

MEMORANDUM OF AGREEMENT

BOARD OF EDUCATION OF THE
SOMERSET COUNTY VOCATIONAL & TECHNICAL SCHOOLS

AND

SOMERSET COUNTY VOCATIONAL TECHNICAL
EDUCATION ASSOCIATION

This Agreement is entered into this 23rd day of March, 2021.

The parties agree to a two-year contract beginning July 1, 2021 through June 30, 2023.

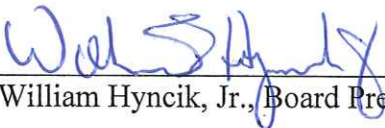
All items in the expiring 2020-21 contract will remain in effect.

The percentage increase for 2021-22 is 2.9%.

The percentage increase for 2022-23 is 3.0%.

The salary guides for 2021-22 and 2022-23 will be attached to this Memorandum of Agreement upon creation.

Somerset County Vocational Board of Education


By: William Hyncik, Jr., Board President

Dated: 3/23/2021

Somerset County Vocational-Technical Education Association


By: Andrew Coslit, SCVTEA President

Dated: 5/13/2021

SCVTEA Teacher Salary Guide
2021-22

Salary Guide Step	A	B	C	D
1	58,705	62,265	64,045	65,825
2-3	58,955	62,515	64,295	66,075
4-5	59,455	63,015	64,795	66,575
6-7	60,495	64,055	65,835	67,615
8-9	62,095	65,655	67,435	69,215
10-11	63,745	67,305	69,085	70,865
12-13	65,395	68,955	70,735	72,515
14-15	67,045	70,605	72,385	74,165
16-17	68,695	72,255	74,035	75,815
18-19	70,345	73,905	75,685	77,465
20-21	71,995	75,555	77,335	79,115
22	73,645	77,205	78,985	80,765
23	75,295	78,855	80,635	82,415
24	76,945	80,505	82,285	84,065
25	78,945	82,505	84,285	86,065
26	80,945	84,505	86,285	88,065
27	82,970	86,530	88,310	90,090
28	84,995	88,555	90,335	92,115
29	87,020	90,580	92,360	94,140
30	89,045	92,605	94,385	96,165
31-32	91,070	94,630	96,410	98,190
33	93,095	96,655	98,435	100,215

The accompanying teacher salary schedule indicates the salaries which shall be paid at the various salary steps. The revised salary guide will not negatively impact any present employees in accordance with the Hold Harmless rule. Each employee employed on the date this agreement is signed will be placed in the equivalent or above column. This provision shall not apply to those employees hired after the date this agreement is signed. It is the intent and purpose of the Board to encourage and recognize the appropriate professional improvement and preparation beyond the minimum requirements for certification.

Column A provides for salaries and is based on the minimum requirements for permanent certification for shop teachers, CE coordinator, and academic subject teachers.

Column B provides for salaries for shop teachers and CE coordinator with 60 college credits, and for academic teachers with a B.A. degree plus 30 post graduate credits (with at least 21 credits being in the teacher's area of teaching certification or certifications and/or courses which will enhance instruction in the following areas: curriculum, classroom management, read and discipline specific courses.

Column C provides for salaries for shop teachers and CE coordinator with Bachelor's degrees and academic teachers with Master's degrees plus 15 post graduate college credits.

Column D provides for salaries for shop teachers and CE coordinator with Master's degrees or Bachelor's degrees plus 15 credits, and academic teachers with a Doctorate degree or a Master's degree plus 60 post graduate credits.

Academic teachers with a Master's degree will have \$725 added to the amount set forth on these salary guides.

SCVTEA Teacher Salary Guide
2022-23

Salary Guide Step	A	B	C	D
1-2	59,700	63,260	65,040	66,820
3-4	60,200	63,760	65,540	67,320
5-6	61,100	64,660	66,440	68,220
7-8	62,700	66,260	68,040	69,820
9-10	64,350	67,910	69,690	71,470
11-12	66,000	69,560	71,340	73,120
13-14	67,650	71,210	72,990	74,770
15-16	69,300	72,860	74,640	76,420
17-18	70,950	74,510	76,290	78,070
19-20	72,600	76,160	77,940	79,720
21-22	74,250	77,810	79,590	81,370
23	75,900	79,460	81,240	83,020
24	77,550	81,110	82,890	84,670
25	79,550	83,110	84,890	86,670
26	81,550	85,110	86,890	88,670
27	83,575	87,135	88,915	90,695
28	85,600	89,160	90,940	92,720
29	87,625	91,185	92,965	94,745
30	89,650	93,210	94,990	96,770
31	91,675	95,235	97,015	98,795
32	93,700	97,260	99,040	100,820

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Column C provides for salaries for shop teachers and CE coordinator with Bachelor's degrees and academic teachers with Master's degrees plus 15 post graduate college credits.

Column D provides for salaries for shop teachers and CE coordinator with Master's degrees or Bachelor's degrees plus 15 credits, and academic teachers with a Doctorate degree or a Master's degree plus 60 post graduate credits.

Academic teachers with a Master's degree will have \$725 added to the amount set forth on these salary guides.

SCVTEA Secretary/Support Staff Salary Guide
2021-22

Salary Guide Step	A	B	C	D
1-2	39,870	42,370	44,870	54,870
3	40,220	42,720	45,220	55,220
4	40,570	43,070	45,570	55,570
5	40,920	43,420	45,920	55,920
6	41,475	43,975	46,475	56,475
7	42,295	44,795	47,295	57,295
8	43,320	45,820	48,320	58,320
9	44,370	46,870	49,370	60,085
10	45,555	48,055	50,555	62,450
11	46,800	49,300	51,800	64,850
12	48,095	50,595	53,095	67,275
13	49,440	51,940	54,440	69,610
14	50,835	53,335	55,835	71,910
15	52,280	54,780	57,280	74,220
16	53,775	56,275	59,125	76,540

Secretary/Support Staff Categories

Category	Job Title
D	CTE and Workforce Development Coordinator
D	Coordinator of Creative Arts
D	Data Processing Specialist
D	Communication Assistant
D	Administrative Secretary to the HS Principal
D	Data Analyst
D	Production/Lighting Design/Technical Theater Coordinator
C	Administrative Secretary
C	Administrative Secretary – School Based Programs
C	Alternative Education Child Advocate
C	Help Desk Support Technician
B	Secretary
A	Clerk

SCVTEA Secretary/Support Staff Salary Guide
2022-23

Salary Guide Step	A	B	C	D
1-3	41,110	43,610	46,260	56,825
4	41,360	43,860	46,510	57,075
5	41,610	44,110	46,760	57,325
6	41,860	44,360	47,010	57,575
7	42,665	45,165	47,815	58,380
8	43,690	46,190	48,840	59,405
9	44,740	47,240	49,890	60,455
10	45,915	48,415	51,065	62,810
11	47,200	49,700	52,350	65,250
12	48,535	51,035	53,685	67,715
13	49,920	52,420	55,070	70,090
14	51,355	53,855	56,505	72,430
15	52,840	55,340	57,990	74,780
16	54,375	56,875	59,725	77,140

Secretary/Support Staff Categories

Category	Job Title
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D	Coordinator of Creative Arts
D	Data Processing Specialist
D	Communication Assistant
D	Administrative Secretary to the HS Principal
D	Data Analyst
D	Production/Lighting Design/Technical Theater Coordinator
C	Administrative Secretary
C	Administrative Secretary – School Based Programs
C	Alternative Education Child Advocate
C	Help Desk Support Technician
B	Secretary
A	Clerk

Maintenance Employees Categories and Salary Ranges

		2021-22 Range	2022-23 Range
Lead Utility Worker	Category I	\$55,689-\$74,600	\$57,360-\$76,838
Utility Worker	Category II	\$51,634-\$72,960	\$53,183-\$75,149
Bus Driver, Security, Entry Level Maintenance Worker	Category III	\$45,073-\$56,556	\$46,425-\$58,253

The base salaries for maintenance employees employed by the Board as of the date of this contract shall be increased for the school years as follows:

2021/22 2.9%
2022-23 3.0%

Instructional Aides and Salary Ranges

2021-22 Range	2022-23 Range
\$44,830-\$46,681	\$46,175-\$48,081

The base salaries for maintenance employees employed by the Board as of the date of this contract shall be increased for the school years as follows:

2021/22 2.9%
2022-23 3.0%