

BOARD

#1B

RESOLUTION NO. 27075

APPROVE PRIVATE EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act and the Fort Lee Board of Education reserve the right within the constraints of State Law to sit in Private Session; and

WHEREAS, there now exists a need for this Board of Education to meet in Private Session for the following purposes:

- a. Superintendent Evaluation
- b. Personnel Matters as needed

NOW, THEREFORE, BE IT RESOLVED, that the Fort Lee Board of Education conduct a Private Executive Session immediately to discuss exempt matters listed above and any such matters that may come before the Board; and

BE IT FURTHER RESOLVED that the public will be informed regarding the topics discussed in Private as follows:

- a. As legally allowed
- b. As legally allowed

DATED: June 15, 2015

Motion by: Mr. Joseph Surace

Seconded by: Mrs. Holly Morell

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MRS. HOLLY MORELL	X			
MR. MICHAEL OSSO	X			
MR. YUSANG PARK			X	
MR. AMMAD QURAIISHI	X			
MRS. CANDACE ROMBA			X	
MR. JOSEPH SURACE	X			
MR. JEFF WEINBERG	X			
MR. DAVID SARNOFF	X			

**APPROVAL OF THE REVISED SECRETARIAL SALARY GUIDES
BETWEEN THE FORT LEE BOARD OF EDUCATION
AND THE FORT LEE EDUCATION ASSOCIATION (FLEA)**

RESOLVED, the Board of Education, upon the recommendation of the Negotiations Committee, approves the revised Salary Guides for secretaries pursuant to the Memorandum of Agreement between the Fort Lee Board of Education and the Fort Lee Education Association, for the period of July 1, 2013 to June 30, 2016.

DATED: June 15, 2015
Attachment

*Please note that Mr. Michael Osso and Mrs. Candace Romba abstained

Motion by: Mrs. Holly Morell

Seconded by: Mrs. Esther Han Silver

Motion Passed

Motion Failed

ROLL CALL	AYES	NAYS	ABSENT	ABSTAINED
MRS. ESTHER HAN SILVER	X			
MRS. HOLLY MORELL	X			
MR. MICHAEL OSSO				X
MR. YUSANG PARK	X			
MR. AMMAD QURAIISHI	X			
MRS. CANDACE ROMBA				X
MR. JOSEPH SURACE	X			
MR. JEFF WEINBERG	X			
MR. DAVID SARNOFF	X			

REVISED

SECRETARIAL

SALARY GUIDES

BASE YEAR
2012-13 Fort Lee

Salary Guide

Step	12 Mths	10 Mths	BKPR
1	36,900	30,750	40,000
2	38,500	32,080	42,000
3	41,000	34,166	46,000
4	43,500	36,250	49,000
5	45,500	37,916	51,000
6	48,500	40,417	54,000
7	51,750	43,125	57,000
8	57,128	47,606	58,443

Scattergram

Step	12 Mths	10 Mths	BKPR	Total	Percent
1		2.00		2.00	11.11%
2				-	-
3	1.00	2.00		3.00	16.67%
4				-	-
5	1.00			1.00	5.56%
6				-	-
7	1.00	1.00		2.00	11.11%
8	8.00	1.00	1.00	10.00	55.56%
Totals	11.00	6.00	1.00	18.00	100.00%
Percent	61.11%	33.33%	5.56%		

BASE YEAR
2012-13 *Fort Lee*

Guide Cost Step	12 Mths	10 Mths	BKPR
1	-	61,500	-
2	-	-	-
3	41,000	68,332	-
4	-	-	-
5	45,500	-	-
6	-	-	-
7	51,750	43,125	-
8	457,024	47,606	58,443
		Total	874,280
		Average	48,571
		1%	8,743

BASE YEAR
2012-13 Fort Lee

Increment Pattern

Step	12 Mths	10 Mths	BKPR
1	1,600	1,330	2,000
2	2,500	2,086	4,000
3	2,500	2,084	3,000
4	2,000	1,666	2,000
5	3,000	2,501	3,000
6	3,250	2,708	3,000
7	5,378	4,481	1,443
8	-	-	-

Increment Cost

Step	12 Mths	10 Mths	BKPR
1	-	2,660	-
2	-	-	-
3	2,500	4,168	-
4	-	-	-
5	3,000	-	-
6	-	-	-
7	5,378	4,481	-
8	-	-	-
		Total	22,187
		% of Base	2.54%

BASE YEAR
2012-13 *Fort Lee*

Increments as a Percent

Step	12 Mths	10 Mths	BKPR
1	4.34%	4.33%	5.00%
2	6.49%	6.50%	9.52%
3	6.10%	6.10%	6.52%
4	4.60%	4.60%	4.08%
5	6.59%	6.60%	5.88%
6	6.70%	6.70%	5.56%
7	10.39%	10.39%	2.53%
8	-	-	-

BASE YEAR

2012-13 Fort Lee

Column Differentials

Step	12 Mths	10 Mths	BKPR
1		(6,150)	3,100
2		(6,420)	3,500
3		(6,834)	5,000
4		(7,250)	5,500
5		(7,584)	5,500
6		(8,083)	5,500
7		(8,625)	5,250
8		(9,522)	1,315

Column Differentials as %

Step	12 Mths	10 Mths	BKPR
1		-16.67%	8.40%
2		-16.68%	9.09%
3		-16.67%	12.20%
4		-16.67%	12.64%
5		-16.67%	12.09%
6		-16.67%	11.34%
7		-16.67%	10.14%
8		-16.67%	2.30%

YEAR 1**2013-14 Fort Lee***** Guide begins 2/1/2014 for 10-month employees and 1/1/2014 for 12-month employees****Salary Guide**

Step	12 Mths	10 Mths	BKPR
1	37,656	31,379	40,756
2	39,256	32,712	42,756
3	41,756	34,795	46,756
4	44,256	36,879	49,756
5	46,256	38,545	51,756
6	49,256	41,045	54,756
7	52,506	43,753	57,756
8	57,878	48,230	59,193

% Increase	4.000%
14-15 Increment	1.402%

Scattergram

Step	12 Mths	10 Mths	BKPR	Total	Percent
1	-	-	-	-	-
2	-	2.00	-	2.00	11.11%
3	-	-	-	-	-
4	1.00	2.00	-	3.00	16.67%
5	-	-	-	-	-
6	1.00	-	-	1.00	5.56%
7	-	-	-	-	-
8	9.00	2.00	1.00	12.00	66.67%
Totals	11.00	6.00	1.00	18.00	100.00%
Percent	61.11%	33.33%	5.56%		

YEAR 1
2013-14 **Fort Lee**

Guide Cost Step	12 Mths	10 Mths	BKPR
1	-	-	-
2	-	65,424	-
3	-	-	-
4	44,256	73,757	-
5	-	-	-
6	49,256	-	-
7	-	-	-
8	520,902	96,459	59,193
		Total	909,248
		2012-13	874,280
		Difference	34,968
		% Increase	4.00%

YEAR 2**2014-15 Fort Lee***** Guide begins 2/1/2015 for 10-month employees and 1/1/2015 for 12-month employees****Salary Guide**

Step	12 Mths	10 Mths	BKPR
1	38,939	32,448	42,039
2	40,539	33,781	44,039
3	43,039	35,864	48,039
4	45,539	37,948	51,039
5	47,539	39,614	53,039
6	50,539	42,114	56,039
7	53,789	44,822	59,039
8	59,160	49,298	60,475

% Increase	3.800%
15-16 Increment	1.858%

Scattergram

Step	12 Mths	10 Mths	BKPR	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	2.00	-	2.00	11.11%
4	-	-	-	-	-
5	1.00	2.00	-	3.00	16.67%
6	-	-	-	-	-
7	1.00	-	-	1.00	5.56%
8	9.00	2.00	1.00	12.00	66.67%
Totals	11.00	6.00	1.00	18.00	100.00%
Percent	61.11%	33.33%	5.56%		

YEAR 2
2014-15 *Fort Lee*

Guide Cost Step	12 Mths	10 Mths	BKPR
1	-	-	-
2	-	-	-
3	-	71,729	-
4	-	-	-
5	47,539	79,228	-
6	-	-	-
7	53,789	-	-
8	532,440	98,596	60,475
		Total	943,796
		2013-14	909,248
		Difference	34,549
		% Increase	3.80%

YEAR 3
2015-16 *Fort Lee*

Salary Guide Step	12 Mths	10 Mths	BKPR
1	38,939	32,448	42,039
2	40,539	33,781	44,039
3	43,039	35,864	48,039
4	45,539	37,948	51,039
5	47,539	39,614	53,039
6	50,539	42,114	56,039
7	53,789	44,822	59,039
8	59,160	49,298	60,475

% Increase	0.000%
16-17 Increment	1.858%

Scattergram Step	12 Mths	10 Mths	BKPR	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	2.00	-	2.00	11.11%
4	-	-	-	-	-
5	1.00	2.00	-	3.00	16.67%
6	-	-	-	-	-
7	1.00	-	-	1.00	5.56%
8	9.00	2.00	1.00	12.00	66.67%
Totals	11.00	6.00	1.00	18.00	100.00%
Percent	61.11%	33.33%	5.56%		

YEAR 3
2015-16 *Fort Lee*

Guide Cost Step	12 Mths	10 Mths	BKPR
1	-	-	-
2	-	-	-
3	-	71,729	-
4	-	-	-
5	47,539	79,228	-
6	-	-	-
7	53,789	-	-
8	532,440	98,596	60,475
		Total	943,796
		2014-15	943,796
		Difference	-
		% Increase	-