



The Perth Amboy Federation

Corrected Salary Guides

July 1, 2015 - June 30, 2018

Certificated Salary Guide 2015-2016

Steps		+\$5,500	+\$7,200
	BA	MA	PHD
1	\$48,000	\$53,500	\$55,200
2	\$48,250	\$53,750	\$55,450
3	\$48,700	\$54,200	\$55,900
4	\$49,600	\$55,100	\$56,800
5	\$50,100	\$55,600	\$57,300
6	\$51,100	\$56,600	\$58,300
7	\$52,500	\$58,000	\$59,700
8	\$54,000	\$59,500	\$61,200
9	\$55,700	\$61,200	\$62,900
10	\$58,150	\$63,650	\$65,350
11	\$62,800	\$68,300	\$70,000
12	\$68,650	\$74,150	\$75,850
13	\$73,612	\$79,112	\$80,812
14	\$78,575	\$84,075	\$85,775
15	\$85,750	\$91,250	\$92,950
\$1,390 +20 years	\$87,140	\$92,640	\$94,340
\$2,935 +25 years	\$88,685	\$94,185	\$95,885
\$3,555 +30 years (in PA)	\$89,305	\$94,805	\$96,505

Certificated Salary Guide 2016-2017

Steps		+\$5,500	+\$7,200
	BA	MA	PHD
1	\$49,000	\$54,500	\$56,200
2	\$49,250	\$54,750	\$56,450
3	\$49,700	\$55,200	\$56,900
4	\$50,600	\$56,100	\$57,800
5	\$51,100	\$56,600	\$58,300
6	\$52,100	\$57,600	\$59,300
7	\$53,500	\$59,000	\$60,700
8	\$55,000	\$60,500	\$62,200
9	\$56,700	\$62,200	\$63,900
10	\$58,150	\$63,650	\$65,350
11	\$62,800	\$68,300	\$70,000
12	\$68,650	\$74,150	\$75,850
13	\$73,612	\$79,112	\$80,812
14	\$78,575	\$84,075	\$85,775
15	\$86,200	\$91,700	\$93,400
\$1,390 + 20 years	\$87,590	\$93,090	\$94,790
\$2,935 + 25 years	\$89,135	\$94,635	\$96,335
\$3,555 +30 years	\$89,755	\$95,255	\$96,955
(in PA)			

Certificated Salary Guide 2017-2018

STEPS		+\$5,500	+\$7,200
	BA	MA	PHD
1	\$50,000	\$55,500	\$57,200
2	\$50,250	\$55,750	\$57,450
3	\$50,700	\$56,200	\$57,900
4	\$51,600	\$57,100	\$58,800
5	\$52,100	\$57,600	\$59,300
6	\$53,100	\$58,600	\$60,300
7	\$54,500	\$60,000	\$61,700
8	\$56,000	\$61,500	\$63,200
9	\$57,700	\$63,200	\$64,900
10	\$59,150	\$64,650	\$66,350
11	\$62,800	\$68,300	\$70,000
12	\$68,650	\$74,150	\$75,850
13	\$73,612	\$79,112	\$80,812
14	\$78,575	\$84,075	\$85,775
15	\$86,650	\$92,150	\$93,850
\$1,390 +20 years	\$88,040	\$93,540	\$95,240
\$2,935 +25 years	\$89,585	\$95,085	\$96,785
\$3,555 +30 years	\$90,205	\$95,705	\$97,405
(in PA)			

Custodial Salary Guide 2015-2016

Custodians A				Custodians B		
	1	N/A		1	\$24,025	
	2	\$26,000		2	\$25,000	
	3	\$27,100		3	\$26,000	
	4	\$28,300		4	\$27,500	
	5	\$29,800		5	\$28,800	
	6	\$31,725		6	\$30,700	
	7	\$33,800		7	\$32,900	
	8	\$36,300		8	\$35,800	
	9	\$40,200		9	\$39,300	
	10	\$42,790		10	\$42,100	
	11	\$47,750		11	\$45,500	
	12	\$51,240		12		
\$1,000	15 years	\$52,240		\$1,000	15 years	\$46,500
\$2,200	20 years	\$53,440		\$2,200	20 years	\$47,700
\$3,475	25 years	\$54,715		\$3,475	25 years	\$48,975

Custodial Salary Guide 2016-2017

Custodians A				Custodians B		
	1	N/A		1	\$24,025	
	2	\$26,000		2	\$25,000	
	3	\$27,100		3	\$26,000	
	4	\$28,300		4	\$27,500	
	5	\$29,800		5	\$28,800	
	6	\$31,725		6	\$30,700	
	7	\$33,800		7	\$32,900	
	8	\$36,300		8	\$35,800	
	9	\$40,200		9	\$39,300	
	10	\$42,790		10	\$42,100	
	11	\$47,750		11	\$45,800	
	12	\$51,640		12	N/A	
\$1,000	15 years	\$52,640		\$1,000	15 years	\$46,800
\$2,200	20 years	\$53,840		\$2,200	20 years	\$48,000
\$3,475	25 years	\$55,115		\$3,475	25 years	\$49,275

Custodial Salary Guide 2017-2018

	Custodians A				Custodians B	
	1	N/A			1	\$24,025
	2	\$26,000			2	\$25,000
	3	\$27,100			3	\$26,000
	4	\$28,300			4	\$27,500
	5	\$29,800			5	\$28,800
	6	\$31,725			6	\$30,700
	7	\$33,800			7	\$32,900
	8	\$36,300			8	\$35,800
	9	\$40,200			9	\$39,300
	10	\$42,790			10	\$42,100
	11	\$47,750			11	\$46,100
	12	\$52,040			12	N/A
\$1,000	15 years	\$53,040		\$1,000	15 years	\$47,100
\$2,200	20 years	\$54,240		\$2,200	20 years	\$48,300
\$3,475	25 years	\$55,515		\$3,475	25 years	\$49,575

Head Custodian and Assistant Head Custodian Additional Compensation

Site including any satellite location	Compensation
PAHS Head	\$6,095
PAHS Assistant	\$4,146
McGinnis, Shull, South and East Campus Head	\$5,060
McGinnis and Shull Assistant	\$3,240
Ceres, Flynn, Patten, Wilentz, Richardson, Cruz, Hmieleski Head	\$3,485
Ceres, Flynn, Patten, Wilentz, Richardson, Cruz, Hmieleski, ECCII Assistant	\$1,510
Administration Head	\$2,510
Administration Assistant	\$975
School 7 Head	\$1,885
Dual Language School	\$2,385

Secretarial Salary Guide 2015-2016			
	Step	LEVEL II	LEVEL I
	1	\$26,505	\$28,210
	2	\$27,620	\$29,635
	3	\$29,155	\$31,060
	4	\$30,675	\$32,585
	5	\$32,305	\$34,215
	6	\$34,140	\$35,945
	7	\$36,275	\$38,080
	8	\$39,835	\$41,845
	9	\$45,435	\$48,055
	10	\$52,535	\$56,840
15 yrs.	\$600.	\$53,135	\$57,440
20 yrs.	\$970.	\$53,505	\$57,810
25 yrs.	\$1,845	\$54,380	\$58,685
30 yrs.	\$3,460	\$55,995	\$60,300
35 yrs.	\$4,760	\$57,295	\$61,600

Secretarial Salary Guide 2016-2017			
	STEP	LEVEL II	LEVEL I
	1	\$26,625	\$28,335
	2	\$27,745	\$29,770
	3	\$29,285	\$31,200
	4	\$30,815	\$32,730
	5	\$32,450	\$34,370
	6	\$34,295	\$36,105
	7	\$36,440	\$38,250
	8	\$40,015	\$42,035
	9	\$45,640	\$48,270
	10	\$52,770	\$57,095
15 yrs.	\$600.	\$53,370	\$57,695
20 yrs.	\$970.	\$53,740	\$58,065
25 yrs.	\$1,845	\$54,615	\$58,940
30 yrs.	\$3,460	\$56,230	\$60,555
35 yrs.	\$4,760	\$57,530	\$61,855

Secretarial Salary Guide 2017-2018			
	STEP	LEVEL II	LEVEL I
	1	\$26,760	\$28,475
	2	\$27,885	\$29,920
	3	\$29,430	\$31,355
	4	\$30,970	\$32,895
	5	\$32,610	\$34,540
	6	\$34,465	\$36,285
	7	\$36,620	\$38,440
	8	\$40,215	\$42,245
	9	\$45,870	\$48,510
	10	\$53,035	\$57,380
15 yrs.	\$605	\$53,640	\$57,985
20 yrs.	\$975	\$54,010	\$58,355
25 yrs.	\$1,855	\$54,890	\$59,235
30 yrs.	\$3,475	\$56,510	\$60,855
35 yrs.	\$4,785	\$57,820	\$62,165

		2015 – 2016	2016 – 2017	2017 - 2018
Bus Drivers (per hour, per hour, 6 hour day)		\$30.15	\$30.70	\$33,695
Bus Attendants (4 hours per day)		\$17,250	\$17,400	\$17,540
Security Personnel	Step 0	\$35,645	\$35,955	\$39,870
	Step 1	\$36,360	\$36,675	\$40,670
	Step 2	\$37,630	\$37,955	\$42,090
	Step 3	\$38,760	\$39,095	\$43,350
	Step 4	\$40,440	\$40,790	\$45,230
	Step 5	\$41,555	\$41,915	\$46,480
	Step 6	\$43,035	\$43,410	\$48,135
	Step 7		\$45,035	\$49,940
	Step 8			\$52,295
	Step 9			
		2015 – 2016	2016 – 2017	2017 - 2018
Food Service Drivers	Step 0	\$50,520	\$50,960	\$51,370
	Step 1	\$52,845	\$53,305	\$53,735
	Step 2	\$54,950	\$55,430	\$55,880
	Step 3	\$57,685	\$58,185	\$58,655
	Step 4		\$60,685	\$61,175
	Step 5			\$64,185
	Step 6			
		2015 – 2016	2016 – 2017	2017 - 2018
Cafeteria Manager Management Level I		\$59,960	\$60,480	\$60,970
Cafeteria Manager Management Level II		\$40,105	\$40,455	\$40,780
Cafeteria Manager Management Level III		\$34,025	\$34,320	\$34,595
Asst. Manager High School/McGinnis School		\$46,590	\$46,995	\$47,375
Head Cook High School/McGinnis School		\$44,625	\$45,015	\$45,380
Asst. Cook High School/McGinnis School (hrly)		\$27.05	\$27.50	\$27.95
Cook Ceres School (hrly.)		\$27.05	\$27.50	\$27.95
		2015 – 2016	2016 – 2017	2017 - 2018
General Workers (hrly)	Step 0	\$18.05	\$18.35	\$18.65
	Step 1	\$18.80	\$19.15	\$19.50
	Step 2	\$19.10	\$19.45	\$19.80
	Step 3	\$20.10	\$20.45	\$20.80
	Step 4	\$22.25	\$22.65	\$23.05
		2015 – 2016	2016 – 2017	2017 - 2018
Special Workers and Assistant Drivers (hrly)	Step 0	\$24.60	\$25.05	\$25.50
	Step 1	\$25.70	\$26.15	\$26.60
	Step 2	\$26.70	\$27.15	\$27.60
	Step 3	\$27.80	\$28.30	\$28.80

		2015 – 2016	2016 – 2017	2017 - 2018
Mail Courier & Stock Room Clerk	Step 0	\$39,880	\$40,225	\$40,550
	Step 1	\$41,705	\$42,065	\$42,405
	Step 2	\$43,535	\$43,915	\$44,270
	Step 3	\$45,370	\$45,765	\$46,135
	Step 4	\$47,210	\$47,620	\$48,005
	Step 5	\$49,025	\$49,450	\$49,850
	Step 6	\$51,890	\$52,340	\$52,765
		2015 – 2016	2016 – 2017	2017 - 2018
Home School Liaison	Step 1	\$41,095	\$41,450	\$41,785
	Step 2	\$43,560	\$43,940	\$44,295
	Step 3	\$46,030	\$46,430	\$46,805
	Step 4	\$48,510	\$48,930	\$49,325
	Step 5	\$50,985	\$51,430	\$51,845
	Step 6	\$53,455	\$53,920	\$54,355
	Step 7	\$55,935	\$56,420	\$56,875
	Step 8	\$56,495	\$56,985	\$57,455
	Step 9	\$58,455	\$58,955	\$59,430
		2015 – 2016	2016 – 2017	2017 - 2018
District Printer		\$59,120	\$59,635	\$60,120
Technology & Video Production	Step 0	\$56,650	\$57,140	\$57,600
	Step 1	\$58,370	\$58,875	\$59,350
	Step 2	\$60,190	\$60,715	\$61,205
	Step 3	\$61,960	\$62,500	\$63,005
	Step 4	\$63,890	\$64,445	\$64,965
	Step 5	\$65,970	\$66,545	\$67,085
	Step 6	\$67,925	\$68,515	\$69,070
	Step 7	\$69,975	\$70,585	\$71,155
	Step 8	\$72,045	\$72,670	\$73,260
Longevity	10 years	\$780	\$810	\$840
	15 years	\$1,300	\$1,350	\$1,400
	20 years	\$2,185	\$2,270	\$2,355
	25 years	\$3,120	\$3,240	\$3,360

Paraprofessional Salary Guide 2015-2016

			\$3,220 Para Pro	\$5,330 60 credits	\$7,230 90 credits	\$8,605 Certificate
	Step 0	\$29,240	\$32,460	\$34,570	\$36,470	\$37,845
	Step 1	\$30,220	\$33,440	\$35,550	\$37,450	\$38,825
	Step 2	\$31,480	\$34,700	\$36,810	\$38,710	\$40,085
	Step 3	\$32,510	\$35,730	\$37,840	\$39,740	\$41,115
	Step 4	\$33,650	\$36,870	\$38,980	\$40,880	\$42,255
	Step 5	\$34,905	\$38,125	\$40,235	\$42,135	\$43,510
	Step 6	\$36,480	\$39,700	\$41,810	\$43,710	\$45,085
\$1,925	7 years	\$38,405	\$41,625	\$43,735	\$45,635	\$47,010
\$2,875	10 years	\$39,355	\$42,575	\$44,685	\$46,585	\$47,960
\$6,175	15 years	\$42,655	\$45,875	\$47,985	\$49,885	\$51,260
\$7,200	20 years	\$43,680	\$46,900	\$49,010	\$50,910	\$52,285
\$8,675	25 years	\$45,155	\$48,375	\$50,485	\$52,385	\$53,760

Paraprofessionals who also serve as bus aides 2015-2016 + \$8,000

			\$3,220 Para Pro	\$5,330 60 credits	\$7,230 90 credits	\$8,605 BA/Certificate
	Step 0	\$37,240	\$40,460	\$42,570	\$44,470	\$45,845
	Step 1	\$38,220	\$41,440	\$43,550	\$45,450	\$46,825
	Step 2	\$39,480	\$42,700	\$44,810	\$46,710	\$48,085
	Step 3	\$40,510	\$43,730	\$45,840	\$47,740	\$49,115
	Step 4	\$41,650	\$44,870	\$46,980	\$48,880	\$50,255
	Step 5	\$42,905	\$46,125	\$48,235	\$50,135	\$51,510
	Step 6	\$44,480	\$47,700	\$49,810	\$51,710	\$53,085
\$1,925	7 years	\$46,405	\$49,625	\$51,735	\$53,635	\$55,010
\$2,875	10 years	\$47,355	\$50,575	\$52,685	\$54,585	\$55,960
\$6,175	15 years	\$50,655	\$53,875	\$55,985	\$57,885	\$59,260
\$7,200	20 years	\$51,680	\$54,900	\$57,010	\$58,910	\$60,285
\$8,675	25 years	\$53,155	\$56,375	\$58,485	\$60,385	\$61,760

Paraprofessional Salary Guide 2016-2017

			\$3,265.00 Para Pro	\$5,405.00 60 Credits	\$7,330.00 90 Credits	\$8,725.00 BA/Certificate
	Step 0	\$29,650.00	\$32,915.00	\$35,055.00	\$36,980.00	\$38,375.00
	Step 1	\$30,645.00	\$33,910.00	\$36,050.00	\$37,975.00	\$39,370.00
	Step 2	\$31,920.00	\$35,185.00	\$37,325.00	\$39,250.00	\$40,645.00
	Step 3	\$32,965.00	\$36,230.00	\$38,370.00	\$40,295.00	\$41,690.00
	Step 4	\$34,120.00	\$37,385.00	\$39,525.00	\$41,450.00	\$42,845.00
	Step 5	\$35,395.00	\$38,660.00	\$40,800.00	\$42,275.00	\$44,120.00
	Step 6	\$36,995.00	\$40,260.00	\$42,400.00	\$44,325.00	\$45,720.00
\$1,975.00	7 years	\$38,920.00	\$42,185.00	\$44,325.00	\$46,250.00	\$47,645.00
\$2,875.00	10 years	\$39,870.00	\$43,135.00	\$45,275.00	\$47,200.00	\$48,595.00
\$6,175.00	15 years	\$43,170.00	\$46,435.00	\$48,575.00	\$50,500.00	\$51,895.00
\$7,200.00	20 years	\$44,195.00	\$47,460.00	\$49,600.00	\$51,525.00	\$52,920.00
\$8,675.00	25 years	\$45,670.00	\$48,935.00	\$51,075.00	\$53,000.00	\$54,395.00

Paraprofessionals who serve as bus aides 2016-2017 +8,000

			\$3,265.00 Para Pro	\$5,405.00 60 Credits	\$7,330.00 90 Credits	\$8,725.00 BA / Certificate
	Step 0	\$37,650.00	\$40,915.00	\$43,055.00	\$44,980.00	\$46,375.00
	Step 1	\$38,645.00	\$41,910.00	\$44,050.00	\$45,975.00	\$47,370.00
	Step 2	\$39,920.00	\$43,185.00	\$45,325.00	\$47,250.00	\$48,645.00
	Step 3	\$40,965.00	\$44,230.00	\$46,370.00	\$48,295.00	\$49,690.00
	Step 4	\$42,120.00	\$45,385.00	\$47,525.00	\$49,450.00	\$50,845.00
	Step 5	\$43,395.00	\$46,660.00	\$48,800.00	\$50,725.00	\$52,120.00
	Step 6	\$44,995.00	\$48,260.00	\$50,400.00	\$52,325.00	\$53,720.00
\$1,975.00	7 years	\$46,920.00	\$50,185.00	\$52,325.00	\$54,250.00	\$55,645.00
\$2,875.00	10 years	\$47,870.00	\$51,135.00	\$53,275.00	\$55,200.00	\$56,595.00
\$6,175.00	15 years	\$51,170.00	\$54,435.00	\$56,575.00	\$58,500.00	\$59,895.00
\$7,200.00	20 years	\$52,195.00	\$55,460.00	\$57,600.00	\$59,525.00	\$60,920.00
\$8,675.00	25 years	\$53,670.00	\$56,935.00	\$59,075.00	\$61,000.00	\$62,395.00

Paraprofessional Salary Guide 2017-2018						
			\$3,265.00 Para Pro	\$5,405.00 60 Credits	\$7,330.00 90 Credits	\$8,725.00 BA / Certificate
	Step 0	\$30,050.00	\$33,375.00	\$35,555.00	\$37,515.00	\$38,935.00
	Step 1	\$31,060.00	\$34,385.00	\$36,565.00	\$38,525.00	\$39,945.00
	Step 2	\$32,350.00	\$35,675.00	\$37,855.00	\$39,815.00	\$41,235.00
	Step 3	\$33,410.00	\$36,735.00	\$38,915.00	\$40,875.00	\$42,295.00
	Step 4	\$34,580.00	\$37,905.00	\$40,085.00	\$42,045.00	\$43,465.00
	Step 5	\$35,875.00	\$39,200.00	\$41,380.00	\$43,340.00	\$44,760.00
	Step 6	\$37,495.00	\$40,820.00	\$43,000.00	\$44,960.00	\$46,380.00
\$1,975.00	7 years	\$39,420.00	\$42,745.00	\$44,925.00	\$46,885.00	\$48,305.00
\$2,875.00	10 years	\$40,370.00	\$43,695.00	\$45,875.00	\$47,835.00	\$49,255.00
\$6,175.00	15 years	\$43,670.00	\$46,995.00	\$49,175.00	\$51,135.00	\$52,555.00
\$7,200.00	20 years	\$44,695.00	\$48,020.00	\$50,200.00	\$52,160.00	\$53,580.00
\$8,675.00	25 years	\$46,170.00	\$49,495.00	\$51,675.00	\$53,635.00	\$55,055.00

Paraprofessionals who also serve as bus aides 2017-2018 +\$8,000						
			\$3,265.00 Para Pro	\$5,405.00 60 Credits	\$7,330.00 90 Credits	\$8,725.00 BA / Certificate
	Step 0	\$38,050.00	\$41,375.00	\$43,555.00	\$45,515.00	\$46,935.00
	Step 1	\$39,060.00	\$42,385.00	\$44,565.00	\$46,525.00	\$47,945.00
	Step 2	\$40,350.00	\$43,675.00	\$45,855.00	\$47,815.00	\$49,235.00
	Step 3	\$41,410.00	\$44,735.00	\$46,915.00	\$48,875.00	\$50,295.00
	Step 4	\$42,580.00	\$45,905.00	\$48,085.00	\$50,045.00	\$51,465.00
	Step 5	\$43,875.00	\$47,200.00	\$49,380.00	\$51,340.00	\$52,760.00
	Step 6	\$45,495.00	\$48,820.00	\$51,000.00	\$52,960.00	\$54,380.00
\$1,975.00	7 years	\$47,420.00	\$50,745.00	\$52,925.00	\$54,885.00	\$56,305.00
\$2,875.00	10 years	\$48,370.00	\$51,695.00	\$53,875.00	\$55,835.00	\$57,255.00
\$6,175.00	15 years	\$51,670.00	\$54,995.00	\$57,175.00	\$59,135.00	\$60,555.00
\$7,200.00	20 years	\$52,695.00	\$56,020.00	\$58,200.00	\$60,160.00	\$61,580.00
\$8,675.00	25 years	\$54,170.00	\$57,495.00	\$59,675.00	\$61,635.00	\$63,055.00