such an assignment may be grounds for discipline.

Modify: Custodial overtime at each school will go to the employees that are assigned to work in that school first.


In the event that an overtime assignment cannot be filled by the staff assigned to their school overtime will then be assigned to all custodial/maintenance personnel by seniority on a rotating basis.

The Director of Plant Operations will maintain a list of those employees who worked or declined to work. Once the

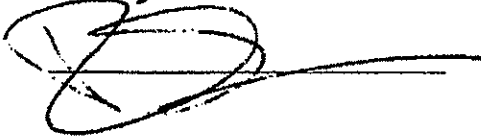
sequence in the list is exhausted it will start again with the top person in seniority.

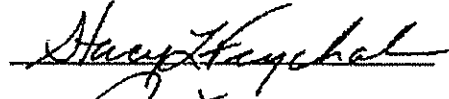
On Behalf of the Board


On Behalf of the Association











TENTATIVE AGREEMENT No. 2

**For a Successor Agreement to the
Agreement Between the**

**ROSELLE PARK BOARD OF EDUCATION ("Board")
and
ROSELLE PARK EDUCATION ASSOCIATION CUSTODIAL AND MAINTENANCE
UNIT ("Association")
Which Expires on June 30, 2015**

ARTICLE XIV- SALARY

P 18, Par F (*New*)

Add: Custodians working maintenance shall be compensated an additional one dollar (\$1) per hour for performing General maintenance jobs.

ARTICLE XVIII - UNIFORMS


P 25, Par A(2)

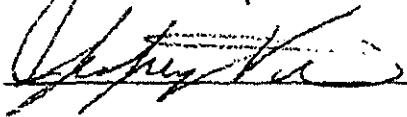
Delete: ...three hundred (\$300) dollars...


Modify: ...three hundred fifty (\$350) dollars...


On Behalf of the Board


On Behalf of the Association











7/23/15

Schedule A Starting Salaries			
	2015-2016	2016-2017	2017-2018
	2.30%	2.40%	2.50%
Custodian	\$37,469	\$38,369	\$39,328
General maintenance	\$43,417	\$44,459	\$45,571
Skilled maintenance	\$49,885	\$51,082	\$52,359
Tradesman	\$55,427	\$56,757	\$58,176
Schedule B			
	2015-2016	2016-2017	2017-2018
	2.30%	2.40%	2.50%
Maintenance			
Dubasak	\$65,755	\$67,333	\$69,017
Fuzo	\$46,210	\$47,319	\$48,502
Gjakova	\$24,943	\$25,542	\$26,180
D. Vanderzee	\$43,417	\$44,459	\$45,571
Custodial			
Barry	\$54,863	\$56,180	\$57,585
Cohen	\$37,163	\$38,054	\$39,006
Denike	\$37,469	\$38,369	\$39,328
Gjakova	\$18,735	\$19,184	\$19,664
Gregory	\$54,863	\$56,180	\$57,585
Groppe	\$67,382	\$68,999	\$70,724
Jones	\$39,239	\$40,181	\$41,185
McHale	\$39,239	\$40,181	\$41,185
Medina	\$38,434	\$39,357	\$40,340
Nechuta	\$38,434	\$39,357	\$40,340
Palacios	\$43,264	\$44,302	\$45,410
Plesnik	\$40,500	\$41,472	\$42,508
Speranza	\$37,469	\$38,369	\$39,328
Tancredi	\$38,434	\$39,357	\$40,340
Umana	\$39,239	\$40,181	\$41,185
W. Vanderzee	\$37,469	\$38,369	\$39,328
Yaworski	\$43,574	\$44,619	\$45,735