

AGREEMENT
between the
BOARD OF EDUCATION
of the
CITY OF CHICAGO
and the
CHICAGO TEACHERS UNION,
Local No. 1,
American Federation of Teachers, AFL-CIO
July 1, 2007 – June 30, 2012

TABLE OF CONTENTS

Article	Page
1 Recognition.....	
2 Fair Practices.....	
3 Grievance Procedure.....	
4 Elementary School.....	
5 Middle School.....	
6 High School.....	
7 Elementary School Counselors.....	
8 Professional Development Teachers and Teacher Leaders.....	
9 Paraprofessionals (PSRPs).....	
10 Counselors.....	
11 Driver Education Teachers.....	
12 Legislative Partnership.....	
13 Extracurricular Personnel.....	
14 Year-Round Schools.....	
15 Librarians: Elementary and High School.....	
16 Physical Education Teachers.....	
17 Playground Teachers.....	
18 Practical Arts and Vocational Education Teachers	
19 Psychologists.....	
20 School Social Workers.....	
21 Special Education Teachers.....	
22 Stadium Directors.....	
23 Classification of Teachers	
24 Summer School.....	
25 Teacher Assistants.....	
26 School Nurses.....	
27 Class Coverage	
28 Class Size.....	
29 Curriculum Guide and Textbook Evaluation Committees.....	
30 Discipline.....	
31 Duplicating Facilities.....	
32 Insurance.....	
33 Leaves of Absence.....	
34 Personnel Files.....	
35 Promotional and Professional Opportunities.....	
36 Salaries.....	
37 Unused Sick Pay.....	
38 Teacher Assignment Procedure.....	
39 Teacher Efficiency Ratings.....	
40 Teacher Programming.....	
41 Teaching Load.....	
42 Appointment and Assignment of Teachers.....	
43 Vacations.....	
44 General Provisions.....	

45	Committees.....
46	Integration.- Quality Education.....
47	Conformity.....
48	Representation.....
49	Conclusion.....
Appendix A	Salary Schedules.....
Appendix B	Contributions to Healthcare Plans.....
Appendix C	Procedures for Waivers.....
Appendix D	Bargaining Unit Positions.....
Appendix E	Healthcare and Related Benefits.....
Appendix F	Guidelines for the Transfer of Sick Days.....
Appendix G	FMLA Leave.....
Appendix H	Reassigned Teacher Policy.....
Appendix I	Layoff, Interim Assignment and Reappointment of PSRPS.....
Index

**AGREEMENT
between the
BOARD OF EDUCATION
of the
CITY OF CHICAGO
and the
CHICAGO TEACHERS UNION,
Local No. 1,
American Federation of Teachers, AFL-CIO**

Agreement made and entered into on the twenty-sixth day of September, A.D. two thousand and seven, by and between the Board of Education of the City of Chicago (hereinafter referred to as the BOARD) and the Chicago Teachers Union, Local No. 1, American Federation of Teachers, AFL-CIO (hereinafter referred to as the UNION).

Preamble

The BOARD and the UNION recognize that they have a common responsibility to work together toward the achievement of quality education. The attainment of this objective requires mutual understanding and cooperation between both parties and all members of the professional staff.

It is recognized that teaching requires specialized qualifications as well as educational requirements and that the success of the educational program depends upon the maximum utilization of the abilities of teachers and other bargaining unit members who are reasonably well satisfied with the conditions under which they work, who are assured of a fair reward and security in their profession and who are cooperatively working for the achievement of effective programs of education.

A free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to agreement in matters of mutual concern and to approaches that will increase the effectiveness of teachers and other bargaining unit members in the classroom and in the community.

The BOARD, the Chief Executive Officer and staff and the UNION, through a series of meetings, have set up this Agreement, have formulated general objectives that are mutually acceptable and shall develop long-range educational goals and programs in areas of mutual concern.

The Chief Executive Officer, administrative officers and the officers of the UNION recognize that the best interests of public education will be served through the establishment of procedures that will provide an orderly way to discuss matters of common concern, to reach agreement satisfactory to each and to appeal through channels designated in this Agreement.

It is the intent that this joint effort will contribute in significant measure to the advancement of public education in the City of Chicago.

It is the intent of both parties that all discussions and conferences growing out of this Agreement be held in an atmosphere of good faith, confidence and mutual respect.

ARTICLE 1. RECOGNITION

1-1. The BOARD recognizes the CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, as the sole and exclusive bargaining representative of all employees employed in the titles or categories of elementary and secondary teachers, retired teachers employed under Article 44-39 and other teachers and related services personnel as defined in Appendix D (hereinafter referred to as **teachers**); and full-time teacher assistants, school clerks, school community representatives, library assistants, audiometric and vision screening technicians, computer technicians, technology coordinators I, technology coordinators II, technology coordinators III and other paraprofessional and school-related personnel as defined in Appendix D (hereinafter referred to as **other bargaining unit members**). If the BOARD reclassifies titles or categories of positions or employs a new title or category of position having a community of interest with employees in the existing bargaining unit, employees in such new title or category of position shall be included within the existing bargaining unit. Upon the UNION's request, the parties shall negotiate the terms and conditions of employment for such new or reclassified title or category of position. Nothing contained in this section shall be construed to require renegotiation of terms and conditions of employment applicable to employees in an existing bargaining unit as a result of the BOARD's reclassification of the title or category of employees in the unit.

1-2. The UNION, in accordance with **Board Reports** 74-069, 67-1256, 68-169 and 70-1092, is recognized as the sole and exclusive bargaining representative for all those categories listed in the bargaining unit (Article 1-1). No other group or organization or representative thereof shall be recognized or permitted to engage on behalf of any employees included in the UNION bargaining unit in any activities concerning wages, hours or terms and conditions of employment, including the submission of proposals, participation in hearings, conferences or meetings for the above purposes and any other group or collective action dealing with above-described matters. However, the above provisions shall not preclude the right of an individual to present grievances on his or her own behalf or to submit suggestions to the Chief Executive Officer as individuals or to prevent groups or organizations from presenting suggestions or proposals at the annual public hearing on the budget prescribed by statute.

1-3. It is not the intent of this Agreement to discriminate in any way against any teacher or other bargaining unit member regardless of membership or non-membership in any employee organization.

1-4. Teachers or other bargaining unit members who participate in the process of resolving grievances or professional problems in the manner indicated herein shall not be subject to discrimination for such action.

1-5. The Chief Executive Officer and the UNION shall have the right of free choice in designating representatives for the purpose of resolving grievances and professional problems.

1-6. The resolution of all grievances and professional problems shall be in accordance with the procedures which are a part of this Agreement.

1-7. The Office of the Chief Executive Officer shall, upon request, furnish to the UNION available and pertinent reports, statistics and general information concerning the Chicago schools. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

The Office of the Chief Executive Officer shall furnish to the UNION information necessary to the intelligent and professional resolution of specific grievances and professional problems of teachers or other bargaining unit members. Any such information shall be made available only with the consent of the teacher or other bargaining unit member involved and shall be kept in confidence unless otherwise agreed. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

Copies of special BOARD reports distributed at regular BOARD meetings shall be given to the UNION representative attending such meetings, upon request from said representative, at the time said reports are given to representatives of city-wide organizations.

BOARD reports pertaining to matters covered in the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, shall be sent to the President of the UNION prior to the Wednesday BOARD meeting at which they are to be considered. Insofar as it is possible to do so, at the request of the President of the UNION, the Chief Executive Officer shall discuss any such report with the President prior to said meeting. Bulletins pertaining to matters covered in the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, shall be discussed with the President of the UNION before they are distributed.

1-7.1. The Office of the Chief Executive Officer agrees to supply the UNION with the following reports as long as such reports are prepared: (1) teacher payroll step and lane report and (2) monthly teacher substitute activity report.

1-7.2. The UNION shall furnish the Office of the Chief Executive Officer with five copies of the current school delegate's handbook.

1-7.3. The Office of the Chief Executive Officer shall provide the principal of each school through e-mail or otherwise with a weekly (or as published) Chief Executive Officer's bulletin. Upon receipt, the principal shall provide a copy of the bulletin to the school delegate.

1-8. The BOARD shall deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the required amount of fees for the payment of UNION dues. Such fees, accompanied by a list of persons from whom they have been deducted and the amount deducted from each, and by a list of persons who had authorized deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the UNION office no later than five school days after such deductions were made. Such lists shall be made on a school-by-school basis.

Any bargaining unit member may terminate the dues check-off during August by submitting written notice to the Department of Human Resources and the UNION.

1-8.1. Effective September 1, 1995 and thereafter, the BOARD shall deduct from the pay of each full-time teacher or full-time other bargaining unit member who is a member of the United Credit Union from whom it receives an authorization to do so the bi-weekly amount authorized by the member for savings/shares in the United Credit Union.

Each eligible member of the collective bargaining unit may have one authorization agreement and options to increase or decrease the member's share/savings during the calendar year.

Such amounts deducted from the member's bi-weekly payroll shall be forwarded electronically via the Automatic Clearing House (ACH) to the member's account at the United Credit Union no later than five school days after such deductions are made. A list of persons from whom funds have been deducted (in Social Security sequence) or other sequence mutually acceptable to the BOARD and the United Credit Union shall be made available to the United Credit Union no later than five school days after such deductions are made.

The United Credit Union shall submit authorization cards for deduction upon forms approved by the Chief Executive Officer. The authorization card shall include a statement of acceptance of the conditions which incorporates the provisions of Recommendations, parts two through six, of **Board Report 73-304** (September 22, 1965).

1-8.2.

- A. All full-time employees covered by this Agreement who are not members of the UNION, commencing on the effective date of this Agreement, or sixty days after their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the UNION, shall pay to the UNION each month their fair share of the costs of the services rendered by the UNION that are chargeable to non-members under state and federal law.
- B. The UNION shall certify to the BOARD a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and Labor Board rules.
- C. Such fair share payment by non-members shall be deducted by the BOARD from the earnings of the non-member employees and remitted to the UNION within ten work days of said deduction unless required to remit a fee to the Labor Board for escrow.
- D. The BOARD shall cooperate with the UNION to ascertain the names of all employee non-members of the UNION from whose earnings the fair share payments shall be deducted and their work locations and shall provide the UNION space to post a notice concerning fair share.
- E. The UNION and the BOARD shall comply with the rules of the Labor Board concerning notice, objections and related matters contained in its fair share rules.
- F. Upon adoption of any UNION internal appeal procedure, the UNION shall supply the BOARD with a copy. In addition, the UNION shall advise the BOARD of subsequent changes therein.
- G. The UNION shall indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any forms of liability that shall arise out of or by reason of action taken by the BOARD for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or assignment furnished by the UNION under any such provisions. The UNION shall be responsible for the attorney's fees of any attorney for the BOARD. Such attorney shall be selected by the UNION subject to approval by the BOARD, which approval shall not be unreasonably withheld.
- H. If, during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the UNION and the BOARD agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

- I. Nothing in this Article shall inhibit or interfere with the right of non-association of employees based upon *bona fide* religious tenets or teachings of a church or religious body of which such employees are members. Such employees shall pay an amount equal to their proportionate share determined under a proportionate share agreement to a non-religious charitable organization mutually agreed upon by the employees affected and the exclusive representative to which such employees would otherwise pay such fee. If the affected employees and the exclusive representative are unable to reach an agreement on the matter, an organization shall be chosen from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board.

1-8.3. Effective with pay period number 21 in 1999 and thereafter, the BOARD agrees to electronically wire transfer monies deducted from the salary warrants of each applicable member of the bargaining unit to the respective tax sheltered annuity carrier or mutual fund after such deductions are made.

1-8.4. The BOARD agrees to deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the monthly amount authorized by the member to be paid to the Chicago Teachers Union Political Action Committee. The BOARD shall charge the UNION a service fee of \$1.00 per member enrolled per year.

1-9. The Chief Executive Officer shall meet monthly at a mutually agreeable time with the President of the UNION and/or the President's designee to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.

1-10. The principal of a school shall meet at least once a month during the school term with the UNION's Professional Problems Committee at the request of either party to discuss school operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the Professional Problems Committee's request. The principal shall be supplied with an agenda of the items the Committee wishes to cover at least forty-eight hours before any meeting is to take place. The principal may have in attendance any resource person whose presence is needed in connection with a subject on the agenda. Any item the principal places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least forty-eight hours prior to the meeting.

1-10.1. The Professional Problems Committee in each school shall be composed of not less than three nor more than five members.

The names of the members of the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate within five school days after their

election to the committee. Any change of membership on the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate.

1-10.2. If the members of the Professional Problems Committee and the principal agree, the Professional Problems Committee and the principal shall mutually develop a procedure for reporting the proceedings of the meeting between the Professional Problems Committee and the principal to the entire faculty.

1-11. The principal and the chairperson of the Professional Problems Committee shall exchange available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee.

1-11.1. Implementation at the local school level of any UNION-BOARD program will be preceded by discussion and planning between the Professional Problems Committee and the principal.

1-11.2. Implementation of any new instructional program at the local school level will be discussed and reviewed by the principal and those teachers and other staff members who will be involved in effecting said program.

1-11.3. Each school delegate shall secure from the principal a copy of the most recent "Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools," and any updates thereto shall be available to each school delegate either electronically or in print. If said Manual is revised, a copy of the revised Manual will be substituted within twenty school days after the publication of the new Manual.

1-11.4. School delegates shall be provided the necessary information so that they may compile an up-to-date staff list. Said staff list shall be restricted to members of the bargaining unit assigned to that school.

1-11.5. UNION delegates shall be provided with one additional forty-minute duty-free preparation period per month during which time they shall conduct UNION business, including but not limited to the investigation of professional problems and grievances, development of Professional Problems Committee agendas, distribution of *bona fide* UNION materials and maintenance of the UNION bulletin board. Teacher representatives of the Local School Council shall be provided with one additional forty-minute duty-free preparation period per month during which time they shall conduct Local School Council business.

City-wide delegates shall be provided with two forty-minute periods each school year, one per each city-wide in-service day, during which time they shall be allowed to conduct UNION business.

1-12. Upon notification to the school principal, or in the principal's absence to the acting administrator, the principal or acting administrator shall permit the President of the UNION or the President's designated representative to visit the schools for any purpose relating to the terms and conditions of this Agreement provided that such visitation does

not interfere with normal teaching duties of either the teachers interviewed or the UNION delegate. If conferences with teachers or other bargaining unit members are necessary, they shall be scheduled so as not to interfere with the instructional program. The UNION representative shall report to the school office immediately upon arrival and sign the official register.

1-13. Whenever teachers or other bargaining unit members are mutually scheduled by the BOARD and the UNION to participate during working hours in conferences, meetings or negotiations with respect to the Agreement, they shall suffer no loss in pay.

1-14. Appointed teachers who are elected or appointed to full-time positions with the UNION, Illinois Federation of Teachers, American Federation of Teachers or Chicago Federation of Labor–Industrial Union Council shall be granted leaves of absence without pay for the purpose of accepting those positions. Such leaves shall be granted upon appropriate application by the UNION but no more than fourteen shall be granted for any one school year. Those granted such leaves of absence shall retain all other benefits as if they were in regular service. They shall continue to accrue seniority for salary increments and all other purposes where seniority is a factor, and the absence shall not be construed as a break in service for any purpose.

Appointed teachers on such leaves of absence shall be permitted to make their own and the BOARD's regular contribution to all plans requiring such contribution. They shall also be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers' Pension and Retirement Fund of Chicago to ensure that full credit for retirement purposes is granted for the time spent on such leaves of absence.

An appointed teacher elected to an elective office in the UNION, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor–Industrial Union Council shall be returned to his or her original position at the conclusion of said term of office, but a teacher elected to a subsequent term or terms shall be returned to an equivalent position upon return to the school system.

An appointed teacher appointed to such position who returns to the school system within one school year or at the beginning of the next semester after the expiration of one year after the leave begins shall be returned to his or her original position; but if the return to the system occurs thereafter, the teacher shall be returned to an equivalent position.

Effective October 15, 1977, two additional appointed teachers elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective November 1, 1979, two additional appointed teachers or PSRPs elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or

American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective November 1, 1981, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1984, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers, American Federation of Teachers or Chicago Federation of Labor-Industrial Union Council shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1985, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1987, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, the Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective July 1, 2007 and thereafter, the BOARD and the UNION agree that thirty-five appointed teachers or PSRPs elected or appointed to full-time positions with the UNION, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council shall be granted leaves of absence without pay for the purpose of accepting these positions upon appropriate application by the UNION. The BOARD and the UNION agree to process all leave requests above the current number of thirty-five according to past practice for such leave requests in effect on the date of ratification.

The foregoing provisions shall be applicable to such teachers with the exception that if said teacher returns to the school system said teacher shall be assigned to an equivalent position in the area of his or her certification, but shall not have the right to return to the teacher's original school.

A PSRP elected or appointed to an office in the UNION, Illinois Federation of Teachers, American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council shall be returned to an equivalent position upon return to the school system after ninety calendar days' notice has been given to the BOARD. Such persons shall have priority to transfer to the position from which the leave was granted.

1-15. The UNION shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all teachers and other bargaining unit members in each school for the posting of official notices and other official materials relating to UNION activities. The bulletin board space allocated shall be identified with

the name of the UNION and the name of the school delegate. The school delegate or the school delegate's designee shall have the responsibility for posting materials on the bulletin board.

1-15.1. The names of the members of the Professional Problems Committee shall be posted on the UNION bulletin board.

1-16. The UNION shall have the right to place material in the mailboxes of teachers and other bargaining unit members. Placement will be made by the school delegate or the school delegate's designee. Material placed in mailboxes shall be restricted to official material supplied by the UNION or material signed by the school delegate.

1-16.1. An information copy of all materials placed in mailboxes of teachers and other bargaining unit members by the UNION shall be placed in the principal's mailbox.

1-17. On twenty-four hours' notice to the principal of the school, the UNION shall have the right to schedule meetings in the building before or after regular duty hours and during lunch time of teachers or other bargaining unit members involved in matters concerning their employment, the provisions of this Agreement and for the conduct of UNION business, provided said meetings do not interfere with an in-service or general faculty meeting previously scheduled and posted prior to the twenty-four-hour notification given to the principal by the UNION. Where such meetings are held outside of the operating hours of that school, the UNION shall pay the additional costs.

1-17.1. The names of all school delegates of the UNION shall be furnished to the principal within ten school days after the election. Any change in school delegate shall be reported to the principal in writing as soon as possible after the election.

The UNION shall furnish at the beginning of each school year a current copy of the House of Delegates Directory to the Chief Labor Relations Officer.

1-17.2. Effective September 7, 1987 and thereafter, the UNION shall supply, in writing, at the beginning of each school year to the BOARD, through the Chief Labor Relations Officer, a complete list of elected officers and field representatives.

1-18. The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such cases, all other provisions of this Agreement shall remain in effect.

Nothing contained in this Agreement shall be construed to deny to any teacher or other bargaining unit member or to the BOARD the right to resort to legal proceedings. No decision on or adjustment of a grievance shall be contrary to any provision of this Agreement.

1-19. Where used in this Agreement —

School shall mean any work location or functional division or group.

Principal shall mean the chief administrator of a school or unit.

School delegate shall mean the agent of the UNION in any work location or functional division or group.

PSRP (Paraprofessional and School-Related Personnel) shall mean an employee who is a member of the bargaining unit appointed to a paraprofessional and school-related personnel position (or, as referred to in current BOARD policy, an educational support personnel (ESP) position).

The **singular** shall include the **plural**.

1-20. In the event a school does not elect a school delegate, the UNION President shall designate a school delegate *pro tem* at the school. The school delegate *pro tem* shall perform all duties of the school delegate until an election is held and school delegate appointed.

ARTICLE 2. FAIR PRACTICES

2-1. In accordance with the laws of the United States and State of Illinois and the established policies and practices of the BOARD and the UNION, there shall be no discrimination against any teacher or other bargaining unit member on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation or membership or participation in, or association with the activities of, the UNION. The BOARD and the UNION shall work affirmatively to the end that each student may have the educational advantage of an integrated school.

2-2. There shall be no discrimination by the BOARD against any teacher or other bargaining unit member on account of any disability unrelated to the individual's ability to perform the essential functions of his or her job. If reasonable accommodation under the Americans with Disabilities Act conflicts with any provision of this Agreement, a waiver shall be obtained under the provisions of Appendix C in order to make said accommodation. Any such waiver shall be effective for the duration of the disability, provided that reasonable accommodation remains necessary. No such waiver shall be sought, however, without the written consent of the employee seeking the accommodation.

ARTICLE 3. GRIEVANCE PROCEDURE

Definition: A grievance is a complaint involving a work situation; a complaint that there has been a deviation from, misinterpretation of or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

3-1. Adjustment of Grievances—School Level.

3-1.1. A sincere attempt should be made to resolve any dispute on an informal basis between the grievant or the school delegate and the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school before the dispute becomes formalized as a grievance.

3-1.2. Any grievant or the UNION may present a grievance in writing to the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, with the further proviso, however, that this time limitation shall not apply to any salary grievance. If two or more grievants have the same grievance, a joint grievance may be presented and processed as a single grievance.

A grievance must bear the signature of the grievant, the UNION school delegate or the UNION President, specifying the complaint(s) and/or violation(s) alleged and a brief statement of facts sufficient to allow a response.

3-1.3. Upon receipt of a grievance in writing, the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school shall confer within five school days with the grievant and others involved in the grievance. At this conference the facts shall be brought out, and an effort shall be made to adjust the matter to the satisfaction of all concerned.

3-1.4. The grievant may be heard personally and may be represented by the UNION school delegate, the UNION President or the UNION President's designee.

3-1.5. The principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school shall make a decision and communicate it and the bases for the decision in writing to the grievant, the school delegate or UNION designee and the Director of Employee Relations within five school days after the completion of the conference.

3-2. District Superintendent's Review. Deleted effective September 1, 1989.

3-2.1. Procedures for Grievances under Article 28-2 (Maximum Class Size).

Deleted effective September 1, 1989.

3-3. Chief Executive Officer's Review. Within fifteen school days after receiving the decision of the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school, the grievant, through the UNION, may appeal to the Chief Executive Officer or the Director of Employee Relations or his or her designee through the Director of Employee Relations. Copies of the original grievance, the appeal and any decision rendered shall be forwarded to the Director of Employee Relations with the request for review.

The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall make a written decision and communicate the same and the bases for the decision to the parties involved within ten school days after completion of the conference.

3-4. Board of Education Review. Deleted effective September 1, 1989.

3-5. Arbitration. The parties agree to establish a permanent panel of arbitrators. Arbitrators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed arbitrator shall not be affected. The parties shall make every effort to agree upon a substitute arbitrator. In no event may the arbitration panel be fewer than seven arbitrators.

Within fifteen school days after receiving the decision of the Chief Executive Officer or the Director of Employee Relations or his or her designee, pursuant to Articles 3-3 and 3-6 of this Agreement, the UNION only may file a demand for arbitration with the Director of Employee Relations. Within fifteen school days thereafter, the parties will mutually agree to an arbitrator for that grievance, selecting from the permanent panel. If the parties cannot mutually agree upon an arbitrator, then the arbitrator shall be selected through a striking process with the UNION striking first and then the BOARD until one arbitrator remains. Within five school days of selection of an arbitrator, the parties will contact the arbitrator directly and notify the arbitrator of his or her appointment, request available hearing dates and mutually agree to a hearing date. At least seven calendar days before the hearing, the arbitrator shall mail notice of the date, time and place of the hearing to the BOARD and the UNION. The arbitrator for good cause shown may postpone the hearing or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the hearing or extend any period of time upon mutual agreement of the parties. Within thirty calendar days after the completion of the hearing, the arbitrator shall render a decision and opinion. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

3-5.1. It is agreed and understood that if any hearing, under the above procedures of Article 3-5, is not completed within one school day, neither party shall request an adjournment for a period of more than fifteen school days.

3-5.2. Whenever the UNION requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the UNION shall immediately forward copies of such requests to the Director of Employee Relations. The UNION shall agree to pay the full cost of substitute service for the teacher or other bargaining unit member required to appear as a witness at said arbitration hearing.

3-6. Procedures for Certain Grievances Which Are Not Under Jurisdiction of a Principal. Any grievance based upon the action of authority higher than the principal shall be initiated directly with the Office of Employee Relations whose decision thereon shall be rendered within fifteen school days. The grievance must specify the complaint(s) and/or violation(s) alleged, a brief statement of facts sufficient to allow a response and any documentation which may expedite the resolution of the grievance. Within fifteen school days after receiving the decision of the Office of Employee Relations, the grievant may then appeal the decision of said office to the Chief Executive Officer, by requesting, in writing, a meeting with the Office of Employee Relations, acting as representative of the Chief Executive Officer. Copies of the grievance and the decision shall accompany the appeal forwarded to the Office of Employee Relations.

The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall make a written decision and communicate the same to the parties involved within ten school days after completion of the conference. Decisions of the Chief Executive Officer or the Director of Employee Relations or his or her designee may be appealed to arbitration under Article 3-5.

3-7. General Provisions.

3-7.1. The UNION may initiate or appeal a grievance at any step of this procedure. All decisions below the level of the BOARD shall be subject to review and reconsideration by the Chief Executive Officer. Such review shall be initiated by the Chief Executive Officer or the Chief Executive Officer's designee within five school days from the time the decision is rendered and shall follow the procedure specified in Article 3-3.

3-7.2. It is understood between the parties that any teacher or other bargaining unit member may belong to any employee organization and that any such person who is not a member of the UNION or has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the Chief Executive Officer's Review (Article 3-3) and submit suggestions to the BOARD as an individual.

3-7.3. Appearance and Representation. Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or the UNION's request, the grievance shall be deemed to have been resolved; provided, however, that the grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. It is agreed and understood that the provisions of Article 3-7.4 would be applicable in the scheduling of said conferences.

3-7.4. Time Limits. Failure on the part of the administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

3-7.5. Investigation of Grievances. The school UNION delegate or UNION designee shall be allowed reasonable time by the principal during the school day to investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the Director of Employee Relations, after consultation with the UNION, shall make the final determination. The President of the UNION or the UNION President's designee shall be accorded all the rights of the UNION school delegate in any school. Time allowed shall be confined to investigating grievances that have been brought to the principal's attention.

3-8. Grievance Mediation.

The UNION, simultaneously with a demand for arbitration pursuant to Article 3-5 of this Agreement, may submit a written request for mediation to the Director of Employee Relations. The grievance will proceed to mediation unless the Director of Employee Relations notifies the UNION, in writing, within ten school days that the BOARD does not agree to submit the grievance to mediation. Further, within ten school days of receiving the UNION's demand for arbitration of a particular grievance, the Director of Employee Relations may request, in writing, that the grievance be submitted to mediation. Any such grievance will proceed to mediation unless the UNION notifies the Director of Employee Relations, in writing, within ten school days that it does not agree to submit the grievance to mediation. Grievances not submitted to mediation will proceed to arbitration in accordance with Article 3-5.

Grievances submitted to mediation shall be submitted to a five-person mediation panel consisting of the following: (a) a mediator selected by the parties and (b) two permanent representatives designated by each party. One of the BOARD's representatives shall be a current or former principal.

Within five school days of the selection of a mediator, the parties will contact the mediator directly and notify the mediator of his or her appointment, request available mediation dates and mutually agree to a mediation date. At least seven calendar days before the mediation session, the mediator shall mail notice of the date, time and place of the session to the BOARD and the UNION. The mediator for good cause shown may postpone the mediation session or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the session or extend any period of time upon mutual agreement of the parties. Prior to the mediation session, the BOARD and the UNION will submit to the mediator all relevant grievance documents for the grievance or grievances to be addressed at that session. Mediation sessions will be conducted upon request of the BOARD or the UNION on an as needed basis.

If appropriate, the mediation panel may make recommendations for resolution to the Chief Executive Officer and President of the UNION. If the Chief Executive Officer and President mutually agree to a resolution for a specific grievance, that agreement will be reduced to writing, executed by the parties and implemented. All resolutions shall be non-precedential and not cited in any arbitration case or labor board, administrative or judicial proceeding. In the event of a resolution, the grievance will be withdrawn with prejudice.

If the parties cannot mutually agree to a resolution, they may mutually agree to table and further mediate the grievance at a subsequent mediation session. Absent a resolution or an agreement to table the grievance, the grievance will proceed to arbitration. Any grievance agreed to be submitted to mediation and not considered by the mediation panel within sixty school days after the request for mediation will be submitted to arbitration.

3-9. The BOARD shall remove records of disciplinary action from employees' personnel files four years after the conclusion of disciplinary action.

3-10. Employee disciplinary actions resulting in an accumulated fifteen or more days of suspension in an academic year will be subject to mediation under Article 3-8 of this Agreement.

ARTICLE 4. ELEMENTARY SCHOOL

4-1. The principal shall receive pertinent information from the kindergarten teacher and shall have the counsel of the elementary school counselor in the placement of students completing kindergarten.

4-2. If a school is organized on a departmental basis, said departmental classes shall begin on or before the second Wednesday following the opening of the school year unless precluded by the unavailability of teachers with the required subject skills.

4-3. At the beginning of each semester, the kindergarten teacher and the early childhood education teacher shall be scheduled a sufficient amount of non-teaching time, to the extent that use of teacher assistants employed at the school will permit, to

complete cumulative record cards, registration cards, emergency information cards and transfer records for kindergarten and early childhood education students.

4-4. The principal or the principal's designee shall advise each subject area department or grade level and the Professional Problems Committee of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials.

On or before a specific date to be established by the Professional Problems Committee and the principal, each subject area or grade level teacher may submit, in writing, to the principal or the principal's designee, a suggested list of supplies for his or her students. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

4-5. Books and supplies shall be available for distribution to teachers on the first day of school.

4-6. The regular school day for elementary school teachers shall not exceed six hours and forty-five minutes with a continuous duty-free lunch period of forty-five minutes. Effective the 2004-2005 school year, the regular school day for elementary school teachers shall not exceed seven hours with a continuous duty-free lunch period of forty-five minutes. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee. Where the duty-free lunch period presents an administrative problem, a solution shall be worked out by the BOARD and the UNION. The day normally shall begin at 8:30 a.m. and end at 3:15 p.m. Effective the 2004-2005 school year, the day normally shall begin at 8:30 a.m. and end at 3:30 p.m. However, the principal (or Chief Executive Officer, if appropriate) may change the beginning and ending times provided that he or she receives the affirmative concurrence of the majority of classroom teachers voting.

4-7. In implementation of present policy, reassigned status of a kindergarten teacher shall be determined by the length of continuous service in the Chicago Public Schools on a regular teaching certificate.

4-8. Additional teachers shall be provided as necessary in elementary schools to give elementary teachers three preparation periods per week.

Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work.

If an additional music or art teacher is assigned to an elementary school, the principal shall schedule additional self-directed duty-free preparation time for classroom teachers. Library and physical education teachers shall be considered as classroom teachers in the scheduling of said additional duty-free preparation time.

4-9. In all elementary schools, including those on closed campus programs, duty-free preparation time shall be provided for elementary teachers through scheduling the period from 8:30 a.m. to 9:00 a.m. on three days each week for this purpose, and four days each week when there is a five-day work week, said days to be designated by the principal. Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work. The teacher shall be ready to teach or perform other assigned duties at 9:00 a.m.

The entry time for students shall be set for 9:00 a.m., except when in the considered judgment of the principal inclement weather presents a threat to the health, safety or welfare of the students.

Teachers assigned to supervisory duty during the 8:30 a.m. to 9:00 a.m. conference and preparation period shall be provided with an equal amount of time for preparation periods at another time.

4-10. Professional preparation periods shall be scheduled through Wednesday of the last week of the school year.

4-11. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining unit member assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining unit member assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

4-12. In accordance with current policy, library and physical education programs in all elementary schools where certificated physical education teachers or teacher-librarians have been assigned shall begin no later than Wednesday of the first week of the school year.

4-13. It is agreed that prior to submission by the school principal to the community of the closed campus school day in the elementary schools, a secret ballot vote of all classroom teachers will be conducted no more than once each school year or at the normal reorganization cycle. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.

Sixty-seven percent of the classroom teachers voting shall approve the adoption of the closed campus school day at each school. Any teacher who receives supply money under the provisions of Article 44-32 of this Agreement shall be eligible to vote. It is agreed and understood that any classroom teacher already on the closed campus school day program shall not be eligible to vote.

The school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:30 p.m. at which time teachers may sign out for the day. Effective the 2004-2005 school year, the school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:30 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:45 p.m. at which time teachers may sign out for the day. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

In those schools where a recess period for the students is not scheduled in the forenoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

In those schools where a recess period for the students is not scheduled in the afternoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

For schools that have adopted the closed campus school day program, a review committee shall be formed at the local school level to review and evaluate the program prior to the close of each school year. This review committee shall be made up of the principal, school delegate, three teachers (one primary, one intermediate and one upper grade teacher where such levels exist) and three parent representatives from the Local School Council. Said teachers are to be elected by the appropriate classroom teachers in a secret ballot election. This review committee shall determine whether the closed campus shall continue for the subsequent school year.

4-13.1. Teachers assigned to schools on the closed campus school day may elect to remain in the main building during their duty-free lunch period from 2:30 p.m. to 3:15 p.m. Effective the 2004-2005 school year, teachers assigned to schools on the closed campus school day may elect to remain in the main building during their duty-free lunch period from 2:45 p.m. to 3:30 p.m.

4-14. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each elementary school in September and February of each school year.

4-15. In order to ensure that kindergarten students who attend the afternoon session receive the full instructional time allocation on days when one half day in-service meetings are scheduled, other available staff, in addition to the kindergarten teacher,

already at each local school and any available space shall be utilized by the principal to meet the instructional needs of said students.

4-16. A half-time kindergarten teacher who spends the morning at one building and the afternoon at another building shall be given a daily uninterrupted duty-free lunch period of forty-five minutes exclusive of travel time.

4-17. Textbook committees for language arts, mathematics, social studies, science and special education composed of teachers elected by their peers shall be established in each elementary school. The textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional materials in each subject.

4-18. In those elementary schools in which a student recess period is not scheduled during the morning session, a procedure shall be developed at each school to relieve classroom teachers for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

In those elementary schools in which a student recess period is not scheduled during the afternoon session, a procedure shall be developed at each school to relieve classroom teachers for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

4-19. All teachers in the early childhood programs should have the same student matriculation dates for entrance and pre-screening procedures.

4-20. Effective July 1, 2004, Teacher Institute Days shall not be scheduled during the week prior to report card distribution.

4-21. The Professional Personnel Leadership Committee shall make written recommendations regarding school safety to the principal and Local School Council.

ARTICLE 5. MIDDLE SCHOOL

5-1. Books and supplies shall be available for distribution to teachers on the first day of school.

5-2. In accordance with current policy, library and physical education programs in all middle schools shall begin no later than Monday of the second week following the opening of the school year unless certificated physical education teachers or teacher-librarians have not been assigned to the school.

5-3. It is agreed that prior to submission, by the school principals, to the community on the closed campus school day in middle schools, a secret ballot vote of all classroom teachers will be conducted no more than once each school year or at the normal reorganization cycle. The procedure for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.

Sixty-seven percent of the classroom teachers voting shall approve the adoption of the closed campus school day at each school. Any teacher who receives supply money under the provisions of Article 44-32 of this Agreement shall be eligible to vote. It is agreed and understood that any classroom teacher already on the closed campus school day program shall not be eligible to vote.

The school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:30 p.m. at which time teachers may sign out for the day. Effective the 2004-2005 school year, the school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:30 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:45 p.m. at which time teachers may sign out for the day. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

In those schools where a recess period for the students is not scheduled in the forenoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

In those schools where a recess period for the students is not scheduled in the afternoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.

For schools that have adopted the closed campus school day program, a review committee shall be formed at the local school level to review and evaluate the program prior to the close of each school year. This review committee shall be made up of the principal, school delegate, three teachers and three representatives from the Local School Council. Said teachers are to be elected by the appropriate classroom teachers in a secret ballot election. This review committee shall determine whether the closed campus shall continue for the subsequent school year.

5-4. Professional preparation periods shall be scheduled through Wednesday of the last week of the school year.

5-5. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in any emergency situation only, a teacher or other bargaining unit member assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining unit member assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

5-6. In accordance with current policy, the number of students attending a middle school library class during one class period shall not exceed the number of tables, chairs and/or other work areas available.

5-7. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each middle school at least once each semester or at the regular reorganization time.

5-8. The regular school day shall not exceed six hours and forty-five minutes with a continuous duty-free lunch of forty-five minutes, except that if the regular lunch period is shortened, the teachers' day shall be shortened an equal number of minutes. Effective the 2004-2005 school year, the regular school day for elementary school teachers shall not exceed seven hours with a continuous duty-free lunch period of forty-five minutes. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee. Where the duty-free lunch period presents an administrative problem, a solution shall be worked out by the BOARD and the UNION.

The day normally shall begin at 8:30 a.m. and end at 3:15 p.m. Effective the 2004-2005 school year, the day normally shall begin at 8:30 a.m. and end at 3:30 p.m. However, the principal (or Chief Executive Officer, if appropriate) may change the beginning and ending times provided he or she receives the affirmative concurrence of the majority of classroom teachers voting.

The BOARD affirms that this provision will be adopted as BOARD policy.

ARTICLE 6. HIGH SCHOOL

6-1. The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of eight forty-five-minute periods, including five teaching periods, one fourteen-minute division period and eight four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of forty-five minutes, except that if the regular lunch period is shortened to less than forty-five minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five forty-five-minute duty-free, self-directed preparation periods per week. Each teacher assigned a division shall have one forty-five-minute conference/preparation period per week. Each

teacher's schedule shall include one forty-five-minute advisory period, one forty-five-minute advisory preparation period, one forty-five-minute staff development period and one forty-five-minute teacher collaboration period. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

As an alternative to a forty-five-minute schedule, the principal, with the affirmative concurrence of a majority of the UNION teacher members voting on that schedule, may choose an alternative schedule. The schedules of a forty-, forty-two- or fifty-minute school day, however, shall be limited to the following:

- A. Forty-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of nine forty-minute periods, including five teaching periods, one ten-minute division period and nine four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of forty minutes, except that if the regular lunch period is shortened to less than forty minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five forty-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have five forty-minute conference/preparation periods per week. Each teacher's schedule shall include one forty-minute advisory period, one forty-minute advisory preparation period, one forty-minute staff development period, one forty-minute collaboration period and one forty-minute department/school meeting period. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

- B. Forty-two-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The regular school day shall consist of eight forty-two-minute periods, including five teaching periods, one nine-minute division period and nine four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of forty-two minutes, except that if the regular lunch period is shortened to less than forty-two minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five forty-two-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have five forty-two-minute conference/preparation periods per week. Each teacher's schedule shall include one twenty-five-minute advisory period, one twenty-five-minute advisory preparation period, one twenty-five-minute staff development period, one twenty-five-minute collaboration period and one twenty-five-minute department/school meeting period. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.
- C. Fifty-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of seven fifty-minute periods, including five teaching periods, one division period and seven four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of fifty minutes, except that if the regular lunch period is shortened to less than fifty minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include four fifty-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have one conference/preparation period per week. The principal shall designate said weekly period. The period designated for the conference/preparation period shall be determined by the teacher based upon the needs of the division and the teacher shall notify the

principal of his or her decision. If there is a change in the designated conference/preparation period, the teacher shall notify the principal by Friday of the week preceding the change. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

Time for staff development, planning activities and teacher interaction with parents, following discussion between the Professional Problems Committee and the principal, may be accumulated. Up to ninety minutes of such time may be utilized at the beginning and end of the school day with one week's notice to the faculty. Any other use of the accumulated time must be agreed to by the Professional Problems Committee and the principal.

A thirty-minute advisory period once a week paid at the teacher's regular rate of pay may be added to the fifty-minute high school schedule by following the procedures for waivers outlined in Appendix C.

Nothing herein shall prevent high schools from amending their state Chapter 1 expenditures or from utilizing their state Chapter 1 funds to supplement the basic program.

The BOARD affirms that this provision will be adopted as BOARD policy.

6-2. The principal shall consult all department chairpersons in connection with programming the respective school departments.

Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of the department for the following school year.

6-3. There shall be consultation among student, teacher and administrator in placing students in advanced placement classes.

6-4. Separate foreign language classes for native speakers shall be provided where enrollment makes this possible.

6-5. The term **minor** shall be eliminated in relation to Art 1 and one half unit shall be credited for successful completion of the year's course.

6-6. New buildings shall include adequate facilities in all classrooms designated for the teaching of art including adequate lighting, sinks and cabinet and storage space.

6-7. Whenever possible, mathematics classes shall be assigned to rooms with adequate chalkboard space and provisions for maps, charts, graphs and other teaching aids.

6-8. The chorus room and instrumental rooms shall be made available to the chorus or instrumental music teacher during his or her preparation period whenever possible.

6-9. One period every six school weeks shall be allowed for departmental meetings during the school day provided that this does not necessitate the dismissal of students or cancellation of classes.

6-10. The teacher individually or through the department chairperson shall request in writing approval of the principal prior to inviting a guest speaker to address the class one week prior to the date of the appearance, and written approval of the principal must be secured before the invitation is extended. Any disapproval by the principal shall be submitted in writing.

6-11. Professional journals and other publications shall be purchased through the high school library for use in each high school.

6-12. To the extent that funds can be made available, suitable equipment shall be provided for marketing occupations classes.

6-13. Whenever funds can be made available, the BOARD shall institute an in-service training program for newspaper and yearbook sponsors.

6-14. Workshops for teachers assigned as teacher-coordinators shall be held during the school day.

6-15. As funds, staff and space are available, a materials service center to provide commonly used films, tapes, records, filmstrips, maps, diagrams and paperback books shall be provided in every high school.

6-16. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining unit member assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining unit member assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

6-17. High school science laboratory teachers on a forty-five-minute period day shall be programmed for a twenty-five-period teaching week. Each science laboratory teacher's schedule shall include six periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one forty-five-minute advisory

period, one forty-five-minute advisory preparation period, one forty-five-minute staff development period and one forty-five-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.

High school science laboratory teachers on a forty-minute period day shall be programmed for a twenty-eight-period teaching week. Each science laboratory teacher's schedule shall include seven periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one forty-minute advisory period, one forty-minute advisory preparation period, one forty-minute staff development period and one forty-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.

High school science laboratory teachers on a forty-two-minute period day shall be programmed for a twenty-eight-period teaching week. Each science laboratory teacher's schedule shall include seven periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one twenty-five-minute advisory period, one twenty-five-minute advisory preparation period, one twenty-five-minute staff development period and one twenty-five-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.

High school science laboratory teachers on a fifty-minute period day shall be programmed for a twenty-five-period teaching week. Each science laboratory teacher's schedule shall include five periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.

6-18. The principal or the principal's designee shall advise each subject area department and the Professional Problems Committee of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials.

On or before a specific date to be established by the Professional Problems Committee and the principal, each subject area teacher may submit, in writing, to the principal or the principal's designee, a suggested list of supplies for his or her students. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

6-18.1. Funds allocated for the purchase of supplies in drafting classes shall be increased as follows:

\$3.00 per student for 5x classes

\$4.00 per student for 10x classes

\$6.00 per student for 20x classes

6-18.2. The principal or the principal's designee shall advise the high school art teachers, within twenty school days after the budget is received in the school, of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials.

Each art teacher shall submit, in writing, to the principal or the principal's designee a suggested list of supplies.

6-19. All instrumental music, band or orchestra rooms in high school buildings over ten years old shall be surveyed for rehabilitation.

6-20. Each foreign language teacher shall submit written recommendations to the principal or the principal's designee relative to organization of classes, level and placement of students in language classes.

6-21. All division teachers shall review the records and programs of the students in their respective divisions to ensure that the prerequisites for advancement in mathematics classes have been met. Any deviations shall be immediately reported to the program office for correction.

6-22. Textbook committees for English, social studies, mathematics, science, business, foreign languages and special education composed of teachers elected by their peers shall be established in each high school. On or before a specific date to be established by the principal and the Professional Problems Committee of each high school, said textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional materials in each subject.

6-23. A duty schedule for all teachers and teacher assistants shall be posted in each high school in September and February of each year.

6-24. Only those members of the high school staff who are properly trained may be required to conduct or directly assist in screening or searching students or others, whether by mechanical, electrical or other means, on a daily or random basis.

6-25. Principals shall establish a process to seek and receive the input of department members prior to selecting a department chair.

ARTICLE 7. ELEMENTARY SCHOOL COUNSELORS

- 7-1.** Wherever possible, no more than forty students shall be tested at any one time.
- 7-2.** Elementary school counselors shall each have a telephone available for their use. Elementary school counselors shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits.
- 7-3.** A professional orientation meeting for elementary school counselors shall be held once each year during the regular school day. The BOARD shall also conduct one annual staff development workshop for elementary school counselors to review the duties and responsibilities of elementary school counselors.
- 7-4.** Effective July 1, 2008, the BOARD shall amend its formula for BOARD-funded elementary school counselors so that all elementary schools are allocated a 1.0 elementary school counselor position.

ARTICLE 8. PROFESSIONAL DEVELOPMENT TEACHERS AND TEACHER LEADERS

8-1. Professional Development Teachers (PD Teachers).

- 8-1.1.** All PD Teachers assigned to instructional or professional development schools whose daily duties include instruction and professional development activities beyond a regular teacher's work day (i.e., 6.25 hours exclusive of lunch and seven hours inclusive of lunch) shall be placed in teacher positions with a value of 1.2, and their compensation for their regular hours of work shall be considered regular salary and pensionable under Article 36-3.1 of this Agreement.
- 8-1.2.** The regular work hours of PD Teachers in 1.2 positions in instructional or professional development schools will include an additional 1.25 actual work hours (or seventy-five minutes) beyond the PD teachers' work day. In every case, however, the total number of hours actually worked by PD teachers in instructional or professional development schools (including the two ten-minute breaks) shall be 7.5 hours, exclusive of the forty-five-minute duty-free lunch period. The regular work day for PD teachers in 1.2 positions at instructional or professional development schools shall not exceed 8.25 hours, including two ten-minute breaks and a forty-five-minute duty-free lunch period.
- 8-1.3.** If in any payroll period a PD Teacher's hours of work exceed seventy-five hours, the BOARD shall pay the PD Teacher for the additional time at his or her hourly rate of pay.
- 8-1.4.** The BOARD may reclassify PD Teacher positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

8-2. Teacher Leaders.

8-2.1. Teacher Leaders shall be placed in teacher positions with a value of 1.2, and all such salary is pensionable under Article 36-3.1 of this Agreement.

8-2.2. Teacher Leaders shall work an eight-hour work day exclusive of a forty-five-minute duty-free lunch period. The eight-hour work day shall include two ten-minute breaks. The "closed campus" option (i.e., taking the duty-free lunch period at the end of the work day) shall not apply to Teacher Leader positions.

8-2.3. If in any payroll period a Teacher Leader's hours of work exceed eighty hours, the BOARD shall pay the Teacher Leader for the additional time at his or her hourly rate of pay.

8-2.4. The BOARD may reclassify Teacher Leader positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

ARTICLE 9. PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL (PSRPs)

9-1. Truant Officers.

9-1.1. Initial assignments of truant officers and senior truant officers shall be made from eligibility lists provided by the BOARD.

Persons employed as substitutes shall be those who have passed an appropriate career service examination.

9-1.2. Truant officers shall work from 9:00 a.m. to 4:30 p.m. with one hour for lunch with such variations, not to exceed the total number of working hours, to meet local circumstances as are agreed upon by the truant officer and the principal.

9-1.3. Each school shall provide a desk, a chair and space for the wraps of the truant officer. Telephone service shall be available when necessary for follow-up calls.

9-1.4. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. One city-wide in-service meeting per school year shall be scheduled for truant officers on record-staff development day.

9-1.5. Where possible, a truant officer on temporary assignment shall have the truant officer's regular assignment covered by a substitute truant officer.

9-1.6. Truant officers required to appear in court shall have the services in court of an attorney provided by the BOARD.

9-1.7. Truant officers shall not be responsible for the transfer of school records.

9-1.8. In the physical transfer of students to special schools, the truant officer shall be relieved of custody of the student without undue delay.

9-1.9. Truant officers may be employed in social centers provided that they have the necessary qualifications for the positions they seek.

9-1.10. All other things being equal, seniority will be considered in the selection of senior truant officers seeking transfer to an announced vacancy.

For this purpose, seniority shall be determined from the date of appointment to the grade of senior truant officer. In the event two or more applicants meet all requirements and have equal seniority, the selection shall be made by the director of the Bureau of School Attendance.

9-1.11. When special programs are operated beyond the regular school year, in order to provide the continuity of service, the truant officer regularly assigned to said program shall be retained for summer service. Such service shall be considered as summer employment. If the truant officer regularly assigned to said program waives this opportunity, summer assignments shall be made by the Office of Specialized Services, in consultation with the principal.

Nothing herein shall be construed to authorize additional days of service for these programs in excess of service necessary.

9-2. School Library Assistants.

9-2.1. School library assistants shall receive work orders only from the principal, the assistant principal or the head teacher-librarian.

9-2.2. School library assistants shall perform work related only to the school library.

9-2.3. School library assistants shall not be responsible for giving formalized instruction to classes of students.

9-2.4. All school library assistants shall attend professional development workshops conducted by the BOARD for the purpose of upgrading their skills. Each school library assistant shall attend a minimum of one such workshop annually.

9-3. School Clerks.

9-3.1. The BOARD shall review annually the current school clerk staffing to allow modification of staffing of school clerks at any work location where such a need is determined by the BOARD.

9-3.2. The BOARD will allocate \$250,000.00 in 2003-2004 and \$300,000.00 in 2004-2005 and each year thereafter for additional substitute school clerks who will be assigned to perform the duties of absent school clerks in those schools with less than

two clerks beginning with the second day of absence, and in all other schools, beginning with the fourth day of absence.

9-3.3. School clerks authorized by BOARD action to work on student orientation and articulation days in the weeks preceding the first employee work day of a new school year shall be paid at the clerk's regular rate of salary.

9-3.4. Effective September 2003, there shall be a School Clerk I in every school.

9-3.5. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. Two workshops per year shall be scheduled in order to provide school clerks with new techniques required to fill their job responsibilities and to familiarize school clerks with new technology utilized by the BOARD.

9-3.6. Effective September 3, 1984, any regular School Clerk Assistant assigned in a School Clerk I position for a period of twenty consecutive school days shall be paid at the appropriate step of the School Clerk I salary schedule, effective on the twenty-first consecutive school day.

It is agreed and understood that, upon the assignment or transfer of a regular School Clerk I to said position, the School Clerk Assistant shall revert to the former pay status as a School Clerk Assistant.

9-3.7. School clerks shall be provided necessary training in the implementation of any new programs or responsibilities that are introduced into the schools and performed by the school clerk. When such training is provided, the BOARD shall determine the nature, extent, location and duration of the training.

9-3.8. School clerks will be moved from salary grade 7 to salary grade 8 effective July 1, 1999 and from grade 8 to grade 9 effective July 1, 2000.

9-4. Audiometric and Vision Screening Technicians.

9-4.1. Only qualified audiometric and vision screening technicians and temporary audiometric and vision screening technicians shall administer vision and hearing screenings.

9-4.2. When schedules are assigned, ability and qualifications being equal, audiometric and vision screening technicians shall be given preference based on seniority.

9-4.3. Two city-wide or district cluster meetings shall be held on orientation day and record-staff development day for audiometric and vision screening technicians in order to review new procedures and other related matters.

9-4.4. Travel between schools required by the BOARD shall be conducted within the established seven-hour duty day.

9-4.5. Audiometric and vision screening technicians shall be informed, in writing, of any procedural changes and recording procedures. Said audiometric and vision screening technicians shall implement and comply with said changes.

9-4.6. Any change in the date for submission of time sheets and monthly travel reimbursement applications shall be issued in writing to audiometric and vision screening technicians. All audiometric and vision screening technicians shall implement and comply with said procedures.

9-4.7. Audiometric and vision screening technicians, regardless of the program they are staffed into, shall conform with the screening guidelines outlined by the State of Illinois, Department of Public Health, and the duties established by the BOARD.

9-4.8. As determined by the Office of Specialized Services, audiometric and vision screening technicians shall be provided with replacement equipment to the extent possible and printed forms when necessary.

9-4.9. Current state certifications for audiometric and vision screening technicians shall be kept on file by the Office of Specialized Services of the BOARD.

9-4.10. Effective July 1, 2008, the Audiometric and Vision Screening Technician job title shall be upgraded from Grade G06 to Grade G07, and all employees in this job title shall be placed on the appropriate step of Grade G07 and shall retain their seniority for all purposes. Effective July 1, 2011, the Audiometric and Vision Screening Technician job title shall be upgraded from Grade G07 to Grade G08, and all employees in this job title shall be placed on the appropriate step of Grade G08 and shall retain their seniority for all purposes.

9-5. Teacher Assistants.

9-5.1. If social adjustment schools or industrial skill centers are operated beyond the regular ten school months of the regular school year, and if teacher assistants are to be employed in said summer program, teacher assistants regularly assigned to said schools shall be given preference for summer service. Such service shall be considered as summer employment.

9-5.2. In schools where there are two or more teacher assistants and where outside recess is scheduled, and where the principal determines that all teacher assistants are not needed for recess duty, the recess duties of the teacher assistants shall be rotated.

9-5.3. The BOARD shall employ and maintain nine hundred teacher assistants in the elementary schools and nine hundred teacher assistants in the high schools. The Chief Executive Officer shall consult and advise the President of the UNION monthly on status and progress.

Teacher assistants employed in the elementary schools, high schools and vocational guidance centers shall be employed to relieve teachers of non-professional duties and clerical chores in the schools.

9-6. General Provisions.

9-6.1. Notwithstanding any other provision of this Agreement to the contrary, the provisions of this Article shall govern the transfer and assignment of PSRPs within the bargaining unit, including but not limited to the following classifications: School Community Representatives, School Assistants, Educational Sign Language Interpreters, Interpreter Clerks, Instructor Assistants, Teacher Assistants-Montessori, School Social Service Assistants, Speech Pathology Assistants, Speech Pathology Aides, Licensed Practical Nurses, Guidance Counselor Aides and Occupational Therapists. PSRPs shall be appointed from eligible lists provided by the Department of Educational Support Personnel.

If the majority of the duties of a PSRP position within the bargaining unit are to be performed at a single attendance center, the principal shall appoint a qualified person from the eligible list provided by the Department of Educational Support Personnel. When less than the majority of the duties of a PSRP position within the bargaining unit are to be performed at any single attendance center, the appointment shall be made by the appropriate administrator from the appropriate eligible list. For all positions under the jurisdiction of the Office of Specialized Services where less than the majority of the duties of the position are to be performed at a single attendance center, the appropriate administrator is the Director of the Office of Specialized Services.

9-6.2. Any PSRP who is eligible to transfer shall remain on the transfer list while on an approved leave for illness granted under the provisions of **Board Rule 4-11**, provided that the principal, during the official visitation period established by the Department of Educational Support Personnel, may go to the next name on the transfer list for visitation and approval for transfer if the first name on the list is that of a PSRP on a leave for illness. PSRPs returning from said leave described above shall notify, in writing, each principal of a school to which transfer has been requested that the PSRP is now available for the purpose of visitation by the principal and possible transfer at the next period.

9-6.3. The BOARD shall publish a schedule of PSRP paydays, and when this schedule is changed, prior notice shall be given to all PSRPs.

9-6.4. PSRPs shall be paid on alternate Fridays with no longer than a one-week delay between the end of the pay period and the pay date.

9-6.5. PSRPs other than truant officers are on duty seven hours each school day, exclusive of a thirty-minute lunch period. Effective the beginning of the 2004-2005 school year, PSRPs other than truant officers are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. PSRPs shall be scheduled for a ten-minute relief period during the morning and a ten-minute relief period during the afternoon. PSRPs assigned to a local school site shall not be required to sign out for lunch unless they are leaving the school building. The hours of arrival and departure and lunch time are designated by the principal.

In setting the starting and ending time for PSRPs, principals shall not act arbitrarily or capriciously nor shall they establish these times as a form of discipline.

9-6.6. Performance ratings shall be distributed at the work location on or before September 30.

Said performance ratings shall indicate the final grade for the performance rating period ending in June.

9-6.7. Whenever, in the opinion of the principal, the service of a PSRP is considered unsatisfactory, the following procedures take place:

- A. The principal of the school notifies the employee in writing stating the reasons for the unsatisfactory rating and offering suggestions and assistance to the employee for improving services. This notification is given to the employee in a private conference, and a copy of the notification is sent to the Director of Employee Relations.
- B. If the principal feels that the work of the employee is still unsatisfactory, after at least thirty school days following the issuance of the notice of unsatisfactory service, the principal sends a letter to the Director of Employee Relations notifying the Director of Employee Relations of this unsatisfactory service. A copy of this letter shall be distributed to the employee.
- C. The Director of Employee Relations shall schedule a conference with the employee and the principal. At this conference, the Director of Employee Relations and the principal shall give positive suggestions for improvement to the employee. The UNION may be present at the conference.

9-6.8. No PSRP shall be requested to remain in a school building after that employee's regular working hours unless security is provided in the work area.

9-6.9. Utilization of all PSRPs shall be in conformity with applicable statutes and established guidelines. Such personnel shall not be used as a substitute for a teacher except for temporary emergency supervisory duty where the welfare of students is involved. Said temporary supervisory duty shall not exceed sixty minutes.

It is agreed and understood that no teacher may leave the teacher's assigned classroom under the supervision of said personnel unless said teacher has received the approval of the principal or the principal's designee.

9-6.10. PSRPs may apply to transfer to not more than three schools after having served in their present school a minimum of five school months.

After serving one full year, the applicant is eligible for transfer. Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year, after the April 1 deadline for application, to become effective the first day of the ensuing school year.

Any PSRP who is eligible to transfer and who has followed the prescribed procedures shall take precedence over newly appointed or provisional PSRPs in filling a vacancy at the time that transfers are being processed. At that time, only vacancies shall be filled from the transfer list before appointments are made from the PSRP eligible list.

No PSRP shall be transferred without the prior approval of the receiving school principal who shall visit or interview the applicant in the position order on the transfer list before appointments are made from the PSRP eligible list. All disapprovals must be submitted in writing by the principal to the Director of Educational Support Personnel. The PSRP shall receive a copy of said disapproval. The final decision as to transfer shall be made by the receiving school principal.

If a PSRP who is eligible for transfer is not visited or interviewed by the receiving school principal prior to the annually established deadline for visitation, said PSRP transfer will be processed automatically.

A PSRP may apply for transfer to a vacancy which may be created by the opening of a new school. However, no PSRP shall apply for such vacancy if said employee is presently on the transfer list of three schools.

Vacancies created by the opening of a new school, encumbered by a transfer list, shall be filled from the transfer list at the time of such opening.

A PSRP may withdraw from a school transfer list. Such withdrawal shall be in writing. A PSRP who has applied for transfer to the maximum number of schools and has withdrawn the application from any school will not be eligible to apply for additional schools for ten months from the date of withdrawal.

9-6.11. PSRPs shall continue to be subject to the **Rules of the Board of Education**, applicable BOARD guidelines, BOARD policies and procedures and the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO.

9-6.12. When programs are discontinued or reclassified, all PSRPs shall be eligible to apply for any newly created position with similar duties.

9-6.13. Staff development at the school level shall include PSRPs.

9-6.14. Administrative transfers shall be executed promptly by the sending school's principal.

9-6.15. When the BOARD appoints a PSRP to a full-time teaching position and the PSRP has been employed by the BOARD for a minimum of one full school year without a break in service prior to appointment to the teaching position, the BOARD shall place the PSRP on a step equivalent to his or her years of service as a PSRP with the BOARD up to Step 5. He or she shall retain all accumulated sick and personal business days accumulated as a PSRP. All additional applicable benefits shall be transferred to said new teacher and he or she shall be granted one year of teacher seniority for the years employed as a PSRP.

9-6.16. Any BOARD decision to lay off or reappoint PSRPs shall be governed by the applicable provisions of Appendix I. The BOARD will approve an amended "Policy on the Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees" to comply with this section.

Notwithstanding the above paragraph, PSRPs who are assigned to schools that are subject to closing, consolidation, reconstitution or phase-out at the end of a school year and who are not reappointed prior to the first day of the work year for the following school year shall be eligible for a severance package equal to a \$1,000.00 one-time payment and nine months of BOARD-paid insurance premiums for health care continuation coverage.

For the purposes of conducting a seniority analysis required under the "Policy on the Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees," PSRPs or other employees in separate budgetary units with one principal shall be treated as being in one student attendance center.

9-6.17. PSRP Child-Rearing Leave. PSRPs may take a child-rearing leave of up to five school months provided that they are eligible for a child-rearing leave under the BOARD's policies on family and medical leaves. PSRPs' benefits shall be maintained in accordance with **Board Rule 4-12**.

9-6.18. PSRP Discharge. A PSRP who is discharged has the right to file a grievance and appeal the grievance to arbitration in accordance with the grievance and arbitration procedure set forth in Article 3.

9-7. School Assistants.

9-7.1. In schools where there are two or more school assistants assigned and present, if outside recess is scheduled and the principal determines that all school assistants are not needed for recess duty, the recess duties of the school assistants shall be rotated.

9-7.2. Effective July 1, 2008, all employees in the School Assistant I job titles, who are highly qualified as defined by the No Child Left Behind Act and applicable state and federal regulations, shall be reclassified to corresponding Teacher Assistant I job titles, and the affected employees in the School Assistant I job titles shall be placed on the appropriate step of Grade GB1 and shall retain their seniority for all purposes. Effective July 1, 2008, the minimum qualifications for all Teacher Assistant I job titles shall be a

high school diploma plus highly qualified status as defined by the No Child Left Behind Act and applicable state and federal regulations.

Effective July 1, 2008, all employees in the School Assistant II job titles, who are highly qualified as defined by the No Child Left Behind Act and applicable state and federal regulations, shall be reclassified to corresponding Teacher Assistant II job titles, and the affected employees in the School Assistant II job titles shall be placed on the appropriate step of Grade GB2 and shall retain their seniority for all purposes. Effective July 1, 2008, the minimum qualifications for all Teacher Assistant II job titles shall be an associate's degree from a regionally accredited institution of higher learning plus highly qualified status as defined by the No Child Left Behind Act and applicable state and federal regulations.

9-8. Computer Technicians and Technology Coordinators I, II and III.

9-8.1. Each school shall provide a desk and a chair for the Computer Technicians and Technology Coordinators I, II and III. Telephone service and computer access shall be available.

9-8.2. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. A minimum of one city-wide in-service meeting per school year shall be scheduled during the school day for Computer Technicians and Technology Coordinators I, II and III.

9-8.3. Seniority will be considered in the selection of Computer Technicians and Technology Coordinators I, II and III seeking transfer to an announced vacancy. For this purpose, seniority shall be determined from the date of hire.

9-8.4. Computer Technicians and Technology Coordinators I, II and III shall receive work orders only from the principal and the assistant principal.

9-8.5. The pay grades for Computer Technicians and Technology Coordinators I, II and III are set forth in Appendix A-1E.

ARTICLE 10. COUNSELORS

10-1. The recommendation of the 1960 White House Conference on Children and Youth of a counselee-counselor ratio of six hundred to one at the elementary level is accepted as a desirable goal.

10-2. Counselors shall each have a telephone available for their use. Counselors shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits.

10-3. New buildings shall include adequate space to conduct interviews and meetings and provide counseling for students.

10-4. A list of schools with the names of principals and counselors shall be sent to each elementary and high school for the guidance staff.

10-5. Wherever possible, no more than eighty students shall be tested at any one time.

10-6. In programming and directing the work of a counselor, a principal shall endeavor to assign duties to the counselor that are consistent with the recommendations of the American School Counselor Association or other recognized organizations, except when such recommendations are inconsistent with the responsibilities expected of all faculty members or BOARD or local school level administrative and educational requirements. Disagreements over this section shall be resolved by the counselor, the principal and the Professional Problems Committee.

ARTICLE 11. DRIVER EDUCATION TEACHERS

11-1. The assignment of driver education teachers shall be based upon the date of their approval to teach this subject by the BOARD.

11-2. As far as possible, all work assignments at each center shall be equalized to guarantee to each teacher an equal share of available work and, except where an unusual condition exists, the work load for each teacher shall be thirty-two hours per pay period.

11-3. There shall be no change in the status of elementary teachers now employed in the program.

11-4. Teachers assigned to a center who are being transferred shall have the right to a conference, if requested, and may be represented by the UNION.

11-5. All assignments shall be made through the Department of Sports Administration.

11-6. In implementation of present practice, funds allotted for driver education supplies for high school may be utilized for the purchase of approved driver education films provided there is no greater need.

11-7. In addition to established certification and educational requirements, all teachers employed in the summer driver education program must have received a satisfactory teacher efficiency rating during the preceding school year, and preference shall be given to those who received an excellent or superior rating as a driver education teacher during the preceding school year.

11-8. A driver education teacher shall receive regular driver education pay for the national holiday July 4 when this holiday is celebrated on the day that teacher is scheduled to work, provided that said driver education teacher works the day before and the day after the holiday. This provision shall not be applicable when July 4 occurs on Saturday.

11-9. Summer driver education employment applications shall be available on or before the Friday following spring recess. Nothing herein shall be construed to be applicable to any program which may be developed, funded or implemented subsequent to the above-stated date.

ARTICLE 12. LEGISLATIVE PARTNERSHIP

12-1. A joint BOARD-UNION Commission shall be established in accordance with the BOARD-UNION Partnership Agreement under section 34-3.5 of the **Illinois School Code** [105 ILCS 5/34-3.5]. The Commission shall study, discuss, formulate and submit recommendations to the Chief Executive Officer and President of the UNION regarding a joint legislative strategy to advance the shared interests of the BOARD and the UNION and facilitate passage of legislation in the following areas: extension of pension pick up for after-school programs and summer school; "5+5" early retirement, early retirement without discount and any other appropriate early retirement legislation for teachers; the State's assumption of the BOARD's obligation to contribute to the Public School Teachers' Pension and Retirement Fund of Chicago; State funding for reduced class sizes in schools targeted by the BOARD and the UNION; and modifications to the No Child Left Behind Act.

Membership on this Commission shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This Commission shall submit recommendations to the Chief Executive Officer and the President of the UNION by April 1, 2008.

ARTICLE 13. EXTRACURRICULAR PERSONNEL

13-1. Compensation for teachers engaged in extracurricular activities, such as coaching athletic teams and drama groups, directing instrumental and vocal groups and sponsoring student activities, shall be based on the schedule appearing in Appendix A-3D of this Agreement.

13-1.1. A high school teacher appointed by the principal as the advisor for the official school yearbook or newspaper, which newspaper shall be published at intervals scheduled by the principal, shall be programmed for a normal program less one teaching period.

Where an advisor sponsors both the school newspaper and yearbook, said advisor shall be programmed for a normal program less two teaching periods.

13-2. Physical education teachers shall be given priority in coaching positions; however, qualified persons presently serving in coaching positions will not be replaced by this provision.

13-3. Each school shall develop a schedule of activities for the first five months, other than class field trips, no later than September 30 and for the second five months no later than February 1, and the events and rehearsals warranting student excuses from class shall be kept to a minimum. Deviation from the activity calendars will be made only in exceptional cases.

13-4. The principal shall be responsible for the conduct of the entire extracurricular program within the school. Whenever in the estimation of the principal any of the activities being conducted do not continue to meet the requirements of the school, such activity shall be discontinued at once in that school. If the activity is discontinued, the teacher will be paid on a prorated basis.

13-5. No teacher shall be assigned to a head coaching position in more than one of the following sports: football, baseball, basketball or track; or to more than two coaching assignments in interscholastic sports during a school year.

When a teacher, because of extenuating and special circumstances, is assigned to teach two activities and the official season of the first activity has not been terminated before the official opening date of the second activity, full compensation will be allowed only for that activity in connection with which the teacher serves the entire official season. Compensation for the other activity will be made on the basis of the percent of the total official season during which service was rendered.

13-6. At least one teacher is to remain with the students after the close of any activity, practice session or game until the last student has left the premises. This rule applies whether the group is at the home school or field or is away.

13-7. To be eligible for appointment as a coach of a swimming team, an applicant must submit to the BOARD's Department of Sports Administration a teaching certificate indicating that the applicant has passed the swimming requirements test administered by the Board of Examiners, a current Red Cross Senior Life Saving certificate, a current Red Cross Water Safety Instructor's certificate or a current YMCA Aquatic Leader Examiner's certificate.

13-8. A copy of the BOARD's parental permission procedures for in-school and after-school clubs and extracurricular activities will be provided to each activity and club sponsor no later than September of each school year.

ARTICLE 14. YEAR-ROUND SCHOOLS

14-1. Year-round teachers off-track and available to substitute shall be listed by their date of original appointment on a regular certificate and shall be assigned to substitute during their inter-sessions in the following order:

- A. teachers available to teach five days per week in seniority order;
- B. teachers available to teach four days per week in seniority order;

- C. teachers available to teach three days per week in seniority order;
- D. teachers available to teach two days per week in seniority order;
- E. teachers available to teach one day per week in seniority order.

14-2. Attendance books, payroll raises and professional supplies shall be ready on July 1 for year-round schools.

ARTICLE 15. LIBRARIANS: ELEMENTARY AND HIGH SCHOOL

15-1. The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one librarian for every five hundred students or major fraction thereof shall be a goal toward which to work as funds become available.

15-2. The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one library clerk for every six hundred students or major fraction thereof shall be a goal toward which to work as funds can be made available.

15-3. The needs of the students shall be taken into consideration when determining the priority for assignment of additional library clerical help in high schools and elementary schools.

15-4. Adequate library facilities shall be provided in all new school buildings. In existing buildings, the BOARD shall provide such facilities as funds and space can be made available.

15-5. As a goal toward which the BOARD shall work as funds become available, provision shall be made for all primary school students in each elementary school to have one library period per week under the direction of the teacher-librarian.

15-6. In accordance with current policy, the number of students attending a middle school or elementary library class during one class period shall not exceed the number of tables, chairs and/or other work areas available.

15-7. If the elementary school library facilities are to be used when the teacher-librarian is absent from the premises, guidelines for their use which are not in conflict with BOARD policy shall be established by the librarian, the principal and the UNION's Professional Problems Committee of that school.

15-8. The program of the elementary teacher-librarian shall be so arranged as to provide for a minimum of four preparation periods per week for processing books and

kindred library tasks, provided that, in addition, teacher-librarians shall be provided not less than the average number of preparation periods accorded to other educational personnel in the school.

15-9. Every effort shall be made to send pertinent bulletins explaining library policies, practices and procedures to the teacher-librarians.

15-10. One workshop or in-service meeting per school year for teacher-librarians shall be conducted at the area or district level during the regularly scheduled in-service time to provide information about new materials, equipment, techniques and new approaches to library media service and the teaching of reading.

15-11. The principal shall designate a high school librarian to serve as department chairperson, and such chairperson shall attend all school department chairperson meetings.

15-12. In accordance with current policy, the professional high school library staff in conjunction with the faculty and administration shall plan and implement a school-wide library program.

15-13. A librarian shall be included on all high school curriculum committees.

15-14. Clerical assistants in the schools shall not replace teacher-librarians in class instruction or library administration.

15-15. Where administratively possible, elementary librarians serving more than one school during one school week and high school librarians shall be assigned duties related only to the library program.

15-16. On the day when a half-time librarian spends the morning at one building and the afternoon at another, said half-time librarian shall be assigned no duties outside of those resulting directly from said library assignment.

15-17. New buildings shall include adequate storage facilities for audio-visual equipment. In existing buildings, the BOARD shall provide the necessary storage facilities as funds and space can be made available.

15-18. To the extent that funds can be made available, the BOARD shall provide trained teacher assistants to distribute and maintain audio-visual equipment in the elementary school library.

15-19. Trained audio-visual assistants shall be provided in the high school library as soon as funds can be made available.

15-20. The principal or the principal's designee shall advise librarians within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel library purposes. On or before a specific date to be established by the principal and the Professional Problems Committee at each school,

each librarian shall submit, in writing, to the principal or the principal's designee, a list of supplies requested for the library media center, collection and materials. It is understood that supply allocations are limited to the funds available.

ARTICLE 16. PHYSICAL EDUCATION TEACHERS

16-1. The time allotment for physical education classes will be reviewed and clarified.

16-2. Teachers of physical education who sponsor the school safety patrol shall have one period per week for patrol gym and/or administration of the patrol.

16-3. Applicants for supervisory positions in the BOARD's Department of Sports Administration may apply for such positions on the basis of teaching experience at the elementary or secondary level by submitting an application to the Department of Human Resources.

16-4. Wherever possible, physical education programs shall be planned to avoid frequent attire changes in successive classes.

16-5. New buildings shall include proper dressing and toilet facilities for the physical education department.

16-6. Equipment shall be available from the supply lists or through special order for all activities in the physical education course of study.

16-7. In-service training for physical education teachers shall be provided in city-wide or district level meetings during the school day.

16-8. On a day when a half-time physical education teacher spends the morning at one building and the afternoon at another, said half-time physical education teacher shall be allowed seventy-five minutes including lunch for travel time.

16-9. Physical Education Class Supplies. Effective July 1, 2008, the BOARD shall appropriate the sum of \$225,000.00 to be allocated to schools for supplies and equipment for physical education classes for the 2008-2009 school year. The per student allocation for the 2009-2010, 2010-2011 and 2011-2012 school years shall be determined by the Chief Executive Officer or his or her designee in consultation with a representative of the UNION.

ARTICLE 17. PLAYGROUND TEACHERS

17-1. All playground teachers shall be placed on the appropriate step of the regular teachers' salary schedule.

17-2. Playground teachers shall be paid on a forty-seven-week basis.

17-3. Playground substitutes shall meet the requirements for regular or temporary certification of a teacher in playgrounds or for regular or temporary certification of a teacher of physical education.

17-4. Each playground shall have a fund of \$100.00 each calendar year to be used to purchase emergency supplies and equipment, all expenditures to be approved by the bureau director.

17-5. Playground teachers shall work a six-hour-day schedule, Monday through Friday. The hours of playground teachers shall be as follows:

Monday through Friday, inclusive — 2:30 p.m. to 9:15 p.m. with forty-five minutes for dinner to be taken separately as follows:

one teacher from 5:15 p.m. to 6:00 p.m.

one teacher from 6:00 p.m. to 6:45 p.m.

17-6. Vacation periods and unpaid layoff time shall be on a consecutive-week basis unless otherwise requested by the employee, to the extent permitted by the needs of the program through arrangement with the school principal.

Written requests for vacation and/or unpaid layoff time shall be filed by the playground teacher with the school principal at least five school days prior to the vacation or unpaid layoff time.

Seniority in the Chicago public school system of the two regularly assigned playground teachers at any given playground shall be the determining factor to the extent permitted by the needs of the program.

17-7. As long as the playground teachers are assigned in the present organizational structure, the Bureau of Health, Physical Education, Recreation and Safety and one additional administrator designated by the Chief Executive Officer shall meet with the playground Professional Problems Committee at the request of either party to discuss playground operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the playground Professional Problems Committee's request.

The Bureau of Health, Physical Education, Recreation and Safety shall be supplied with an agenda of the items the committee wishes to cover at least forty-eight hours before any meeting is to take place. The Bureau of Health, Physical Education, Recreation and Safety may have in attendance any resource persons whose presence is needed in connection with a subject on the agenda. Any item the director places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least forty-eight hours prior to the meeting.

Membership of the Professional Problems Committee shall be limited to four members.

17-8. Appointed playground teachers may apply for transfer after having served a minimum of five school months in their present assignment. Effective September 1, 1977, playground teachers whose names do not now appear on any transfer list, or those playground teachers whose names appear on only one transfer list, will be permitted to apply for transfer to a total of two playgrounds. After serving one full year, the applicant is eligible for transfer.

Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year after the deadline date for application to become effective the first day of the ensuing school year in September.

The final decision as to the transfer shall be made by the principal of the receiving school.

Withdrawal requests must be submitted over the signature of the playground teacher before transfer notices are issued. In all cases, it is the playground teacher's responsibility to know if application was made for transfer to a playground and to withdraw if transfer is no longer desired.

Playground teachers granted a voluntary transfer effective September 1, 1985 and thereafter may apply for another voluntary transfer after having served a minimum of two years in their present school.

17-9. The BOARD will review the need for security in playgrounds and will provide security personnel where it deems necessary.

ARTICLE 18. PRACTICAL ARTS AND VOCATIONAL EDUCATION TEACHERS

18-1. Effective September 1, 1990:

- A. A teacher of drafting, industrial arts or unit shop subjects shall be allowed credit for salary step placement up to and including the third step for service and experience as a registered architect, registered professional engineer or drafter senior level or above, journey-level crafts worker qualified through completion of a registered apprenticeship program or industrial experience at the technician level or above in the areas to be taught in the industrial education curriculum, gained through full-time employment in a position satisfactory to the Chief Executive Officer, provided that such service and experience occurred subsequent to receiving a bachelor's degree from an accredited college or university.
- B. A teacher of drafting or shop with a trade certificate shall be allowed credit for salary step placement up to and including the third step for full-time service and experience as a registered architect, registered professional

engineer or drafter senior level or above, journey-level crafts worker qualified through completion of a registered apprenticeship program or industrial experience at the technician level or above in the occupation for which certification is used, in a position satisfactory to the Chief Executive Officer.

The present practice of lane placement of teachers employed under a trade certificate will continue.

18-2. Effective July 1, 1999, vocational teachers assigned to junior and senior level shop classes shall be programmed for 15x classes and 5x classes in schools on fifty-minute schedules (or 20x and 10x for forty-, forty-two- or forty-five-minute periods). Vocational teachers assigned to freshman and sophomore classes shall be programmed for 5x classes in schools on fifty-minute schedules (or 10x for forty-, forty-two- or forty-five-minute periods). Shop teachers on a regular day program shall have no more than twenty-five teaching periods. Shop teachers on an extended day program shall not have more than thirty teaching periods.

18-3. Where administratively possible, there should be no more than one class programmed for any one shop or home economics laboratory area at any given time.

18-3.1. Effective September 1978, where possible for teachers of food and/or food services in the high schools, one of their professional preparation periods each week shall be programmed at the end of the day for the purpose of securing authorized supplies when classes are scheduled for food preparation and/or demonstration.

18-4. The amount appropriated in the 2003-2004, 2004-2005, 2005-2006 and 2006-2007 school years for supplies for PAVE classes shall exceed by \$250,000.00 for the 2003-2004 school year and \$300,000.00 for the 2004-2005 school year and thereafter the full regularly established per student appropriation for supplies for practical arts and vocational education classes. The per student allocation of \$250,000.00 for the 2003-2004 school year and \$300,000.00 for the 2004-2005 school year and thereafter shall be determined by the Office of Education to Careers in consultation with a representative of the UNION. One half of such funds shall be allocated to practical arts and vocational education teachers by October 1 of each school year. The remaining one half shall be allocated by February 1. The amount appropriated in the 2007-2008 and 2008-2009 school years for supplies for PAVE classes shall be increased by \$55,000.00 over the 2006-2007 and 2007-2008 school years respectively. The per student allocation for the 2009-2010 school year and thereafter shall be determined by the Office of Education to Careers in consultation with a representative of the UNION. One half of such funds shall be allocated to practical arts and vocational education teachers by October 1 of each school year. The remaining one half shall be allocated by February 1 of each school year.

18-5. Whenever a teacher of shop or home economics laboratory determines that the classroom conduct of a student may create a safety hazard for said student or for other students enrolled in the class, the shop teacher or home economics laboratory teacher

shall immediately notify the principal or the principal's designee, requesting exclusion of that student, stating in writing the reasons therefore.

Upon receipt of written directions from the principal or the principal's designee as to where the student is to be sent, the student may be excluded from that home economics laboratory or shop class.

The principal or the principal's designee shall immediately investigate the matter. Based on the findings of the investigation and a conference with the shop teacher or home economics teacher and other appropriate members of staff, as determined by the principal, the principal shall determine the disposition of the matter.

18-6. Newly assigned teacher coordinators of marketing occupations shall be certified business education teachers.

18-6.1. Newly assigned teacher coordinators of home economics related occupations shall be certified teachers on a BOARD homemaking arts certificate.

ARTICLE 19. PSYCHOLOGISTS

19-1. School psychologists employed in the Office of Specialized Services prior to December 16, 1967 have had the option of working ten school months (forty weeks), eleven school months (forty-four weeks), twelve school months (forty-eight weeks) or twelve calendar months. Subsequent to December 16, 1967, all school psychologists newly assigned to the Office of Specialized Services and all school psychologists who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for forty-eight-week personnel. Pension contributions and sick leave for all other employment period classifications shall be based on the forty-week year.

Effective September 6, 1976, all newly appointed school psychologists and all provisional and temporarily certificated school psychologists shall be employed on a ten-school-month (forty-week) basis. All school psychologists currently employed on a twelve-school-month (forty-eight-week) basis or on an eleven-school-month (forty-four-week) basis shall be given the opportunity to convert to a ten-school-month (forty-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of ten-school-month personnel beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

Employment of eleven-school-month personnel beyond eleven school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

19-1.1. School psychologists continuously employed in the Office of Specialized Services since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school psychologists who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

Pension contributions and sick leave shall be based on the work year for 46.6-week personnel. Pension contributions and sick leave for all other employment period classifications shall be based on the 38.6-week year.

Employment of ten-school-month (38.6-week) personnel beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

Employment of eleven-school-month (42.6-week) personnel beyond eleven school months shall be considered as summer employment. Pension contributions and sick leave shall be based on an eleven-school-month year.

19-2. Pay shall be based upon the school month. Psychologists who are qualified as school psychologists as defined by state statute and who are assigned as psychologists by the Department of Human Resources will receive the monthly increment set forth in Appendix A-2C in addition to their base salaries.

Psychologists shall furnish the Department of Human Resources prior to the beginning of each school year documented evidence of possession of a valid State of Illinois Qualified School Psychologist Permit or a School Psychologist Certificate issued by the Illinois State Teacher Certification Board, registered for that school year and endorsed by the Office of Superintendent, Educational Service Region of Cook County.

19-3. The work day shall be six hours and forty-five minutes including a forty-five-minute lunch period. Effective the 2004-2005 school year, the work day shall be seven hours including a forty-five-minute lunch period.

19-4. School psychologists may indicate their desire to transfer to posted vacancies.

Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those psychologists who have expressed a desire to transfer. The final decision as to transfer shall be made by the Office of Specialized Services based upon the recommendations from the Psychological Services Unit.

ARTICLE 20. SCHOOL SOCIAL WORKERS

20-1. Effective December 16, 1967, all newly assigned school social workers and all school social workers who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

All newly appointed school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (forty-week) basis. All school social workers currently employed on a twelve-school-month (forty-eight-week) basis shall be given the opportunity to convert to a ten-school-month (forty-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of ten-school-month school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

20-1.1. School social workers continuously employed in the Office of Specialized Services since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school social workers who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

All newly appointed school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (38.6-week) basis. All school social workers currently employed on a twelve-school-month (46.6-week) basis who convert to a ten-school-month (38.6-week) basis shall not be entitled to return to a twelve-school-month (46.6-week) work year schedule.

Employment of ten-school-month school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

20-2. Confidential case records of school social workers shall be maintained in a locked file cabinet or shall be secured in an available facility at the local school.

Telephone service shall be available when necessary for follow-up calls.

20-3. School social workers may indicate their desire to transfer to posted vacancies.

Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those social workers who have expressed a desire to transfer. The final decision as to transfer shall be made by the Office of Specialized Services based upon the recommendations from the Social Work Services Unit.

ARTICLE 21. SPECIAL EDUCATION TEACHERS

21-1. Definition of Special Education Teacher: The phrase “special education teacher” includes all teachers who are deemed highly qualified by the Illinois State Board of Education rules and regulations to teach students with disabilities and who are assigned or appointed by the BOARD as teachers of students with disabilities.

21-1.1. Effective July 1, 2004 and thereafter, temporarily assigned teachers (TATs) with a minimum of eight semester hours of approved credit in special education may replace TATs with no training in special education.

21-1.2. Effective July 1, 2004 and thereafter, appointed teachers and TATs who are deemed highly qualified by the Illinois State Board of Education rules and regulations to teach students with disabilities, who are assigned or appointed by the BOARD as teachers of students with disabilities and who have completed thirty semester hours of approved graduate credit in the area of special education shall be permitted to advance to Lane II of the salary schedule. Termination of service in the area of special education shall cause said appointed teacher or TAT to revert to the appropriate lane of the salary schedule and, further, it shall be the responsibility of the teacher to notify the Department of Human Resources of such termination.

21-1.3. Teachers who possess the necessary qualifications for possible assignment in the area of special education are encouraged to submit applications for such assignment.

21-1.4. The principal or the principal's designee shall advise special education teachers within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel special education purposes.

On or before a specific date to be established by the principal and the Professional Problems Committee at each school, each special education teacher shall submit, in writing, to the principal or the principal's designee a list of supplies requested for his or her students. It is understood that supply allocations are limited to the funds available.

21-1.5. The educational and extracurricular program of a student with disabilities shall be developed by the Individualized Education Program (IEP) team in accordance with the student's IEP.

21-1.6. Related services personnel (school psychologists, school social workers, school nurses, physical therapists, occupational therapists and/or other district resource

personnel) shall meet periodically with special education teachers to discuss matters of professional interest.

Related services personnel shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.

21-1.7. One full-day or two half-day in-service meetings per year for all special education teachers shall be scheduled on Teacher Institute Days, professional development days (such meetings held on professional development days shall be limited to half-day in-service meetings) or staff development days for school improvement planning. Such meetings shall be held on an area, district, assignment or similar basis to discuss educational, medical and other topics related to their assignment.

21-1.8. The BOARD shall distribute a copy of the most recent "Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools," and any updates thereto shall be available to each appointed teacher and TAT assigned to a special education position either electronically or in print no later than September 15 of each school year.

21-1.9. New special education teachers of high school students with cognitive disabilities shall be provided with appropriate in-service education during the school day to the extent possible with the supervisory staff and the substitute service available.

21-1.10. A high school or elementary school special education teacher shall refer a student with cognitive disabilities in that teacher's class at any time said teacher believes re-evaluation is desirable. Said teacher shall continue to be alert to students who appear in need of different special education placement.

21-1.11. In accordance with the provisions of Article 29-1 of this Agreement, the UNION shall have representation on city-, area- or school-level committees established to plan and develop proposals seeking government funding for programs in special education subject areas.

21-2. Teachers of the Deaf and Hard of Hearing.

21-2.1. In schools with students with disabilities whose Individualized Education Programs (IEPs) require American Sign Language interpreters, one staff member who is able to communicate with such students shall be designated to remain in the school until such students have been released for the day. Hours worked beyond the regular work day shall be compensated at the regular rate of pay.

21-3. Speech Pathology Teachers.

21-3.1. Each semester the Department of Human Resources shall make available to speech pathology teachers a list of vacancies to which they may indicate their desire to transfer. The BOARD shall supply the UNION with said list of vacancies.

Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those teachers who have expressed a desire to transfer. The final decision as to the transfer shall be made by the Office of Specialized Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

21-3.2. Speech pathology teachers who travel from one school to another during the noon hour shall be allowed seventy-five minutes including lunch for travel time.

21-3.3. Speech pathology teachers shall each be provided with a telephone available for their use. Speech pathology teachers shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits.

21-3.4. The BOARD shall also conduct one annual staff development workshop for speech pathology teachers.

ARTICLE 22. STADIUM DIRECTORS

22-1. Stadium directors shall receive the following increment in addition to their regular salary:

Effective September 1, 1993:

First year	\$64.37 per month
------------	-------------------

Second year and thereafter	\$96.52 per month
----------------------------	-------------------

22-2. The working schedule of days and hours for stadium directors shall be determined by the BOARD's Director of Sports Administration in accordance with the needs of the program.

ARTICLE 23. CLASSIFICATION OF TEACHERS

23-1. Definitions. For the purpose of this Agreement, it is the intent of the parties that the following terms have the meaning stated in this provision regardless, and to the express exclusion of, any previous interpretation or meaning ascribed by either party to these terms.

Appoint, Appointed or Appointment: When used in reference to a teaching position, the term "appoint," "appointed" or "appointment" means the employment of a qualified teacher in a vacant full-time position.

Tenured Teacher: A full-time certified teacher who has successfully completed the probationary period prescribed in 105 ILCS 5/34-84 or Article 23-2.1.

Probationary Teacher: A full-time certified teacher who is serving the probationary period prescribed in 105 ILCS 5/34-84 or Article 23-2.1.

Temporarily Assigned Teacher (TAT): A certified teacher who is employed on a temporary basis and who is temporarily assigned to the position of an appointed teacher on leave.

Cadre Substitute: A teacher who holds a regular teaching certificate and is assigned to the "Cadre" established under Article 27 of this Agreement.

Day-to-Day Substitute: A teacher who either holds a regular teaching certificate or is certified to substitute teach and serve on a temporary basis in accordance with the Illinois State Board of Education rules and regulations and who is employed on a day-to-day basis to fill temporary, day-to-day vacancies, as needed, with no guarantee of a daily assignment.

Filled Position: A teaching position to which a probationary or tenured teacher is appointed.

Vacant Position or Vacancy: A teaching position to which a probationary or tenured teacher is not appointed.

23-2. Probationary Teachers.

23-2.1. Probationary teachers shall be appointed on a school-year basis in accordance with this Article and section 34-84 of the **Illinois School Code** [105 ILCS 5/34-84]. Notwithstanding the provisions of 105 ILCS 5/34-84 and Article 39 (Tenured Teacher Evaluations) of this Agreement, probationary appointed teachers who achieve three years of consecutive service beginning with the 2008-2009 school year shall be afforded all rights received by tenured teachers under 105 ILCS 5/34-85 and Article 39 of this Agreement.

23-2.2. A probationary teacher who is completing his or her first, second or third year of probationary service shall receive written notice at least thirty calendar days before the end of the school year as to whether the teacher will be reappointed for the following school year. Effective for the 2008-2009 school year and thereafter, a probationary teacher who is completing his or her first or second year of probationary service shall receive written notice at least thirty calendar days before the end of the school year as to whether the teacher will be reappointed for the following school year. Such notice does not need to provide a reason for the non-renewal of the probationary teacher's employment. A probationary teacher who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the probationary teacher resigns, the BOARD agrees to maintain the probationary teacher's health insurance coverage through August. A probationary teacher who does not receive such notice shall be deemed reappointed for the following school year. A probationary teacher's reappointment for the following school year is subject to the "20th Day Rule" set forth in 105 ILCS 5/34-84. A probationary teacher

who is displaced in accordance with the “20th Day Rule” will become a Cadre substitute for the remainder of the school year.

23-2.3. A probationary teacher who is completing his or her final year of probationary service prior to earning tenure shall receive written notice at least thirty calendar days before the end of the school year as to whether or not the teacher will be reappointed for the following school year. A probationary teacher who is not reappointed shall be provided a reason in the notice for the non-renewal of his or her employment. A probationary teacher who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the probationary teacher resigns, the BOARD agrees to maintain the probationary teacher's health insurance coverage through August. A probationary teacher who does not receive such notice shall be deemed reappointed for the following school year and shall become a tenured teacher during the next school year on the anniversary date of his or her initial appointment as a teacher.

23-2.4. Break in Service. A probationary teacher who is reappointed within ten months of the probationary teacher's non-renewal shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.

23-3. Temporarily Assigned Teachers.

23-3.1. A TAT who is assigned to a vacant position shall be appointed as a probationary teacher.

23-3.2. When a TAT is assigned to a position for a teacher on leave and that position becomes vacant, the TAT shall be appointed as a probationary teacher to such position within ten days of the date on which the position became a vacancy.

23-3.3. When a TAT is assigned to a position for a teacher on leave and the appointed teacher returns from the leave, the TAT shall become a Cadre substitute for the remainder of the school year and shall be eligible to continue as a Cadre substitute for the next school year.

23-3.4. TATs removed from an assignment during the school year, except when replaced by an appointed teacher, shall have the right to a conference at the Office of Employee Relations and may be represented by the UNION.

23-4. Teachers who hold temporary teaching certificates (other than provisional certificates) and who are employed as TATs shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane to allow credit for prior service as a full-time teacher in the Chicago Public Schools or in schools outside the Chicago public school system provided, however, that the provisions of section 302.8 of the **Chicago Public Schools Policy Manual** (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Department of Human Resources. The

Department of Human Resources shall acknowledge within twenty-five days, in writing, the receipt of such application and shall indicate any deficiency in the application. At the time application is made, the teacher shall furnish the Department of Human Resources with a stamped, self-addressed envelope.

To be eligible for a salary adjustment based on teaching experience in the Chicago Public Schools effective on the date of employment, TATs must make proper claim to the Department of Human Resources within sixty days of the date of employment. After sixty days the effective date for a salary adjustment based on teaching experience in the Chicago Public Schools shall be the date proper claim is received in the Department of Human Resources.

Salary step adjustments for outside teaching experience for TATs shall be made effective from the date of employment provided that proper claim and documentary proof are on file within ninety days of employment. After ninety days of employment, the effective date for salary adjustments becomes the date on which the application and affidavit are received in the Department of Human Resources.

No salary adjustment claim or verification of employment outside of the Chicago Public Schools will be considered if filed after one year of original placement as a TAT.

23-5. TATs who agree to obtain a regular teaching certificate shall be eligible for an additional salary adjustment up to and including the third step of the appropriate lane provided, however, that they have not had such a salary lane adjustment at a previous time and that the provisions of section 302.8 of the **Chicago Public Schools Policy Manual** (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Department of Human Resources.

Any TAT who has had the above-mentioned salary adjustment and who fails to obtain a regular teaching certificate within one year shall revert to the appropriate step and lane, but no higher than step two.

Whenever a TAT obtains a regular teaching certificate, said TAT shall not be subject to the salary step limitations outlined in this section.

23-5.1. The full burden of responsibility for submitting claim and proof thereof of all salary and/or lane advancements rests with the teacher. Experience outside of Chicago must be documented.

23-6. In filling vacant positions, the principal shall exercise good faith to assure that, where possible, the racial composition, experience and education training of each school's faculty approaches the system-wide proportions.

ARTICLE 24. SUMMER SCHOOL

24-1. Assignments to regular summer school positions shall be made ten school days prior to the end of the school year.

24-1.1. Each year summer school employment applications shall be available on or before the Monday following spring recess. Nothing herein shall be construed to be applicable to any program which may be developed, funded or implemented subsequent to the above-stated date.

24-1.2. To the extent possible, assignments for summer school employment for other bargaining unit members shall be made by June 1.

24-1.3. The BOARD shall establish a list of teachers and other bargaining unit members assigned to summer schools during the 2008, 2009, 2010, 2011 and 2012 summer school sessions within ten days after the date summer school assignments are made under the provisions of Article 24 of this Agreement.

24-2. Effective September 1, 2003 and thereafter, assignments to all summer schools shall be made in the following order: (A) appointed teachers certified in the subject matter or grade level within the school; (B) if certified teachers within the school are unavailable or insufficient, then preference will be given first to tenured teachers and then non-tenured teachers outside the school, but within the school district; (C) TATs; (D) Cadre substitutes; and (E) day-to-day substitutes.

24-3. It is agreed and understood that any exception to Articles 24-2, 24-4, 24-4.1 and 24-10 of this Agreement shall be discussed between a three-member committee of the UNION and a three-member committee of the BOARD, which shall include a representative of the Chief Executive Officer. Such discussion shall include all programs designated as on-going. Exceptions to the above-cited Articles shall not be implemented unless there is agreement between the BOARD and the UNION. Every effort will be made to conclude the discussions by March 1 each year.

24-4. Effective July 1, 2004 and thereafter, in schools which have summer programs where there are more qualified teacher applicants for summer school positions than positions available, preference shall be given to teachers who have taught fewer than two summer sessions immediately preceding the current summer session. Efficiency ratings may be a consideration.

In the case of special education teachers, assignments to all summer schools shall be made in the following order: (A) appointed special education teachers working on their special education certificates; (B) tenured teachers with special education certificates or endorsements and then non-tenured teachers with special education certificates or endorsements within the school; and (C) certificated or endorsed tenured special education teachers and then non-tenured special education teachers outside the school, but employed by the BOARD.

24-4.1. Effective July 1, 2007 and thereafter, in schools which have summer programs where there are more qualified PSRP applicants in a given job title for summer school positions than positions available, preference shall be given to PSRPs who have worked fewer than two summer sessions immediately preceding the current summer session. Efficiency ratings may be a consideration.

24-5. Textbooks shall be available Thursday of the first week, or as soon thereafter as possible considering the need to reorganize classes because of enrollment, and shall not be required to be collected prior to Wednesday of the last week. The inventory and accounting of summer school textbooks and materials shall be completed on the last day of summer school.

24-6. Each summer high school will continue to establish a list of summer school subject offerings based upon a consideration of the needs of the students it serves.

24-7. Summer school teachers shall be paid their regular base rate as teachers prorated for the length of the day with no lane or step limitation.

24-8. Any school clerk position established in summer programs shall be filled by regular school clerks.

24-9. When summer school programs are operated at a school site, in order to provide continuity of service, one of the regular school clerks regularly assigned to the school shall be retained for summer service, if a school clerk position is necessary for said program. Such service shall be considered as summer school employment.

If the regular school clerks assigned to the school during the regular school year waive this opportunity, the position shall be filled in accordance with Article 24-4.1.

24-10. When summer school programs are so designated as on-going in accordance with Article 24-3, in order to provide continuity of service, a PSRP regularly assigned to said program shall be selected for that summer school program if a position in the PSRP's job title is necessary. Such service shall be considered as summer employment. Efficiency ratings may be a consideration.

ARTICLE 25. TEACHER ASSISTANTS

25-1. The BOARD shall employ and maintain nine hundred teacher assistants in the elementary schools and nine hundred teacher assistants in the high schools. The Chief Executive Officer shall consult and advise the President of the UNION monthly on status and progress.

Teacher assistants employed in the elementary schools, high schools and education and vocational guidance centers shall be employed to relieve teachers of nonprofessional duties and clerical chores in the schools.

ARTICLE 26. SCHOOL NURSES

26-1. Each semester the Department of Human Resources shall make available to the school nurses a list of vacancies to which they may indicate their desire to transfer. Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those school nurses who have expressed a desire to transfer. The final decision as to the transfer shall be made by the Office of Specialized Services based on the recommendations from the Student Health Services Unit.

26-2. The final decision as to transfer shall be made by the Office of Specialized Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

26-3. Effective December 16, 1967, all newly assigned school nurses and all school nurses who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

Effective September 6, 1976, all newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (thirty-nine-week) basis. All school nurses currently employed on a twelve-school-month (forty-seven-week) basis shall be given the opportunity to convert to a ten-school-month (thirty-nine-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of ten-school-month school nurses beyond ten school months shall be considered summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

26-3.1. School nurses continuously employed in the Office of Specialized Services since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school nurses who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

All newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (38.6-week) basis. All school nurses currently employed on a twelve-school-month (46.6-week) basis who convert to a ten-

school-month (38.6-week) basis shall not be entitled to return to a twelve-school-month (46.6-week) work year schedule.

Employment of ten-school-month school nurses beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.

26-4. The school nurse and the health assistants assigned to a school are under the supervision of the principal. The school nurse shall have direct supervision over health records as well as responsibility for assigning specific duties to the health assistant which relate to the health program.

26-5. Each school shall provide a desk, chair and file cabinet for the school nurse. Telephone service shall be available when necessary for follow-up calls.

In those schools where space is not available for a school nurse office, every effort shall be made to provide suitable space for confidential interviews. It shall be the responsibility of the school nurse to notify the principal or the principal's designee when a confidential interview has been scheduled.

26-6. At least one professional orientation meeting shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the area or city-wide level. It is understood that area meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

26-7. Effective September 1, 1990, all newly appointed and new full-time-basis (FTB) substitute school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to receipt of a bachelor's degree in accordance with the provisions of Articles 23-4, 23-5 and 23-5.1 of this Agreement.

Effective July 1, 2007, all newly appointed PATs and new TATs who are school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to his or her receipt of a bachelor's degree in accordance with section 302.8 of the **Chicago Public Schools Policy Manual** (Compensation and Pay Plan) (Board Report: 08-0123-PO1).

26-8. Health Service Nurses (HSNs) shall be allowed to participate in an on-the-job internship for school nurse certification, under the supervision of a certificated school nurse or an instructor from the certification program. This internship shall be allowable during school hours as long as they are providing services to students and staff in the Chicago Public Schools.

26-9. School nurses shall be provided with clerical assistance in consultation with and approval of the principal.

ARTICLE 27. CLASS COVERAGE

27-1. Effective January 1, 1969, the BOARD shall hire and maintain additional day-to-day substitutes in addition to the nine hundred previously agreed upon to cover the classes of absent teachers so that educational programs in elementary schools, middle schools, education and vocational guidance centers and high schools shall not be curtailed.

In removing the ceiling heretofore in effect, it is agreed that the BOARD will diligently utilize all possible means to hire and assign up to three hundred of such additional substitutes.

27-1.1. Effective July 1 of each year, the BOARD shall establish a Cadre to which it will select and assign Cadre substitutes for each school year to cover the classes of absent teachers in the elementary schools, middle schools, upper grade centers and high schools. On all student attendance days through November 1, when the number of teachers absent is less than three hundred, the remaining Cadre substitutes shall be sent to those schools which the BOARD identifies as having the greatest instructional needs. On all student attendance days after November 1, when the number of teachers absent is less than three hundred, the remaining Cadre substitutes shall be sent to the schools which the BOARD identifies as having the greatest instructional needs.

The Department of Human Resources shall establish criteria to be used in the selection and retention of Cadre substitutes. The Cadre substitutes selected by the BOARD shall be employed on all student attendance days during the time they are assigned to the Cadre other than on the final day of the school year. Said Cadre substitutes shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school.

Cadre substitutes are eligible to become TATs. Whenever a Cadre substitute becomes a TAT, a replacement for the Cadre substitute shall be employed immediately. If a Cadre substitute who becomes a TAT is subsequently released as a TAT for reasons other than unsatisfactory service, said TAT shall be reassigned to the Cadre in accordance with Article 38-3 of this Agreement.

The number of Cadre substitutes shall not fall below nine hundred. Every effort shall be made to recruit Cadre substitutes who meet the needs of students who are English Language Learners.

Cadre substitutes shall be paid the daily rate set forth in Appendix A-1J(i) of this Agreement. The provisions of Article 44-2 shall not apply to required in-service training for Cadre substitutes up to a limit of three such sessions of up to two hours per session. Except as provided in Appendix B, the BOARD agrees to pay the cost of individual health insurance for each Cadre substitute. A full-time Cadre substitute shall have the option of purchasing at the Cadre substitute's own expense family plan hospitalization and major medical insurance coverage at the group rate during the period said Cadre

substitute is assigned to the Cadre. A Cadre substitute shall receive holiday pay provided he or she is present and serves as a teacher on the school day immediately before and after the holiday. Any and all benefits associated with duty in the Cadre are limited to those enumerated in this Article.

27-2. The BOARD agrees, in principle, that no teacher shall be requested to assume responsibility for students from classrooms of absent teachers when substitutes are unavailable.

In elementary schools, middle schools, education and vocational guidance centers and high schools, at no time should special programs, such as library, physical education, shop, TESL, bilingual or special reading classes, be discontinued so that substitute service may be performed by teachers of these programs, except in the case of emergencies, in which case the above teachers shall be subject to last call after available non-teaching certificated personnel have been assigned.

27-2.1. Teachers shall report their anticipated absences to the substitute center as early as possible in order to enable substitute teachers to arrive in the school before the beginning time of the teachers' work day. Teachers shall also report their anticipated absences to the school no later than their reporting time. If the teachers cannot report because the telephone lines are busy or similar such occurrences, the teachers shall report as soon thereafter as possible.

27-3. The BOARD agrees, in principle, that teachers, during their duty-free professional preparation periods, shall not be requested to take the class of an absent teacher. Effective October 29, 1979, whenever a teacher's duty-free professional preparation period is canceled, the principal shall schedule a make-up duty-free professional preparation period for that teacher at a future time.

27-4. A substitute shall be provided to cover the classes of classroom teachers required by the BOARD to attend BOARD-sponsored workshops or BOARD in-service meetings when held during the regular school day.

27-5. The BOARD agrees to maintain a list of day-to-day substitutes who wish to make themselves available for work each day.

27-6. Day-to-day substitutes shall indicate their availability for work on a given school day by contacting the substitute center prior to 5:00 p.m. on the preceding school day or between 6:00 a.m. and 7:00 a.m. on that given school day.

ARTICLE 28. CLASS SIZE

28-1. Section 301.2 of the BOARD Policy Manual on Class Size provides as follows:

I. Elementary Schools and Vocational Guidance Centers (if any)

A. Staffing:

28 at the kindergarten level

28 at the primary level

31 at the intermediate level and upper grade level

20 in the education and vocational guidance centers (if any)

1. The number of classroom teaching positions provided to each elementary school will generally be determined as follows:

a. the total number of intermediate and upper grade students will be divided by 31 on a whole number basis, i.e., the division will not be extended to a decimal place. If the division is uneven, then the remaining students will be included in the primary membership;

b. the total number of primary students will be divided by 28 extended to one decimal place, and rounded up to the nearest whole number;

c. the total number of kindergarten students will be divided by two, extended to one decimal place, and rounded up to the nearest whole number; this number will then be divided by 28, extended to one decimal place, and rounded up to the nearest half (0.5) number;

d. the sum of a, b, and c represents the total number of teaching positions which shall be provided to each elementary school;

e. teachers assigned to the Intensive Reading Improvement Program or to bilingual programs will not be counted as part of the number provided to implement the maximum class size program in each school.

2. The total number of education and vocational guidance center students will be divided by 20, extended to one decimal place, and rounded up to the nearest whole number.

B. Organization

1. Elementary Schools With Space Available

In those elementary schools in which space is available, the maximum number of students in classes will generally be as follows:

27-29 in kindergarten classes

27-29 in primary grade classes

30-32 in intermediate classes and upper grade classes

Implementation of these class sizes in specific schools may result in problems relating to class reorganization, single section classes, split grades, and installation of experimental programs. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular school.

2. Elementary Schools Without Space Available

In those elementary schools in which space is unavailable to organize classes as indicated above, the additional teachers provided under the staffing in "A" will share the curriculum planning, instructional responsibilities, and all other related duties of teachers. Said additional teachers will be programmed in such a way as to provide for maximum teacher-pupil contacts on a regularly scheduled basis to share the instructional load of the classroom teachers. Said additional teachers should not be used primarily for:

administrative assistance

building security purposes

clerical or office-type tasks

discipline purposes

substituting

lunchroom duty

playground duty

guidance purposes — adjustment and counseling

3. All schools will be designated as schools with space available or schools without space available. Five periodic reports will be prepared by the BOARD during the school year and will include the following:

a. a listing of the names of the schools where space is available;

b. a listing of the names of the schools where space is not available and where additional teachers have been assigned.

4. Elementary schools without space available and where additional teachers have been assigned will:

a. receive first priority in the assignment of Cadre and day-to-day substitute teachers;

b. have physical education teachers and teacher-librarians assigned based on the number of teaching positions, with each kindergarten class counted as one position.

II. High School Staffing and Organization*

* one of the responsibilities of all high school teachers is to work to improve reading skills of all students in all subject areas.

A. The maximum number of students in the classes indicated below will generally be as follows:

English (regular, honors and advance placement): 28
English (essential or basic): 25
Mathematics (regular, honors and advanced placement): 28
Mathematics (remedial): 25
Foreign Language: 28
Social Studies: 28
Business Education: 28
General Science – Science Laboratory: 28
Home Economics- Non-Laboratory: 28

If essential or basic students are programmed in the same English or mathematics class with regular or honors students, the maximum class size will generally be 25 students.

Implementation of the policy on class size in specific schools may result in problems relating to individual class sizes, single section classes, installation of experimental programs, scheduling of special subject classes, and class organization and reorganization. Local school deviations from class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular schools. The total number of subject matter students assigned to each teacher should not exceed the number of subject classes multiplied by the maximum class size for the given subject indicated.

B. The number of students assigned to teachers indicated below will generally be determined by multiplying the number indicated next to the subject by the number of classes in the given subject.

Art: 31
General Music: 34
Physical Education: 40

III. Elementary Schools – Art & Music

The Board will continue to assign art and music teachers to elementary schools in accordance with the following formula:

.5 position for schools whose enrollment is 750 or less;
1.0 position for schools whose enrollment is 751 or more.

IV. Shop, Home Economics, Laboratory and Drafting

Shop, home economics, laboratory and drafting classes shall be limited in size to the maximum number of work stations available in each individual physical classroom in each school. The number of stations in each individual classroom shall be determined by the individual teacher, school administrator, and the shop supervisor of the Board.

V. Special Education

The class size in special education classes shall be in accordance with the guidelines established by the Board in "Guidelines for Special Education Programs" and the Rules and Regulations of the State Board of Education.

VI. Administrative Discretion in Exceptional Circumstances

The Chief Executive Officer or Chief Financial Officer is authorized to permit deviations from this policy where circumstances in the judgment of either of them require it.

VII. Procedures for Modifying Class Size Policy:

Prior to Board adoption of any amendments to this policy altering the class size provisions contained herein, notice and an opportunity to meet and confer regarding alterations will be provided to the Chicago Teachers Union at least 45 days prior to implementation.

28-2. Enforcement of BOARD Policy on Class Size. The BOARD and the UNION agree that section 301.2 of the BOARD Policy Manual on Class Size, as set forth in Article 28-1 of this Agreement, shall be enforced only through the joint BOARD-UNION Class Size Monitoring Process and the joint BOARD-UNION Class Size Supervisory Committee as established in Articles 28-3 and 28-4 of this Agreement.

28-3. Class Size Monitoring Process. A joint BOARD-UNION panel shall be established in each region to monitor concerns regarding class size brought to its attention by the UNION. Each panel shall be composed of two retired teachers, two retired principals and a representative of the BOARD's Offices of Employee and Labor Relations and shall meet on a bi-weekly basis.

Each panel shall have authority to make recommendations to the Chief Executive Officer with a copy submitted to the UNION President to resolve class size concerns, including, but not limited to, the following: assignment of a teacher assistant, addition of an extra preparation period, reorganized classes or class schedules, additional compensation, additional positions, staggered starting and ending class times, modified school boundaries, establishment of alternative sites and institution of multi-age groupings, split shifts or controlled enrollment. Each panel also shall issue reports semi-annually to the Offices of Employee and Labor Relations and the joint BOARD-UNION Class Size Supervisory Committee.

28-4. Class Size Supervisory Committee. A joint BOARD-UNION Class Size Supervisory Committee shall be established under the provisions of Article 45-1 of this Agreement to oversee the class size monitoring panels and to resolve matters brought to the Class Size Supervisory Committee by the panels. The BOARD agrees to commit \$2,250,000.00 during the term of this Agreement to fund the costs associated with implementing the Class Size Supervisory Committee's recommendations that are adopted by the BOARD and the UNION which shall be used to reduce class size by at least one student in identified kindergarten and first grade classes in neighborhood elementary schools.

ARTICLE 29. CURRICULUM GUIDE AND TEXTBOOK EVALUATION COMMITTEES

29-1. On each curriculum guide committee and textbook evaluation committee, the UNION shall have one representative for every ten committee members or any major fraction thereof. Elementary teachers selected by the UNION shall have at least two years' experience as an appointed teacher in the Chicago Public Schools on their certificate and have competence in the subject area of the committee.

To serve on a high school curriculum or textbook committee, the teacher shall have at least two years of experience as an appointed teacher, teaching on a regular certificate, such certificate to be in the subject area of the committee.

ARTICLE 30. DISCIPLINE

30-1. A teacher, upon written notice to the principal or the principal's designee, and upon receipt of written instruction of where the student is to be sent, which the principal or the principal's designee shall send immediately, may exclude from class a student who seriously disrupts the orderly educational process as defined by the Student Code of Conduct.

Whenever a student is excluded from class, the teacher will confer with the principal, or the principal's designee, to provide the necessary information concerning the student and shall provide a complete written statement of the problem within twenty-four hours, which shall be via a uniform student discipline referral form. The uniform student discipline referral form shall be developed by the BOARD-UNION Committee on Student Discipline established under Article 45-9 and shall be recommended for use in all schools commencing with the 2008-2009 school year. Said written statement via the discipline referral form shall include a summary of any informational background or prior action taken by the teacher relative to the student's behavioral problems. The principal or the principal's designee will only reinstate the student after a conference on classroom conduct and school rules which will be held on non-instructional time and must include the teacher.

30-2. After a total of three written referrals for a student causing serious disruption as defined by the Student Code of Conduct, the principal or the principal's designee shall

have the student, parent or legal guardian and teacher or teachers involved attend a conference on classroom conduct and school rules.

The school shall be represented at this conference by the principal or the principal's designee. If the teacher or teachers involved and the principal or the principal's designee agree that a procedure other than a parental conference would be most beneficial to the student, that procedure may be substituted. This shall be a prerequisite to returning the student to class.

The principal or the principal's designee will provide the referring teacher or teachers with a copy of the misconduct report or, if none, orally advise the referring teacher(s) of the disposition.

30-3. If the student continues to cause serious disruption as defined by the Student Code of Conduct, the principal shall commence disciplinary procedures in accordance with the Student Code of Conduct.

When a student has been suspended, the principal, or the principal's designee, and the teacher will take the necessary steps to continue the diagnostic review with the appropriate members of staff to attempt to determine the basic cause of the student's behavioral problem and the corrective measures to be taken.

30-4. Principals, or their designees, shall notify the police in case of serious school-related offenses including, but not limited to, extortion, possession of narcotics, possession of alcohol, arson or attempted arson, serious theft, serious vandalism, false reports of fire or bombs, possession or use of weapons, assault on an employee and reported instances of trespassing. Trespassing is defined as presence without invitation or consent of one in legal possession of the property. Nothing in this section shall be construed to prohibit a teacher or PSRP who has been the victim of a school-related offense from independently notifying the police of the offense.

30-5. A continuous record of student discipline cases shall be maintained by the principal or the principal's designee and shall be available in the school office for use by the assistant principal, the student's classroom teachers, counselor, truant officer, psychologist, social worker and school nurse when needed.

30-6. In the event of a school-related assault on a teacher or PSRP, the Law Department of the BOARD, when notified, shall inform the teacher or PSRP of the teacher's or PSRP's legal rights, and the teacher or PSRP shall be assisted by the Law Department in court appearances. Teachers or PSRPs will immediately report to the school principal all cases of assault in which they are involved while acting in the course of their employment.

Principals shall immediately report all school-related assaults by telephone, followed by a written or online assault report, to the Department of Safety and Security and to their respective Area Instruction Officer. The member shall receive a copy of the assault report at this time. The Department of Safety and Security shall immediately notify the Law Department of the BOARD.

Whenever a teacher or PSRP listed under Article 1-1 of this Agreement is involved in a school-related assault case resulting in a court appearance by the teacher or PSRP, said teacher or PSRP shall inform the principal through a written notice stating the date, time and place of the scheduled court appearance. The principal shall forward the written notice from the employee to the Area Instruction Officer, the Office of Elementary Areas and Schools, the Office of High School Programs and the Law Department.

30-7. The BOARD, through its principals and other administrators, agrees to work with teachers and other bargaining unit members, parents and appropriate agencies in seeking solutions to school and classroom discipline problems within the applicable provisions of the **Illinois School Code**, the **Rules of the Board of Education** and the **Chicago Public Schools Policy Manual**.

30-7.1. All other bargaining unit members shall continue to assist teachers in the maintenance of proper standards of student behavior on the school premises during recess, passing periods and at times of student entrance and dismissal.

30-8. Effective November 1, 1977, each local school principal, or the principal's designee, shall have available for day-to-day substitutes local school discipline procedures to be followed by day-to-day substitutes.

Day-to-day substitutes, upon reporting for duty, shall request this information from the principal or the principal's designee.

ARTICLE 31. DUPLICATING FACILITIES

31-1. Insofar as possible, duplicating machines, duplicating masters, duplicating paper, duplicating fluid and typewriters should be made available for the use of teachers in preparing instructional materials.

ARTICLE 32. INSURANCE

32-1. Except as provided for in Appendix B, the BOARD shall provide for each full-time teacher or other bargaining unit member medical and health care benefits, including an indemnity/preferred provider option (PPO) plan and an alternative medical pre-paid group health plan.

32-1.1. The BOARD shall provide the applicable coverage for teachers and other bargaining unit members granted a leave for illness under the provisions of **Board Rule 4-12** or **4-13** and other bargaining unit members on leave for ordinary or duty disability. Continued coverage for appointed teachers and PSRPs shall not exceed twenty-five school months. Continued coverage for TATs shall not exceed five school months unless extended, provided, however, that all coverage shall terminate at the end of June with the close of school. Such continued coverage is subject to the provisions of Appendix B.

- A. The BOARD shall provide the applicable coverage for teachers and other bargaining unit members granted a leave for illness in the family under the applicable provisions of **Board Rule 4-12** which restricts the duration of said leave to five school months without extension. Such continued coverage is subject to the provisions of Appendix B.
- B. The BOARD shall provide the applicable coverage for teachers granted a child-rearing leave of absence under Article 33-6.1 of this Agreement or **Board Rule 4-12** and for other bargaining unit members under Article 9-6.17 of this Agreement or **Board Rule 4-12** granted a maternity or child-rearing leave of absence for a maximum of five calendar months. Such continued coverage is subject to the provisions of Appendix B.

32-1.2. The BOARD agrees to pursue with its insurance carrier the procedures for the implementation of a program wherein Blue Shield benefit applications that are denied in whole or in part by Blue Shield shall automatically be referred to Major Medical for consideration for reimbursement under the provisions of Major Medical coverage. The BOARD further agrees to implement this program as soon as said procedures are finalized, but no later than February 1, 1980.

Effective September 1, 2007 and thereafter, the lifetime benefit maximum of the indemnity/preferred provider option (PPO) is limited to \$2,000,000.00.

The BOARD shall provide medical, prescription drug, mental health, dental and vision benefits, flexible spending accounts, life and personal accident insurance and a savings and retirement program as set forth in the summary description attached hereto as Appendix E, subject to the terms of this Agreement.

32-1.3. All employee health plans shall include coverage for routine and diagnostic mammography in accordance with the American Cancer Society guidelines. This coverage shall not require payment of a deductible.

32-1.4. The BOARD shall provide benefits in connection with the diagnosis and/or treatment of infertility which are in conformance with guidelines of the American College of Obstetrics and Gynecology or in accordance with the Standards of the American Society of Reproductive Medicine.

32-2. The BOARD may change insurance carriers, Health Maintenance Organizations or administrators or self-insure all or any part of the coverage provided for herein if such change does not reduce the level of benefits, and provided any such change is in conformity with the following:

The following provisions shall facilitate the BOARD's responsibility to administer the plan of benefits which is collectively bargained. The purpose is to maximize the strength of the BOARD on behalf of the employees to purchase aggressively health care under the plan of benefits in the marketplace.

- A. No standing commitment to any carriers, administrator(s), providers or vendors shall be named within the Agreement.
- B. All commercial relationships can be competitively evaluated, which may include either being competitively bid formally or rigorously evaluated and negotiated without formal bidding, if administratively and/or economically advantageous, and prudent for the BOARD as fiduciary, subject to all applicable law. The UNION shall be advised of such problems that may be addressed in this manner.
- C. The PPO networks can be altered if necessary should the BOARD re-evaluate the administrative, vendor or provider relationships, should the full responsibilities of the carrier(s) or administrator(s) be bid or should the current responsibilities be unbundled and competitively evaluated and subsequently awarded.
- D. Current HMO configurations may be altered to take advantage of administrative prerogatives and fiscal requirements, and characteristics of the marketplace.
- E. Reconfigurations of either the PPO institutions or the number of HMOs under either sections C and D above shall be explicable to the UNION and shall be supported by analyses and not be arbitrary.
- F. No reconfiguration of PPO institutions or change in the number or identity of HMOs shall be made except in compliance with the following:
 - i. The UNION shall be notified in writing of the intent to change at least ninety calendar days prior to the proposed change where circumstances are within the BOARD's control. In all other cases, the BOARD will provide the maximum notice as is practicable under the circumstances.
 - ii. The UNION and the BOARD shall meet within five school days of receipt of the notice by the UNION or at such other mutually agreeable date consistent with the parties' desire to expedite such meeting.
 - iii. The notice referred to shall, at the time the notice is given, provide sufficient information to explain the contemplated action and shall include, at a minimum, but shall not be limited to, the following:
 - a. the affected PPO institutions or HMOs.
 - b. the precise reason(s) the action is being contemplated.

- c. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs at the time the notice is given.
- d. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs during the preceding twelve months.
- iv. The BOARD shall provide to the UNION all additional relevant information which is reasonably available and shall be responsible for notices to participants.
- v. In the event the parties are unable to resolve a dispute within five school days of the first meeting or such other time as may be mutually agreed upon, the dispute shall be submitted to arbitration pursuant to the provisions of Article 3-5 of the Agreement on an expedited basis.

32-3. Effective July 1, 2004 and thereafter, the BOARD will provide group life insurance in the amount of \$25,000.00 for each member of the bargaining unit, including teachers granted a leave for illness, illness in the family, child-rearing or FMLA leave, and other bargaining unit members on leave for ordinary or duty disability, illness in the family, child-rearing, maternity or paternity leave. Payment of premium for bargaining unit members on any such leave shall not exceed twenty-five school months.

32-4. The BOARD shall provide payment for all medical treatment arising out of job-related accidents or injuries covered under the Illinois Workers' Compensation Act and Occupational Disease Act.

32-5. LMCC. By November 15, 2007, the parties shall form a joint BOARD-UNION Labor-Management Cooperation Committee (LMCC) designed to research and make recommendations related to the improvement of the quality of patient care and achievement of significant and measurable employee medical plan savings. The LMCC shall be composed of ten members with five appointed by the BOARD and five appointed by the UNION.

32-6. Effective August 21, 1999, qualified domestic partners of teachers or other bargaining unit members are entitled to the same benefits as are available to the spouses of teachers or other bargaining unit members.

To be eligible for coverage as qualified domestic partners, teachers or other bargaining unit members must complete and file with the BOARD an affidavit of domestic partnership in which they attest as follows:

- A. they are each other's sole domestic partner, responsible for each other's common welfare; and
- B. neither party is married; and

- C. the partners are not related by blood closer than would bar marriage in the State of Illinois; and
- D. each partner is the same sex and resides at the same residence; and
- E. two of the following four conditions exist for the partners:
 - i. the partners have been residing together for at least twelve months prior to filing the affidavit of domestic partnership.
 - ii. the partners have common or joint ownership of a residence.
 - iii. the partners have at least two of the following arrangements:
 - a. joint ownership of a motor vehicle;
 - b. a joint credit account;
 - c. a joint checking account;
 - d. a lease for a residence identifying both domestic partners as tenants.
 - iv. the teacher or other bargaining unit member declares that the domestic partner is identified as a primary beneficiary in the teacher or other bargaining unit member's will.

Any change in the circumstances which have been attested to in the documents qualifying an individual as a domestic partner must be provided to the BOARD within sixty days of said change.

A minimum of twelve months must elapse before a teacher or other bargaining unit member may designate a new domestic partner.

32-7. This Agreement shall be reopened to further discuss the health plan set forth in Appendices B and E for the following reasons:

- A. Any change(s) in the applicable law(s), including, but not limited to, a universal, national or state health care program mandating significant changes in health insurance benefits that becomes law and is effective during the term of this Agreement and that directly affects the benefits/coverage of BOARD employees and dependents;

- B. The lack of achievement of health care cost containment as anticipated by the parties pursuant to the establishment and administration of the Labor-Management Cooperation Committee on health care, as defined as follows:
- i. where health insurance related costs exceed six percent over the prior benefit (calendar) year for any individual plan (i.e., HMOI, UHC HMO, BCBS PPO, UHC PPO or UHC PPO with HRA); or
 - ii. where the recommendations of the Labor-Management Cooperation Committee on health care are implemented as recommended and fail to result in cost containment or savings as measured by an increase in health insurance related costs over the prior benefit (calendar) year.

If any one of the foregoing events or conditions occurs, either party to this Agreement has thirty days to notify the other party of its intent to reopen this Agreement in order to negotiate the health plan set forth in Appendices B and E. Should either party elect to reopen negotiations pursuant to this provision, it shall submit written notice to the other party. The *status quo* shall remain in effect unless otherwise agreed to.

32-8. Premium Cost Cap. Should the bargaining unit members' share of the total paid health care premiums exceed twelve percent of the total paid health care premiums in any one year of this Agreement, the BOARD shall remit an amount equivalent to all excess contributions to a Voluntary Employees' Beneficiary Association (VEBA) that will have as its purpose the provision of benefits to UNION members including premium offsets. The trust document establishing this VEBA shall be created following the execution of this Agreement, and the VEBA shall be submitted for approval by the Internal Revenue Service. No eligible participant or dependent shall be permitted to receive benefits from the VEBA in excess of an annual dollar amount to be determined by the VEBA trustees, and benefits shall be payable from the VEBA only to the extent that a contribution has been made according to this section. The VEBA shall be governed by a board of trustees with an equal number of BOARD and UNION representatives.

ARTICLE 33. LEAVES OF ABSENCE

33-1. In case of absence exceeding ten consecutive school days due to personal illness, a TAT may apply for and secure a leave of absence without pay, except as provided in the sick pay rule. Such leave shall not exceed five school months unless extended, provided, however, all leaves granted such teachers shall expire at the end of June with the close of the school term.

33-1.1. In the event that a TAT receives another certificate, said teacher will be eligible to apply for and secure another leave of absence upon presentation of proof establishing continued serious personal illness. Said extension will be limited to five

school months, and the teacher must pass a health examination by a medical examiner of the BOARD before returning to teaching.

33-1.2. The replacement of a TAT by a certified teacher or by another temporarily certified teacher in the position occupied by said teacher shall not affect the leave as far as eligibility for sick leave pay is concerned.

33-1.3. Leaves of absence may also be granted, without pay, except as provided in the sick pay rule, to any TAT who shall file a written request for leave with the Department of Human Resources because of the serious illness of a member of the immediate family, that is, one who resides with or is supported by such teacher. Such leaves may not exceed five school months within two consecutive school years, provided, further, that such leaves shall automatically expire with the expiration of their temporary certificates at the end of June with the close of the school term.

33-2. Personal illness leaves may be extended to a maximum of twenty-five school months for appointed teachers.

33-3. In addition to the provisions of **Board Rule 4-14(b)**, whenever the absence of a teacher or other bargaining unit member is caused by the death of the teacher's parent, spouse, domestic partner, child, brother, sister or grandparent, such employee shall be paid the basic salary for the number of days absent from the date of death to the date the employee returns to work provided that the number of days shall not exceed ten days with the last five being applied against accumulated allowable sick leave.

33-4. When a leave has been granted for an appointed teacher for travel or study, the absence shall not be construed as a break in service so far as seniority is concerned, and the position shall be held open as provided by **Board Rule 4-15(b)**.

33-5. Teachers or other bargaining unit members, including any selected by the UNION, may be granted leave with the approval of the Chief Executive Officer and with authorization from the BOARD to attend, without loss of salary, conferences, meetings, workshops or conventions of professional organizations which in the judgment of the Chief Executive Officer are beneficial or related to the work of the schools, or a commencement exercise at which a degree is being conferred on the employee. Such leave to attend a commencement exercise shall be limited to one day.

33-5.1. When a teacher or other bargaining unit member applies for a leave under the provisions of **Board Rule 4-14(e)**, pertaining to leave to attend conferences, the application shall be accompanied by a self-addressed, stamped envelope. The Department of Human Resources shall provide written notification of the approval or disapproval of said leave to the applicant within twenty-five school days after the receipt of the application by the Department of Human Resources.

33-5.2. Teachers or other bargaining unit members requesting paid leave to attend professional conferences, meetings, workshops or conventions, or to receive university degrees, must submit a form containing complete documentation to his or her principal or supervisor at least four weeks prior to the requested leave date. Within two weeks of

receiving complete documentation from the employee, the principal or supervisor shall notify the employee whether the request has been granted or denied.

33-6. FMLA Leave. Bargaining unit employees who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act (FMLA) as set forth in Appendix G.

33-6.1. Child-Rearing Leave.

- A. A teacher may request leave for the purpose of caring for his or her newborn child.
- B. In case of absence exceeding ten consecutive school days due to the birth of his or her child or adoption of his or her child less than five years of age, a teacher, including a domestic partner, may apply for and secure child-rearing leave by filing a written application. The Chief Executive Officer shall have the authority, subject to the approval of the BOARD, to grant child-rearing leave. A child-rearing leave taken subsequent to the effective date of this Agreement shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous child-rearing leaves shall not exceed eight years. The teacher's position shall be held open during the first period of ten successive school months of child-rearing leave or to the end of the semester immediately following said ten months upon the written request of the teacher for such extension, subject to the approval of the BOARD. Upon the expiration of such period of time, if the teacher thereafter does not return, the teacher's position shall be declared vacant, provided, however, that upon reporting for duty at the expiration of the child-rearing leave, the teacher shall be eligible for immediate assignment. Child-rearing leave may be terminated before the expiration of ten successive school months upon the written request of the teacher.

33-6.2. The provisions of **Board Rule 4-12** pertaining to adoption shall be amended to provide that teachers shall be eligible to apply for child-rearing leave if they accept for adoption a child less than five years of age.

33-6.3. A teacher on child-rearing leave may be permitted to serve as a day-to-day substitute at the daily rate paid such a teacher, except when a teacher granted such a leave shall be eligible for sick pay. A teacher so employed as a day-to-day substitute will not be permitted to count such employment to extend the leave nor for purposes of salary adjustment.

33-7. All full-time teachers and other full-time bargaining unit members (except temporary teachers employed on a part-time hourly or day-to-day basis) shall be granted three school days' leave for personal business during each calendar year without loss of pay or deduction from sick leave on the basis of and during the period

set up for their positions in the budget consistent with **Board Rule 4-11**, except that no personal business day may be taken the first week of school or the last week of school, and effective September 1, 1970, the day before or the day after a school holiday unless it is used to attend the graduation exercise of a child or spouse, or for a religious holiday, or unless an emergency exists and proof of which is filed with the employee's supervisor immediately upon return. All teachers and other bargaining unit members with less than one year's experience in the Chicago Public Schools shall receive personal business leave according to this formula: Those beginning employment between January 1 and March 31, three days; between April 1 and September 30, two days; between October 1 and November 30, one day; and between December 1 and December 31, zero days.

Personal business is defined as any business that cannot be conducted at a time not in conflict with the employee's regular school day, an emergency over which the employee has no control which requires immediate attention and the observance of religious obligations.

Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school, if the leave was an emergency, the employee shall complete the form required by the BOARD but shall not be required to give explanation other than that the leave was taken for one of the specific reasons indicated in this section except as above required. Effective September 1, 1983, at no time shall three personal business days be taken in succession.

Nothing herein shall affect the right of such employee to follow the present policy with respect to religious holidays. Personal business days may not be used while a member of the bargaining unit is on sick leave. Personal business days that are unused at the end of the calendar year may be added to the employee's accumulated sick leave days up to the maximum provided.

33-7.1. New full-time teachers and other new full-time bargaining unit members shall complete a sixty-school-day waiting period in order to be eligible for a personal business day (for any reason other than a religious holiday). This provision shall not be applicable to teachers or other bargaining unit members who have been granted personal business days in the preceding school year and have not terminated their services.

33-8. Effective August 19, 2002, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 315. Effective August 19, 2009, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 320. Effective August 19, 2011, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 325. The total number of unused sick leave days shall appear on the salary check stubs of all bargaining unit members.

33-8.1. New full-time teachers and other new full-time bargaining unit members shall complete a sixty-school-day waiting period in order to be eligible for sick days' pay.

This provision shall not be applicable to teachers or other bargaining unit members who have been granted sick days in the preceding school year and have not terminated their services.

33-9. Effective February 1974, teachers on extended-day programs, including eight-hour-day positions and regularly scheduled classes authorized on an overtime basis (but not including classes established after regular school hours to supplement the regular program, such as after-school classes in reading and arithmetic, driver training programs, evening school programs and social center programs), will be entitled to extended-day pay when absent if entitled to sick pay for the normal school day under the provisions of **Board Rule 4-11**.

33-10. Except in circumstances beyond the teacher's control, each teacher who has been absent, or the teacher's designee, shall notify the principal of his or her return by 2:00 p.m. of the day prior to said return.

33-11. Any member of the bargaining unit resigning or leaving the system for any reason who has exhausted allowable sick leave time for that school year beyond the rate of one day for each month served up to and including the last day of service will have the bargaining unit member's last salary check adjusted for the overpaid days.

33-12. Appointed teachers and PSRPs who are on a personal illness leave due to an injury which is covered by the Workers' Compensation Act shall not have their service interrupted for salary purposes, nor shall their absence be construed as a break in service.

33-13. In a case of absence exceeding ten consecutive school days due to personal illness, a full-time appointed teacher shall apply for and secure a personal illness leave of absence. Such leave shall not exceed ten school months nor be in excess of a total of ten school months in any two consecutive school years. The teacher's position shall be held open for ten school months or to the end of the semester immediately following said ten school months upon the written request of the teacher for such extension at least two weeks before the leave expires. Thereafter, the position shall be declared vacant, but the teacher, upon reporting for duty at the expiration of such extended leave, shall be eligible for immediate assignment, and, if not placed in an assignment, shall be placed in the reassigned teacher pool.

A teacher who uses his or her accumulated sick leave for the entire period of personal illness leave shall have his or her position held open.

33-14. There shall be no moratorium on sabbatical leaves of absence during the term of this Agreement.

33-15. In the case of a teacher or other bargaining unit member whose continued illness extends beyond the amount of sick leave earned and accumulated, the Department of Human Resources may authorize extended leave with pay.

A request for extended sick leave must be directed to the Director of Employee Relations who shall develop standards to ensure that a fair and equitable treatment of all employees is maintained with respect to extended sick leave.

Extended sick leave shall be granted at the discretion of the Chief Human Resources Officer whose decision shall not be subject to further review.

33-16. Pension Enhancement Program.

Employees who (1) are eligible for retirement under the Public School Teachers' Pension and Retirement Fund of Chicago or the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund; (2) intend to retire on or before June 30 in the years 2008, 2009, 2010, 2011 and 2012; (3) submit an irrevocable notice of their intent to retire by March 1 in accordance with the schedule set forth below; and (4) have accumulated a sufficient number of sick days at the time of such notice or by the time of the first accelerated payment provided below, whichever is later, shall receive the following accelerated payment(s) for sick days prior to their retirement:

Sick Leave Payout	Retirement Date, on or before:	Notice Date, on or before:
One-Year Payout: 20% over the prior year's salary (includes regular salary increase)	06-30-08	03-01-08
	06-30-09	03-01-09
	06-30-10	03-01-10
	06-30-11	03-01-11
	06-30-12	03-01-12
Two-Year Payout: 10% each of the 2 prior years (in addition to regular salary increases)	06-30-09	03-01-08
	06-30-10	03-01-09
	06-30-11	03-01-10
	06-30-12	03-01-11
Three-Year Payout: 6.6% each of the 3 prior years (in addition to regular salary increases)	06-30-10	03-01-08
	06-30-11	03-01-09
	06-30-12	03-01-10
Four-Year Payout: 5% each of the 4 prior years (in addition to regular salary increases)	06-30-11	03-01-08
	06-30-12	03-01-09
Five-Year Payout: 4% each of the 5 prior years (in addition to regular salary increases)	06-30-12	03-01-08

Payments in Fiscal Year 2007-2008 will be made in a salary adjustment check on or after April 1, 2008 and prior to June 30, 2008; in 2008, 2009, 2010, 2011 and 2012, a salary adjustment check will be made prior to June 30 of each year.

Employees are responsible for paying their pension contributions on any accelerated payment they receive for sick days under this Article.

ARTICLE 34. PERSONNEL FILES: BOARD OF EDUCATION

34-1. No anonymous letter or materials shall be placed in the teacher's or other bargaining unit member's file or be used in any proceeding or given any credibility anywhere by the BOARD.

34-2. Upon written request by the teacher or other bargaining unit member, the employee shall be permitted to examine his or her personnel file in the presence of a BOARD representative. Such requests shall not be honored during the two weeks prior to the opening of the school term in September nor during the first two weeks of the school term, due to the work load of the Department of Human Resources at these particular times.

34-3. No matters pertaining to the grievance procedure shall be included in the teacher's or other bargaining unit member's personnel file unless so requested by the employee. All matters pertaining to a grievance shall be treated as confidential material by the BOARD and shall not be consulted in decisions regarding re-employment, promotion, assignment or transfer.

34-4. No derogatory statement about a teacher or other bargaining unit member originating outside of the Chicago public school system shall be placed in the teacher's or other bargaining unit member's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the teacher's or other bargaining unit member's personnel file only if the teacher or other bargaining unit member is sent a dated copy thereof at the same time. The teacher or other bargaining unit member may respond and such response shall be attached to the filed copy.

34-5. No material shall be used in any formal action against any bargaining unit member, when summoned to a conference in the Office of Employee Relations, which has not been made available to the bargaining unit member in advance of said conference. Any material to be used by the UNION or bargaining unit member shall be presented to the Office of Employee Relations in the same manner.

34-5.1. In accordance with present practice, a teacher shall be permitted to submit materials which relate to the teacher's service in the Chicago public school system for inclusion in the teacher's personnel file.

34-5.2. Teachers or other bargaining unit members summoned by the BOARD or Chief Executive Officer or his or her designee for formal action which could be adverse shall be given advance notification as to the subject of the conference and shall have the option of having a UNION representative present and representing the teacher or other bargaining unit member. The bargaining unit member shall be responsible for notifying the UNION.

The above procedure shall not apply to unsatisfactory evaluation conferences which are covered under Article 39 of this Agreement.

34-5.3. Teachers and other bargaining unit members who are requested to attend a conference with a parent who is accompanied by a representative of a community organization shall be given advance notification as to the subject of the conference and may have the option to have a UNION field representative present. The bargaining unit member shall be responsible for notifying the UNION.

Nothing herein shall preclude a parent's being accompanied to a school conference by a person who will serve as an interpreter if a language barrier exists, and nothing herein shall preclude a parent's being accompanied by another member of the family. In such situations the option to have a UNION field representative present shall not apply.

ARTICLE 35. PROMOTIONAL AND PROFESSIONAL OPPORTUNITIES

35-1. Notice of all promotional and professional opportunities occurring during the school year, including those filled by teachers on loan, shall be posted in all school offices at least ten days and, when practical, twenty days prior to the closing date for applications. In the event such opportunities arise outside the school term, the BOARD shall notify the UNION and advertise (1) in the Personnel Bulletin, (2) on the Chicago Public Schools' website and (3) on the Chicago Public Schools' twenty-four-hour jobs hotline.

35-2. The posting shall include a description of the duties of the position; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position.

35-3. The Department of Human Resources shall acknowledge promptly in writing the receipt of each application, except for summer schools, provided that applicants furnish a stamped, self-addressed envelope.

35-4. Applicants for promotional opportunities who are interviewed by an Interview Committee shall furnish the Interview Committee with a stamped, self-addressed envelope which shall be used by the Department of Human Resources to notify the applicant when the position has been filled.

35-5. Qualified teachers holding a regular kindergarten-primary certificate may also apply for positions as reading clinic teachers when such positions are to be staffed.

35-6. Any ancillary teaching position to be opened for the first time at the local school level shall be reported to the faculty by the principal. Within three school days thereafter, any teacher may make written application to the principal indicating said teacher's qualifications for said position. This procedure shall not apply to positions covered under the provisions of Article 35-1 of this Agreement.

35-7. Any otherwise qualified PSRP shall be eligible to apply for any advertised position.

35-8. When a teacher or other bargaining unit member makes formal application for a promotional or professional opportunity, including positions at reclassified or redesignated schools, the applicant's most recent efficiency rating shall be part of the criteria. The applicant's prior two efficiency ratings shall be considered if the most recent efficiency rating was the teacher's initial evaluation by the principal.

ARTICLE 36. SALARIES

36-1. The annual salaries of all teachers and the prorated bi-weekly segments thereof are set forth in the teacher salary schedules attached hereto as Appendix A-1A through A-1D. Such schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-1.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least fifty percent of appointed teachers shall be paid their thirty-nine-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. Teachers requesting to be paid in this manner must submit proper application to the principal on or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-1985 fiscal year.

If less than fifty percent of the appointed teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of teachers necessary to reach fifty percent of the appointed teaching force shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service in the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least seventy-five percent of all full-time teachers shall be paid their thirty-nine-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. All TATs and all appointed teachers upon their original appointment shall be placed in the fifty-two-week payment program. All other appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for full-time teachers who may be placed involuntarily into the fifty-two-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than seventy-five percent of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach seventy-five percent of all full-time teachers shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

Effective August 21, 1999 and thereafter, the UNION agrees that eighty-five percent of all full-time teachers shall be paid their forty-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. All TATs and all appointed teachers upon their original appointment shall be placed in the fifty-two-week payment program. All other appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1 prior to the next school year. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for appointed teachers who may be placed involuntarily into the fifty-two-week payment program for the following school year. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than eighty-five percent of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach eighty-five percent of all full-time teachers shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuous participation in the extended pay plan for teachers.

Hardship appeals shall be conducted within fifteen school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within fifteen school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. Teachers granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-1.2. Effective September 1, 2004 and thereafter, Article 36-1.1 of this Agreement is superseded by this Article, and all teachers shall be paid their annual salary prorated over fifty-two weeks in twenty-six bi-weekly payments. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty-six bi-weekly deductions.

36-2. The annual salaries of all PSRPs and the prorated monthly segments thereof are set forth in the PSRP salary schedules hereto attached in Appendix A-1F through A-1H. Such schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-2.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least fifty percent of PSRPs shall be paid their thirty-nine-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. PSRPs requesting to be paid in this manner must submit proper application to the principal on or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-1985 fiscal year.

If less than fifty percent of the PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of PSRPs necessary to reach fifty percent shall be placed in the fifty-two-week payment program. Said PSRPs shall be those members with the least amount of continuous service within their job title classification within the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least seventy-five percent of all full-time PSRPs shall be paid their thirty-nine-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. All full-time provisional PSRPs and all PSRPs upon their date of certification shall be placed in the fifty-two-week payment program. All other PSRPs requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for PSRPs who may be placed involuntarily into the fifty-two-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than seventy-five percent of full-time PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time PSRPs necessary to reach seventy-five percent shall be placed in the fifty-two-week payment program. Said full-time PSRPs shall be those members with the least amount of continuous service within the Chicago public schools.

Effective August 21, 1999 and thereafter the UNION agrees that eighty-five percent of all full-time PSRPs shall be paid their forty-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. All full-time provisional PSRPs and all PSRPs upon their date of certification shall be placed in the fifty-two-week payment program. All other PSRPs requesting to be paid in this manner must submit proper application to the principal on or before June 1 prior to the next school year. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for PSRPs who may be placed involuntarily into the fifty-two-week payment program for the following school year. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than eighty-five percent of full-time PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time PSRPs necessary to

reach eighty-five percent shall be placed in the fifty-two-week payment program. Said full-time PSRPs shall be those members with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuing participation in the extended pay plan for PSRPs.

Hardship appeals shall be conducted within fifteen school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within fifteen school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. PSRPs granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-2.2. Effective September 1, 2004 and thereafter, Article 36-2.1 of this Agreement is superseded by this Article, and all PSRPs shall be paid their annual salary prorated over fifty-two weeks in twenty-six bi-weekly payments. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty-six bi-weekly deductions.

Effective July 1, 2008, all PSRPs in 38.6-week (or ten-month) positions shall be paid their annual salary in bi-weekly installments prorated over twenty bi-weekly payroll periods. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty bi-weekly deductions.

36-2.3. Effective on or after July 1, 2007, the BOARD shall place all PSRPs on the same payroll cycle as teachers.

36-3. In accordance with the provisions of the **Illinois School Code**, salary schedules and compensatory remuneration provisions in the 2007-2012 Agreement shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2008-2009 annual or supplemental school budgets for the school year 2008-2009, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2009-2010 annual or supplemental school budgets for the school year 2009-2010, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2010-2011 annual or supplemental school budgets for the school year 2010-2011, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2011-2012 annual or supplemental school budgets for the school year 2011-2012.

36-3.1. The BOARD shall pick up for each teacher and other bargaining unit member a sum equal to seven percent of the amount due each such employee as set forth in Article 27-1.1 of this Agreement and in the annual salary schedules set forth in Appendix A-1A through A-1D and A-1F through A-1H (except for Appendix A-1K(i) and A-3E) of this Agreement for the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit

Fund to be applied to the retirement account of each such employee (not the survivors' annuity account).

The employee shall have no right or claim to the funds so picked up, except as they may subsequently become available upon retirement or resignation from the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund, or as provided under the laws governing the above two pension funds.

The BOARD does not warrant that the payments made by the BOARD for the employees as set forth above are permissible prior to January 1, 1982, or that any of such payments are excludable from the employees' gross wages, and as such, the UNION and each individual bargaining unit member shall and does hereby agree to indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any and all claims, or liability by reason of payments of said contributions to the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund made pursuant to the provisions of this Article. This pension pick up will not constitute a continuing element of compensation or benefit beyond fiscal year 2012.

All terms and conditions of employment for future years, including without limitations, salaries, benefits, pension pick up and staffing formulas, are the subject of negotiation for those years.

36-3.2. Commencing with Fiscal Year 2000, the additional pension contributions of teachers as a result of the "2.2%" legislation shall be made on a pre-tax basis pursuant to Internal Revenue Code section 414(h). For the purposes of Internal Revenue Code section 414(h), such contributions will be treated as employer contributions, and it is recognized that employees do not have the option to receive such contributions in cash.

This agreement is for the purpose of making such additional pension contribution pre-tax for the employee. Contributions will be deducted from employees' salaries and do not constitute an additional "pick up" under Article 36-3.1 of the Agreement between the BOARD and the UNION.

36-4.

- A. Salary step adjustments based on previous teaching experience in the Chicago public schools shall be made no later than forty-five days from the date proper claim is received in the Department of Human Resources.
- B. Salary step adjustments based on previous teaching experience outside the Chicago public schools shall be made no later than forty-five days from the date proper claim and documentary proof verifying employment are received in the Department of Human Resources.
- C. Salary lane placement adjustments for Lane II (master's degree) and Lane VI (doctoral degree) shall be made no later than forty-five days from the

date proper claim and official transcript certifying completion of all degree requirements are received in the Department of Human Resources.

- D. Salary lane placement adjustments for Lane III (fifteen hours of graduate study beyond the master's degree), Lane IV (thirty hours of graduate study beyond the master's degree) and Lane V (forty-five hours of graduate study beyond the master's degree) shall be made no later than forty-five days from the date proper claim and official transcripts verifying successful completion of all course work for the fifteen, thirty or forty-five hours beyond the master's degree are received in the Department of Human Resources.
- E. The annual increment for National Board Certified Teachers (NBCTs) set forth in Appendix A-2A shall be paid at the end of the semester following the teacher's submission of proof of such certification to the Department of Human Resources. The annual increment will be paid in two installments. The annual increment will be prorated to reflect either (i) a shortened work year if the teacher begins working after the start of the school year or resigns prior to the end of the school year or (ii) the teacher's receipt of NBCT certification after the start of the school year.

36-5. In accordance with established policy and procedures, the full burden of responsibility for applying for and submitting claims for adjustment and for filing the necessary documentary proof with the Department of Human Resources to substantiate such claims for adjustment of teacher salaries as provided in section 302.8 of the **Chicago Public Schools Policy Manual** (Compensation and Pay Plan) (Board Report: 08-0123-PO1) shall rest with the teacher.

36-5.1. The Department of Human Resources shall acknowledge, in writing, the receipt of each claim within twenty-five days and shall note any deficiency in said claim if, at the time the claim is made, the teacher has provided the Department of Human Resources with a stamped, self-addressed envelope.

36-6. Whenever a bargaining unit member's two week pay would normally fall on the Friday following Thanksgiving, checks shall be issued and distributed on the Wednesday prior to Thanksgiving. Whenever a bargaining unit member's two week pay would normally fall on a non-work or non-attendance day, checks shall be issued and distributed on the day immediately preceding the attendance or work day.

36-7. The completion date for the fifteen, thirty or forty-five semester hours of approved graduate credit beyond the master's degree shall be determined by the regionally accredited college or university or the Department of Human Resources of the BOARD.

36-8. Effective September 1, 2004, the BOARD shall provide a written explanation of a payroll adjustment or change with the salary warrant on which said adjustment or change takes place. The BOARD shall print lane or grade and step placement on each paycheck.

36-9. PSRP Bonus. In each year of this Agreement, the BOARD shall make a \$250.00 one-time payment on the payroll date prior to spring recess to those PSRPs who are actively employed by the BOARD on that payroll date. The payment shall not be added to the salary schedule, but shall be pensionable.

36-9.1. The BOARD shall pay a one-time non-pensionable \$1,000.00 bonus to PSRPs who become highly qualified within the meaning of the No Child Left Behind Act and applicable state and federal regulations and who present an Illinois State Board of Education certification of highly qualified status to the BOARD's Department of Human Resources.

36-10. Longevity. The BOARD shall credit teachers who are at Step 13 on the salary schedule and who have at least thirteen years of experience with one additional sick day per year. The BOARD shall credit teachers who are at Step 13, or effective July 1, 2008 and thereafter, Step 14, on the salary schedule and who have at least eighteen years of experience with two additional sick days per year.

Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 6 on the PSRP salary schedule and who have at least thirteen years of experience with one additional sick day per year. Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 7 of the PSRP salary schedule and who have at least eighteen years of experience with two additional sick days per year.

36-11. All employees are required to utilize direct deposit for the payment of their wages.

ARTICLE 37. UNUSED SICK PAY

37-1. Effective September 1, 1992, teachers or other bargaining unit members who retire on reaching their sixty-fifth birthday shall receive unused sick days' pay equivalent to eighty-five percent of their accumulated sick days.

Effective July 1, 1999, teachers or other bargaining unit members who retire with at least 33.95 years of service shall receive unused sick days' pay equivalent to one hundred percent of their accumulated sick days.

Effective July 1, 2003, teachers or other bargaining unit members with twenty years of service, but with fewer than 33.95 years of service, who elect to retire, and who have forty or more unused sick days accumulated, shall receive unused sick days' pay equivalent to ninety percent of their accumulated sick days.

37-2. Effective July 1, 1999, in the event a teacher or other bargaining unit member has unused sick days at the time of death, the spouse or estate of the deceased shall be entitled to apply for pay equivalent to one hundred percent of the employee's accumulated unused sick days. This benefit is effective once the teacher or other bargaining unit member has accumulated forty or more unused sick days.

37-3. Sick Leave Bank.

Each school shall establish a sick leave bank for teachers in accordance with the guidelines attached hereto as Appendix F.

ARTICLE 38. TEACHER ASSIGNMENT PROCEDURE

38-1. The Department of Human Resources shall continue to appoint teachers from the appropriate eligible list with the proviso that until June 30, 2003, vacancies which require an additional endorsement shall be filled by the appointment of teachers presently on the applicable eligible list who have the appropriate endorsement from the Department of Human Resources. Said appointments shall be made so that they will assure that the racial compositions, experience and educational training of each school's faculty more nearly approaches the system-wide proportions.

Any appointment made pursuant to this Article 38-1 shall not constitute a violation of any other provision of this Agreement. Prior to the filing of any grievance under this provision, the matter shall be reviewed by the UNION with the Director of Employee Relations.

38-1.1. Assignment of teachers to adult education centers shall follow the procedures in Article 38-1 of this Agreement except that teachers with prior satisfactory full-time adult education teaching experience of at least one full school year shall be given preference in assignment to such centers.

38-2. The UNION and the BOARD will work cooperatively to develop and implement policies with respect to the assignment and appointment of teachers in such a manner as to lead to the achievement of representative racial composition of school faculties and of a more equitable distribution of assigned and appointed teachers.

38-3. When TATs are released due to the return from a leave of an appointed teacher to the school, such TATs shall be permitted the following benefits:

- A. TATs so released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Department of Human Resources to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced TATs who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to TATs for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced TATs assigned to the Cadre shall be paid the daily rate set forth in Appendix A-1J(i) of this Agreement provided, however, that any displaced TAT who has served as a TAT for one hundred school days during the school year in which the displacement occurs shall be paid \$179.51 during the 2007-2008 school year, \$186.69 during the 2008-2009 school year, \$194.16 during the

2009-2010 school year, \$201.93 during the 2010-2011 school year and \$210.01 during the 2011-2012 school year for the remainder of that school year as set forth in Appendix A-1J(ii). In the event that teachers and other bargaining unit members receive additional salary increases in accordance with the provisions of Article 47-2.1 of this Agreement in any and all years covered by this Agreement, the salaries herein referred to shall be increased by the same percentage(s). Released TATs serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Department of Human Resources shall maintain a list of released TATs in order to assist principals in filling vacancies. A TAT released from a school will not be reassigned to a vacancy temporarily filled by another TAT.

- B. A displaced TAT who becomes a member of the Cadre may be selected at any time by a principal to fill an existing vacancy provided that this reassignment is consistent with the area of certification required for said vacancy. If reinstated as a TAT, said teacher shall be placed on the appropriate lane and step of the salary schedule and shall receive all benefits herein provided to TATs. If the displaced TAT is assigned to the position of an appointed teacher on leave, the TAT shall remain as a TAT as defined in Article 23-1. Otherwise, if the displaced TAT is assigned to a vacancy consistent with the TAT's area of certification, the TAT shall become a probationary teacher as defined in Article 23-1.
- C. The BOARD and the UNION agree that said displaced TATs shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Article 27-1.1 of this Agreement. If the number of released TATs causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released TATs.

38-4. When probationary teachers are to be released due to the closure of an attendance center or a program, a drop in enrollment, the educational focus of the attendance center is changed such that available teaching positions cannot accommodate some or all probationary teachers or when an attendance center is subject to actions taken pursuant to sections 34-8.3 or 34-8.4 of the **Illinois School Code**, such probationary teachers shall be permitted the following benefits:

- A. If changes in an attendance center or program require removal of some but not all probationary teachers, probationary teachers with appropriate certifications will be selected for retention based on system-wide seniority.
- B. A probationary teacher who is reappointed within ten months of the probationary teacher's displacement shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.

- C. Probationary teachers who are released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Department of Human Resources to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced probationary teachers who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to probationary teachers for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced probationary teachers assigned to the Cadre shall be paid the daily rate set forth in Appendix A-1J(ii) of this Agreement. In the event that teachers and other bargaining unit members receive additional salary increases in accordance with the provisions of Article 47-2.1 of this Agreement in any and all years covered by this Agreement, the salaries herein referred to shall be increased by the same percentage(s). Released probationary teachers serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Department of Human Resources shall maintain a list of released probationary teachers in order to assist principals in filling vacancies.
- D. The BOARD and the UNION agree that said displaced probationary teachers shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Article 27-1.1 of this Agreement. If the number of released probationary teachers causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released probationary teachers.

38-5. The principal shall notify teachers in encumbered and interim positions, in writing, prior to advertising said positions in the Chief Executive Officer's bulletin. This procedure shall also apply to new and vacant positions in the school. New and vacant positions shall be posted in a prominent place in the school for ten school days prior to the application deadline.

ARTICLE 39. TEACHER EFFICIENCY RATINGS

39-1. Evaluation Plan and Procedures. The parties recognize that the joint BOARD-UNION Teacher Evaluation Committee established under Article 45-13 is currently studying and discussing issues related to teacher evaluations, including a modified teacher evaluation plan. The parties agree that, if the evaluation plan recommended by the committee is approved by the BOARD and the UNION, it shall become the plan with respect to teacher evaluations and procedures upon its effective date.

39-1.1. Orientation. School principals or qualified unit heads shall provide tenured and probationary appointed teachers with an orientation session on the evaluation plan

during the first three days of teacher attendance at the start of each school year or at such other time as is convenient for the principal and such teachers; provided, however, effective with the 2008-2009 school year, orientation shall take place no later than the twentieth school day. Orientation shall include a description of the evaluation process and elements and a summary of performance expectations for tenured and probationary appointed teachers.

39-1.2. The Fresh Start PAR-PILOT Agreement. The BOARD and the UNION agree to continue the Fresh Start PAR-PILOT Agreement during the term of this Agreement, as may be amended from time to time by the BOARD and the UNION or until terminated by the parties.

39-2. Evaluation Plan and Procedures—Probationary Appointed Teachers.

39-2.1. Annual Evaluation. Each probationary appointed teacher shall be evaluated only by a qualified administrator in accordance with the procedures outlined in the Evaluation Plan submitted by the BOARD for approval by the Illinois State Board of Education. Qualified administrators shall provide probationary appointed teachers with an annual summative evaluation no later than the end of the first full school week of March. In the case of classroom probationary appointed teachers, the principal, assistant principal or other qualified administrator in charge of the unit shall base his or her evaluation of the probationary appointed teacher upon at least two classroom observations, one of which must be by the school principal. In the case of non-classroom probationary appointed teachers, the principal, assistant principal or other qualified administrator in charge of the unit shall base his or her evaluation of the probationary appointed teacher upon a personal review of the probationary appointed teacher's work product and work habits.

39-2.2. Classroom Observations. The principal, assistant principal or other qualified administrator in charge of the unit may conduct classroom observations of probationary appointed teachers, commencing during the third week of student attendance. A minimum of two personal observations of classroom probationary appointed teachers shall be conducted between the third week of student attendance and the summative evaluation conference referred to within Article 39-2.1. The principal shall conduct at least one of those observations. Within ten school days following each observation, the probationary appointed teacher shall attend a conference with the evaluator, held at a place ensuring privacy, at which the evaluator shall provide the probationary appointed teacher with a summary of observations and, where necessary, constructive suggestions and assistance for improving the probationary appointed teacher's services.

39-2.3. Dismissal of Probationary Appointed Teachers for Cause. Articles 39-2.1 through 39-2.2 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any probationary appointed teacher for good cause. The efficiency rating and any decision to discipline are within the exclusive discretion of the principal and/or the BOARD and are not subject to the grievance procedure.

This section does not prevent the UNION from grieving alleged violations of the evaluation process.

39-2.4. A probationary appointed teacher whose contract is terminated prior to the end of the school year for misconduct or unsatisfactory performance shall have the right to a conference at the Office of Employee Relations and may be represented by the UNION.

39-2.5. A probationary appointed teacher's contract is subject to termination before the end of the school year for unsatisfactory performance provided as follows:

- A. The principal notifies the probationary appointed teacher in writing stating the reasons for the unsatisfactory notice and offers suggestions for improvement.
- B. After the issuance of an unsatisfactory notice, the principal shall visit the probationary appointed teacher, observe the probationary appointed teacher in a teaching situation and confer with the probationary appointed teacher in a place ensuring privacy to offer assistance for improving the probationary appointed teacher's service.
- C. If the principal determines that the work of the probationary appointed teacher remains unsatisfactory, after at least fifteen school days following the issuance of the unsatisfactory notice, the principal shall submit all documents to the Office of Employee Relations to conduct the conference provided in Article 39-2.4.

39-3. Unsatisfactory Day-to-Day Substitutes. Whenever a day-to-day substitute receives an unsatisfactory rating, the Department of Human Resources shall schedule a conference with said day-to-day substitute to give the day-to-day substitute a written copy of the reasons for the unsatisfactory rating, discuss the reasons and give positive suggestions for improvement to the day-to-day substitute.

The services with the school system of an unsatisfactory day-to-day substitute shall not be terminated until said day-to-day substitute has been given an unsatisfactory rating by at least two principals, unless there is evidence of moral laxity or serious misconduct.

39-4. Evaluation Plan and Procedures—Tenured Teachers.

39-4.1. Evaluation Plan. Each tenured teacher shall be evaluated only by a qualified administrator in accordance with the procedures outlined in the Evaluation Plan submitted by the BOARD for approval by the Illinois State Board of Education. Tenured teacher efficiency ratings shall be distributed to the individual tenured teachers at the local school on or before Friday of the thirty-seventh week of the school year, except in schools which operate on forty-four-week, forty-six-week, forty-eight-week or fifty-two-week terms. Said schools shall issue and distribute efficiency ratings on the Friday immediately prior to the final week of the school term.

A copy of said rating shall be placed in the individual tenured teacher's personnel file.

39-4.2. Effective with the 2000-2001 school year, tenured teachers rated excellent or superior shall be rated every two years. Tenured teachers rated satisfactory shall be rated once yearly.

39-4.3. A principal newly assigned or transferred to a school shall not evaluate tenured teachers whose work is satisfactory or better until said principal has served in that school at least five months.

39-5. Remediation/Dismissal of Unsatisfactory Tenured Teachers.

39-5.1. Unsatisfactory Tenured Teachers. Whenever, in the opinion of the principal, after personal observation in the classroom on at least two different school days, unless the tenured teacher has no classroom duties, the service of a tenured teacher is considered unsatisfactory, the principal of the school shall notify the tenured teacher in writing, using Form E-3, Evaluation of Unsatisfactory Service of a Tenured Teacher. This notice, which is given to the tenured teacher in a conference at a place ensuring privacy, states the reasons for the unsatisfactory rating and advises the tenured teacher that the tenured teacher is required to participate in a remediation plan.

39-5.2. Consulting Teacher. The qualified consulting teacher shall be one who has received a rating of superior or excellent on his or her most recent evaluation, has a minimum of five years' experience in teaching and has knowledge relevant to the assignment of the tenured teacher under remediation.

Qualified potential consulting teachers shall submit their application for placement on the consulting teacher roster to the Chief Human Resources Officer, with a copy to the appropriate Area Instruction Officer and the President of the UNION, by June 1 of the preceding school year. The UNION shall submit to the appropriate Area Instruction Officer prior to October 1 of each school year the roster(s) of qualified potential consulting teachers for that district. If the UNION fails to provide a roster to a district superintendent by October 1 of each school year, the BOARD shall determine the roster(s) of qualified potential consulting teachers for that district.

Within three school days after issuance of Form E-3, the principal shall select a qualified potential consulting teacher from the appropriate district roster, supplied by the UNION, containing the names of qualified potential consulting teachers from each school within said district. Within two school days after notification by the principal of the teacher's selection as a consulting teacher, said teacher may waive this assignment by notifying the principal(s) involved. After accepting selection, if the consulting teacher can no longer participate during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consulting with the new consulting teacher.

The principal may designate up to three preparation periods of any consulting teacher during any one week to be utilized by the consulting teacher for remediation purposes.

The consulting teacher shall advise the tenured teacher under remediation on how to improve teaching skills and how to successfully comply with the remediation plan during

each of said preparation periods designated by the principal for that purpose. For each preparation period thus designated, the consulting teacher shall be scheduled for a make-up preparation period of the same time duration within the same or the next payroll period thereafter. This preparation period shall be scheduled at the end of the regular school day, and the consulting teacher shall be paid at a prorata basis of said teacher's basic salary.

39-5.3. Remediation Plan. Within seven school days after selection of the consulting teacher, the principal shall schedule a meeting with the consulting teacher and the tenured teacher rated unsatisfactory in order to commence the development of a remediation plan designed to correct the areas identified as unsatisfactory. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory. Said remediation plan shall become effective no later than thirty days after issuance of Form E-3 to the unsatisfactory tenured teacher.

39-5.4. Evaluations. During the remediation period, the tenured teacher under remediation shall receive evaluations and ratings once every thirty days from the principal. The evaluations and ratings shall be issued at a conference in a place ensuring privacy. The consulting teacher shall advise the tenured teacher under remediation on how to improve teaching skills and how to successfully comply with the remediation plan. The consulting teacher shall not participate in any of the required evaluations and shall not evaluate the performance of the tenured teacher under remediation. If after any such evaluation additional remediation is provided, the tenured teacher under remediation, the principal and the consulting teacher shall confer in order to continue to provide appropriate assistance to the tenured teacher under remediation.

39-5.5. Satisfactory Completion of the Remediation Plan. Following successful completion of any remediation plan, there shall be monthly evaluations for the first six months and quarterly evaluations for the next six months. Thereafter, the tenured teacher shall be reinstated to a schedule of annual evaluations.

39-5.6. Failure to Successfully Complete the Remediation Plan. Any tenured teacher who fails to complete the remediation plan with a satisfactory or better rating shall be subject to the provisions of 105 ILCS 5/24A-5.

39-5.7. Evaluation Schedule. When the evaluation schedule requires an evaluation after the close of the school year, but on or before July 15, such evaluation shall be scheduled to occur no later than two weeks prior to the close of the preceding school year.

When the evaluation schedule requires an evaluation after the close of the school year, but after July 15, such evaluation shall be scheduled to occur not later than two weeks after students' attendance commences in the following school year.

Failure to strictly comply with the timelines for the required evaluations because of events such as summer months, illness or certain leaves granted under a remediation plan shall not invalidate the results of the remediation plan.

39-5.8. Dismissal of Tenured Teachers for Cause. Articles 39-5.1 through 39-5.6 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any tenured teacher for good cause. The efficiency rating and any decision to discipline are within the exclusive discretion of the principal and/or BOARD and are not subject to the grievance procedure.

This section does not prevent the UNION from grieving alleged violations of the evaluation process.

39-6. Teacher Evaluation Review Form. Whenever the Teacher Evaluation Review form is prepared, one copy shall be submitted to the tenured teacher. The tenured teacher may respond in writing to the principal within ten school days after receipt of said review form. Said response shall be attached to the review form.

39-7. Efficiency Rating Procedures—Reduction of Ratings of Tenured Teachers.

39-7.1. Reduction to Excellent. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced from superior to excellent, the principal shall notify the tenured teacher in writing, when this possibility becomes evident to the principal. If the tenured teacher submits a written request for a conference, the principal shall confer with the tenured teacher to discuss ways in which the tenured teacher may increase his or her efficiency and may maintain a superior rating.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a tenured teacher or when a new principal is evaluating teachers for the first time in that school.

39-7.2. Reduction to Satisfactory. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced to satisfactory, the principal shall notify the tenured teacher in writing, using Form E-1. This notice, which is given to the tenured teacher in a private conference, states the reasons therefor and offers suggestions and assistance to the tenured teacher for improving the tenured teacher's services.

Said notice shall be issued ten weeks prior to the date on which efficiency ratings are issued.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said tenured teacher as an appointed teacher or when a new principal is evaluating teachers for the first time in that school.

ARTICLE 40. TEACHER PROGRAMMING

40-1. The principal, in programming a teacher, shall (1) keep the number of preparations to a minimum; (2) ability and qualifications being equal, follow the policy of rotation among qualified personnel in the matters of sessions, teaching, building

assignments, special classes, honors and other modified classes and division rooms; (3) consider the teacher's professional background and preparation; and (4) in elementary schools, ability and qualifications being equal, program teachers for the grade level at which they have the most experience, except that any teacher may request a change in grade level assignment.

40-2. No later than May 1 of each year, or in the case of year-round schools on Tracks C and D or similar calendars no later than April 15 of each year, preference sheets shall be distributed to all teachers. A teacher's preference will be honored, to the extent possible, consistent with Article 40-1 above.

40-3. A tentative teaching program for the next school year shall be presented to each teacher by June 1 of the current school year, or in the case of year-round schools on Tracks C and D or similar calendars no later than May 15 of each year. Teachers will be notified of any changes to the aforementioned teaching program, in writing, as soon as possible.

40-4. Where administratively possible, no teacher shall have more than three consecutive teaching assignments. Exceptions shall be allowed for teachers teaching double-period classes or completing part of their teaching assignment outside of the school building.

40-5. Where administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.

40-6. Where administratively possible, the number of lesson preparations shall not exceed three, and every effort shall be made to keep the number at two. Honors and other modified classes shall be considered as separate preparations. Teachers with a full teaching program shall be given preference in the assignment of the number of preparations.

40-7. In elementary schools with ability grouping within a single grade level, ability and qualifications being equal, the principal in programming the teacher shall follow the policy of rotation of teacher assignments within the grade level.

40-8. Prior to February 15, each Practical Arts and Vocational Education cooperative program teacher shall confer with the principal, or the principal's designee, relative to a registration procedure for students recommended for placement in the cooperative program.

Each Practical Arts and Vocational Education cooperative program teacher shall furnish to the principal, or the principal's designee, data and rationale to support the recommendations being submitted for consideration. The recommendations of the Practical Arts and Vocational Education cooperative program teacher shall be given the highest priority.

ARTICLE 41. TEACHING LOAD

41-1. High school teachers of art, drafting, music, physical education and business education, and teachers in education and vocational guidance centers, shall have a maximum of twenty-five teaching periods per week.

41-2. Distributive education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Distributive education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-3. Office occupations coordinators on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Office occupations coordinators on an extended day carrying a full program shall teach four periods per day and may have a division. In the case where a single related period is required, the office occupations coordinator shall teach five periods and shall not have a division. The balance of their respective days shall be devoted to coordination.

41-4. The UNION agrees to urge its members to participate in two report card pick up days during each school year. These days shall be non-student attendance days. The hours for teachers and other bargaining unit members on these days shall be from 12:00 p.m. to 6:00 p.m. and shall include a forty-five-minute duty-free meal period. Effective July 1, 2004, said hours shall be from 12:00 p.m. to 6:15 p.m.

Members who participate in two report card pick up days shall work one half day on the last day of the school year in June and shall be paid for a full day. Members who participate in one report card pick up day shall work three-quarters of the day on the last day of the school year in June and shall be paid for a full day.

41-5. Industrial cooperative education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination. Industrial cooperative education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-6. Each cooperative work training (CWT) teacher, in conjunction with the school programmer, shall develop a student roster for the next school year and interview each student listed on said roster by the end of the first week in June.

41-7. Each cooperative work training (CWT) teacher shall have telephone service available when necessary to contact employers concerning job opportunities for students enrolled in the CWT program.

41-8. Cooperative work training (CWT) teachers on an extended day carrying a one-half program shall teach no more than five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Cooperative work training (CWT) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-9. Home economics related occupations (HERO) teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Home economics related occupations (HERO) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.

ARTICLE 42. APPOINTMENT AND ASSIGNMENT OF TEACHERS

42-1. The policy and procedure governing appointments and assignments for teachers is set forth in the applicable provisions of the **Rules of the Board of Education** and **Chicago Public Schools Policy Manual**. Teachers may transfer effective the second semester of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the first semester of the school year. Teachers may transfer effective the end of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the school year.

42-2. The reassignment and layoff of appointed tenured teachers due to changes in staffing needs (reassigned teachers) is governed by the policy set forth in Appendix H. The BOARD shall not change said policy during the term of this Agreement. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position. If a tenured teacher is unable to secure a permanent appointment during the required period in the reassigned teacher pool, the tenured teacher shall be laid off and given an honorable termination from service and the opportunity to be placed as a Cadre substitute under Article 27-1.1 of this Agreement and shall be entitled to the rate of pay and benefits established for Cadre substitutes in this Agreement.

42-3. Ability and qualifications being equal, principals at new and redesignated schools shall give preference to tenured teachers who apply to fill vacancies.

42-4. All newly created or vacant head teacher positions shall be filled by contract principals in compliance with the applicable provisions of Article 35. Head teachers so selected shall have terms that are co-terminus with the principals who select them,

unless removed for unsatisfactory performance. If their terms of office are not extended, they shall be granted all rights and privileges of appointed teachers.

ARTICLE 43. VACATIONS

43-1. Full-time teachers and other full-time members of the bargaining unit, excluding day-to-day substitutes, not already covered by **Board Rule 4-11**, shall receive a maximum of ten days' paid vacation at their current rates of salary, it being further provided that those regularly and currently employed on extended day programs, including eight-hour day positions and regularly scheduled overtime classes, shall be paid at the rate of salary prescribed for such programs and classes in accordance with the provisions and subject to the exceptions listed in Article 33-9 of this Agreement. A maximum of five days shall be granted when the schools are closed during spring recess and a maximum of five days shall be granted for winter recess.

Only bargaining unit members who are full-time employees of the BOARD at the time of a vacation period shall be eligible for vacation with pay with a further proviso, however, that such full-time employees of the BOARD who are absent on a leave of absence permitted by the **Rules of the Board of Education** shall be eligible for vacation pay earned prior to said leave and during accumulated sick leave days used while on a sick leave.

Appointed teachers and PSRPs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued or who are absent on a leave of absence permitted by the **Rules of the Board of Education** shall be eligible to receive their vacation pay by proxy.

Effective July 1, 2004, TATs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued shall be permitted to receive vacation pay by proxy, provided, however, that said TAT has returned to his or her work assignment following the vacation period prior to the date the checks are issued.

Effective July 1, 2004, TATs absent on an approved illness leave of absence who have completed five or more years of full-time consecutive service immediately preceding the commencement of said leave shall receive vacation pay upon written application filed with the Office of Employee Relations within ninety days after the vacation period ends.

Effective July 1, 2004, TATs with less than five years of consecutive service immediately preceding the commencement of the vacation period must return to their work assignment following the vacation period in order to receive vacation pay.

Vacation pay shall be computed on the basis of the following formula:

- A. Winter recess pay for 2007 shall be computed from the number of days an employee was on the payroll from April 19, 2007 through November 22, 2007, according to the following formula:

1-10 days	0 days vacation pay
11-20 days	1 day vacation pay
21-40 days	2 days vacation pay
41-60 days	3 days vacation pay
61-80 days	4 days vacation pay
81 days or more	5 days vacation pay

Spring recess pay for 2008 shall be computed from the number of days an employee was on the payroll from November 5, 2007 through March 14, 2008, according to the above-stated formula.

- B. Winter recess pay for 2008 shall be computed from the number of days an employee was on the payroll from March 24, 2008 through October 17, 2008, according to the above-stated formula.

Spring recess pay for 2009 shall be computed from October 20, 2008 through March 13, 2009, according to the above-stated formula.

- C. Winter recess pay for 2009 shall be computed from the number of days an employee was on the payroll from March 16, 2009 through October 23, 2009, according to the above-stated formula.

Spring recess pay for 2010 shall be computed from October 26, 2009 through March 26, 2010, according to the above-stated formula.

- D. Winter recess pay for 2010 shall be computed from the number of days an employee was on the payroll from April 5, 2010 through November 24, 2010, according to the above-stated formula.

Spring recess pay for 2011 shall be computed from November 29, 2010 through April 15, 2011, according to the above-stated formula.

- E. Winter recess pay for 2011 shall be computed from the number of days an employee was on the payroll from April 25, 2011 through November 11, 2011, according to the above-stated formula.

Spring recess pay for 2012 shall be computed from November 14, 2011 through March 30, 2012, according to the above-stated formula.

Vacation credits earned for the school months of May and June shall be carried over to the ensuing school year. Employees who are scheduled to work when the schools are closed for spring and winter recess shall arrange time off with their department head.

Seniority shall be the determining factor to the extent permitted by the needs of the department. Vacations shall be on a consecutive-week basis unless otherwise requested by the employee to the extent permitted by the needs of the department.

43-1.1. In the event a member of the bargaining unit, who is eligible for vacation pay under this Article, has not received pay due to death which occurred preceding, during or within sixty days after said vacation period, the estate or appropriate legal beneficiary shall be entitled to apply for said vacation pay.

43-1.2. Effective July 1, 2004, TATs and appointed teachers displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a TAT or appointed teacher up to the maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible teacher has been paid as a day-to-day substitute or Cadre substitute during the payroll period immediately preceding the vacation period.

Effective September 15, 1983, PSRPs displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a PSRP up to a maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible PSRP has been paid as a BOARD employee during the payroll period immediately preceding the vacation period.

Eligible day-to-day substitutes, Cadre substitutes or eligible PSRPs shall make written application for vacation pay to the Office of Employee Relations within ninety days after said vacation period. Said application shall be reviewed in accordance with established policy and the provisions of Article 43 of this Agreement. Vacation pay shall be paid to eligible applicants at the rate of pay the teacher or PSRP was receiving on the last day of full-time service. In no case shall any such claim for vacation pay be considered if filed more than ninety days after the end of the vacation period.

ARTICLE 44. GENERAL PROVISIONS

44-1. Proposals seeking federal and state funds for specific programs shall be written in compliance with the applicable provisions of this Agreement.

44-2. Teachers or other bargaining unit members required to attend in-service training programs outside their regularly scheduled hours shall be paid at their regular rate of salary.

44-3. No teacher shall be required to perform such custodial duties as emptying trash, dusting erasers, washing boards, dusting or placing chairs on desks or returning furniture to its proper place.

44-4. It is the objective of the BOARD that all schools are provided with washrooms and rest areas for men and women teachers that are private, clean and comfortable.

44-5. Hallways, classrooms, washrooms, entrance areas, lounge areas, lunchrooms, teachers' rooms and playgrounds shall be cleaned daily.

44-6. Final action or decisions made at faculty meetings shall be posted on school bulletin boards or published in the school's daily or weekly bulletin.

44-7. This Agreement shall be reproduced by the UNION with the cost to be shared between the BOARD and the UNION. The BOARD shall distribute the Agreement to each person who is or becomes a member of the bargaining unit during its effective term.

The UNION will distribute the tentative Agreement to each of the members mentioned in the bargaining unit.

The initial delivery to the units shall be completed as soon as possible but no later than twenty school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Office of Employee Relations a list by unit number of all parcels delivered to the warehouse facility of the Bureau of Food Service and Warehousing. Seven thousand copies of said Agreement shall be delivered to the Office of Employee Relations.

44-8. Subject to the credit below, teachers or other bargaining unit members whose absences result from a school-related assault shall be paid full salary and medical expenses by the BOARD for the time of their total temporary incapacity and no deductions shall be made from sick leave.

There shall be coordination of salary payable hereunder with any sums payable under the Workers' Compensation Act for temporary total incapacity for work in that, in calculating the amount due to an employee under this Article, the BOARD shall be entitled to and shall take credit for any sum payable under the Workers' Compensation Act for temporary total disability. The credit hereunder is to be limited to temporary total disability only.

44-8.1. Teachers and all other bargaining unit members shall immediately report to the school principal all cases of assault in which they are involved while acting in the course of their employment.

44-8.2. It shall be the responsibility of each teacher and/or other bargaining unit member to supply any available information concerning a school-related assault and cooperate in any subsequent legal action concerning said incident.

44-9. Teachers or other bargaining unit members shall work under safe and healthful conditions.

44-9.1. Teachers and other bargaining unit members shall report immediately any acts of vandalism to the principal.

44-9.2. Bargaining unit members shall not be required to perform the duties of a Child Welfare Attendant or a Special Education Classroom Assistant.

44-10. Affirmative Action Program. The UNION agrees to work cooperatively with the BOARD to ensure equal employment opportunities in all aspects of the BOARD's personnel policies.

44-11. It is the objective of the BOARD that teachers or other bargaining unit members be provided with off-street parking areas for their automobiles and that this area shall, to the extent possible, be secure and adjacent to the school.

44-12. Special clothing and safety equipment used by teachers and required by statute shall be provided by the BOARD.

44-13. Teachers and school clerks authorized by BOARD action to work on student orientation and/or articulation days in the week preceding the first week of a new school year shall be paid at the teacher's or school clerk's regular hourly rate of salary.

44-14. It is the objective of the BOARD that teachers and other bargaining unit members assigned to a permanent work station be provided a special lunch area and, when this area is not a regular lunchroom, facilities for warming, refrigerating and storing food shall be provided, to the extent that these items are provided for in the annual budget adopted by the BOARD.

44-15. Transportation allowance checks shall be received no later than the twenty-first day of each month.

44-16. The approved textbook list shall be made available in the schools by February 1 of each school year whenever possible.

44-17. In all schools where an intercom is used, an oral signal shall be given to indicate the intercom is beginning to be put into operation, or a light shall be installed on each outlet to indicate when the intercom is in operation.

44-18. The BOARD policy on the management of communicable diseases, including HIV and AIDS, shall be posted in every school and BOARD facility.

44-19. As staff and funds can be made available, the audio-visual department shall label plainly film and videotape containers with the names of the films.

44-20. Teachers shall keep an accurate account of the educational equipment and materials issued to them for instruction of their classes.

44-21. The provisions of Articles 4-12, 4-13, 4-14 and 4-15 of this Agreement shall be applicable to the middle schools.

44-22. In situations over which the school system has no control, the UNION agrees to cooperate with the school administration in implementing workable solutions.

To combat situations over which the school system has no control, the UNION agrees to identify and train certain of its staff members so that, in instances where serious school disruptions present a threat to the safety of students and bargaining unit members, a solution shall be worked out by the BOARD and the UNION.

44-23. The BOARD shall make every effort to provide physical facilities for bilingual teachers who have classroom divisions to teach their classes on a comparable basis with other classroom teachers in the same building.

44-24. Unless precluded by the specific needs of an educational program, the BOARD shall offer to qualified teachers and/or other qualified bargaining unit members the opportunity to work beyond their regular work day or work year prior to seeking the services of outside vendors to perform said work.

44-25. Curriculum guides shall be provided for and used by each teacher in the respective subject area or areas.

44-26. Credit for purposes of lane placement shall be granted to teachers for participation in subject-related workshops or training sessions which are conducted by industry and other approved organizations and which have been approved in advance by the Department of Instruction Services. Requests for such approval shall be given in writing to the Department of Instruction Services and submitted sufficiently far in advance to permit appropriate investigations by the Department of Instruction Services. A reviewing committee set up by the Department of Instruction Services shall approve or disapprove promotional credits for particular training sessions or educational programs which do not bear university credit and shall determine credit hour equivalencies of such attendance. (This applies to all teachers.)

44-27. The BOARD and the UNION agree that no employee of the BOARD shall be punished or rewarded, harassed or discriminated against in any manner because of participation or lack of participation in activities relating to work stoppage (strike). Nothing herein shall preclude the right of the UNION from implementing UNION policy as to its members.

44-28. High school music teachers, with prior approval of the principal, shall be permitted to select sheet music, records, tapes, DVDs and CDs that are not on the approved list.

44-29. Effective January 1972, the parties agree that the schools shall be closed on January 15, the birthday of Dr. Martin Luther King, Jr., when said birth date occurs on a day when schools are in session. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such holiday provided they work either the day before or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday.

When such holiday falls on Sunday, the Monday next following shall be held and considered such holiday.

The above two paragraphs of this Article shall be superseded by the following:

Effective January 1986, the Dr. Martin Luther King, Jr. holiday shall be observed on the third Monday in January. Schools shall be closed. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such holiday provided they work either the day before or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday.

44-30. The provisions of Article 4-12 shall be applicable to the education and vocational guidance centers.

44-31. The BOARD shall maintain a school calendar in which employees scheduled for forty weeks shall receive their annual salary (including vacation pay) prorated over forty-two weeks (forty school weeks and two weeks of vacation). Employees scheduled to work forty-eight weeks shall receive their annual salary (including vacation pay) prorated over fifty weeks (forty-eight school weeks and two weeks of vacation). Subsequent to January 1, 1973, in lieu of a shortened school year, employees scheduled for fifty-two weeks shall be granted basic vacation pay each year with payment for service prior to July 1 as follows:

- A. three weeks for one year and up to ten years of service
- B. four weeks for ten years and up to twenty years of service
- C. five weeks for twenty or more years of service.

Commencing in the 1995-1996 school year, a total of five days as established by the BOARD calendar in addition to the regular school calendar will be student non-attendance days occurring prior to the first week of classes for students, subsequent to the last week of classes for students and/or during the students' school year. Consistent with the parties' intent to increase instructional time for students and to provide increased planning, evaluation and staff development, the five days shall be utilized by teachers and other bargaining unit members as follows:

Days prior to the first week of classes for students shall be devoted to staff development, class preparation and other activities as determined at the local school level following discussion between the principal and the school faculty. One half of such time shall be self-directed preparation devoted to the orderly opening of classes on the first day of school which shall be a full classroom day for students.

Days subsequent to the last week of classes for students shall be devoted to review of the concluded school year, staff development, meetings, conferences with parents, formative and summative evaluations supplemental to the procedures provided for in Article 39, discussion of the School Improvement Plan, completion of reports, review and analysis of goals and other activities determined at the local school level following discussion between the principal

and the school faculty. One half of such time shall be self-directed activities devoted to the orderly conclusion of the school year.

Days during the students' school year shall be devoted to staff development, class preparation, meetings, conferences with parents and other activities as determined at the local school level following discussion between the principal and the school faculty. One half of such time shall be self-directed activities devoted to the educational program, unless the principal and a majority of the teachers and other affected bargaining unit members decide otherwise.

It is agreed and understood that certain classifications of employees, including but not limited to non-teaching support staff and teaching staff with schedule conflicts caused by summer school, or special programs based on programmatic needs, may require alternative staff development programs. Such programs shall be determined at the local school level following discussion between the principal and the staff members requiring such alternative programs.

Commencing the 2004-2005 school year and continuing through the term of this Agreement, the number of teacher work days shall be reduced by seven.

44-32. In elementary schools, education and vocational guidance centers, upper grade centers, middle schools and high schools, the BOARD shall appropriate additional funds in the educational fund appropriations for instructional supplies of \$100.00 for the purchase of instructional supplies and the purchase of classroom library books per classroom teacher during the term of this Agreement which shall be allocated by the principal to individual classroom teachers, such funds to be expended with the prior approval of the principal and in accordance with procedures that have been developed by the Department of Procurement and Contracts. Problems related to the allocation and expenditure of these funds, within the framework of the above-mentioned procedures, shall be worked out by the principal and the teachers involved.

Effective July 1, 2008, Office of Specialized Services (OSS) clinicians and counselors assigned to OSS shall be budgeted for a \$100.00 stipend annually at the beginning of the school year to buy supplemental therapeutic/assessment tools, measures, protocols, forms, manuals, books and other professional materials and supplies. OSS will disburse this stipend through the respective disciplines. This stipend is not to supplant the actual budgets of the respective disciplines.

For purposes of this section, Speech Pathology Para-Educators shall be considered OSS clinicians, and they shall be entitled to the \$100.00 stipend.

It is agreed and understood that these materials and books shall be used for student instruction. Funds shall be distributed to the schools in two equal payments on November 15 and February 15.

44-33. In the education and vocational guidance centers, the principal or the principal's designee shall advise the faculty within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel

purposes. All teachers shall have access to and shall review the current **Approved Vendor Catalog**. On or before a specific date to be established by the principal and the Professional Problems Committee at each school, each teacher may submit, in writing, to the principal or the principal's designee a list of supplies requested for the teacher's students from the current **Approved Vendor Catalog**. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

44-34. Immediately upon changing residence or telephone number, each member of the bargaining unit shall give written notice to the employee's immediate supervisor and also submit a notice of change card to the Department of Human Resources through the office of the school or work location.

44-35. The substitute center shall maintain a list of bilingual substitutes and shall make every effort to provide a bilingual day-to-day substitute in the case of the absence of the bilingual teacher.

44-36. All BOARD employees who wish to confer with a teacher or teachers shall report to the principal, or the principal's designee, immediately upon arrival and shall sign the official register.

44-37. All members of the bargaining unit shall give written notice of intention to resign or retire at least ten school days prior to the effective date thereof. Such notice shall be filed with the administrator of the work location and a copy shall be filed with the Department of Human Resources.

44-38. Principals at schools to which clinicians are assigned shall provide clinicians with space which is as free from noise as the educational program and the school facility permits. Said principals shall provide clinicians access to a working photocopier, printers and telephones and necessary office supplies, including file folders, paper clips and envelopes. Issues regarding space assignment, equipment and supplies shall be addressed to the principal and, if unresolved, to the School Support Director or his or her designee.

44-39. Use of Retired Teachers. The BOARD may employ and assign retired teachers to fill vacant teaching positions. The BOARD shall compensate such retired teachers in accordance with Appendix A-1L of this Agreement. Such retired teachers shall not be eligible for any other benefits provided to bargaining unit teachers under this Agreement. The BOARD agrees that the employment and assignment of retired teachers to fill vacant teaching positions shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that retired teachers will not be used to supplant the assignment of appointed teachers. Retired teachers shall be employed as retired teachers under Job Code 15 rather than part-time teachers under Job Code 39.

44-40. Part-Time Teachers. The BOARD may utilize part-time teachers, including teachers on leave. The salary and benefits of such teachers under this Agreement shall be prorated to correspond to the length of the part-time assignment (for example, a teacher assigned to half-time shall have his or her salary and benefits prorated by .5). Such part-time teachers shall maintain benefits and seniority accrued through their assignment to a part-time position and shall continue to accrue benefits and seniority thereafter on a prorated basis. The BOARD agrees that the employment and assignment of part-time teachers shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that part-time teachers will not be used to supplant the assignment of appointed teachers.

44-41. After-School Rate of Pay.

- A. **Non-Instructional Rate of Pay.** Except as provided in Appendix A-3F, any bargaining unit member employed in an after-school program in a non-instructional capacity shall be compensated at the rate of \$30.00 per hour for the 2006-2007 school year, \$31.20 for the 2007-2008 school year, \$32.45 for the 2008-2009 school year, \$33.75 for the 2009-2010 school year, \$35.10 for the 2010-2011 school year and \$36.50 for the 2011-2012 school year. Such compensation shall not be subject to pension pick up.
- B. **Instructional Rate of Pay.** Any bargaining unit member employed in an after-school program in an instructional capacity shall be compensated at the rate of \$37.50 per hour for the 2007-2008 and 2008-2009 school years, \$40.00 per hour for the 2009-2010 and 2010-2011 school years and \$42.50 per hour for the 2011-2012 school year. Such compensation shall not be subject to pension pick up. For purposes of this section, the term "instructional" shall be defined as teaching activities in a core content area, which requires certification in the content area to conduct required assessments and instruction. Core content area means mathematics, reading/literacy and science. Examples of instructional activities include enrichment academies, AIM High Tutoring and Step Up to K and 3rd Grade.
- C. Any disputes over the application of this section will be resolved through the BOARD-UNION strategic bargaining process.

44-42. Paraprofessional and School-Related Personnel and No Child Left Behind Act. The BOARD agrees that it will reimburse a PSRP for the cost of the test option required by the No Child Left Behind Act, provided the PSRP submits written verification of passage of such test. By April 1, 2004, the BOARD further agrees that it will provide up to \$50,000.00 to the UNION to pay the cost of preparing PSRPs to pass the test option required by the No Child Left Behind Act.

44-43. In order to prevent the unnecessary duplication of paper work, the BOARD shall design a computer program that will provide the following:

- A. computerized program for registration, emergency information and cumulative record card data;
- B. computerized attendance and lunch order system;
- C. standardized and computerized report card;
- D. standards-based coded template for lesson plans.

The BOARD shall phase in the above program no later than the opening of school for the 2005-2006 school year.

44-44. The BOARD shall assign to each teacher and other bargaining unit member an employee identification number separate and distinct from his or her Social Security number. The BOARD shall only use an employee's Social Security number for identification purposes when such use is required or permitted by law. The BOARD shall exercise its best efforts to prevent the unauthorized disclosure or publication of employees' Social Security numbers.

44-45. There shall be a City-Wide Professional Problems Committee with members representing clinicians (i.e., psychologists, social workers, school nurses, speech/language pathologists, occupational therapists, physical therapists, audiometric and vision screening technicians and other city-wide members). The committee shall include at least eight and not more than twelve members. It shall meet at least four times a year with the chief administrator of the Office of Specialized Services or his or her designee and, if applicable, with cluster administrators during the school day.

44-46. In programming and directing the work of Office of Specialized Services clinicians and city-wide teachers, the BOARD and its administrators shall endeavor to assign duties consistent with the recommendations and guidelines developed by national and other recognized professional organizations, except when such recommendations are inconsistent with fair-share responsibilities or BOARD or local school level administrative and educational requirements.

44-47. Caseloads for city-wide itinerant teachers and service providers shall be established by the Office of Specialized Services on a yearly basis taking into consideration the suggestions of the City-Wide Professional Problems Committee. The suggestions may include the number of schools per teacher, the number of students per teacher, travel times, direct and consultative minutes and other relevant matters.

44-48. The Office of Specialized Services shall maintain a list of clinicians (psychologists, social workers, nurses, occupational therapists and physical therapists) who have requested a transfer. When making assignment and appointment decisions

or recommendations, the Office of Specialized Services shall consider the seniority of the clinicians requesting a transfer.

44-49. Administrators shall submit payroll corrections for substitute teachers within one week of verification of a payroll error. Salary adjustments shall be remitted to the substitute teacher in the next payroll period.

44-50. The BOARD agrees that all application software utilized by UNION-represented employees in the normal course of their duties shall be tested, prior to installation and roll out, for proper functionality. The BOARD further agrees that the Chief Information Officer or his or her appropriate designee shall meet, upon request, on a monthly basis with representatives of the UNION to discuss matters of mutual concern. During such meetings, the UNION shall be permitted the opportunity to raise any information technology related issues or problems and to provide the BOARD representative with potential solutions. All matters requiring additional action(s) shall be addressed as expeditiously as possible, taking into consideration the UNION's proposed solutions, with an estimated timeline to completion and updates at reasonable intervals provided to the appropriate UNION representatives.

44-51. Every teacher shall have access to a computer with internet access, software and a printer.

44-52. The Department of Human Resources shall post an updated list of vacancies in all bargaining unit job classifications on at least a weekly basis on the Chicago Public Schools website. A vacant position is defined as a bargaining unit position to which an employee has not been appointed. The UNION shall have complete access to the Chicago Public Schools website concerning any subject.

ARTICLE 45. COMMITTEES

45-1. The BOARD and the UNION agree to negotiate the establishment of joint BOARD-UNION study committees, the number and subject matter of such committees to grow out of needs identified through further negotiations.

All joint BOARD-UNION committees established through the provisions of this Agreement shall submit their reports to the Chief Executive Officer. After submission to the Chief Executive Officer, a copy of the committee's report shall be provided to the UNION and to the appointed committee members. The Chief Executive Officer will provide to the UNION and to each appointed committee member the Chief Executive Officer's recommendations pertaining to the committee's report before it is discharged.

45-2. A joint BOARD-UNION committee shall continue to study and evaluate the TESL and bilingual-bicultural education program. Committee members shall not exceed six from the UNION and six from the BOARD.

The committee's final report shall be submitted to the Chief Executive Officer in accordance with the provisions of Article 45-1 of this Agreement.

45-3. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to review the clerical work required of elementary teachers and to make specific viable recommendations to the Chief Executive Officer to reduce said clerical work.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-4. A joint BOARD-UNION committee shall, in accordance with the provisions of Article 45-1 of this Agreement, continue to study programs and establish standards for vocational education and school-to-career initiatives. The committee shall submit recommendations to the Chief Executive Officer by March 2008 for implementation in July 2008.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-5. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to submit recommendations to the Chief Executive Officer for alternative models for restructuring time schedules in schools. Any model approved by the Chief Executive Officer may be utilized by the principal and the Local School Council, subject to the waiver procedure outlined in Appendix C of this Agreement.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-6. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to study, discuss and submit recommendations concerning class size, staffing and organization of Early Childhood Programs.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-7. A joint BOARD-UNION committee shall be re-established in accordance with the provisions of Article 45-1 of this Agreement to study and recommend viable procedures for assisting school staff members in the utilization of computer resource centers and computer laboratories, monitoring, equipping and securing such centers and laboratories.

Membership on this committee shall be limited to four from the BOARD and four from the UNION.

45-8. A joint BOARD-UNION committee shall be re-established in accordance with the provisions of Article 45-1 of this Agreement to study and make recommendations concerning the development of career ladders for PSRPs.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-9. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to review and examine school safety and the enforcement of the Student Code of Conduct of the BOARD. The committee will report monthly to recommend methods to provide uniform enforcement of the Student Code of Conduct in elementary and high schools to reinforce and enhance the security of the Chicago Public Schools.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-10. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to review, discuss, plan and evaluate the year-round education program and to make recommendations concerning problems encountered in payroll, track assignments, calendars and other areas pertinent to year-round schools. Implementation of said recommendations shall be made by April 2008.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-11. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to career academies that shall include, but not be limited to, state-of-the-art technology, curriculum, funding, supply and equipment needs and class size/work stations.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-12. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to study the special education program. The committee shall examine inclusion, IEP, clerical work required for special education teachers and other providers, supply money, utilization of resource teachers, collaboration of regular teachers with special education teachers and other related issues.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by April 1, 2008.

45-13. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to tenured and probationary teacher evaluation, including a modified teacher evaluation plan, peer assistance, performance standards and change in ratings.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by March 15, 2008. Nothing in this section shall prevent the committee from instituting a pilot program regarding evaluation prior to the submission of its recommendations.

45-14. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to truancy.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by July 1, 2008.

45-15. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to consider problems encountered in schools without space available. The committee shall study, discuss and analyze the effective use of additional funds made available to the principal's discretionary fund in overcrowded schools and shall explore other approaches to reduce class size and deliver educational services in overcrowded schools.

This committee shall submit recommendations to the Chief Executive Officer concerning a resolution of this problem.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-16. A joint BOARD-UNION committee shall be re-established in accordance⁵ with Article 45-1 of this Agreement to fulfill the obligations under the "4.5 agreement" with respect to reviewing and examining the Employee Discipline Code.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by June 30, 2008.

45-17. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning expanded instructional and other educational opportunities for students through increased extended school day programs.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer and the UNION President by March 15, 2008.

45-18. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to review information technology related issues and to make specific viable recommendations on a regular basis to the Chief Executive Officer with a copy submitted to the UNION concerning information technology.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-19. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning Case Managers.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer and the UNION President by July 1, 2008.

45-20. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning jointly developed models which will facilitate the creation and expansion of BOARD “performance schools” in the city of Chicago (such as “turnaround” and “professional development” performance schools affiliated with AUSL). Under BOARD policy, performance schools are BOARD schools staffed with Chicago Public Schools teachers and PSRPs represented by the UNION. The BOARD and the UNION agree that, in developing performance school models, the task force shall consider the following matters:

- A. Recruitment, Transfer Rights and Hiring
- B. Job Protection and Reassignment Rights

- C. Evaluation
- D. Length of the School Day and Year
- E. Mentoring and Professional Development
- F. Supplemental Compensation
- G. Establishing a Target of Implementing Approximately Five Such Model Schools Each Year

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

The committee shall submit recommendations to the Chief Executive Officer and the UNION President by November 15, 2007.

ARTICLE 46. INTEGRATION–QUALITY EDUCATION

46-1. In order to implement the joint policy of the BOARD and the UNION to work affirmatively to give each student the advantage of an integrated school, the BOARD agrees as follows:

- A. in concert with the UNION, to encourage appointed teachers to apply for transfers under the provisions of Article 42-1 of this Agreement;
- B. in concert with the UNION, to encourage the extensive use of curriculum, texts and supplementary materials which represent contributions made to civilization by all elements of our population;
- C. as funds are available, to develop programs and select schools to receive the services and personnel required to deal comprehensively and effectively with the total needs of a student in a school so that all elements of a sound educational structure are present, such as drastically reduced class size, additional teachers, additional counselors, reading specialists, psychologists and teacher assistants.

46-2. The BOARD and the UNION agree to urge the publishers of standardized tests for students to include questions on the contributions of African-Americans, other minority groups and women to world and United States history as appropriate.

ARTICLE 47. CONFORMITY

47-1. During the term of this Agreement, the UNION agrees not to strike nor to picket in any manner which would tend to disrupt the operation of any public school in the city of Chicago or of the administrative offices or any other facility of the BOARD.

During the term of this Agreement, the BOARD agrees not to engage in any lockout.

47-2. The BOARD and the UNION recognize that the increases in wage rates set forth in Appendix A of this Agreement constitute an increase of four percent for Fiscal Years 2008, 2009, 2010, 2011 and 2012.

47-2.1. The parties agree that the four percent increase for Fiscal Years 2010, 2011 and 2012 may be adjusted upward in such fiscal year depending on the total amount of general fund revenue received by the BOARD in that fiscal year from the following sources (referred to collectively as the **designated revenue sources**): (A) personal property taxes, (B) personal property replacement taxes, (C) general state aid, (D) the flat block grant by ADA (school safety and educational improvement block grant) and (E) the general education and educational service block grants. If the BOARD receives an aggregate increase in the designated revenue sources equal to or greater than eight percent over the previous fiscal year, the increases in Appendix A will be adjusted upward in accordance with the following table. The parties agree that the following table accurately depicts the aggregate increases in the designated revenue sources and the corresponding adjustments in Appendix A.

Designated Revenue Sources – Percent Increase Over Previous Year	Appendix A Adjustment for FYs 2010, 2011 and 2012
Less than 8.0%	4.0%
Equal to 8.0% but less than 9.0%	4.2%
Equal to 9.0% but less than 10.0%	4.4%
Equal to 10.0% but less than 11.0%	4.6%
Equal to 11.0% but less than 12.0%	4.8%
Equal to or more than 12.0%	5.0%

47-2.2. Any adjustments to the increase of four percent for Fiscal Years 2009, 2010, 2011 and 2012 to Appendix A of this Agreement are contingent upon a reasonable expectation by the BOARD of its ability to fund the increases for Fiscal Years 2009, 2010, 2011 and 2012. Therefore, any adjustments to the scheduled increases to Appendix A for Fiscal Years 2009, 2010, 2011 and 2012 shall not be effective until and unless the BOARD adopts a Resolution no later than fifteen calendar days prior to the beginning of each Fiscal Year that it finds there is a reasonable expectation that it will be able to fund such increases for that Fiscal Year. In the event the BOARD fails to adopt timely such a Resolution, the UNION may, by written notice to the BOARD no later than ten calendar days prior to the beginning of the Fiscal Year in which the BOARD fails to adopt such Resolution, demand that negotiations begin anew with

respect to Appendix A. In the event that said negotiations fail to result in an agreement, the UNION may, on thirty calendar days' written notice, terminate this Agreement and, accordingly, retains whatever lawful rights it otherwise might have under section 13 of the **Illinois Educational Labor Relations Act**, including the right to strike.

47-3. 2003 Amendatory Act. The inclusion in this Agreement of any provision that is a permissive subject of bargaining or a provision which was otherwise affected by virtue of the 2003 Amendatory Act to 115 ILCS 5/4.5 of the **Illinois Educational Labor Relations Act** shall not be deemed in any way as a waiver, concession or compromise of the BOARD's or the UNION's rights under said Act, including the right during the term of this Agreement to request to bargain such provision or to invoke the impasse resolution mechanism in 115 ILCS 5/12(b) of the **Illinois Educational Labor Relations Act**.

ARTICLE 48. REPRESENTATION

48-1. Recognition by the BOARD of the UNION as the sole and exclusive bargaining agent shall continue provided, however, that should any other employee organization seek to represent employees in the bargaining unit, as defined in Article 1-1 of this Agreement, such request shall be dealt with and governed pursuant to the provisions of the **Illinois Educational Labor Relations Act**.

48-2. Management Rights. The BOARD shall not be required to bargain over matters of inherent managerial policy within the meaning of the **Illinois Educational Labor Relations Act** or **Illinois School Code**, which shall include such areas of discretion or policy as the functions of the BOARD, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees; provided, that in order to preserve the rights of the parties predating this Agreement, the BOARD shall be required to bargain collectively with regard to any matter concerning wages, hours or conditions of employment about which they have bargained for and agreed to in a collective bargaining agreement prior to the date of this Agreement; provided further, that nothing herein shall affect the rights of the UNION or any employee under Article 3 of this Agreement. The BOARD, however, shall be required to bargain collectively with the UNION with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by the UNION.

ARTICLE 49. CONCLUSION

49-1. This Agreement shall be effective as of July 1, 2007 and shall remain in effect until June 30, 2012. Negotiations for a subsequent Agreement will commence no later than May 1, 2012, upon written request of either party filed two weeks before this date. The UNION shall submit its proposals at least thirty days prior to the commencement of negotiations.

49-2. In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least twenty days prior to the consideration of said modification or amendment and, if said modification or amendment is thereafter mutually agreed upon, this Agreement will be so amended.

49-3. Neither the BOARD and its representatives nor the UNION and the members of the bargaining unit shall take any action violative of or inconsistent with any provision of this Agreement. The parties agree that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this Agreement. All terms and conditions of employment for future years, including without limitation, salaries, benefits, pension pick up and staffing formulae, are the subject of negotiation for those years.

IN WITNESS WHEREOF, the parties have caused these presents to be signed and sealed by their Presidents and attested by their Secretaries.

BOARD OF EDUCATION OF THE CITY OF
CHICAGO,
a body politic and corporate,

By (s) Rufus Williams, President

Attest:

(s) Estela Beltran, Secretary

CHICAGO TEACHERS UNION, LOCAL NO. 1,
AMERICAN FEDERATION OF TEACHERS, AFL-
CIO, a voluntary organization and unincorporated
association,

By (s) Marilyn Stewart, President

Attest:

(s) Mary McGuire, Recording Secretary

Board Report Number: 07-0926-EX8

Dated: September 26, 2007

APPENDIX A
SALARY SCHEDULES AND OTHER COMPENSATION

PART 1. SALARIES AND WAGE TABLES.

Intentionally Blank

1A. SALARY SCHEDULES FOR FULL-TIME APPOINTED TEACHERS IN 38.6-WEEK POSITIONS

2007-2008 SCHOOL YEAR

FY08 (4%)

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay	Annual	Pension	Total Comp	Step	Extended Pay	Annual	Pension	Total Comp	Step	Extended Pay	Annual	Pension	Total Comp
	Bi-Weekly Gross		Pick Up			Bi-Weekly Gross		Pick Up			Bi-Weekly Gross		Pick Up	
1	1616.20	42,021	2,941	44,963	1	1728.15	44,932	3,145	48,077	1	1784.13	46,387	3,247	49,634
2	1700.17	44,205	3,094	47,299	2	1812.10	47,115	3,298	50,413	2	1868.08	48,570	3,400	51,970
3	1791.11	46,569	3,260	49,829	3	1903.04	49,479	3,464	52,942	3	1958.98	50,934	3,565	54,499
4	1875.08	48,752	3,413	52,165	4	1987.03	51,663	3,616	55,279	4	2042.96	53,117	3,718	56,895
5	1958.99	50,934	3,565	54,499	5	2070.95	53,845	3,769	57,614	5	2126.95	55,301	3,871	59,172
6	2043.00	53,118	3,718	56,836	6	2154.95	56,029	3,922	59,951	6	2210.89	57,493	4,024	61,507
7	2112.93	54,936	3,846	58,782	7	2224.86	57,846	4,049	61,896	7	2280.86	59,302	4,151	63,454
8	2196.92	57,120	3,998	61,118	8	2308.86	60,030	4,202	64,232	8	2364.82	61,485	4,304	65,789
9	2280.87	59,303	4,151	63,454	9	2392.79	62,213	4,355	66,568	9	2448.80	63,669	4,457	68,126
10	2364.82	61,485	4,304	65,789	10	2476.75	64,396	4,508	68,903	10	2532.73	65,851	4,610	70,460
11	2455.77	63,850	4,470	68,320	11	2567.71	66,760	4,673	71,434	11	2623.70	68,216	4,775	72,991
12	2539.72	66,033	4,622	70,655	12	2651.68	68,944	4,826	73,770	12	2707.65	70,399	4,928	75,327
13	2615.16	67,994	4,760	72,754	13	2730.44	70,991	4,969	75,961	13	2788.07	72,490	5,074	77,564

Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (PH.D or ED.D)				
Step	Extended Pay	Annual	Pension	Total Comp	Step	Extended Pay	Annual	Pension	Total Comp	Step	Extended Pay	Annual	Pension	Total Comp
	Bi-Weekly Gross		Pick Up			Bi-Weekly Gross		Pick Up			Bi-Weekly Gross		Pick Up	
1	1840.10	47,843	3,349	51,192	1	1896.05	49,297	3,451	52,748	1	1952.02	50,753	3,553	54,306
2	1924.04	50,025	3,502	53,527	2	1980.01	51,480	3,604	55,084	2	2036.02	52,936	3,706	56,642
3	2014.99	52,390	3,667	56,057	3	2070.95	53,845	3,769	57,614	3	2126.95	55,301	3,871	59,172
4	2098.96	54,573	3,820	58,393	4	2154.95	56,029	3,922	59,951	4	2210.89	57,493	4,024	61,506
5	2182.92	56,756	3,973	60,729	5	2238.89	58,211	4,075	62,286	5	2294.86	59,666	4,177	63,843
6	2266.85	58,938	4,126	63,064	6	2322.83	60,394	4,228	64,621	6	2378.84	61,850	4,329	66,179
7	2336.85	60,758	4,253	65,011	7	2392.79	62,213	4,355	66,568	7	2448.80	63,668	4,457	68,125
8	2420.79	62,941	4,406	67,346	8	2476.76	64,396	4,508	68,904	8	2532.73	65,851	4,610	70,461
9	2504.77	65,124	4,559	69,683	9	2560.72	66,579	4,661	71,239	9	2616.69	68,034	4,762	72,796
10	2588.71	67,307	4,711	72,018	10	2644.68	68,762	4,813	73,575	10	2700.65	70,217	4,915	75,132
11	2679.66	69,671	4,877	74,548	11	2739.65	71,127	4,979	76,106	11	2791.60	72,582	5,081	77,662
12	2763.61	71,854	5,030	76,884	12	2819.58	73,309	5,132	78,441	12	2875.58	74,765	5,234	79,999
13	2845.71	73,988	5,179	79,166	13	2903.32	75,486	5,284	80,770	13	2960.98	76,986	5,389	82,375

2008-2009 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay	Annual	Pension Pick Up	Total Comp	Step	Extended Pay	Annual	Pension Pick Up	Total Comp	Step	Extended Pay	Annual	Pension Pick Up	Total Comp
1	1680.84	43,702	3,059	46,761	1	1797.27	46,729	3,271	50,000	1	1855.49	48,243	3,377	51,620
2	1788.18	45,973	3,218	49,191	2	1884.58	48,999	3,430	52,429	2	1942.80	50,513	3,536	54,049
3	1882.75	48,432	3,390	51,822	3	1979.16	51,458	3,602	55,060	3	2037.34	52,971	3,708	56,679
4	1950.08	50,702	3,549	54,251	4	2066.51	53,729	3,761	57,490	4	2124.68	55,242	3,867	59,109
5	2037.35	52,971	3,708	56,679	5	2153.79	55,998	3,920	59,918	5	2212.04	57,513	4,026	61,539
6	2124.72	55,243	3,867	59,110	6	2241.15	58,270	4,079	62,349	6	2299.32	59,782	4,185	63,967
7	2197.45	57,134	3,999	61,133	7	2313.86	60,160	4,211	64,372	7	2372.09	61,674	4,317	65,992
8	2284.80	59,405	4,158	63,563	8	2401.21	62,431	4,370	66,802	8	2459.41	63,945	4,476	68,421
9	2372.10	61,675	4,317	65,992	9	2488.51	64,701	4,529	69,230	9	2546.75	66,215	4,635	70,851
10	2459.41	63,945	4,476	68,421	10	2575.82	66,971	4,688	71,659	10	2634.03	68,485	4,794	73,279
11	2554.00	66,404	4,648	71,052	11	2670.41	69,431	4,860	74,291	11	2728.65	70,945	4,966	75,911
12	2641.31	68,674	4,807	73,481	12	2757.75	71,702	5,019	76,721	12	2815.95	73,215	5,125	78,340
13	2719.77	70,714	4,950	75,664	13	2839.66	73,831	5,168	78,999	13	2899.59	75,389	5,277	80,667
14	2758.23	71,714	5,020	76,734	14	2878.12	74,831	5,238	80,069	14	2938.05	76,389	5,347	81,737
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or Ed.D)				
Step	Extended Pay	Annual	Pension Pick Up	Total Comp	Step	Extended Pay	Annual	Pension Pick Up	Total Comp	Step	Extended Pay	Annual	Pension Pick Up	Total Comp
1	1913.70	49,756	3,483	53,239	1	1971.89	51,269	3,589	54,858	1	2030.14	52,784	3,695	56,478
2	2001.00	52,026	3,642	55,668	2	2059.21	53,540	3,748	57,287	2	2117.46	55,054	3,854	58,908
3	2095.59	54,485	3,814	58,299	3	2153.79	55,998	3,920	59,918	3	2212.03	57,513	4,026	61,539
4	2182.92	56,756	3,973	60,729	4	2241.15	58,270	4,079	62,349	4	2299.31	59,782	4,185	63,967
5	2270.23	59,026	4,132	63,158	5	2328.44	60,540	4,238	64,777	5	2386.65	62,053	4,344	66,397
6	2357.53	61,296	4,291	65,586	6	2415.74	62,809	4,397	67,206	6	2473.99	64,324	4,503	68,826
7	2430.32	63,188	4,423	67,612	7	2488.51	64,701	4,529	69,230	7	2546.72	66,215	4,635	70,850
8	2517.62	65,458	4,582	70,040	8	2575.83	66,972	4,688	71,660	8	2634.04	68,485	4,794	73,279
9	2604.96	67,729	4,741	72,470	9	2663.15	69,242	4,847	74,089	9	2721.35	70,755	4,953	75,708
10	2692.26	69,999	4,900	74,899	10	2750.47	71,512	5,006	76,518	10	2808.67	73,026	5,112	78,137
11	2786.84	72,458	5,072	77,530	11	2845.08	73,972	5,178	79,150	11	2903.26	75,485	5,284	80,769
12	2874.15	74,728	5,231	79,959	12	2932.36	76,241	5,337	81,578	12	2990.60	77,756	5,443	83,198
13	2959.54	76,948	5,386	82,334	13	3019.46	78,506	5,495	84,001	13	3079.42	80,065	5,605	85,670
14	2998.00	77,948	5,456	83,404	14	3057.92	79,506	5,585	85,071	14	3117.88	81,065	5,675	86,740

2009-2010 SCHOOL YEAR

Lane I - Bachelor's Degree				Lane II - Master's Degree				Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit			
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up
1	1748.08	45,450	3,182	1	1869.16	48,598	3,402	1	1929.71	50,172	3,512
2	1838.91	47,812	3,347	2	1959.97	50,959	3,567	2	2020.51	52,533	3,677
3	1937.26	50,369	3,526	3	2058.32	53,516	3,746	3	2118.84	55,090	3,856
4	2028.08	52,730	3,691	4	2149.17	55,878	3,911	4	2209.67	57,451	4,022
5	2118.84	55,090	3,856	5	2239.94	58,238	4,077	5	2300.52	59,814	4,187
6	2209.71	57,452	4,022	6	2330.79	60,601	4,242	6	2391.30	62,174	4,352
7	2285.34	59,419	4,159	7	2406.41	62,567	4,380	7	2466.98	64,141	4,490
8	2376.19	61,781	4,325	8	2487.26	64,929	4,545	8	2557.79	66,503	4,655
9	2466.99	64,142	4,490	9	2568.05	67,289	4,710	9	2648.62	68,864	4,820
10	2557.79	66,503	4,655	10	2678.86	69,650	4,876	10	2739.40	71,224	4,986
11	2656.16	69,060	4,834	11	2777.23	72,208	5,055	11	2837.80	73,783	5,165
12	2746.97	71,421	4,999	12	2868.06	74,570	5,220	12	2928.59	76,143	5,330
13	2828.56	73,542	5,148	13	2953.24	76,784	5,375	13	3015.57	78,405	5,488
14	2868.56	74,582	5,221	14	2993.24	77,824	5,448	14	3055.57	79,445	5,561
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit				Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit				Lane VI - Doctorate Degree (Ph.D or Ed.D)			
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up
1	1990.25	51,746	3,622	1	2050.77	53,320	3,732	1	2111.34	54,895	3,843
2	2081.04	54,107	3,787	2	2141.58	55,681	3,898	2	2202.16	57,256	4,008
3	2179.42	56,565	3,967	3	2239.94	58,238	4,077	3	2300.51	59,813	4,187
4	2270.24	59,026	4,132	4	2330.79	60,601	4,242	4	2391.28	62,173	4,352
5	2361.04	61,387	4,297	5	2421.58	62,961	4,407	5	2482.12	64,535	4,517
6	2451.83	63,748	4,462	6	2512.37	65,322	4,573	6	2572.95	66,897	4,683
7	2527.53	65,716	4,600	7	2598.05	67,289	4,710	7	2648.59	68,863	4,820
8	2618.33	68,077	4,765	8	2678.87	69,651	4,876	8	2739.40	71,225	4,986
9	2709.16	70,438	4,931	9	2769.68	72,012	5,041	9	2830.21	73,595	5,151
10	2799.95	72,799	5,096	10	2860.49	74,373	5,206	10	2921.02	75,947	5,316
11	2888.32	75,356	5,275	11	2958.88	76,931	5,385	11	3019.39	78,504	5,495
12	2989.12	77,717	5,440	12	3049.06	79,291	5,550	12	3110.22	80,866	5,661
13	3077.92	80,026	5,602	13	3140.23	81,646	5,715	13	3202.60	83,268	5,829
14	3117.92	81,066	5,675	14	3180.23	82,686	5,788	14	3242.60	84,308	5,902

2010-2011 SCHOOL YEAR

Lane I - Bachelor's Degree				Lane II - Master's Degree				Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit			
Step	Extended Pay	Annual	Pension	Step	Extended Pay	Annual	Pension	Step	Extended Pay	Annual	Pension
Bi-Weekly			Pick Up	Bi-Weekly			Pick Up	Bi-Weekly			Pick Up
1	1818.00	47,268	3,309	1	1943.93	50,542	3,538	1	2006.90	52,179	3,653
2	1912.46	49,724	3,481	2	2038.37	52,998	3,710	2	2101.34	54,635	3,824
3	2014.75	52,384	3,667	3	2140.66	55,657	3,896	3	2203.59	57,293	4,011
4	2109.21	54,839	3,839	4	2235.14	58,114	4,068	4	2298.05	59,749	4,182
5	2203.60	57,294	4,011	5	2329.54	60,568	4,240	5	2392.54	62,206	4,354
6	2298.10	59,751	4,183	6	2424.03	63,025	4,412	6	2486.95	64,661	4,526
7	2376.76	61,796	4,326	7	2502.67	65,069	4,555	7	2565.66	66,707	4,669
8	2471.24	64,252	4,498	8	2597.15	67,526	4,727	8	2660.10	69,163	4,841
9	2565.67	66,707	4,670	9	2691.57	69,981	4,899	9	2754.56	71,619	5,013
10	2660.10	69,163	4,841	10	2786.01	72,436	5,071	10	2848.97	74,073	5,185
11	2762.41	71,823	5,028	11	2888.32	75,096	5,257	11	2951.31	76,734	5,371
12	2856.85	74,278	5,199	12	2982.78	77,552	5,429	12	3045.73	79,189	5,543
13	2941.70	76,484	5,354	13	3071.37	79,856	5,590	13	3136.20	81,541	5,708
14	2983.30	77,566	5,430	14	3112.97	80,937	5,666	14	3177.80	82,623	5,784
15	3021.76	78,566	5,500	15	3151.43	81,937	5,736	15	3216.26	83,623	5,854
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit				Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit				Lane VI - Doctorate Degree (Ph.D or ED.D)			
Step	Extended Pay	Annual	Pension	Step	Extended Pay	Annual	Pension	Step	Extended Pay	Annual	Pension
Bi-Weekly			Pick Up	Bi-Weekly			Pick Up	Bi-Weekly			Pick Up
1	2069.86	53,816	3,767	1	2132.80	55,453	3,882	1	2195.80	57,091	3,996
2	2164.29	56,271	3,939	2	2227.25	57,908	4,054	2	2290.24	59,546	4,168
3	2266.59	58,931	4,125	3	2329.54	60,568	4,240	3	2392.53	62,206	4,354
4	2361.05	61,387	4,297	4	2424.03	63,025	4,412	4	2486.93	64,660	4,526
5	2455.48	63,843	4,469	5	2518.44	65,480	4,584	5	2581.40	67,116	4,698
6	2549.90	66,297	4,641	6	2612.87	67,935	4,755	6	2675.87	69,573	4,870
7	2628.63	68,345	4,784	7	2691.57	69,981	4,899	7	2754.54	71,618	5,013
8	2723.06	70,800	4,956	8	2786.02	72,437	5,071	8	2848.98	74,074	5,185
9	2817.52	73,256	5,128	9	2880.47	74,892	5,242	9	2943.42	76,529	5,357
10	2911.95	75,711	5,300	10	2974.91	77,348	5,414	10	3037.86	78,984	5,529
11	3014.25	78,370	5,486	11	3077.24	80,008	5,601	11	3140.17	81,644	5,715
12	3108.68	80,826	5,658	12	3171.64	82,463	5,772	12	3234.63	84,100	5,887
13	3201.04	83,227	5,826	13	3265.84	84,912	5,944	13	3330.70	86,598	6,062
14	3242.64	84,309	5,902	14	3307.44	85,994	6,020	14	3372.30	87,680	6,138
15	3281.10	85,309	5,972	15	3345.90	86,994	6,090	15	3410.76	88,680	6,208

2011-2012 SCHOOL YEAR

FY12 (4%)

Lane I - Bachelor's Degree				Lane II - Master's Degree				Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit			
Step	Extended Pay	Annual	Pension Pick Up	Step	Extended Pay	Annual	Pension Pick Up	Step	Extended Pay	Annual	Pension Pick Up
Gross				Gross				Gross			
1	1890.72	49,159	3,441	1	2021.69	52,564	3,679	1	2087.18	54,267	3,799
2	1988.96	51,713	3,620	2	2119.90	55,117	3,858	2	2185.39	56,820	3,977
3	2095.34	54,479	3,814	3	2226.28	57,883	4,052	3	2291.73	59,585	4,171
4	2193.58	57,033	3,982	4	2324.54	60,438	4,231	4	2389.97	62,139	4,350
5	2291.02	59,585	4,171	5	2422.72	62,991	4,409	5	2488.24	64,694	4,529
6	2390.02	62,141	4,350	6	2520.99	65,546	4,588	6	2586.43	67,247	4,707
7	2471.83	64,268	4,499	7	2602.78	67,672	4,737	7	2668.28	69,375	4,856
8	2570.09	66,822	4,678	8	2701.04	70,227	4,916	8	2766.50	71,929	5,035
9	2668.29	69,376	4,856	9	2799.23	72,780	5,095	9	2864.75	74,483	5,214
10	2766.50	71,929	5,035	10	2897.45	75,334	5,273	10	2962.93	77,036	5,393
11	2872.91	74,696	5,229	11	3003.85	78,100	5,467	11	3069.36	79,803	5,586
12	2971.12	77,249	5,407	12	3102.09	80,854	5,646	12	3167.56	82,357	5,765
13	3059.37	79,544	5,568	13	3194.23	83,050	5,813	13	3261.64	84,903	5,936
14	3102.63	80,668	5,647	14	3237.49	84,175	5,892	14	3304.91	85,928	6,015
15	3142.63	81,708	5,720	15	3277.49	85,215	5,965	15	3344.91	86,968	6,088
16	3181.09	82,708	5,790	16	3315.95	86,215	6,035	16	3383.37	87,968	6,158
Total Comp				Total Comp				Total Comp			
52,600				56,243				58,065			
55,333				58,976				60,798			
58,292				61,935				63,756			
61,025				64,669				66,489			
63,756				67,400				69,223			
66,490				70,134				71,954			
68,766				72,409				74,232			
71,500				75,143				76,964			
74,232				77,875				79,697			
76,964				80,607				82,429			
79,696				83,567				85,390			
82,429				86,300				88,122			
85,112				88,863				90,739			
86,315				90,067				91,943			
87,428				91,180				93,055			
88,498				92,250				94,125			
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit				Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit				Lane VI - Doctorate Degree (PH.D or ED.D)			
Step	Extended Pay	Annual	Pension Pick Up	Step	Extended Pay	Annual	Pension Pick Up	Step	Extended Pay	Annual	Pension Pick Up
Gross				Gross				Gross			
1	2152.65	55,969	3,918	1	2218.11	57,671	4,037	1	2283.63	59,374	4,156
2	2250.86	58,522	4,097	2	2316.34	60,225	4,216	2	2381.85	61,928	4,335
3	2357.26	61,289	4,290	3	2422.72	62,991	4,409	3	2488.23	64,694	4,529
4	2455.49	63,843	4,469	4	2520.99	65,546	4,588	4	2586.41	67,247	4,707
5	2553.70	66,396	4,648	5	2619.18	68,099	4,767	5	2684.66	69,801	4,886
6	2651.90	68,949	4,826	6	2717.38	70,652	4,946	6	2782.90	72,355	5,065
7	2733.78	71,078	4,975	7	2799.23	72,780	5,095	7	2864.72	74,483	5,214
8	2831.98	73,632	5,154	8	2897.46	75,334	5,273	8	2962.94	77,036	5,393
9	2930.22	76,186	5,333	9	2995.68	77,888	5,452	9	3061.15	79,590	5,571
10	3028.43	78,739	5,512	10	3093.91	80,442	5,631	10	3159.38	82,144	5,750
11	3134.82	81,505	5,705	11	3200.33	83,208	5,825	11	3265.78	84,910	5,944
12	3233.03	84,059	5,884	12	3298.51	85,761	6,003	12	3364.02	87,464	6,123
13	3329.08	86,556	6,059	13	3396.48	88,308	6,182	13	3463.93	90,062	6,304
14	3372.34	87,681	6,138	14	3439.74	89,433	6,260	14	3507.19	91,187	6,383
15	3412.34	88,721	6,210	15	3479.74	90,473	6,333	15	3547.19	92,227	6,456
16	3450.80	89,721	6,280	16	3518.20	91,473	6,403	16	3585.66	93,227	6,529
Total Comp				Total Comp				Total Comp			
59,867				61,708				63,531			
62,619				64,440				66,263			
65,579				67,400				69,223			
68,312				70,134				71,954			
71,044				72,866				74,687			
73,776				75,598				77,420			
76,054				77,875				79,696			
78,786				80,607				82,429			
81,519				83,340				85,161			
84,251				86,072				87,894			
87,211				89,033				90,854			
89,943				91,765				93,587			
92,615				94,490				96,367			
93,819				95,694				97,570			
96,931				98,006				99,583			
99,001				97,876				98,753			

1B. SALARY SCHEDULES FOR FULL-TIME APPOINTED TEACHERS IN 42.6-WEEK POSITIONS

2007-2008 SCHOOL YEAR

FY08 (4%)

Lane I - Bachelor's Degree										Lane II - Master's Degree										Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit									
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	1766.33	45925	3,215	49,139	1	1888.64	49,105	3,437	52,542	1	1888.64	49,105	3,437	52,542	1	1949.84	50,696	3,549	54,245	1	1949.84	50,696	3,549	54,245	1	1949.84	50,696	3,549	54,245
2	1858.09	48310	3,382	51,692	2	1980.40	51,490	3,604	55,095	2	1980.40	51,490	3,604	55,095	2	2041.58	53,081	3,716	56,797	2	2041.58	53,081	3,716	56,797	2	2041.58	53,081	3,716	56,797
3	1957.56	50,896	3,563	54,459	3	2079.90	54,077	3,785	57,863	3	2079.90	54,077	3,785	57,863	3	2132.08	55,668	3,897	59,565	3	2132.08	55,668	3,897	59,565	3	2132.08	55,668	3,897	59,565
4	2049.29	53,282	3,730	57,011	4	2171.66	56,463	3,952	60,416	4	2171.66	56,463	3,952	60,416	4	2241.83	58,054	4,064	62,117	4	2241.83	58,054	4,064	62,117	4	2241.83	58,054	4,064	62,117
5	2141.06	55,668	3,897	59,564	5	2263.39	58,848	4,119	62,967	5	2263.39	58,848	4,119	62,967	5	2324.58	60,439	4,231	64,670	5	2324.58	60,439	4,231	64,670	5	2324.58	60,439	4,231	64,670
6	2232.78	58,052	4,064	62,116	6	2355.15	61,234	4,286	65,520	6	2355.15	61,234	4,286	65,520	6	2416.32	62,824	4,398	67,222	6	2416.32	62,824	4,398	67,222	6	2416.32	62,824	4,398	67,222
7	2309.28	60,041	4,203	64,244	7	2431.61	63,222	4,426	67,647	7	2431.61	63,222	4,426	67,647	7	2492.76	64,812	4,537	69,348	7	2492.76	64,812	4,537	69,348	7	2492.76	64,812	4,537	69,348
8	2401.11	62,429	4,370	66,799	8	2523.47	65,610	4,593	70,203	8	2523.47	65,610	4,593	70,203	8	2584.61	67,200	4,704	71,904	8	2584.61	67,200	4,704	71,904	8	2584.61	67,200	4,704	71,904
9	2492.73	64,811	4,537	69,348	9	2615.09	67,992	4,759	72,752	9	2615.09	67,992	4,759	72,752	9	2676.26	69,583	4,871	74,454	9	2676.26	69,583	4,871	74,454	9	2676.26	69,583	4,871	74,454
10	2584.55	67,198	4,704	71,902	10	2706.88	70,379	4,927	75,305	10	2706.88	70,379	4,927	75,305	10	2768.05	71,969	5,038	77,007	10	2768.05	71,969	5,038	77,007	10	2768.05	71,969	5,038	77,007
11	2683.99	69,784	4,885	74,669	11	2806.31	72,964	5,107	78,072	11	2806.31	72,964	5,107	78,072	11	2867.49	74,555	5,219	79,773	11	2867.49	74,555	5,219	79,773	11	2867.49	74,555	5,219	79,773
12	2775.68	72,168	5,052	77,219	12	2898.03	75,349	5,274	80,623	12	2898.03	75,349	5,274	80,623	12	2959.18	76,939	5,386	82,324	12	2959.18	76,939	5,386	82,324	12	2959.18	76,939	5,386	82,324
13	2858.12	74,311	5,202	79,513	13	2984.11	77,587	5,431	83,018	13	2984.11	77,587	5,431	83,018	13	3047.08	79,224	5,546	84,770	13	3047.08	79,224	5,546	84,770	13	3047.08	79,224	5,546	84,770
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit										Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit										Lane VI - Doctorate Degree (Ph.D or Ed.D)									
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2011.01	52,286	3,660	55,946	1	2072.19	53,877	3,771	57,648	1	2072.19	53,877	3,771	57,648	1	2133.37	55,468	3,883	59,350	1	2133.37	55,468	3,883	59,350	1	2133.37	55,468	3,883	59,350
2	2102.77	54,672	3,827	58,499	2	2163.91	56,262	3,938	60,200	2	2163.91	56,262	3,938	60,200	2	2225.08	57,852	4,050	61,902	2	2225.08	57,852	4,050	61,902	2	2225.08	57,852	4,050	61,902
3	2202.25	57,259	4,008	61,267	3	2263.42	58,849	4,119	62,968	3	2263.42	58,849	4,119	62,968	3	2324.59	60,439	4,231	64,670	3	2324.59	60,439	4,231	64,670	3	2324.59	60,439	4,231	64,670
4	2293.97	59,643	4,175	63,818	4	2355.17	61,235	4,286	65,521	4	2355.17	61,235	4,286	65,521	4	2416.33	62,825	4,398	67,222	4	2416.33	62,825	4,398	67,222	4	2416.33	62,825	4,398	67,222
5	2385.74	62,029	4,342	66,371	5	2446.94	63,621	4,453	68,074	5	2446.94	63,621	4,453	68,074	5	2508.10	65,211	4,565	69,775	5	2508.10	65,211	4,565	69,775	5	2508.10	65,211	4,565	69,775
6	2477.51	64,415	4,509	68,924	6	2538.64	66,005	4,620	70,625	6	2538.64	66,005	4,620	70,625	6	2599.85	67,596	4,732	72,328	6	2599.85	67,596	4,732	72,328	6	2599.85	67,596	4,732	72,328
7	2553.97	66,403	4,648	71,051	7	2615.11	67,993	4,760	72,752	7	2615.11	67,993	4,760	72,752	7	2676.30	69,584	4,871	74,455	7	2676.30	69,584	4,871	74,455	7	2676.30	69,584	4,871	74,455
8	2645.81	68,791	4,815	73,606	8	2706.98	70,381	4,927	75,308	8	2706.98	70,381	4,927	75,308	8	2768.14	71,972	5,038	77,010	8	2768.14	71,972	5,038	77,010	8	2768.14	71,972	5,038	77,010
9	2737.43	71,173	4,982	76,155	9	2798.62	72,764	5,093	77,858	9	2798.62	72,764	5,093	77,858	9	2859.81	74,355	5,205	79,560	9	2859.81	74,355	5,205	79,560	9	2859.81	74,355	5,205	79,560
10	2829.21	73,559	5,149	78,709	10	2890.38	75,150	5,260	80,410	10	2890.38	75,150	5,260	80,410	10	2951.57	76,741	5,372	82,113	10	2951.57	76,741	5,372	82,113	10	2951.57	76,741	5,372	82,113
11	2928.65	76,145	5,330	81,475	11	2989.82	77,735	5,441	83,177	11	2989.82	77,735	5,441	83,177	11	3050.99	79,326	5,553	84,878	11	3050.99	79,326	5,553	84,878	11	3050.99	79,326	5,553	84,878
12	3020.36	78,529	5,497	84,026	12	3081.54	80,120	5,608	85,728	12	3081.54	80,120	5,608	85,728	12	3142.72	81,711	5,720	87,431	12	3142.72	81,711	5,720	87,431	12	3142.72	81,711	5,720	87,431
13	3110.07	80,862	5,660	86,522	13	3173.08	82,500	5,775	88,275	13	3173.08	82,500	5,775	88,275	13	3236.05	84,137	5,890	90,027	13	3236.05	84,137	5,890	90,027	13	3236.05	84,137	5,890	90,027

2008-2009 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total
Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp
1	1836.98	47,762	3,343	51,105	1	1964.19	51,069	3,575	54,644	1	2027.83	52,724	3,691	56,414
2	1932.41	50,243	3,517	53,760	2	2059.62	53,550	3,749	57,299	2	2123.25	55,204	3,864	59,069
3	2035.86	52,932	3,705	56,638	3	2163.10	56,241	3,937	60,177	3	2226.72	57,895	4,053	61,947
4	2131.26	55,413	3,879	59,292	4	2258.53	58,722	4,111	62,832	4	2322.14	60,376	4,226	64,602
5	2226.70	57,894	4,053	61,947	5	2353.92	61,202	4,284	65,486	5	2417.56	62,857	4,400	67,257
6	2322.09	60,374	4,226	64,601	6	2443.35	63,683	4,458	68,141	6	2512.97	65,337	4,574	69,911
7	2401.65	62,443	4,371	66,814	7	2528.87	65,751	4,603	70,353	7	2592.47	67,404	4,718	72,122
8	2497.16	64,926	4,545	69,471	8	2624.41	68,235	4,776	73,011	8	2688.00	69,888	4,892	74,780
9	2592.44	67,403	4,718	72,122	9	2719.70	70,712	4,950	75,662	9	2783.31	72,366	5,066	77,432
10	2687.93	69,886	4,892	74,778	10	2815.16	73,194	5,124	78,318	10	2878.77	74,848	5,239	80,087
11	2791.35	72,375	5,080	77,655	11	2918.56	75,883	5,312	81,194	11	2982.19	77,537	5,428	82,964
12	2886.71	75,054	5,254	80,308	12	3013.95	78,363	5,485	83,848	12	3077.55	80,016	5,601	85,617
13	2972.44	77,284	5,410	82,693	13	3103.47	80,690	5,648	86,339	13	3168.96	82,393	5,768	88,161
14	3010.91	79,284	5,480	83,763	14	3141.93	81,690	5,718	87,409	14	3207.43	83,393	5,838	89,231
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or Ed.D)				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total
Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Step	Extended Pay	Annual	Pension	Total
1	2091.45	54,378	3,806	58,184	1	2155.07	56,032	3,922	59,954	1	2218.70	57,686	4,038	61,724
2	2186.89	56,859	3,980	60,839	2	2250.47	58,512	4,086	62,608	2	2314.08	60,166	4,212	64,378
3	2290.34	59,549	4,168	63,717	3	2353.96	61,203	4,284	65,487	3	2417.57	62,857	4,400	67,257
4	2385.73	62,029	4,342	66,371	4	2449.38	63,684	4,458	68,142	4	2512.98	65,338	4,574	69,911
5	2481.17	64,510	4,516	69,026	5	2544.82	66,165	4,632	70,797	5	2608.42	67,819	4,747	72,566
6	2576.61	66,992	4,689	71,681	6	2640.19	68,645	4,805	73,450	6	2703.84	70,300	4,921	75,221
7	2656.12	69,059	4,834	73,893	7	2719.72	70,713	4,950	75,663	7	2783.36	72,367	5,066	77,433
8	2751.64	71,543	5,008	76,551	8	2815.26	73,197	5,124	78,320	8	2878.77	74,851	5,240	80,090
9	2846.93	74,020	5,181	79,202	9	2910.57	75,675	5,297	80,972	9	2974.20	77,329	5,413	82,742
10	2942.38	76,502	5,355	81,857	10	3006.00	78,156	5,471	83,627	10	3069.63	79,810	5,587	85,397
11	3045.80	79,191	5,543	84,734	11	3109.42	80,945	5,659	86,504	11	3173.03	82,499	5,775	88,274
12	3141.17	81,670	5,717	87,387	12	3204.80	83,325	5,833	89,158	12	3268.43	84,979	5,949	90,928
13	3234.47	84,096	5,887	89,983	13	3300.00	85,800	6,006	91,806	13	3365.49	87,503	6,125	93,628
14	3272.93	85,096	5,957	91,053	14	3338.46	86,800	6,076	92,876	14	3403.95	88,503	6,195	94,698

2009-2010 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total
Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp
1	1910.46	49,672	3,477	53,149	1	2042.75	53,112	3,718	56,829	1	2108.95	54,833	3,838	58,671
2	2009.71	52,252	3,658	55,910	2	2142.00	55,692	3,898	59,590	2	2208.18	57,413	4,019	61,431
3	2117.29	55,050	3,853	58,903	3	2249.62	58,490	4,094	62,585	3	2315.79	60,210	4,215	64,425
4	2216.51	57,629	4,034	61,663	4	2348.67	61,071	4,275	65,346	4	2415.03	62,791	4,395	67,186
5	2315.77	60,210	4,215	64,425	5	2448.08	63,650	4,456	68,106	5	2514.26	65,371	4,576	69,947
6	2414.98	62,789	4,395	67,185	6	2547.33	66,231	4,636	70,867	6	2613.49	67,951	4,757	72,707
7	2497.72	64,941	4,546	69,487	7	2630.03	68,381	4,787	73,167	7	2696.17	70,100	4,907	75,007
8	2597.04	67,523	4,727	72,250	8	2729.38	70,964	4,967	75,931	8	2795.52	72,684	5,088	77,771
9	2696.14	70,100	4,907	75,007	9	2828.49	73,541	5,148	78,688	9	2894.64	75,261	5,268	80,529
10	2795.45	72,682	5,088	77,769	10	2927.76	76,122	5,329	81,450	10	2993.92	77,842	5,449	83,291
11	2903.01	75,478	5,283	80,762	11	3035.31	78,918	5,524	84,442	11	3101.47	80,638	5,645	86,283
12	3002.18	78,057	5,464	83,521	12	3134.51	81,497	5,705	87,202	12	3200.65	83,217	5,825	89,042
13	3091.34	80,375	5,626	86,001	13	3227.61	83,918	5,874	89,792	13	3295.72	85,689	5,998	91,687
14	3131.34	81,415	5,699	87,114	14	3267.61	84,958	5,947	90,905	14	3335.72	86,729	6,071	92,800
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (PH.D or ED.D)				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total
Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Bi-Weekly Gross	Bi-Weekly Gross	Bi-Weekly Gross	Pick Up	Comp	Step	Extended Pay	Annual	Pension	Total
1	2175.11	56,553	3,959	60,512	1	2241.28	58,273	4,079	62,352	1	2307.45	59,994	4,200	64,193
2	2274.36	59,133	4,139	63,273	2	2340.49	60,853	4,260	65,112	2	2406.64	62,573	4,380	66,953
3	2381.95	61,931	4,335	66,266	3	2448.12	63,651	4,456	68,107	3	2514.27	65,371	4,576	69,947
4	2481.16	64,510	4,516	69,026	4	2547.36	66,231	4,636	70,867	4	2613.50	67,951	4,757	72,708
5	2580.42	67,091	4,696	71,787	5	2646.61	68,812	4,817	73,629	5	2712.76	70,532	4,937	75,469
6	2679.68	69,672	4,877	74,549	6	2745.79	71,391	4,997	76,388	6	2812.00	73,112	5,118	78,230
7	2762.37	71,822	5,028	76,849	7	2828.51	73,541	5,148	78,689	7	2894.69	75,262	5,268	80,530
8	2861.70	74,404	5,208	79,613	8	2927.87	76,125	5,329	81,453	8	2994.02	77,845	5,449	83,294
9	2960.81	76,981	5,389	82,370	9	3026.99	78,702	5,509	84,211	9	3093.17	80,422	5,630	86,052
10	3060.07	79,562	5,569	85,131	10	3126.24	81,282	5,690	86,972	10	3192.41	83,003	5,810	88,813
11	3167.63	82,358	5,765	88,123	11	3233.79	84,079	5,886	89,964	11	3299.95	85,799	6,006	91,805
12	3266.82	84,937	5,946	90,883	12	3332.99	86,658	6,066	92,724	12	3399.17	88,738	6,186	94,565
13	3363.85	87,460	6,122	93,582	13	3432.00	89,232	6,246	95,478	13	3500.11	91,003	6,370	97,373
14	3403.85	88,500	6,195	94,695	14	3472.00	90,272	6,319	96,591	14	3540.11	92,043	6,443	98,486

2010-2011 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	1986.88	51,659	3,616	55,275	1	2124.46	55,236	3,867	59,103	1	2193.31	57,026	3,992	61,018
2	2090.10	54,343	3,804	58,147	2	2227.68	57,920	4,054	61,974	2	2296.50	59,709	4,180	63,889
3	2201.98	57,252	4,008	61,259	3	2339.61	60,830	4,258	65,088	3	2408.42	62,619	4,383	67,002
4	2305.17	59,934	4,195	64,130	4	2442.83	63,513	4,446	67,959	4	2511.63	65,302	4,571	69,873
5	2408.40	62,618	4,383	67,002	5	2546.00	66,196	4,634	70,830	5	2614.84	67,986	4,759	72,745
6	2511.58	65,301	4,571	69,872	6	2649.22	68,880	4,822	73,701	6	2718.03	70,669	4,947	75,616
7	2597.63	67,538	4,728	72,266	7	2735.23	71,116	4,978	76,094	7	2804.01	72,904	5,103	78,008
8	2700.92	70,224	4,916	75,140	8	2838.56	73,803	5,166	78,969	8	2907.34	75,591	5,291	80,882
9	2803.98	72,904	5,103	78,007	9	2941.63	76,482	5,354	81,836	9	3010.43	78,271	5,479	83,750
10	2907.27	75,589	5,291	80,880	10	3044.87	79,167	5,542	84,708	10	3113.67	80,956	5,667	86,622
11	3019.13	78,497	5,495	83,992	11	3156.72	82,075	5,745	87,820	11	3225.53	83,864	5,870	89,734
12	3122.26	81,179	5,683	86,861	12	3259.89	84,757	5,933	90,690	12	3328.68	86,546	6,058	92,604
13	3215.00	83,590	5,851	89,441	13	3356.71	87,275	6,109	93,384	13	3427.55	89,116	6,238	95,354
14	3256.60	84,671	5,927	90,598	14	3398.31	88,356	6,185	94,541	14	3469.15	90,198	6,314	96,512
15	3295.06	85,671	5,997	91,668	15	3436.77	89,356	6,255	95,611	15	3507.61	91,198	6,384	97,582
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or Ed.D)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2262.12	58,815	4,117	62,932	1	2330.93	60,604	4,242	64,846	1	2399.75	62,394	4,368	66,761
2	2365.33	61,499	4,305	65,804	2	2434.11	63,287	4,430	67,717	2	2502.91	65,076	4,555	69,631
3	2477.23	64,408	4,509	68,917	3	2546.04	66,197	4,634	70,831	3	2614.84	67,986	4,759	72,745
4	2580.41	67,091	4,696	71,787	4	2649.25	68,881	4,822	73,702	4	2718.04	70,669	4,947	75,616
5	2683.64	69,775	4,884	74,659	5	2752.48	71,564	5,010	76,574	5	2821.27	73,353	5,135	78,488
6	2786.86	72,458	5,072	77,531	6	2855.63	74,246	5,197	79,444	6	2924.48	76,036	5,323	81,359
7	2872.86	74,694	5,229	79,923	7	2941.65	76,483	5,354	81,837	7	3010.48	78,272	5,479	83,751
8	2976.17	77,380	5,417	82,797	8	3044.98	79,170	5,542	84,711	8	3113.79	80,958	5,667	86,626
9	3079.24	80,060	5,604	85,664	9	3148.07	81,850	5,729	87,579	9	3216.89	83,639	5,855	89,494
10	3182.48	82,744	5,792	88,536	10	3251.29	84,533	5,917	90,451	10	3320.11	86,323	6,043	92,365
11	3294.33	85,653	5,996	91,648	11	3363.14	87,442	6,121	93,563	11	3431.95	89,231	6,246	95,477
12	3397.49	88,335	6,183	94,518	12	3466.31	90,124	6,309	96,433	12	3535.13	91,193	6,434	98,347
13	3498.40	90,958	6,367	97,325	13	3569.28	92,801	6,496	99,297	13	3640.12	94,643	6,625	101,268
14	3540.00	92,040	6,443	98,483	14	3610.88	93,883	6,572	100,455	14	3681.72	95,725	6,701	102,425
15	3578.46	93,040	6,513	99,553	15	3649.34	94,883	6,642	101,525	15	3720.18	96,725	6,771	103,495

2011-2012 SCHOOL YEAR

FY12 (4%)

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total Comp
	Bi-Weekly Gross		Pick Up	Comp		Bi-Weekly Gross		Pick Up	Comp		Bi-Weekly Gross		Pick Up	
1	2066.36	53,725	3,761	57,486	1	2209.44	57,445	4,021	61,467	1	2281.04	59,307	4,151	63,458
2	2173.70	56,516	3,956	60,472	2	2316.79	60,236	4,217	64,453	2	2388.36	62,097	4,347	66,444
3	2290.06	59,542	4,168	63,710	3	2433.31	63,263	4,428	67,691	3	2512.09	65,124	4,559	69,682
4	2397.38	62,332	4,363	66,695	4	2540.54	66,054	4,624	70,678	4	2612.09	67,914	4,754	72,668
5	2504.74	65,123	4,559	69,682	5	2647.84	68,844	4,819	73,663	5	2719.43	70,705	4,949	75,654
6	2612.04	67,913	4,754	72,667	6	2755.19	71,635	5,014	76,649	6	2826.75	73,496	5,145	78,640
7	2701.53	70,240	4,917	75,157	7	2844.64	73,961	5,177	79,138	7	2916.17	75,820	5,307	81,128
8	2808.96	73,033	5,112	78,145	8	2952.10	76,755	5,373	82,127	8	3023.63	78,614	5,503	84,117
9	2916.14	75,820	5,307	81,127	9	3059.29	79,542	5,568	85,109	9	3130.84	81,402	5,698	87,100
10	3023.56	78,613	5,503	84,115	10	3166.67	82,333	5,763	88,097	10	3238.22	84,194	5,894	90,087
11	3139.89	81,637	5,715	87,352	11	3282.99	85,358	5,975	91,333	11	3354.55	87,218	6,105	93,324
12	3247.15	84,426	5,910	90,336	12	3390.28	88,147	6,170	94,318	12	3461.83	90,007	6,301	96,308
13	3343.60	86,933	6,085	93,019	13	3490.98	90,766	6,354	97,119	13	3564.85	92,681	6,488	99,169
14	3386.86	88,058	6,164	94,222	14	3534.25	91,890	6,432	98,323	14	3607.92	93,806	6,566	100,372
15	3428.86	89,098	6,237	95,335	15	3574.25	92,930	6,505	99,436	15	3647.92	94,846	6,639	101,485
16	3465.32	90,098	6,307	96,405	16	3612.71	93,930	6,575	100,506	16	3686.38	95,846	6,709	102,555

Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (PH.D or ED.D)				
Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total	Step	Extended Pay	Annual	Pension	Total Comp
	Bi-Weekly Gross		Pick Up	Comp		Bi-Weekly Gross		Pick Up	Comp		Bi-Weekly Gross		Pick Up	
1	2352.60	61,168	4,282	65,449	1	2424.17	63,028	4,412	67,440	1	2495.74	64,889	4,542	69,432
2	2459.95	63,959	4,477	68,436	2	2531.47	65,818	4,607	70,426	2	2603.02	67,679	4,738	72,416
3	2576.32	66,984	4,689	71,673	3	2647.89	68,845	4,819	73,664	3	2719.44	70,705	4,949	75,655
4	2683.63	69,774	4,894	74,668	4	2755.22	71,636	5,015	76,650	4	2826.76	73,496	5,145	78,641
5	2790.98	72,566	5,090	77,645	5	2862.58	74,427	5,210	79,637	5	2934.12	76,287	5,340	81,627
6	2898.34	75,357	5,275	80,632	6	2969.85	77,216	5,405	82,621	6	3041.46	79,078	5,535	84,613
7	2987.78	77,682	5,438	83,120	7	3059.31	79,542	5,568	85,110	7	3130.90	81,403	5,698	87,102
8	3095.22	80,476	5,633	86,109	8	3166.78	82,336	5,764	88,100	8	3238.34	84,197	5,894	90,091
9	3202.41	83,263	5,828	89,091	9	3273.99	85,124	5,959	91,082	9	3345.57	86,985	6,089	93,074
10	3309.78	86,054	6,024	92,078	10	3381.34	87,951	6,154	94,069	10	3452.91	88,776	6,284	95,060
11	3426.11	89,079	6,236	95,314	11	3497.67	90,939	6,361	97,305	11	3569.22	92,800	6,496	99,296
12	3533.39	91,868	6,431	98,299	12	3604.96	93,729	6,561	100,290	12	3676.54	95,590	6,691	102,281
13	3636.34	94,597	6,622	101,219	13	3712.05	96,513	6,756	103,269	13	3785.72	98,429	6,890	105,319
14	3741.60	96,722	6,701	103,423	14	3755.31	97,638	6,835	104,473	14	3828.99	99,554	6,969	106,522
15	3821.60	98,762	6,773	105,535	15	3795.31	98,678	6,907	105,586	15	3868.99	100,594	7,042	107,635
16	3760.06	97,762	6,843	104,605	16	3833.78	99,678	6,977	106,656	16	3907.45	101,594	7,112	108,705

THE COLUMN ENTITLED EXTENDED PAY BI-WEEKLY GROSS IS BASED ON 26 EQUAL PAY PERIODS.

1C. SALARY SCHEDULES FOR FULL-TIME APPOINTED TEACHERS IN 46.6-WEEK POSITIONS

FY08 (4%)

2007-2008 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	1916.52	49,830	3,488	53,318	1	2049.82	53,281	3,730	57,011	1	2115.66	55,007	3,850	58,858
2	2016.05	52,417	3,669	56,087	2	2148.28	55,869	3,911	59,780	2	2215.18	57,595	4,032	61,626
3	2124.05	55,225	3,866	59,091	3	2256.82	58,677	4,107	62,785	3	2322.15	60,402	4,228	64,630
4	2223.59	57,813	4,047	61,860	4	2356.33	61,265	4,289	65,553	4	2432.73	62,991	4,409	67,400
5	2323.11	60,401	4,228	64,629	5	2455.87	63,853	4,470	68,322	5	2522.29	65,580	4,591	70,170
6	2422.70	62,990	4,409	67,400	6	2555.44	66,441	4,651	71,092	6	2621.79	68,166	4,772	72,938
7	2503.64	65,147	4,589	69,736	7	2638.39	68,598	4,802	73,400	7	2704.77	70,324	4,923	75,247
8	2603.29	67,738	4,742	72,479	8	2738.03	71,189	4,983	76,172	8	2804.39	72,914	5,104	78,018
9	2704.69	70,322	4,923	75,244	9	2837.45	73,774	5,164	78,938	9	2903.82	75,499	5,285	80,784
10	2804.35	72,913	5,104	78,017	10	2937.09	76,364	5,346	81,710	10	3003.43	78,089	5,466	83,555
11	2912.20	75,717	5,300	81,017	11	3044.95	79,169	5,542	84,710	11	3111.31	80,894	5,663	86,557
12	3011.71	78,305	5,481	83,786	12	3144.43	81,755	5,723	87,478	12	3210.85	83,482	5,844	89,326
13	3101.16	80,630	5,644	86,274	13	3237.82	84,183	5,893	90,076	13	3306.18	85,961	6,017	91,978

Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (PH.D or E.D.D)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2182.01	56,732	3,971	60,704	1	2248.40	58,458	4,092	62,551	1	2314.79	60,185	4,213	64,397
2	2281.54	59,320	4,152	63,472	2	2347.93	61,046	4,273	65,320	2	2414.28	62,771	4,394	67,165
3	2389.54	62,128	4,349	66,477	3	2455.89	63,853	4,470	68,323	3	2522.31	65,580	4,591	70,171
4	2489.07	64,716	4,530	69,246	4	2555.47	66,441	4,651	71,093	4	2621.81	68,167	4,772	72,939
5	2588.62	67,304	4,711	72,015	5	2655.02	69,030	4,832	73,863	5	2721.38	70,756	4,953	75,709
6	2688.21	69,894	4,893	74,786	6	2754.53	71,618	5,013	76,631	6	2820.91	73,344	5,134	78,478
7	2771.16	72,050	5,044	77,094	7	2837.50	73,775	5,164	78,939	7	2903.90	75,501	5,285	80,786
8	2870.78	74,640	5,225	79,865	8	2937.17	76,366	5,346	81,712	8	3003.56	78,092	5,466	83,559
9	2970.20	77,225	5,406	82,631	9	3036.58	78,951	5,527	84,478	9	3102.94	80,676	5,647	86,324
10	3069.82	79,815	5,587	85,402	10	3136.21	81,541	5,708	87,249	10	3202.61	83,268	5,829	89,097
11	3177.67	82,620	5,783	88,403	11	3244.07	84,346	5,904	90,250	11	3310.46	86,072	6,025	92,097
12	3277.20	85,207	5,965	91,172	12	3343.54	86,932	6,085	93,017	12	3408.93	88,558	6,206	94,864
13	3374.54	87,738	6,142	93,880	13	3442.87	89,515	6,266	95,781	13	3511.22	91,292	6,390	97,682

2008-2009 SCHOOL YEAR

FY09 (4%)

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	1993.18	51,823	3,628	55,450	1	2131.25	55,412	3,879	59,291	1	2200.281	57,207	4,005	61,212
2	2095.70	54,514	3,816	58,330	2	2234.77	58,104	4,067	62,171	2	2303.786	59,888	4,193	64,091
3	2209.02	57,434	4,020	61,455	3	2347.09	61,024	4,272	65,296	3	2416.074	62,818	4,387	67,215
4	2312.53	60,126	4,209	64,335	4	2450.59	63,715	4,460	68,175	4	2519.639	65,511	4,586	70,096
5	2416.03	62,817	4,397	67,214	5	2554.11	66,407	4,648	71,055	5	2623.183	68,203	4,774	72,977
6	2519.61	65,510	4,586	70,096	6	2657.65	69,099	4,837	73,936	6	2726.657	70,893	4,963	75,856
7	2605.87	67,753	4,743	72,495	7	2743.92	71,342	4,994	76,336	7	2812.966	73,137	5,120	78,257
8	2709.50	70,447	4,931	75,378	8	2847.55	74,036	5,183	79,219	8	2916.561	75,831	5,308	81,139
9	2812.87	73,135	5,119	78,254	9	2950.95	76,725	5,371	82,095	9	3019.974	78,519	5,486	84,016
10	2916.52	75,830	5,308	81,138	10	3054.58	79,419	5,559	84,978	10	3123.569	81,213	5,685	86,898
11	3023.69	78,746	5,512	84,258	11	3166.74	82,335	5,763	88,099	11	3235.766	84,130	5,889	90,019
12	3132.18	81,437	5,701	87,137	12	3270.21	85,025	5,952	90,977	12	3339.280	86,821	6,077	92,899
13	3225.20	83,855	5,870	89,725	13	3367.33	87,551	6,129	93,679	13	3438.428	89,399	6,258	95,657
14	3263.66	84,855	5,940	90,795	14	3405.79	88,551	6,199	94,749	14	3476.889	90,399	6,328	96,727
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (PH.D or EDD)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2269.29	59,002	4,130	63,132	1	2338.34	60,797	4,256	65,053	1	2407.38	62,592	4,381	66,973
2	2372.80	61,693	4,318	66,011	2	2441.85	63,488	4,444	67,932	2	2510.85	65,282	4,570	69,852
3	2485.12	64,613	4,523	69,136	3	2554.13	66,407	4,649	71,056	3	2623.20	68,203	4,774	72,977
4	2588.63	67,304	4,711	72,016	4	2657.68	69,100	4,837	73,937	4	2726.69	70,894	4,963	75,856
5	2692.17	69,996	4,900	74,896	5	2761.22	71,792	5,025	76,817	5	2830.23	73,586	5,151	78,737
6	2795.74	72,689	5,088	77,778	6	2864.71	74,463	5,214	79,696	6	2933.75	76,277	5,339	81,617
7	2895.01	74,932	5,245	80,177	7	2951.00	76,726	5,371	82,097	7	3020.05	78,521	5,496	84,018
8	2985.61	77,626	5,434	83,060	8	3054.66	79,421	5,559	84,981	8	3123.70	81,216	5,685	86,901
9	3089.01	80,314	5,622	85,936	9	3158.04	82,109	5,748	87,857	9	3227.05	83,903	5,873	89,777
10	3192.61	83,008	5,811	88,819	10	3261.66	84,803	5,936	90,739	10	3330.72	86,599	6,062	92,661
11	3304.78	85,924	6,015	91,939	11	3373.83	87,720	6,140	93,860	11	3442.88	89,515	6,266	95,781
12	3408.29	88,616	6,203	94,819	12	3477.29	90,409	6,329	96,738	12	3546.33	92,205	6,454	98,659
13	3509.52	91,248	6,387	97,635	13	3580.59	93,095	6,517	99,612	13	3651.67	94,943	6,646	101,590
14	3547.98	92,248	6,457	98,705	14	3619.05	94,095	6,587	100,682	14	3690.13	95,943	6,716	102,660

2009-2010 SCHOOL YEAR

FY10 (4%)

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2072.91	53,896	3,773	57,668	1	2216.50	57,629	4,034	61,663	1	2285.29	59,496	4,165	63,660
2	2180.56	56,695	3,969	60,663	2	2324.16	60,428	4,230	64,658	2	2395.94	62,294	4,361	66,655
3	2297.38	59,732	4,181	63,913	3	2440.98	63,465	4,443	67,908	3	2512.72	65,331	4,573	69,904
4	2405.03	62,531	4,377	66,908	4	2548.61	66,264	4,638	70,902	4	2620.42	68,131	4,769	72,900
5	2512.67	65,330	4,573	69,903	5	2656.27	69,063	4,834	73,897	5	2728.11	70,331	4,965	75,896
6	2620.39	68,130	4,769	72,899	6	2763.96	71,863	5,030	76,893	6	2835.48	73,729	5,161	78,890
7	2727.10	70,463	4,932	75,395	7	2853.68	74,196	5,194	79,389	7	2925.48	76,063	5,324	81,387
8	2817.88	73,265	5,129	78,393	8	2961.45	76,998	5,390	82,388	8	3033.22	78,864	5,520	84,384
9	2925.39	76,060	5,324	81,384	9	3068.99	79,794	5,586	85,379	9	3140.77	81,660	5,716	87,376
10	3033.18	78,863	5,520	84,383	10	3176.76	82,596	5,782	88,377	10	3248.51	84,461	5,912	90,374
11	3149.84	81,896	5,733	87,628	11	3293.41	85,629	5,994	91,623	11	3365.20	87,495	6,125	93,620
12	3257.47	84,694	5,929	90,623	12	3401.02	88,426	6,190	94,616	12	3472.85	90,294	6,321	96,615
13	3354.21	87,209	6,105	93,314	13	3502.03	91,053	6,374	97,426	13	3575.96	92,975	6,508	99,483
14	3394.21	88,249	6,177	94,427	14	3592.03	92,093	6,446	98,539	14	3615.96	94,015	6,581	100,596
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or Ed.D)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2360.07	61,362	4,295	65,657	1	2431.37	63,229	4,426	67,655	1	2503.68	65,096	4,557	69,652
2	2467.71	64,160	4,491	68,652	2	2539.53	66,028	4,622	70,650	2	2611.29	67,893	4,753	72,646
3	2584.52	67,198	4,704	71,901	3	2656.29	69,064	4,834	73,898	3	2728.13	70,931	4,965	75,897
4	2692.18	69,997	4,900	74,896	4	2763.99	71,864	5,030	76,894	4	2835.75	73,730	5,161	78,891
5	2799.85	72,796	5,096	77,892	5	2871.67	74,663	5,226	79,890	5	2943.44	76,529	5,357	81,887
6	2907.57	75,597	5,292	80,889	6	2979.30	77,462	5,422	82,884	6	3051.10	79,328	5,553	84,881
7	2997.29	77,930	5,455	83,385	7	3069.04	79,795	5,586	85,381	7	3140.86	81,662	5,716	87,379
8	3105.04	80,731	5,651	86,382	8	3176.84	82,598	5,782	88,380	8	3248.65	84,465	5,913	90,377
9	3212.57	83,527	5,847	89,374	9	3284.36	85,393	5,978	91,371	9	3356.13	87,260	6,108	93,368
10	3320.32	86,328	6,043	92,371	10	3392.12	88,195	6,174	94,369	10	3468.95	90,063	6,304	96,367
11	3436.97	89,361	6,255	95,617	11	3508.79	91,228	6,386	97,614	11	3580.59	93,095	6,517	99,612
12	3544.62	92,160	6,451	98,611	12	3616.38	94,026	6,582	100,608	12	3688.18	95,893	6,712	102,605
13	3649.90	94,997	6,643	101,540	13	3723.81	96,819	6,777	103,596	13	3797.74	98,741	6,912	105,653
14	3689.90	95,937	6,716	102,653	14	3763.81	97,859	6,850	104,709	14	3837.74	99,781	6,985	106,766

2010-2011 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2155.83	56,051	3,924	59,975	1	2305.16	59,934	4,195	64,130	1	2379.82	61,875	4,331	66,207
2	2267.79	58,962	4,127	63,090	2	2417.13	62,845	4,399	67,245	2	2491.77	64,786	4,535	69,321
3	2389.27	62,121	4,348	66,470	3	2538.61	66,004	4,620	70,624	3	2613.23	67,944	4,756	72,700
4	2501.23	65,032	4,552	69,584	4	2650.55	68,914	4,824	73,738	4	2725.24	70,856	4,960	75,816
5	2613.18	67,943	4,756	72,699	5	2762.53	71,826	5,028	76,853	5	2837.24	73,768	5,164	78,932
6	2725.21	70,855	4,960	75,815	6	2874.52	74,737	5,232	79,969	6	2949.15	76,678	5,367	82,045
7	2818.51	73,281	5,130	78,411	7	2967.83	77,163	5,401	82,565	7	3042.50	79,105	5,537	84,642
8	2930.60	76,196	5,334	81,529	8	3079.91	80,078	5,605	85,683	8	3154.55	82,018	5,741	87,760
9	3042.41	79,103	5,537	84,640	9	3191.75	82,985	5,809	88,794	9	3266.40	84,926	5,945	90,871
10	3154.51	82,013	5,741	87,758	10	3303.83	85,900	6,013	91,913	10	3378.45	87,840	6,149	93,989
11	3275.83	85,172	5,962	91,134	11	3425.15	89,054	6,234	95,288	11	3499.80	90,985	6,370	97,365
12	3387.77	88,082	6,166	94,248	12	3537.06	91,963	6,437	98,401	12	3611.77	93,906	6,573	100,479
13	3488.38	90,698	6,349	97,047	13	3642.11	94,695	6,629	101,323	13	3719.00	96,694	6,769	103,463
14	3529.98	91,779	6,425	98,204	14	3683.71	95,776	6,704	102,481	14	3760.60	97,776	6,844	104,620
15	3568.44	92,779	6,495	99,274	15	3722.17	96,776	6,774	103,551	15	3799.06	98,776	6,914	105,690
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or EDD)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2454.47	63,816	4,467	68,283	1	2529.15	65,758	4,603	70,361	1	2603.82	67,699	4,739	72,438
2	2566.42	66,727	4,671	71,398	2	2641.11	68,669	4,807	73,476	2	2715.74	70,609	4,943	75,552
3	2687.90	69,885	4,892	74,777	3	2762.55	71,826	5,028	76,854	3	2837.26	73,769	5,164	78,932
4	2799.86	72,796	5,096	77,892	4	2874.55	74,738	5,232	79,970	4	2949.18	76,679	5,368	82,046
5	2911.85	75,708	5,300	81,008	5	2986.53	77,650	5,435	83,085	5	3061.18	79,591	5,571	85,162
6	3023.87	78,621	5,503	84,124	6	3098.47	80,560	5,639	86,200	6	3137.14	82,502	5,775	88,277
7	3117.18	81,047	5,673	86,720	7	3191.90	82,987	5,809	88,796	7	3266.49	84,929	5,945	90,874
8	3229.24	83,960	5,877	89,837	8	3303.92	85,902	6,013	91,915	8	3378.59	87,843	6,149	93,992
9	3341.07	86,868	6,081	92,949	9	3415.74	88,809	6,217	95,026	9	3490.38	90,750	6,352	97,102
10	3453.13	89,781	6,285	96,066	10	3527.81	91,723	6,421	98,144	10	3602.50	93,665	6,557	100,222
11	3574.45	92,936	6,505	99,441	11	3649.14	94,878	6,641	101,519	11	3723.81	96,619	6,777	103,597
12	3686.41	95,847	6,709	102,556	12	3761.03	97,887	6,845	104,632	12	3835.71	99,728	6,981	106,709
13	3795.90	98,693	6,909	105,602	13	3872.76	100,692	7,048	107,740	13	3949.65	102,691	7,188	109,879
14	3837.50	99,775	6,964	106,739	14	3914.36	101,773	7,124	108,898	14	3991.25	103,772	7,264	111,037
15	3875.96	100,775	7,054	107,829	15	3952.83	102,773	7,194	109,968	15	4028.71	104,772	7,334	112,107

2011-2012 SCHOOL YEAR

FY12 (4%)

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2242.06	58,294	4.081	62,374	1	2397.36	62,331	4.363	66,695	1	2475.02	64,350	4.505	68,855
2	2358.50	61,321	4.292	65,613	2	2513.82	65,359	4.575	69,934	2	2591.45	67,378	4.716	72,094
3	2484.84	64,606	4.522	69,128	3	2640.16	68,644	4.805	73,449	3	2717.75	70,662	4.946	75,608
4	2601.28	67,633	4.734	72,368	4	2756.58	71,671	5.017	76,688	4	2834.25	73,691	5.158	78,849
5	2711.71	70,660	4.946	75,607	5	2873.03	74,699	5.229	79,928	5	2950.72	76,719	5.370	82,089
6	2834.22	73,690	5.158	78,848	6	2989.50	77,727	5.441	83,168	6	3067.12	79,745	5.582	85,327
7	2951.25	76,721	5.355	81,547	7	3086.54	80,250	5.618	85,868	7	3164.20	82,269	5.759	88,028
8	3047.82	79,243	5.547	84,790	8	3203.10	83,281	5.830	89,110	8	3280.73	85,289	5.971	91,270
9	3164.10	82,267	5.759	88,025	9	3319.42	86,305	6.041	92,346	9	3397.06	88,324	6.183	94,506
10	3280.69	85,298	5.971	91,269	10	3435.98	89,336	6.253	95,589	10	3513.59	91,353	6.395	97,748
11	3406.86	88,578	6.200	94,779	11	3562.16	92,616	6.483	99,099	11	3639.80	94,635	6.624	101,259
12	3523.28	91,605	6.412	98,018	12	3678.54	95,642	6.695	102,337	12	3756.24	97,662	6.836	104,498
13	3627.91	94,326	6.603	100,929	13	3787.79	98,483	6.894	105,376	13	3867.76	100,562	7.039	107,601
14	3671.18	95,451	6.682	102,132	14	3831.05	99,607	6.973	106,580	14	3911.03	101,687	7.118	108,805
15	3711.18	96,491	6.754	103,245	15	3871.05	100,647	7.045	107,693	15	3951.03	102,727	7.191	109,918
16	3749.64	97,491	6.824	104,315	16	3909.52	101,647	7.115	108,763	16	3989.49	103,727	7.261	110,988
Lane IV - Master's Degree Plus 30 Semester Hours of Approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of Approved Graduate Credit					Lane VI - Doctorate Degree (Ph.D or Ed.D)				
Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Extended Pay Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2552.65	66,369	4.646	71,015	1	2630.31	68,388	4.787	73,175	1	2707.98	70,407	4.829	75,336
2	2669.08	69,396	4.858	74,254	2	2746.75	71,416	4.999	76,415	2	2824.37	73,434	5.140	78,574
3	2795.42	72,681	5.088	77,769	3	2873.05	74,699	5.229	79,928	3	2950.75	76,719	5.370	82,094
4	2911.86	75,708	5.300	81,008	4	2989.53	77,728	5.441	83,169	4	3067.15	79,746	5.582	85,328
5	3028.32	78,736	5.512	84,248	5	3106.00	80,756	5.653	86,409	5	3183.63	82,774	5.794	88,568
6	3144.83	81,766	5.724	87,489	6	3222.41	83,783	5.865	89,648	6	3300.06	85,802	6.006	91,808
7	3241.87	84,289	5.900	90,189	7	3319.48	86,306	6.041	92,348	7	3397.15	88,326	6.183	94,509
8	3358.41	87,319	6.112	93,431	8	3436.07	89,338	6.254	95,592	8	3513.74	91,357	6.395	97,752
9	3474.71	90,343	6.324	96,667	9	3552.37	92,362	6.465	98,827	9	3630.00	94,380	6.607	100,986
10	3591.25	93,373	6.536	99,909	10	3668.92	95,392	6.677	102,069	10	3746.60	97,412	6.819	104,231
11	3717.43	96,653	6.766	103,419	11	3795.10	98,673	6.907	105,580	11	3872.77	100,692	7.048	107,740
12	3833.87	99,681	6.978	106,658	12	3911.47	101,698	7.119	108,817	12	3989.14	103,718	7.260	110,978
13	3947.74	102,641	7.185	109,826	13	4027.67	104,720	7.330	112,050	13	4107.64	106,799	7.476	114,274
14	3991.00	103,766	7.264	111,030	14	4070.94	105,844	7.409	113,254	14	4150.90	107,923	7.555	115,478
15	4031.00	104,806	7.336	112,142	15	4110.94	106,864	7.482	114,366	15	4190.90	108,963	7.627	116,591
16	4069.46	105,806	7.406	113,212	16	4149.40	107,884	7.552	115,436	16	4229.36	109,963	7.697	117,661

1D. SALARY SCHEDULES FOR FULL-TIME APPOINTED TEACHERS IN 52-WEEK POSITIONS

FY08 (4%)

2007-2008 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	1953.36	50787	3,555	54,342	1	2088.64	54305	3,801	58,106	1	2156.28	56063	3,924	59,988
2	2054.83	53426	3,740	57,165	2	2190.12	56943	3,986	60,929	2	2257.78	58702	4,109	62,811
3	2164.79	56285	3,940	60,224	3	2300.10	59802	4,186	63,989	3	2367.72	61561	4,309	65,870
4	2266.31	58924	4,125	63,049	4	2401.63	62442	4,371	66,813	4	2469.24	64200	4,494	68,694
5	2367.66	61559	4,309	65,868	5	2502.97	65077	4,555	69,633	5	2570.63	66836	4,679	71,515
6	2469.16	64198	4,494	68,692	6	2604.43	67715	4,740	72,455	6	2672.07	69474	4,863	74,337
7	2553.76	66398	4,648	71,046	7	2689.06	69915	4,894	74,810	7	2756.71	71674	5,017	76,692
8	2655.28	69037	4,833	73,870	8	2790.53	72554	5,079	77,632	8	2858.19	74313	5,202	79,515
9	2756.67	71673	5,017	76,690	9	2891.94	75190	5,263	80,454	9	2959.60	76950	5,386	82,336
10	2858.18	74313	5,202	79,515	10	2993.49	77831	5,448	83,279	10	3061.10	79589	5,571	85,160
11	2968.14	77172	5,402	82,574	11	3103.38	80688	5,648	86,336	11	3171.03	82447	5,771	88,218
12	3069.54	79808	5,587	85,395	12	3204.82	83325	5,833	89,158	12	3272.47	85084	5,956	91,040
13	3160.70	82178	5,752	87,931	13	3300.00	85800	6,006	91,806	13	3369.69	87612	6,133	93,745

Lane IV - Master's Degree Plus 30 Semester Hours of approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of approved Graduate Credit					Lane VI - Doctorate Degree - (Ph.D. or Ed.D.)				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2223.96	57823	4,048	61,870	1	2291.59	59,581	4,171	63,752	1	2359.23	61,340	4,294	65,634
2	2325.43	60461	4,232	64,693	2	2393.08	62,220	4,355	66,576	2	2460.69	63,978	4,478	68,456
3	2435.37	63320	4,432	67,752	3	2503.03	65,079	4,556	69,634	3	2570.68	66,838	4,679	71,516
4	2536.89	65959	4,617	70,576	4	2604.56	67,718	4,740	72,459	4	2672.17	69,476	4,863	74,340
5	2638.29	68596	4,802	73,397	5	2705.91	70,354	4,925	75,279	5	2773.56	72,112	5,048	77,160
6	2739.77	71234	4,986	76,220	6	2807.38	72,992	5,109	78,101	6	2875.06	74,752	5,233	79,984
7	2824.36	73433	5,140	79,574	7	2959.57	75,192	5,263	80,455	7	2959.68	76,952	5,387	82,338
8	2925.82	76071	5,325	81,396	8	2993.50	77,831	5,448	83,279	8	3061.16	79,590	5,571	85,161
9	3027.22	78708	5,510	84,217	9	3094.87	80,467	5,633	86,099	9	3162.50	82,225	5,756	87,981
10	3128.79	81348	5,694	87,043	10	3196.41	83,107	5,817	88,924	10	3264.06	84,866	5,941	90,806
11	3238.70	84206	5,894	90,101	11	3306.37	85,966	6,018	91,983	11	3373.99	87,724	6,141	93,864
12	3340.13	86843	6,079	92,922	12	3407.79	88,603	6,202	94,805	12	3475.43	90,361	6,325	96,686
13	3439.35	89423	6,260	95,683	13	3509.00	91,234	6,386	97,620	13	3578.66	93,045	6,513	99,558

2008-2009 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2031.49	52,819	3,697	56,516	1	2172.19	56,477	3,953	60,430	1	2242.54	58,306	4,081	62,387
2	2137.03	55,563	3,899	59,452	2	2271.72	59,221	4,145	63,366	2	2348.09	61,050	4,274	65,324
3	2251.38	58,536	4,098	62,633	3	2392.10	62,195	4,354	66,548	3	2462.42	64,023	4,482	68,505
4	2356.96	61,281	4,290	65,571	4	2497.70	64,940	4,546	69,486	4	2568.01	66,768	4,674	71,442
5	2462.37	64,022	4,482	68,503	5	2603.09	67,680	4,738	72,418	5	2673.46	69,510	4,866	74,376
6	2567.92	66,766	4,674	71,440	6	2708.61	70,424	4,930	75,353	6	2778.95	72,253	5,058	77,311
7	2655.91	69,054	4,834	73,887	7	2796.62	72,712	5,090	77,802	7	2866.98	74,541	5,218	79,759
8	2761.49	71,799	5,026	76,825	8	2902.15	75,456	5,282	80,738	8	2972.52	77,285	5,410	82,695
9	2866.93	74,540	5,218	79,758	9	3007.62	78,198	5,474	83,672	9	3077.98	80,028	5,602	85,630
10	2972.51	77,285	5,410	82,695	10	3113.23	80,944	5,666	86,610	10	3183.55	82,772	5,794	88,566
11	3086.86	80,258	5,618	85,877	11	3227.52	83,915	5,874	89,789	11	3297.87	85,745	6,002	91,747
12	3192.32	83,000	5,810	88,810	12	3333.02	86,658	6,066	92,724	12	3403.37	88,488	6,194	94,682
13	3287.12	85,465	5,983	91,448	13	3432.00	89,232	6,246	95,478	13	3504.48	91,117	6,378	97,495
14	3325.58	86,465	6,053	92,518	14	3470.46	90,232	6,316	96,548	14	3542.94	92,117	6,448	98,565
Lane IV - Master's Degree Plus 30 Semester Hours of approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of approved Graduate Credit					Lane VI - Doctorate Degree - (Ph.D or ED.D)				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2312.92	60,136	4,210	64,345	1	2383.25	61,965	4,338	66,302	1	2453.60	63,794	4,466	68,259
2	2418.45	62,880	4,402	67,281	2	2488.80	64,709	4,530	69,239	2	2559.12	66,537	4,658	71,195
3	2532.78	65,852	4,610	70,462	3	2603.15	67,682	4,738	72,420	3	2673.51	69,511	4,866	74,377
4	2638.37	68,598	4,802	73,399	4	2708.74	70,427	4,930	75,357	4	2778.95	72,255	5,058	77,313
5	2743.82	71,339	4,994	76,333	5	2814.15	73,168	5,122	78,290	5	2884.50	74,997	5,250	80,247
6	2849.36	74,083	5,186	79,269	6	2919.67	75,911	5,314	81,225	6	2990.06	77,742	5,442	83,184
7	2937.33	76,371	5,346	81,717	7	3007.68	78,200	5,474	83,674	7	3078.07	80,030	5,602	85,632
8	3042.85	79,114	5,538	84,652	8	3113.25	80,944	5,666	86,610	8	3183.60	82,774	5,794	88,568
9	3148.31	81,856	5,730	87,586	9	3218.67	83,685	5,858	89,543	9	3289.01	85,514	5,986	91,500
10	3253.94	84,602	5,922	90,525	10	3324.27	86,431	6,050	92,481	10	3394.62	88,260	6,178	94,438
11	3368.24	87,574	6,130	93,705	11	3438.62	89,404	6,258	95,662	11	3508.95	91,233	6,366	97,619
12	3473.73	90,317	6,322	96,639	12	3544.10	92,147	6,450	98,597	12	3614.45	93,976	6,578	100,554
13	3576.93	93,000	6,510	99,510	13	3649.36	94,883	6,642	101,525	13	3721.81	96,767	6,774	103,541
14	3615.39	94,000	6,580	100,580	14	3687.82	95,883	6,712	102,595	14	3760.27	97,767	6,844	104,611

2009-2010 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2112.75	54,932	3,845	58,777	1	2259.08	58,736	4,112	62,847	1	2332.24	60,638	4,245	64,883
2	2222.51	57,785	4,045	61,830	2	2368.83	61,590	4,311	65,901	2	2442.01	63,492	4,444	67,937
3	2341.44	60,877	4,261	65,139	3	2487.78	64,682	4,528	69,210	3	2560.92	66,584	4,661	71,245
4	2451.24	63,732	4,461	68,193	4	2597.60	67,538	4,728	72,265	4	2670.73	69,439	4,861	74,300
5	2560.87	66,583	4,661	71,243	5	2707.21	70,387	4,927	75,315	5	2780.39	72,290	5,060	77,351
6	2670.64	69,437	4,861	74,297	6	2816.95	73,241	5,127	78,368	6	2890.11	75,143	5,260	80,403
7	2762.15	71,816	5,027	76,843	7	2908.48	75,621	5,293	80,914	7	2981.65	77,523	5,427	82,950
8	2871.95	74,671	5,227	79,898	8	3018.24	78,474	5,493	83,967	8	3091.42	80,377	5,626	86,003
9	2981.61	77,522	5,427	82,948	9	3127.92	81,326	5,693	87,019	9	3201.10	83,229	5,826	89,055
10	3091.41	80,377	5,626	86,003	10	3237.76	84,182	5,893	90,075	10	3310.89	86,083	6,026	92,109
11	3210.34	83,469	5,843	89,312	11	3356.62	87,272	6,109	93,381	11	3429.79	88,175	6,242	95,417
12	3320.01	86,320	6,042	92,363	12	3466.34	90,125	6,309	96,433	12	3539.51	92,027	6,442	98,469
13	3418.61	88,884	6,222	95,106	13	3569.28	92,801	6,496	99,297	13	3644.66	94,761	6,633	101,394
14	3458.61	89,924	6,295	96,218	14	3569.2835	93,841	6,569	100,410	14	3644.66	95,801	6,706	102,507
Lane IV - Master's Degree Plus 30 Semester Hours of approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of approved Graduate Credit					Lane VI - Doctorate Degree - (Ph.D or ED.D)				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2405.43	62,541	4,378	66,919	1	2478.58	64,443	4,511	68,954	1	2551.74	66,345	4,644	70,989
2	2515.18	65,395	4,578	69,972	2	2588.36	67,297	4,711	72,008	2	2661.48	69,199	4,844	74,042
3	2634.09	68,486	4,794	73,280	3	2707.28	70,389	4,927	75,316	3	2780.45	72,292	5,060	77,352
4	2743.90	71,341	4,994	76,335	4	2817.09	73,244	5,127	78,371	4	2890.21	75,146	5,260	80,406
5	2853.58	74,193	5,194	79,387	5	2926.72	76,095	5,327	81,421	5	2993.88	77,997	5,460	83,457
6	2963.34	77,047	5,393	82,440	6	3036.46	78,948	5,526	84,474	6	3103.66	80,851	5,680	86,511
7	3054.83	79,426	5,560	84,985	7	3127.99	81,328	5,693	87,021	7	3201.19	83,231	5,826	89,057
8	3164.57	82,279	5,760	88,038	8	3237.77	84,182	5,893	90,075	8	3310.95	86,085	6,026	92,111
9	3274.24	85,130	5,959	91,089	9	3347.42	87,033	6,092	93,125	9	3420.57	88,935	6,225	95,160
10	3384.10	87,987	6,159	94,146	10	3457.24	89,888	6,292	96,180	10	3530.41	91,791	6,425	98,216
11	3502.97	91,077	6,375	97,453	11	3576.17	92,880	6,509	99,489	11	3649.31	94,882	6,642	101,524
12	3612.68	93,930	6,575	100,505	12	3685.86	95,932	6,708	102,541	12	3759.03	97,735	6,841	104,576
13	3720.00	96,720	6,770	103,491	13	3795.34	98,679	6,908	105,586	13	3870.68	100,638	7,045	107,682
14	3760.00	97,760	6,843	104,603	14	3835.34	99,719	6,980	106,699	14	3910.68	101,678	7,117	108,795

2010-2011 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2197.26	57,129	3,999	61,128	1	2349.44	61,085	4,276	65,361	1	2425.53	63,064	4,414	67,478
2	2311.41	60,097	4,207	64,303	2	2463.58	64,053	4,484	68,537	2	2539.69	66,032	4,622	70,654
3	2435.10	63,312	4,432	67,744	3	2587.29	67,270	4,709	71,979	3	2663.36	69,247	4,847	74,095
4	2549.29	66,281	4,640	70,921	4	2701.51	70,239	4,917	75,156	4	2777.56	72,217	5,055	77,272
5	2663.30	69,246	4,847	74,093	5	2815.50	73,203	5,124	78,327	5	2891.61	75,182	5,263	80,445
6	2777.47	72,214	5,055	77,269	6	2929.63	76,170	5,332	81,502	6	3005.72	78,149	5,470	83,619
7	2892.63	74,688	5,263	79,917	7	3024.82	78,645	5,505	84,151	7	3100.92	80,624	5,644	86,268
8	2986.82	77,657	5,436	83,093	8	3138.96	81,613	5,713	87,326	8	3215.08	83,592	5,851	89,443
9	3100.87	80,623	5,644	86,266	9	3253.04	84,579	5,921	90,500	9	3329.15	86,568	6,059	92,617
10	3215.06	83,592	5,851	89,443	10	3367.27	87,549	6,128	93,678	10	3443.33	89,526	6,267	95,793
11	3338.75	86,808	6,077	92,884	11	3490.88	90,763	6,353	97,116	11	3568.98	92,741	6,492	99,233
12	3452.81	89,773	6,284	96,057	12	3604.99	93,730	6,561	100,291	12	3681.09	95,708	6,700	102,408
13	3555.35	92,439	6,471	98,910	13	3712.05	96,513	6,756	103,269	13	3790.45	98,552	6,899	105,450
14	3596.95	93,521	6,546	100,067	14	3753.65	97,595	6,832	104,427	14	3832.05	99,633	6,974	106,608
15	3635.41	94,521	6,616	101,137	15	3792.12	98,599	6,902	105,497	15	3870.51	100,633	7,044	107,678
Lane IV - Master's Degree Plus 30 Semester Hours of approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of approved Graduate Credit					Lane VI - Doctorate Degree - (PH.D or E.D.)				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2501.65	65,043	4,553	69,596	1	2577.72	67,021	4,691	71,712	1	2653.81	68,999	4,830	73,829
2	2615.79	68,011	4,761	72,771	2	2691.89	69,989	4,899	74,888	2	2767.94	71,967	5,038	77,004
3	2739.46	71,226	4,966	76,212	3	2815.57	73,205	5,124	78,329	3	2891.67	75,183	5,263	80,446
4	2853.66	74,195	5,194	79,389	4	2929.77	76,174	5,332	81,506	4	3005.82	78,151	5,471	83,622
5	2967.72	77,161	5,401	82,562	5	3043.78	79,138	5,540	84,678	5	3119.87	81,117	5,678	86,795
6	3081.87	80,129	5,609	85,738	6	3157.92	82,106	5,747	87,853	6	3234.05	84,085	5,886	89,971
7	3177.02	82,603	5,782	88,385	7	3253.11	84,581	5,921	90,501	7	3329.24	86,560	6,059	92,620
8	3291.15	85,570	5,990	91,560	8	3367.29	87,549	6,128	93,678	8	3443.39	89,528	6,267	95,795
9	3405.21	88,536	6,197	94,733	9	3481.31	90,514	6,336	96,850	9	3557.39	92,492	6,474	98,967
10	3519.46	91,506	6,405	97,911	10	3595.53	93,484	6,544	100,028	10	3671.62	95,462	6,682	102,145
11	3643.09	94,720	6,630	101,351	11	3719.21	96,700	6,769	103,469	11	3795.28	98,677	6,907	105,985
12	3757.19	97,687	6,838	104,525	12	3833.30	99,666	6,977	106,642	12	3909.39	101,644	7,115	108,759
13	3868.80	100,589	7,041	107,630	13	3947.15	102,626	7,184	109,810	13	4025.51	104,663	7,326	111,990
14	3910.40	101,671	7,117	108,787	14	3988.75	103,707	7,260	110,967	14	4067.11	105,745	7,402	113,147
15	3948.87	102,671	7,187	109,857	15	4027.21	104,707	7,330	112,037	15	4105.57	106,745	7,472	114,217

2011-2012 SCHOOL YEAR

Lane I - Bachelor's Degree					Lane II - Master's Degree					Lane III - Master's Degree Plus 15 Semester Hours of Approved Graduate Credit				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2285.15	59,414	4,159	63,573	1	2443.42	63,529	4,447	67,976	1	2522.55	65,586	4,591	70,177
2	2403.86	62,500	4,375	66,875	2	2562.13	66,615	4,663	71,278	2	2641.28	68,673	4,807	73,480
3	2532.50	65,845	4,609	70,454	3	2690.79	69,960	4,897	74,858	3	2769.89	72,017	5,041	77,058
4	2651.26	68,933	4,825	73,758	4	2809.57	73,049	5,113	78,162	4	2888.66	75,105	5,257	80,363
5	2769.83	72,016	5,041	77,057	5	2928.12	76,131	5,329	81,460	5	3007.27	78,169	5,473	83,662
6	2888.57	75,103	5,257	80,360	6	3046.82	79,217	5,545	84,762	6	3125.95	81,275	5,689	86,964
7	2987.54	77,676	5,437	83,113	7	3145.81	81,791	5,725	87,517	7	3224.96	83,849	5,869	89,718
8	3106.30	80,764	5,653	86,417	8	3264.52	84,878	5,941	90,819	8	3343.68	86,936	6,085	93,021
9	3224.91	83,848	5,869	89,717	9	3383.16	87,962	6,157	94,119	9	3462.31	90,020	6,301	96,322
10	3343.67	86,935	6,085	93,021	10	3501.97	91,051	6,374	97,425	10	3581.06	93,108	6,518	99,625
11	3472.30	90,280	6,320	96,599	11	3630.52	94,393	6,608	101,001	11	3709.66	96,451	6,752	103,203
12	3590.93	93,364	6,535	99,900	12	3749.19	97,479	6,824	104,302	12	3828.33	99,537	6,968	106,504
13	3697.57	96,137	6,730	102,866	13	3860.54	100,374	7,026	107,400	13	3942.06	102,494	7,175	109,668
14	3740.83	97,262	6,808	104,070	14	3903.80	101,499	7,105	108,604	14	3985.33	103,619	7,253	110,872
15	3780.83	98,302	6,881	105,183	15	3943.80	102,539	7,178	109,717	15	4025.33	104,659	7,326	111,985
16	3819.29	99,302	6,951	106,253	16	3982.26	103,539	7,248	110,787	16	4063.79	105,659	7,396	113,055

Lane IV - Master's Degree Plus 30 Semester Hours of approved Graduate Credit					Lane V - Master's Degree Plus 45 Semester Hours of approved Graduate Credit					Lane VI - Doctorate Degree - (Ph.D or ED.D)				
Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp	Step	Bi-Weekly Gross	Annual	Pension Pick Up	Total Comp
1	2601.71	67,645	4,735	72,380	1	2680.83	69,702	4,879	74,581	1	2759.96	71,759	5,023	76,782
2	2720.42	70,731	4,951	75,682	2	2799.57	72,789	5,095	77,884	2	2878.66	74,845	5,239	80,084
3	2849.04	74,075	5,185	79,260	3	2928.19	76,133	5,329	81,462	3	3007.33	78,191	5,473	83,664
4	2967.81	77,163	5,401	82,564	4	3046.96	79,221	5,545	84,766	4	3126.06	81,277	5,689	86,967
5	3086.43	80,247	5,617	85,864	5	3165.54	82,304	5,761	88,065	5	3244.67	84,361	5,905	90,267
6	3205.14	83,334	5,833	89,167	6	3284.23	85,390	5,977	91,367	6	3363.41	87,449	6,121	93,570
7	3304.10	85,907	6,013	91,920	7	3383.23	87,964	6,157	94,122	7	3462.41	90,023	6,302	96,324
8	3422.80	88,993	6,229	95,222	8	3501.98	91,051	6,374	97,425	8	3581.12	93,109	6,518	99,627
9	3541.42	92,077	6,445	98,522	9	3620.56	94,135	6,589	100,724	9	3699.68	96,192	6,733	102,925
10	3660.24	95,166	6,662	101,828	10	3739.35	97,223	6,806	104,029	10	3818.49	98,281	6,950	106,230
11	3788.82	98,509	6,896	105,405	11	3867.98	100,568	7,040	107,607	11	3947.09	102,624	7,184	109,808
12	3907.48	101,594	7,112	108,706	12	3986.63	103,652	7,256	110,908	12	4065.76	105,710	7,400	113,109
13	4023.56	104,612	7,323	111,935	13	4105.04	106,731	7,471	114,202	13	4186.53	108,850	7,619	116,469
14	4066.82	105,737	7,402	113,139	14	4148.30	107,856	7,550	115,406	14	4229.79	109,975	7,698	117,673
15	4106.82	106,777	7,474	114,252	15	4188.30	108,896	7,623	116,518	15	4269.79	111,015	7,771	118,786
16	4145.28	107,777	7,544	115,322	16	4226.76	109,896	7,693	117,588	16	4308.25	112,015	7,841	119,856

1E. PSRP JOB TITLES AND GRADE LEVELS.

JOB CODE	JOB TITLE	GRADE LEVEL
00003150	AUDIOMETRIC AND VISION SCREENING TECHNICIAN	G06
00000940	AUDIO-VISUAL TECHNICIAN	GA3
00000711	COMMUNITY RELATIONS REPRESENTATIVE I	GA8
00000712	COMMUNITY RELATIONS REPRESENTATIVE II	GA10
00000671	COMPUTER TECHNICIAN	G11
00003429	EDUCATIONAL SIGN LANGUAGE INTERPRETER I	G04
00003430	EDUCATIONAL SIGN LANGUAGE INTERPRETER II	G09
00003431	EDUCATIONAL SIGN LANGUAGE INTERPRETER III	G11
00000466	GUIDANCE COUNSELOR ASSISTANT	G06
00003504	HEAD START EDUCATIONAL RESOURCE ASSISTANT	GA7
00003507	HEAD START HEALTH RESOURCE ASSISTANT	GA7
00003505	HEAD START PARENT RESOURCE ASSISTANT	GA7
00003506	HEAD START SOCIAL SERVICE RESOURCE ASSISTANT	GA7
00003618	HEALTH SERVICE NURSE	G10
00003620	HOSPITAL LICENSED PRACTICAL NURSE	G07
00003917	INSTRUCTOR ASSISTANT I	G03
00003920	INSTRUCTOR ASSISTANT II	GB3
00000470	INTERPRETER CLERK	G09
00003509	OCCUPATIONAL THERAPIST ASSISTANT	G09
00000702	PARENT ADVOCATE	GB6
00000703	PARENT ADVOCATE – BILINGUAL	GB6
00000462	SCHOOL ASSISTANT I	GA1
00000482	SCHOOL ASSISTANT II	GA2
00000475	SCHOOL ASSISTANT I – BILINGUAL	GA1
00000485	SCHOOL ASSISTANT II – BILINGUAL	GA2
00000474	SCHOOL ASSISTANT I – BILINGUAL – SPANISH	GA1
00000484	SCHOOL ASSISTANT II – BILINGUAL – SPANISH	GA2
00000467	SCHOOL CLERK ASSISTANT	G05
00000468	SCHOOL CLERK I	G09
00002501	SCHOOL CLERK I – BILINGUAL – SPANISH	G09
00000701	SCHOOL COMMUNITY REPRESENTATIVE	G03
00000531	SCHOOL LIBRARY ASSISTANT I	G06
00000532	SCHOOL LIBRARY ASSISTANT II	GC6
00003501	SCHOOL SOCIAL SERVICE ASSISTANT	GA1
00000472	SPECIAL EDUCATION SUPPORT CLERK	G09
00003406	SPEECH/LANGUAGE PATHOLOGY PARAEDUCATOR	G10
00003405	SPEECH/LANGUAGE PATHOLOGY PARAEDUCATOR – BILINGUAL	G10
00003515	STUDENT SPECIAL NEEDS PROGRAM ASSISTANT	GA7
00000710	STUDENT SPECIAL SERVICES ADVOCATE	GA10
00000463	TEACHER ASSISTANT I	GB1
00000483	TEACHER ASSISTANT II	GB2
00002520	TEACHER ASSISTANT I – MONTESSORI PROGRAM	G03
00002519	TEACHER ASSISTANT II – MONTESSORI PROGRAM	GB3

JOB CODE	JOB TITLE	GRADE LEVEL
00000691	TECHNOLOGY COORDINATOR I	G11
00000692	TECHNOLOGY COORDINATOR II	G12
00000693	TECHNOLOGY COORDINATOR III	G13
00003590	TRUANT OFFICER	G08

Intentionally Blank

1F. SALARY SCHEDULES FOR PSRPS IN 38.6-WEEK POSITIONS*

38.60 WEEKS - MONTHLY AND ANNUAL RATE (CODE A)

EFFECTIVE JULY 1, 2007

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE GA3	GRADE G03	GRADE GB3	GRADE G04
1	1ST YEAR.....	\$2,156.52	\$2,255.04	\$2,167.00	\$2,265.52	\$2,238.40	\$2,313.92	\$2,412.44	\$2,429.60
	ANNUAL SALARY.....	\$21,889	\$22,889	\$21,995	\$22,995	\$22,720	\$23,486	\$24,486	\$24,660
	PENSION.....	\$1,532	\$1,602	\$1,590	\$1,610	\$1,590	\$1,644	\$1,714	\$1,726
	TOTAL COMPENSATION.....	\$23,421	\$24,491	\$23,535	\$24,605	\$24,310	\$25,130	\$26,200	\$26,387
2	AFTER 1 YEAR.....	\$2,267.54	\$2,366.06	\$2,278.24	\$2,376.76	\$2,350.26	\$2,429.60	\$2,528.12	\$2,549.78
	ANNUAL SALARY.....	\$23,016	\$24,016	\$23,124	\$24,124	\$23,855	\$24,660	\$25,660	\$25,880
	PENSION.....	\$1,611	\$1,681	\$1,619	\$1,689	\$1,670	\$1,726	\$1,796	\$1,812
	TOTAL COMPENSATION.....	\$24,627	\$25,697	\$24,743	\$25,813	\$25,525	\$26,387	\$27,457	\$27,692
3	AFTER 2 YEARS.....	\$2,376.54	\$2,477.06	\$2,389.18	\$2,487.70	\$2,466.50	\$2,549.78	\$2,648.30	\$2,674.86
	ANNUAL SALARY.....	\$24,142	\$25,142	\$24,250	\$25,250	\$25,035	\$25,880	\$26,880	\$27,150
	PENSION.....	\$1,630	\$1,700	\$1,698	\$1,768	\$1,752	\$1,812	\$1,882	\$1,900
	TOTAL COMPENSATION.....	\$25,772	\$26,842	\$25,948	\$27,018	\$26,787	\$27,692	\$28,762	\$29,050
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$2,402.82	\$2,501.34	\$2,412.96	\$2,511.48	\$2,487.90	\$2,571.88	\$2,670.40	\$2,700.92
	ANNUAL SALARIES.....	\$24,389	\$25,389	\$24,492	\$25,492	\$25,252	\$26,105	\$27,105	\$27,414
	PENSION.....	\$1,707	\$1,777	\$1,714	\$1,784	\$1,768	\$1,827	\$1,897	\$1,919
	TOTAL COMPENSATION.....	\$26,096	\$27,166	\$26,206	\$27,276	\$27,020	\$27,932	\$29,002	\$29,333
5	7TH YEAR TO 11TH YEAR INCLUSIVE..	\$2,522.86	\$2,621.38	\$2,533.00	\$2,631.52	\$2,612.70	\$2,700.92	\$2,799.44	\$2,838.92
	ANNUAL SALARIES.....	\$25,607	\$26,607	\$25,710	\$26,710	\$26,519	\$27,414	\$28,414	\$28,815
	PENSION.....	\$1,792	\$1,862	\$1,800	\$1,870	\$1,856	\$1,919	\$1,989	\$2,017
	TOTAL COMPENSATION.....	\$27,400	\$28,470	\$27,510	\$28,580	\$28,375	\$29,333	\$30,403	\$30,832
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$2,643.08	\$2,741.60	\$2,653.26	\$2,751.78	\$2,746.18	\$2,838.92	\$2,937.44	\$2,976.84
	ANNUAL SALARIES.....	\$26,827	\$27,827	\$26,931	\$27,931	\$27,874	\$28,815	\$29,815	\$30,215
	PENSION.....	\$1,878	\$1,948	\$1,885	\$1,955	\$1,951	\$2,017	\$2,087	\$2,115
	TOTAL COMPENSATION.....	\$28,705	\$29,775	\$28,816	\$29,886	\$29,825	\$30,832	\$31,902	\$32,330
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$2,776.70	\$2,875.22	\$2,786.86	\$2,885.38	\$2,879.64	\$2,976.84	\$3,075.36	\$3,123.74
	ANNUAL SALARIES.....	\$28,983	\$29,983	\$28,987	\$29,987	\$29,928	\$30,928	\$31,928	\$32,326
	PENSION.....	\$1,573	\$1,643	\$1,573	\$1,643	\$1,626	\$1,685	\$1,755	\$1,776
	TOTAL COMPENSATION.....	\$30,556	\$31,626	\$30,560	\$31,630	\$31,554	\$32,613	\$33,683	\$34,102
8	21ST YEAR.....	\$2,919.08	\$3,017.60	\$2,929.20	\$3,027.72	\$3,021.78	\$3,123.74	\$3,222.26	\$3,279.30
	ANNUAL SALARIES.....	\$29,629	\$30,629	\$29,731	\$30,731	\$30,671	\$31,706	\$32,706	\$33,285
	PENSION.....	\$2,074	\$2,144	\$2,081	\$2,151	\$2,147	\$2,219	\$2,289	\$2,330
	TOTAL COMPENSATION.....	\$31,703	\$32,773	\$31,813	\$32,883	\$32,818	\$33,925	\$34,995	\$35,615
9	22ND YEAR AND THEREAFTER.....	\$3,005.72	\$3,104.24	\$3,016.20	\$3,114.72	\$3,112.42	\$3,216.56	\$3,315.06	\$3,376.72
	ANNUAL SALARIES.....	\$30,508	\$31,508	\$30,614	\$31,614	\$31,591	\$32,648	\$33,648	\$34,274
	PENSION.....	\$2,136	\$2,206	\$2,143	\$2,213	\$2,211	\$2,285	\$2,355	\$2,399
	TOTAL COMPENSATION.....	\$32,644	\$33,714	\$32,757	\$33,827	\$33,802	\$34,933	\$36,003	\$36,673

EFFECTIVE JULY 1, 2007

38.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE A)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G05	GRADE G06	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE G12	GRADE G13	GRADE G14	GRADE G15	GRADE G16	GRADE G17	GRADE G18	GRADE G19	GRADE G20
1	1ST YEAR.....	\$2,549.80	\$2,727.18	\$2,717.24	\$2,808.96	\$2,907.48	\$2,856.00	\$2,952.40	\$2,994.78								
	ANNUAL SALARY.....	\$25,880	\$27,681	\$27,580	\$28,511	\$29,511	\$28,988	\$29,967	\$30,937								
	PENSION.....	\$1,812	\$1,938	\$1,931	\$2,056	\$2,181	\$2,158	\$2,283	\$2,357								
	TOTAL COMPENSATION.....	\$27,692	\$29,619	\$29,511	\$30,567	\$31,692	\$31,146	\$32,250	\$33,294								
2	AFTER 1 YEAR.....	\$2,674.86	\$2,866.38	\$2,856.00	\$2,952.40	\$3,050.92	\$2,994.78	\$3,095.96	\$3,142.54								
	ANNUAL SALARY.....	\$27,150	\$29,094	\$28,988	\$29,967	\$30,967	\$30,337	\$31,424	\$31,897								
	PENSION.....	\$1,900	\$2,037	\$2,029	\$2,168	\$2,307	\$2,283	\$2,420	\$2,493								
	TOTAL COMPENSATION.....	\$29,050	\$31,130	\$31,018	\$32,065	\$33,135	\$32,525	\$33,624	\$34,130								
3	AFTER 2 YEARS.....	\$2,808.96	\$3,005.66	\$2,994.78	\$3,095.96	\$3,194.48	\$3,142.68	\$3,248.66	\$3,299.10								
	ANNUAL SALARY.....	\$28,511	\$30,507	\$30,397	\$31,424	\$32,424	\$31,898	\$32,974	\$33,486								
	PENSION.....	\$1,996	\$2,136	\$2,128	\$2,260	\$2,394	\$2,370	\$2,508	\$2,544								
	TOTAL COMPENSATION.....	\$30,507	\$32,643	\$32,525	\$33,684	\$34,818	\$34,268	\$35,482	\$36,030								
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$2,838.90	\$3,032.76	\$3,021.78	\$3,123.74	\$3,222.26	\$3,172.28	\$3,279.30	\$3,335.88								
	ANNUAL SALARIES.....	\$28,815	\$30,783	\$30,671	\$31,706	\$32,706	\$32,199	\$33,285	\$33,859								
	PENSION.....	\$2,017	\$2,155	\$2,147	\$2,219	\$2,289	\$2,254	\$2,330	\$2,370								
	TOTAL COMPENSATION.....	\$30,832	\$32,937	\$32,818	\$33,925	\$34,995	\$34,453	\$35,615	\$36,229								
5	7TH YEAR TO 11TH YEAR INCLUSIVE..	\$2,976.84	\$3,183.80	\$3,172.28	\$3,279.30	\$3,377.82	\$3,335.88	\$3,448.46	\$3,499.44								
	ANNUAL SALARIES.....	\$30,215	\$32,316	\$32,199	\$33,285	\$34,385	\$33,859	\$35,002	\$35,519								
	PENSION.....	\$2,115	\$2,262	\$2,254	\$2,330	\$2,400	\$2,370	\$2,450	\$2,486								
	TOTAL COMPENSATION.....	\$32,330	\$34,578	\$34,453	\$35,615	\$36,785	\$36,229	\$38,006	\$38,006								
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$3,123.74	\$3,348.06	\$3,335.88	\$3,448.46	\$3,546.98	\$3,499.44	\$3,617.54	\$3,671.68								
	ANNUAL SALARIES.....	\$31,706	\$33,983	\$33,859	\$35,002	\$36,002	\$35,519	\$36,718	\$37,268								
	PENSION.....	\$2,219	\$2,379	\$2,370	\$2,450	\$2,520	\$2,500	\$2,570	\$2,609								
	TOTAL COMPENSATION.....	\$33,925	\$36,362	\$36,229	\$37,452	\$38,522	\$38,006	\$39,288	\$39,876								
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$3,279.30	\$3,512.22	\$3,499.44	\$3,617.54	\$3,716.06	\$3,671.66	\$3,795.60	\$3,861.06								
	ANNUAL SALARIES.....	\$33,285	\$35,649	\$35,519	\$36,718	\$37,718	\$37,267	\$38,525	\$39,190								
	PENSION.....	\$2,330	\$2,495	\$2,486	\$2,570	\$2,640	\$2,609	\$2,697	\$2,743								
	TOTAL COMPENSATION.....	\$35,615	\$38,144	\$38,006	\$39,288	\$40,358	\$39,876	\$41,222	\$41,933								
8	21ST YEAR.....	\$3,448.46	\$3,685.08	\$3,671.68	\$3,795.68	\$3,894.20	\$3,861.06	\$3,991.38	\$4,054.82								
	ANNUAL SALARIES.....	\$35,002	\$37,404	\$37,268	\$38,526	\$39,526	\$39,000	\$40,313	\$40,988								
	PENSION.....	\$2,450	\$2,618	\$2,609	\$2,697	\$2,767	\$2,743	\$2,836	\$2,881								
	TOTAL COMPENSATION.....	\$37,452	\$40,022	\$39,876	\$41,223	\$42,293	\$41,743	\$43,149	\$44,069								
9	22ND YEAR AND THEREAFTER.....	\$3,550.88	\$3,795.28	\$3,781.44	\$3,947.48	\$4,046.00	\$3,976.48	\$4,109.94	\$4,135.50								
	ANNUAL SALARIES.....	\$36,041	\$38,522	\$38,382	\$40,067	\$41,067	\$40,361	\$41,716	\$42,495								
	PENSION.....	\$2,523	\$2,697	\$2,687	\$2,805	\$2,875	\$2,851	\$2,920	\$2,938								
	TOTAL COMPENSATION.....	\$38,564	\$41,219	\$41,068	\$42,872	\$43,942	\$43,187	\$44,636	\$45,433								

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE G410	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,095.96	\$3,410.52	\$3,499.44	\$3,617.54	\$3,861.06	\$3,828.66	\$3,828.66	\$3,828.66
	ANNUAL SALARY.....	\$31,424	\$34,617	\$35,519	\$36,718	\$39,190	\$38,861	\$38,861	\$38,861
	PENSION.....	\$2,420	\$2,423	\$2,486	\$2,570	\$2,743	\$2,720	\$2,720	\$2,720
	TOTAL COMPENSATION.....	\$33,624	\$37,040	\$38,006	\$39,288	\$41,933	\$41,581	\$41,581	\$41,581
2	AFTER 1 YEAR.....	\$3,248.66	\$3,586.40	\$3,671.66	\$3,795.60	\$4,054.82	\$4,020.82	\$4,434.77	\$4,887.28
	ANNUAL SALARY.....	\$32,974	\$36,402	\$37,267	\$38,525	\$41,156	\$40,811	\$45,013	\$49,606
	PENSION.....	\$2,308	\$2,548	\$2,609	\$2,697	\$2,881	\$2,857	\$3,151	\$3,472
	TOTAL COMPENSATION.....	\$35,282	\$38,950	\$39,876	\$41,222	\$44,037	\$43,668	\$48,164	\$53,078
3	AFTER 2 YEARS.....	\$3,410.52	\$3,762.24	\$3,861.06	\$3,991.38	\$4,261.40	\$4,225.63	\$4,656.85	\$5,130.58
	ANNUAL SALARY.....	\$34,617	\$38,187	\$39,190	\$40,513	\$43,253	\$42,890	\$47,267	\$52,075
	PENSION.....	\$2,423	\$2,673	\$2,743	\$2,836	\$3,028	\$3,002	\$3,309	\$3,645
	TOTAL COMPENSATION.....	\$37,040	\$40,860	\$41,933	\$43,348	\$46,281	\$45,892	\$50,576	\$55,721
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$3,448.46	\$3,795.68	\$4,054.82	\$4,191.66	\$4,472.30	\$4,434.77	\$4,887.28	\$5,386.73
	ANNUAL SALARIES.....	\$35,002	\$38,526	\$41,156	\$42,545	\$45,394	\$45,013	\$49,606	\$54,675
	PENSION.....	\$2,450	\$2,697	\$2,881	\$2,978	\$3,178	\$3,151	\$3,472	\$3,827
	TOTAL COMPENSATION.....	\$37,452	\$41,223	\$44,037	\$45,524	\$48,571	\$48,164	\$53,078	\$58,503
5	7TH YEAR TO 11TH YEAR INCLUSIVE..	\$3,617.54	\$3,991.38	\$4,261.40	\$4,405.20	\$4,696.24	\$4,656.85	\$5,130.58	\$5,655.67
	ANNUAL SALARIES.....	\$36,718	\$40,513	\$43,253	\$44,713	\$47,667	\$47,267	\$52,075	\$57,405
	PENSION.....	\$2,570	\$2,836	\$3,028	\$3,130	\$3,337	\$3,309	\$3,645	\$4,018
	TOTAL COMPENSATION.....	\$39,288	\$43,348	\$46,281	\$47,843	\$51,004	\$50,576	\$55,721	\$61,423
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$3,795.68	\$4,191.66	\$4,472.30	\$4,623.24	\$4,928.62	\$4,887.28	\$5,386.73	\$5,937.41
	ANNUAL SALARIES.....	\$38,526	\$42,545	\$45,394	\$46,926	\$50,025	\$49,606	\$54,675	\$60,265
	PENSION.....	\$2,697	\$2,978	\$3,178	\$3,285	\$3,502	\$3,472	\$3,827	\$4,219
	TOTAL COMPENSATION.....	\$41,223	\$45,524	\$48,571	\$50,211	\$53,527	\$53,078	\$58,503	\$64,483
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$3,980.46	\$4,405.20	\$4,696.24	\$4,854.78	\$5,173.98	\$5,130.58	\$5,655.67	\$6,236.14
	ANNUAL SALARIES.....	\$40,402	\$44,713	\$47,667	\$49,276	\$52,516	\$52,075	\$57,405	\$63,297
	PENSION.....	\$2,828	\$3,130	\$3,337	\$3,449	\$3,676	\$3,645	\$4,018	\$4,431
	TOTAL COMPENSATION.....	\$43,230	\$47,843	\$51,004	\$52,725	\$56,192	\$55,721	\$61,423	\$67,728
8	21ST YEAR.....	\$4,191.66	\$4,623.24	\$4,928.62	\$5,094.94	\$5,432.34	\$5,386.73	\$5,937.41	\$6,552.00
	ANNUAL SALARIES.....	\$42,545	\$46,926	\$50,025	\$51,714	\$55,138	\$54,675	\$60,265	\$66,503
	PENSION.....	\$2,978	\$3,285	\$3,502	\$3,620	\$3,860	\$3,827	\$4,219	\$4,655
	TOTAL COMPENSATION.....	\$45,524	\$50,211	\$53,527	\$55,334	\$58,998	\$58,503	\$64,483	\$71,158
9	22ND YEAR AND THEREAFTER.....	\$4,317.40	\$4,760.56	\$5,076.00	\$5,246.26	\$5,595.26	\$5,548.33	\$6,115.53	\$6,748.56
	ANNUAL SALARIES.....	\$43,822	\$48,320	\$51,521	\$53,250	\$56,792	\$56,316	\$62,073	\$68,498
	PENSION.....	\$3,068	\$3,382	\$3,606	\$3,729	\$3,975	\$3,945	\$4,345	\$4,795
	TOTAL COMPENSATION.....	\$46,889	\$51,702	\$55,128	\$56,977	\$60,767	\$60,258	\$66,418	\$73,293

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G01	GRADE G02	GRADE G01	GRADE G02	GRADE G03	GRADE G03	GRADE G03	GRADE G03	GRADE G04
1	1ST YEAR.....	\$2,242.78	\$2,341.30	\$2,263.04	\$2,361.56	\$2,327.94	\$2,406.48	\$2,505.00	\$2,526.78	\$2,526.78
	ANNUAL SALARY.....	\$22,764	\$23,764	\$22,970	\$23,970	\$23,629	\$24,426	\$25,426	\$25,647	\$25,647
	PENSION.....	\$1,593	\$1,663	\$1,608	\$1,678	\$1,654	\$1,710	\$1,780	\$1,795	\$1,795
	TOTAL COMPENSATION.....	\$24,357	\$25,428	\$24,578	\$25,648	\$25,283	\$26,136	\$27,206	\$27,442	\$27,442
2	AFTER 1 YEAR.....	\$2,358.24	\$2,456.76	\$2,369.36	\$2,467.88	\$2,444.28	\$2,526.78	\$2,625.30	\$2,651.78	\$2,651.78
	ANNUAL SALARY.....	\$23,936	\$24,936	\$24,049	\$25,049	\$24,809	\$25,647	\$26,647	\$26,916	\$26,916
	PENSION.....	\$1,676	\$1,746	\$1,753	\$1,823	\$1,789	\$1,859	\$1,929	\$1,954	\$1,954
	TOTAL COMPENSATION.....	\$25,612	\$26,682	\$25,802	\$26,872	\$26,598	\$27,506	\$28,576	\$28,870	\$28,870
3	AFTER 2 YEARS.....	\$2,473.68	\$2,572.20	\$2,484.74	\$2,583.26	\$2,565.16	\$2,651.78	\$2,750.30	\$2,781.86	\$2,781.86
	ANNUAL SALARY.....	\$25,108	\$26,108	\$25,220	\$26,220	\$26,036	\$26,916	\$27,916	\$28,236	\$28,236
	PENSION.....	\$1,758	\$1,828	\$1,765	\$1,835	\$1,823	\$1,884	\$1,954	\$1,977	\$1,977
	TOTAL COMPENSATION.....	\$26,865	\$27,935	\$26,986	\$28,056	\$27,859	\$28,800	\$29,870	\$30,212	\$30,212
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,498.94	\$2,597.46	\$2,509.48	\$2,608.00	\$2,587.42	\$2,674.76	\$2,773.28	\$2,808.96	\$2,808.96
	ANNUAL SALARY.....	\$25,364	\$26,364	\$25,471	\$26,471	\$26,262	\$27,149	\$28,149	\$28,511	\$28,511
	PENSION.....	\$1,775	\$1,845	\$1,783	\$1,853	\$1,838	\$1,900	\$1,970	\$1,996	\$1,996
	TOTAL COMPENSATION.....	\$27,139	\$28,210	\$27,254	\$28,324	\$28,101	\$29,049	\$30,119	\$30,507	\$30,507
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,623.78	\$2,722.30	\$2,634.32	\$2,732.84	\$2,717.20	\$2,808.96	\$2,907.48	\$2,952.48	\$2,952.48
	ANNUAL SALARY.....	\$26,631	\$27,631	\$26,738	\$27,738	\$27,580	\$28,511	\$29,511	\$29,968	\$29,968
	PENSION.....	\$1,864	\$1,934	\$1,872	\$1,942	\$1,931	\$1,996	\$2,066	\$2,098	\$2,098
	TOTAL COMPENSATION.....	\$28,496	\$29,566	\$28,610	\$29,680	\$29,510	\$30,507	\$31,577	\$32,065	\$32,065
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,748.80	\$2,847.32	\$2,759.40	\$2,857.92	\$2,856.02	\$2,952.48	\$3,051.00	\$3,095.92	\$3,095.92
	ANNUAL SALARY.....	\$27,900	\$28,900	\$28,008	\$29,008	\$28,989	\$29,968	\$30,968	\$31,424	\$31,424
	PENSION.....	\$1,953	\$2,023	\$1,961	\$2,031	\$2,029	\$2,098	\$2,168	\$2,200	\$2,200
	TOTAL COMPENSATION.....	\$29,853	\$30,923	\$29,968	\$31,038	\$31,018	\$32,065	\$33,135	\$33,623	\$33,623
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,887.76	\$2,986.28	\$2,899.34	\$2,996.86	\$2,994.92	\$3,095.92	\$3,194.44	\$3,248.68	\$3,248.68
	ANNUAL SALARY.....	\$29,311	\$30,311	\$29,418	\$30,418	\$30,397	\$31,424	\$32,424	\$32,974	\$32,974
	PENSION.....	\$2,052	\$2,122	\$2,059	\$2,129	\$2,128	\$2,200	\$2,270	\$2,304	\$2,304
	TOTAL COMPENSATION.....	\$31,363	\$32,433	\$31,477	\$32,547	\$32,525	\$33,623	\$34,693	\$35,282	\$35,282
8	20TH TO 21ST YEAR.....	\$3,035.84	\$3,134.36	\$3,046.36	\$3,144.88	\$3,142.66	\$3,248.68	\$3,347.20	\$3,410.48	\$3,410.48
	ANNUAL SALARY.....	\$30,814	\$31,814	\$30,921	\$31,921	\$31,898	\$32,974	\$33,974	\$34,616	\$34,616
	PENSION.....	\$2,157	\$2,227	\$2,164	\$2,234	\$2,233	\$2,308	\$2,378	\$2,423	\$2,423
	TOTAL COMPENSATION.....	\$32,971	\$34,041	\$33,085	\$34,155	\$34,131	\$35,282	\$36,352	\$37,040	\$37,040
9	22ND TO 25TH YEAR.....	\$3,125.94	\$3,224.46	\$3,136.94	\$3,235.36	\$3,236.92	\$3,345.20	\$3,443.72	\$3,511.78	\$3,511.78
	ANNUAL SALARY.....	\$31,728	\$32,728	\$31,839	\$32,839	\$32,855	\$33,954	\$34,954	\$35,645	\$35,645
	PENSION.....	\$2,221	\$2,291	\$2,229	\$2,299	\$2,300	\$2,377	\$2,447	\$2,495	\$2,495
	TOTAL COMPENSATION.....	\$33,949	\$35,019	\$34,068	\$35,138	\$35,155	\$36,331	\$37,401	\$38,140	\$38,140
10	26TH YEAR AND THEREAFTER.....	\$3,219.72	\$3,318.24	\$3,230.96	\$3,329.48	\$3,334.02	\$3,445.56	\$3,544.08	\$3,617.14	\$3,617.14
	ANNUAL SALARY.....	\$32,680	\$33,680	\$32,794	\$33,794	\$33,840	\$34,972	\$35,972	\$36,714	\$36,714
	PENSION.....	\$2,288	\$2,358	\$2,296	\$2,366	\$2,369	\$2,448	\$2,518	\$2,570	\$2,570
	TOTAL COMPENSATION.....	\$34,968	\$36,038	\$35,090	\$36,160	\$36,209	\$37,421	\$38,491	\$39,284	\$39,284

(CODE A)

ST	YEARS OF SERVICE		GRADE G05	GRADE G06	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE G12	GRADE G13	GRADE G14	GRADE G15	GRADE G16	GRADE G17	GRADE G18	GRADE G19	GRADE G20	GRADE G21	GRADE G22	GRADE G23	GRADE G24	GRADE G25	GRADE G26	GRADE G27	GRADE G28	GRADE G29	GRADE G30	GRADE G31	GRADE G32	GRADE G33	GRADE G34	GRADE G35	GRADE G36	GRADE G37	GRADE G38	GRADE G39	GRADE G40	GRADE G41	GRADE G42	GRADE G43	GRADE G44	GRADE G45	GRADE G46	GRADE G47	GRADE G48	GRADE G49	GRADE G50	GRADE G51	GRADE G52	GRADE G53	GRADE G54	GRADE G55	GRADE G56	GRADE G57	GRADE G58	GRADE G59	GRADE G60	GRADE G61	GRADE G62	GRADE G63	GRADE G64	GRADE G65	GRADE G66	GRADE G67	GRADE G68	GRADE G69	GRADE G70	GRADE G71	GRADE G72	GRADE G73	GRADE G74	GRADE G75	GRADE G76	GRADE G77	GRADE G78	GRADE G79	GRADE G80	GRADE G81	GRADE G82	GRADE G83	GRADE G84	GRADE G85	GRADE G86	GRADE G87	GRADE G88	GRADE G89	GRADE G90	GRADE G91	GRADE G92	GRADE G93	GRADE G94	GRADE G95	GRADE G96	GRADE G97	GRADE G98	GRADE G99	GRADE G100	GRADE G101	GRADE G102	GRADE G103	GRADE G104	GRADE G105	GRADE G106	GRADE G107	GRADE G108	GRADE G109	GRADE G110	GRADE G111	GRADE G112	GRADE G113	GRADE G114	GRADE G115	GRADE G116	GRADE G117	GRADE G118	GRADE G119	GRADE G120	GRADE G121	GRADE G122	GRADE G123	GRADE G124	GRADE G125	GRADE G126	GRADE G127	GRADE G128	GRADE G129	GRADE G130	GRADE G131	GRADE G132	GRADE G133	GRADE G134	GRADE G135	GRADE G136	GRADE G137	GRADE G138	GRADE G139	GRADE G140	GRADE G141	GRADE G142	GRADE G143	GRADE G144	GRADE G145	GRADE G146	GRADE G147	GRADE G148	GRADE G149	GRADE G150	GRADE G151	GRADE G152	GRADE G153	GRADE G154	GRADE G155	GRADE G156	GRADE G157	GRADE G158	GRADE G159	GRADE G160	GRADE G161	GRADE G162	GRADE G163	GRADE G164	GRADE G165	GRADE G166	GRADE G167	GRADE G168	GRADE G169	GRADE G170	GRADE G171	GRADE G172	GRADE G173	GRADE G174	GRADE G175	GRADE G176	GRADE G177	GRADE G178	GRADE G179	GRADE G180	GRADE G181	GRADE G182	GRADE G183	GRADE G184	GRADE G185	GRADE G186	GRADE G187	GRADE G188	GRADE G189	GRADE G190	GRADE G191	GRADE G192	GRADE G193	GRADE G194	GRADE G195	GRADE G196	GRADE G197	GRADE G198	GRADE G199	GRADE G200	GRADE G201	GRADE G202	GRADE G203	GRADE G204	GRADE G205	GRADE G206	GRADE G207	GRADE G208	GRADE G209	GRADE G210	GRADE G211	GRADE G212	GRADE G213	GRADE G214	GRADE G215	GRADE G216	GRADE G217	GRADE G218	GRADE G219	GRADE G220	GRADE G221	GRADE G222	GRADE G223	GRADE G224	GRADE G225	GRADE G226	GRADE G227	GRADE G228	GRADE G229	GRADE G230	GRADE G231	GRADE G232	GRADE G233	GRADE G234	GRADE G235	GRADE G236	GRADE G237	GRADE G238	GRADE G239	GRADE G240	GRADE G241	GRADE G242	GRADE G243	GRADE G244	GRADE G245	GRADE G246	GRADE G247	GRADE G248	GRADE G249	GRADE G250	GRADE G251	GRADE G252	GRADE G253	GRADE G254	GRADE G255	GRADE G256	GRADE G257	GRADE G258	GRADE G259	GRADE G260	GRADE G261	GRADE G262	GRADE G263	GRADE G264	GRADE G265	GRADE G266	GRADE G267	GRADE G268	GRADE G269	GRADE G270	GRADE G271	GRADE G272	GRADE G273	GRADE G274	GRADE G275	GRADE G276	GRADE G277	GRADE G278	GRADE G279	GRADE G280	GRADE G281	GRADE G282	GRADE G283	GRADE G284	GRADE G285	GRADE G286	GRADE G287	GRADE G288	GRADE G289	GRADE G290	GRADE G291	GRADE G292	GRADE G293	GRADE G294	GRADE G295	GRADE G296	GRADE G297	GRADE G298	GRADE G299	GRADE G300	GRADE G301	GRADE G302	GRADE G303	GRADE G304	GRADE G305	GRADE G306	GRADE G307	GRADE G308	GRADE G309	GRADE G310	GRADE G311	GRADE G312	GRADE G313	GRADE G314	GRADE G315	GRADE G316	GRADE G317	GRADE G318	GRADE G319	GRADE G320	GRADE G321	GRADE G322	GRADE G323	GRADE G324	GRADE G325	GRADE G326	GRADE G327	GRADE G328	GRADE G329	GRADE G330	GRADE G331	GRADE G332	GRADE G333	GRADE G334	GRADE G335	GRADE G336	GRADE G337	GRADE G338	GRADE G339	GRADE G340	GRADE G341	GRADE G342	GRADE G343	GRADE G344	GRADE G345	GRADE G346	GRADE G347	GRADE G348	GRADE G349	GRADE G350	GRADE G351	GRADE G352	GRADE G353	GRADE G354	GRADE G355	GRADE G356	GRADE G357	GRADE G358	GRADE G359	GRADE G360	GRADE G361	GRADE G362	GRADE G363	GRADE G364	GRADE G365	GRADE G366	GRADE G367	GRADE G368	GRADE G369	GRADE G370	GRADE G371	GRADE G372	GRADE G373	GRADE G374	GRADE G375	GRADE G376	GRADE G377	GRADE G378	GRADE G379	GRADE G380	GRADE G381	GRADE G382	GRADE G383	GRADE G384	GRADE G385	GRADE G386	GRADE G387	GRADE G388	GRADE G389	GRADE G390	GRADE G391	GRADE G392	GRADE G393	GRADE G394	GRADE G395	GRADE G396	GRADE G397	GRADE G398	GRADE G399	GRADE G400	GRADE G401	GRADE G402	GRADE G403	GRADE G404	GRADE G405	GRADE G406	GRADE G407	GRADE G408	GRADE G409	GRADE G410	GRADE G411	GRADE G412	GRADE G413	GRADE G414	GRADE G415	GRADE G416	GRADE G417	GRADE G418	GRADE G419	GRADE G420	GRADE G421	GRADE G422	GRADE G423	GRADE G424	GRADE G425	GRADE G426	GRADE G427	GRADE G428	GRADE G429	GRADE G430	GRADE G431	GRADE G432	GRADE G433	GRADE G434	GRADE G435	GRADE G436	GRADE G437	GRADE G438	GRADE G439	GRADE G440	GRADE G441	GRADE G442	GRADE G443	GRADE G444	GRADE G445	GRADE G446	GRADE G447	GRADE G448	GRADE G449	GRADE G450	GRADE G451	GRADE G452	GRADE G453	GRADE G454	GRADE G455	GRADE G456	GRADE G457	GRADE G458	GRADE G459	GRADE G460	GRADE G461	GRADE G462	GRADE G463	GRADE G464	GRADE G465	GRADE G466	GRADE G467	GRADE G468	GRADE G469	GRADE G470	GRADE G471	GRADE G472	GRADE G473	GRADE G474	GRADE G475	GRADE G476	GRADE G477	GRADE G478	GRADE G479	GRADE G480	GRADE G481	GRADE G482	GRADE G483	GRADE G484	GRADE G485	GRADE G486	GRADE G487	GRADE G488	GRADE G489	GRADE G490	GRADE G491	GRADE G492	GRADE G493	GRADE G494	GRADE G495	GRADE G496	GRADE G497	GRADE G498	GRADE G499	GRADE G500	GRADE G501	GRADE G502	GRADE G503	GRADE G504	GRADE G505	GRADE G506	GRADE G507	GRADE G508	GRADE G509	GRADE G510	GRADE G511	GRADE G512	GRADE G513	GRADE G514	GRADE G515	GRADE G516	GRADE G517	GRADE G518	GRADE G519	GRADE G520	GRADE G521	GRADE G522	GRADE G523	GRADE G524	GRADE G525	GRADE G526	GRADE G527	GRADE G528	GRADE G529	GRADE G530	GRADE G531	GRADE G532	GRADE G533	GRADE G534	GRADE G535	GRADE G536	GRADE G537	GRADE G538	GRADE G539	GRADE G540	GRADE G541	GRADE G542	GRADE G543	GRADE G544	GRADE G545	GRADE G546	GRADE G547	GRADE G548	GRADE G549	GRADE G550	GRADE G551	GRADE G552	GRADE G553	GRADE G554	GRADE G555	GRADE G556	GRADE G557	GRADE G558	GRADE G559	GRADE G560	GRADE G561	GRADE G562	GRADE G563	GRADE G564	GRADE G565	GRADE G566	GRADE G567	GRADE G568	GRADE G569	GRADE G570	GRADE G571	GRADE G572	GRADE G573	GRADE G574	GRADE G575	GRADE G576	GRADE G577	GRADE G578	GRADE G579	GRADE G580	GRADE G581	GRADE G582	GRADE G583	GRADE G584	GRADE G585	GRADE G586	GRADE G587	GRADE G588	GRADE G589	GRADE G590	GRADE G591	GRADE G592	GRADE G593	GRADE G594	GRADE G595	GRADE G596	GRADE G597	GRADE G598	GRADE G599	GRADE G600	GRADE G601	GRADE G602	GRADE G603	GRADE G604	GRADE G605	GRADE G606	GRADE G607	GRADE G608	GRADE G609	GRADE G610	GRADE G611	GRADE G612	GRADE G613	GRADE G614	GRADE G615	GRADE G616	GRADE G617	GRADE G618	GRADE G619	GRADE G620	GRADE G621	GRADE G622	GRADE G623	GRADE G624	GRADE G625	GRADE G626	GRADE G627	GRADE G628	GRADE G629	GRADE G630	GRADE G631	GRADE G632	GRADE G633	GRADE G634	GRADE G635	GRADE G636	GRADE G637	GRADE G638	GRADE G639	GRADE G640	GRADE G641	GRADE G642	GRADE G643	GRADE G644	GRADE G645	GRADE G646	GRADE G647	GRADE G648	GRADE G649	GRADE G650	GRADE G651	GRADE G652	GRADE G653	GRADE G654	GRADE G655	GRADE G656	GRADE G657	GRADE G658	GRADE G659	GRADE G660	GRADE G661	GRADE G662	GRADE G663	GRADE G664	GRADE G665	GRADE G666	GRADE G667	GRADE G668	GRADE G669	GRADE G670	GRADE G671	GRADE G672	GRADE G673	GRADE G674	GRADE G675	GRADE G676	GRADE G677	GRADE G678	GRADE G679	GRADE G680	GRADE G681	GRADE G682	GRADE G683	GRADE G684	GRADE G685	GRADE G686	GRADE G687	GRADE G688	GRADE G689	GRADE G690	GRADE G691	GRADE G692	GRADE G693	GRADE G694	GRADE G695	GRADE G696	GRADE G697	GRADE G698	GRADE G699	GRADE G700	GRADE G701	GRADE G702	GRADE G703	GRADE G704	GRADE G705	GRADE G706	GRADE G707	GRADE G708	GRADE G709	GRADE G710	GRADE G711	GRADE G712	GRADE G713	GRADE G714	GRADE G715	GRADE G716	GRADE G717	GRADE G718	GRADE G719	GRADE G720	GRADE G721	GRADE G722	GRADE G723	GRADE G724	GRADE G725	GRADE G726	GRADE G727	GRADE G728	GRADE G729	GRADE G730	GRADE G731	GRADE G732	GRADE G733	GRADE G734	GRADE G735	GRADE G736	GRADE G737	GRADE G738	GRADE G739	GRADE G740	GRADE G741	GRADE G742	GRADE G743	GRADE G744	GRADE G745	GRADE G746	GRADE G747	GRADE G748	GRADE G749	GRADE G750	GRADE G751	GRADE G752	GRADE G753	GRADE G754	GRADE G755	GRADE G756	GRADE G757	GRADE G758	GRADE G759	GRADE G760	GRADE G761	GRADE G762	GRADE G763	GRADE G764	GRADE G765	GRADE G766	GRADE G767	GRADE G768	GRADE G769	GRADE G770	GRADE G771	GRADE G772	GRADE G773	GRADE G774	GRADE G775	GRADE G776	GRADE G777	GRADE G778	GRADE G779	GRADE G780	GRADE G781	GRADE G782	GRADE G783	GRADE G784	GRADE G785	GRADE G786	GRADE G787	GRADE G788	GRADE G789	GRADE G790	GRADE G791	GRADE G792	GRADE G793	GRADE G794	GRADE G795	GRADE G796	GRADE G797	GRADE G798	GRADE G799	GRADE G800	GRADE G801	GRADE G802	GRADE G803	GRADE G804	GRADE G805	GRADE G806	GRADE G807	GRADE G808	GRADE G809	GRADE G810	GRADE G811	GRADE G812	GRADE G813	GRADE G814	GRADE G815	GRADE G816	GRADE G817	GRADE G818	GRADE G819	GRADE G820	GRADE G821	GRADE G822	GRADE G823	GRADE G824	GRADE G825	GRADE G826	GRADE G827	GRADE G828	GRADE G829	GRADE G830	GRADE G831	GRADE G832	GRADE G833	GRADE G834	GRADE G835	GRADE G836	GRADE G837	GRADE G838	GRADE G839	GRADE G840	GRADE G841	GRADE G842	GRADE G843	GRADE G844	GRADE G845	GRADE G846	GRADE G847	GRADE G848	GRADE G849	GRADE G850	GRADE G851	GRADE G852	GRADE G853	GRADE G854	GRADE G855	GRADE G856	GRADE G857	GRADE G858	GRADE G859	GRADE G860	GRADE G861	GRADE G862	GRADE G863	GRADE G864	GRADE G865	GRADE G866	GRADE G867	GRADE G868	GRADE G869	GRADE G870	GRADE G871	GRADE G872	GRADE G873	GRADE G874	GRADE G875	GRADE G876	GRADE G877	GRADE G878	GRADE G879	GRADE G880	GRADE G881	GRADE G882	GRADE G883	GRADE G884	GRADE G885	GRADE G886	GRADE G887	GRADE G888	GRADE G889	GRADE G890	GRADE G891	GRADE G892	GRADE G893	GRADE G894	GRADE G895	GRADE G896	GRADE G897	GRADE G898	GRADE G899	GRADE G900	GRADE G901	GRADE G902	GRADE G903	GRADE G904	GRADE G905	GRADE G906	GRADE G907	GRADE G908	GRADE G909	GRADE G910	GRADE G911	GRADE G912	GRADE G913	GRADE G914	GRADE G915	GRADE G916	GRADE G917	GRADE G918	GRADE G919	GRADE G920	GRADE G921	GRADE G922	GRADE G923	GRADE G924	GRADE G925	GRADE G926	GRADE G927	GRADE G928	GRADE G929	GRADE G930	GRADE G931	GRADE G932	GRADE G933	GRADE G934	GRADE G935	GRADE G936	GRADE G937	GRADE G938	GRADE G939	GRADE G940	GRADE G941	GRADE G942	GRADE G943	GRADE G944	GRADE G945	GRADE G946	GRADE G947	GRADE G948	GRADE G949	GRADE G950	GRADE G951	GRADE G952	GRADE G953	GRADE G954	GRADE G955	GRADE G956	GRADE G957	GRADE G958	GRADE G959	GRADE G960	GRADE G961	GRADE G962	GRADE G963	GRADE G964	GRADE G965	GRADE G966	GRADE G967	GRADE G968	GRADE G969	GRADE G970	GRADE G971	GRADE G972	GRADE G973	GRADE G974	GRADE G975	GRADE G976	GRADE G977	GRADE G978	GRADE G979	GRADE G980	GRADE G981	GRADE G982	GRADE G983	GRADE G984	GRADE G985	GRADE G986	GRADE G987	GRADE G988	GRADE G989	GRADE G990	GRADE G991	GRADE G992	GRADE G993	GRADE G994	GRADE G995	GRADE G996	GRADE G997	GRADE G998	GRADE G999	GRADE G1000	GRADE G1001	GRADE G1002	GRADE G1003	GRADE G1004	GRADE G1005	GRADE G1006	GRADE G1007	GRADE G1008	GRADE G1009	GRADE G1010	GRADE G1011	GRADE G1012	GRADE G1013	GRADE G1014	GRADE G1015	GRADE G1016	GRADE G1017	GRADE G1018	GRADE G1019	GRADE G1020	GRADE G1021	GRADE G1022	GRADE G1023	GRADE G1024	GRADE G1025	GRADE G1026	GRADE G1027	GRADE G1028	GRADE G1029	GRADE G1030	GRADE G1031	GRADE G1032	GRADE G1033	GRADE G1034	GRADE G1035	GRADE G1036	GRADE G1037	GRADE G1038	GRADE G1039	GRADE G1040	GRADE G1041	GRADE G1042	GRADE G1043	GRADE G1044	GRADE G1045	GRADE G1046	GRADE G1047	GRADE G1048	GRADE G1049	GRADE G1050	GRADE G1051	GRADE G1052	GRADE G1053	GRADE G1054	GRADE G1055	GRADE G1056	GRADE G1057	GRADE G1058	GRADE G1059	GRADE G1060	GRADE G1061	GRADE G1062	GRADE G1063	GRADE G1064	GRADE G1065	GRADE G1066	GRADE G1067	GRADE G1068	GRADE G1069	GRADE G1070	GRADE G1071	GRADE G1072	GRADE G1073	GRADE G1074	GRADE G1075	GRADE G1076	GRADE G1077	GRADE G1078	GRADE G1079	GRADE G1080	GRADE G1081	GRADE G1082	GRADE G1083	GRADE G1084	GRADE G1085	GRADE G1086	GRADE G1087	GRADE G1088	GRADE G1089	GRADE G1090	GRADE G1091	GRADE G1092	GRADE G1093	GRADE G1094	GRADE G1095	GRADE G1096	GRADE G1097	GRADE G1098	GRADE G1099	GRADE G1100	GRADE G1101	GRADE G1102	GRADE G1103	GRADE G1104	GRADE G1105	GRADE G1106	GRADE G1107	GRADE G1108	GRADE G1109	GRADE G1110	GRADE G1111	GRADE G1112	GRADE G1113	GRADE G1114	GRADE G1115	GRADE G1116	GRADE G1117	GRADE G1118	GRADE G1119	GRADE G1120	GRADE G1121	GRADE G1122	GRADE G1123	GRADE G1124	GRADE G1125	GRADE G1126	GRADE G1127	GRADE G1128	GRADE G1129	GRADE G1130	GRADE G1131	GRADE G1132	GRADE G1133	GRADE G1134	GRADE G1135	GRADE G1136	GRADE G1137	GRADE G1138	GRADE G1139	GRADE G1140	GRADE G1141	GRADE G1142	GRADE G1143	GRADE G1144	GRADE G1145	GRADE G1146	GRADE G1147	GRADE G1148	GRADE G1149	GRADE G1150	GRADE G1151	GRADE G1152	GRADE G1153	GRADE G1154	GRADE G1155	GRADE G1156	GRADE G1157	GRADE G1158	GRADE G1159	GRADE G1160	GRADE G1161	GRADE G1162	GRADE G1163	GRADE G1164	GRADE G1165	GRADE G1166	GRADE G1167	GRADE G1168	GRADE G1169	GRADE G1170	GRADE G1171	GRADE G1172	GRADE G1173	GRADE G1174	GRADE G1175	GRADE G1176	GRADE G1177	GRADE G1178	GRADE G1179	GRADE G1180	GRADE G1181	GRADE G1182	GRADE G1183	GRADE G1184	GRADE G1185	GRADE G1186	GRADE G1187	GRADE G1188	GRADE G1189	GRADE G1190	GRADE G1191	GRADE G1192	GRADE G1193	GRADE G1194	GRADE G1195	GRADE G1196	GRADE G1197	GRADE G1198	GRADE G1199	GRADE G1200	GRADE G1201	GRADE G1202	GRADE G1203	GRADE G1204	GRADE G1205	GRADE G1206	GRADE G1207	GRADE G1208	GRADE G1209	GRADE G1210	GRADE G1211	GRADE G1212	GRADE G1213	GRADE G1214	GRADE G1215	GRADE G1216	GRADE G1217	GRADE G1218	GRADE G1219	GRADE G1220	GRADE G1221	GRADE G1222	GRADE G1223	GRADE G1224	GRADE G1225	GRADE G1226	GRADE G1227
----	------------------	--	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,219.80	\$3,546.94	\$3,639.42	\$4,015.50	\$3,981.81	\$4,394.66	\$4,843.13
	ANNUAL SALARY.....	\$32,681	\$36,001	\$38,187	\$40,757	\$40,415	\$44,606	\$49,158
	PENSION.....	\$2,288	\$2,586	\$2,673	\$2,853	\$2,829	\$3,441	\$3,741
	TOTAL COMPENSATION.....	\$34,969	\$38,522	\$40,860	\$43,610	\$43,244	\$47,728	\$52,599
2	AFTER 1 YEAR.....	\$3,378.60	\$3,729.86	\$3,818.52	\$3,947.42	\$4,217.02	\$4,612.16	\$5,082.77
	ANNUAL SALARY.....	\$34,293	\$37,858	\$38,758	\$40,066	\$42,803	\$46,813	\$51,590
	PENSION.....	\$2,400	\$2,650	\$2,713	\$2,896	\$2,971	\$3,611	\$3,911
	TOTAL COMPENSATION.....	\$36,693	\$40,508	\$41,471	\$42,871	\$45,799	\$50,090	\$55,201
3	AFTER 2 YEARS.....	\$3,546.94	\$3,912.72	\$4,015.50	\$4,431.86	\$4,394.66	\$4,843.13	\$5,335.81
	ANNUAL SALARY.....	\$36,001	\$39,714	\$40,757	\$42,133	\$44,983	\$49,158	\$53,791
	PENSION.....	\$2,550	\$2,780	\$2,853	\$3,149	\$3,122	\$3,791	\$4,091
	TOTAL COMPENSATION.....	\$38,522	\$42,494	\$43,610	\$45,082	\$48,105	\$52,949	\$57,882
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,586.40	\$3,947.50	\$4,217.02	\$4,359.32	\$4,612.16	\$5,082.77	\$5,602.20
	ANNUAL SALARIES.....	\$36,402	\$40,067	\$42,803	\$44,247	\$46,813	\$51,590	\$56,362
	PENSION.....	\$2,548	\$2,805	\$2,996	\$3,097	\$3,277	\$3,811	\$4,111
	TOTAL COMPENSATION.....	\$38,950	\$42,872	\$45,799	\$47,344	\$50,090	\$55,201	\$60,443
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,762.24	\$4,151.04	\$4,431.86	\$4,581.40	\$4,843.13	\$5,335.81	\$5,881.89
	ANNUAL SALARIES.....	\$38,187	\$42,133	\$44,983	\$46,501	\$49,158	\$54,158	\$59,701
	PENSION.....	\$2,673	\$2,949	\$3,149	\$3,255	\$3,441	\$3,791	\$4,179
	TOTAL COMPENSATION.....	\$40,860	\$45,082	\$48,132	\$49,756	\$52,599	\$57,950	\$63,880
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,947.50	\$4,359.32	\$4,651.20	\$4,808.16	\$5,082.77	\$5,602.20	\$6,174.90
	ANNUAL SALARIES.....	\$40,067	\$44,247	\$47,210	\$48,803	\$51,590	\$56,862	\$62,675
	PENSION.....	\$2,805	\$3,097	\$3,305	\$3,416	\$3,611	\$3,980	\$4,367
	TOTAL COMPENSATION.....	\$42,872	\$47,344	\$50,514	\$52,219	\$55,201	\$60,843	\$67,063
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$4,139.68	\$4,581.40	\$4,884.08	\$5,049.98	\$5,335.81	\$5,881.89	\$6,485.59
	ANNUAL SALARIES.....	\$42,941	\$47,210	\$49,983	\$52,229	\$54,158	\$59,701	\$64,859
	PENSION.....	\$2,941	\$3,255	\$3,470	\$3,587	\$3,793	\$4,179	\$4,562
	TOTAL COMPENSATION.....	\$44,959	\$49,756	\$53,044	\$55,816	\$57,950	\$63,880	\$70,437
8	20TH TO 21ST YEAR.....	\$4,359.32	\$4,808.16	\$5,125.76	\$5,298.74	\$5,602.20	\$6,174.90	\$6,814.08
	ANNUAL SALARIES.....	\$44,247	\$48,803	\$52,026	\$53,782	\$57,344	\$62,675	\$69,163
	PENSION.....	\$3,097	\$3,416	\$3,642	\$3,765	\$4,014	\$4,380	\$4,841
	TOTAL COMPENSATION.....	\$47,344	\$52,219	\$55,668	\$57,547	\$61,358	\$67,063	\$74,004
9	22ND TO 25TH YEAR.....	\$4,490.10	\$4,950.98	\$5,279.04	\$5,456.12	\$5,819.08	\$6,360.15	\$7,018.50
	ANNUAL SALARIES.....	\$45,575	\$50,252	\$53,580	\$55,380	\$59,068	\$64,556	\$71,238
	PENSION.....	\$3,190	\$3,518	\$3,751	\$3,877	\$4,134	\$4,519	\$4,987
	TOTAL COMPENSATION.....	\$48,765	\$53,770	\$57,333	\$59,257	\$63,202	\$69,074	\$76,224
10	26TH YEAR AND THEREAFTER.....	\$4,624.80	\$5,099.50	\$5,437.42	\$5,619.80	\$5,993.64	\$6,550.95	\$7,229.06
	ANNUAL SALARIES.....	\$46,942	\$51,760	\$55,190	\$57,041	\$60,835	\$66,492	\$73,375
	PENSION.....	\$3,263	\$3,593	\$3,863	\$4,034	\$4,223	\$4,634	\$5,136
	TOTAL COMPENSATION.....	\$50,228	\$55,353	\$59,053	\$61,074	\$65,058	\$71,147	\$78,511

EFFECTIVE JULY 1, 2009

38.60 WEEKS - MONTHLY AND ANNUAL RATE (CODE A)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G41	GRADE G42	GRADE G41	GRADE G42	GRADE G41	GRADE G42	GRADE G43	GRADE G43	GRADE G43	GRADE G43	GRADE G43
1	1ST YEAR.....	\$2,332.50	\$2,431.04	\$2,353.56	\$2,452.12	\$2,421.06	\$2,502.74	\$2,502.74	\$2,601.28	\$2,627.86		
	ANNUAL SALARY.....	\$23,675	\$24,675	\$23,889	\$24,889	\$24,574	\$25,403	\$25,403	\$26,403	\$26,673		
	PENSION.....	\$1,657	\$1,727	\$1,661	\$1,742	\$1,720	\$1,778	\$1,778	\$1,848	\$1,867		
	TOTAL COMPENSATION.....	\$24,332	\$26,402	\$25,550	\$26,631	\$26,294	\$27,181	\$27,181	\$28,251	\$28,540		
2	AFTER 1 YEAR.....	\$2,452.56	\$2,551.04	\$2,464.14	\$2,562.66	\$2,542.06	\$2,627.86	\$2,627.86	\$2,726.40	\$2,757.86		
	ANNUAL SALARY.....	\$24,893	\$25,893	\$25,011	\$26,011	\$25,696	\$26,673	\$26,673	\$27,673	\$27,992		
	PENSION.....	\$1,743	\$1,813	\$1,751	\$1,821	\$1,806	\$1,867	\$1,867	\$1,937	\$1,959		
	TOTAL COMPENSATION.....	\$26,636	\$27,706	\$26,762	\$27,832	\$27,502	\$28,540	\$28,540	\$29,610	\$29,952		
3	AFTER 2 YEARS.....	\$2,572.62	\$2,671.14	\$2,584.14	\$2,682.66	\$2,667.76	\$2,757.86	\$2,757.86	\$2,856.36	\$2,893.14		
	ANNUAL SALARY.....	\$26,112	\$27,112	\$26,229	\$27,229	\$27,078	\$27,992	\$27,992	\$28,992	\$29,365		
	PENSION.....	\$1,826	\$1,898	\$1,836	\$1,906	\$1,891	\$1,959	\$1,959	\$2,029	\$2,056		
	TOTAL COMPENSATION.....	\$27,938	\$29,010	\$28,065	\$29,135	\$28,973	\$29,952	\$29,952	\$31,021	\$31,421		
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,598.90	\$2,697.44	\$2,609.86	\$2,708.38	\$2,690.92	\$2,781.76	\$2,781.76	\$2,880.30	\$2,921.32		
	ANNUAL SALARY.....	\$26,379	\$27,379	\$26,490	\$27,490	\$27,313	\$28,235	\$28,235	\$29,351	\$29,651		
	PENSION.....	\$1,847	\$1,917	\$1,854	\$1,924	\$1,912	\$1,976	\$1,976	\$2,046	\$2,076		
	TOTAL COMPENSATION.....	\$28,226	\$29,296	\$28,344	\$29,414	\$29,225	\$30,211	\$30,211	\$31,397	\$31,727		
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,728.74	\$2,827.30	\$2,739.70	\$2,838.22	\$2,825.88	\$2,921.32	\$2,921.32	\$3,019.80	\$3,070.58		
	ANNUAL SALARY.....	\$27,597	\$28,597	\$27,708	\$28,708	\$28,531	\$29,453	\$29,453	\$30,551	\$31,166		
	PENSION.....	\$1,939	\$2,009	\$1,947	\$2,017	\$2,008	\$2,076	\$2,076	\$2,146	\$2,182		
	TOTAL COMPENSATION.....	\$29,536	\$30,606	\$29,655	\$30,725	\$30,539	\$31,529	\$31,529	\$32,697	\$33,348		
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,858.76	\$2,957.24	\$2,869.78	\$2,968.28	\$2,970.26	\$3,070.58	\$3,070.58	\$3,169.06	\$3,219.76		
	ANNUAL SALARY.....	\$29,016	\$30,016	\$29,128	\$30,128	\$30,148	\$31,166	\$31,166	\$32,166	\$32,681		
	PENSION.....	\$2,031	\$2,101	\$2,039	\$2,109	\$2,110	\$2,182	\$2,182	\$2,252	\$2,288		
	TOTAL COMPENSATION.....	\$31,048	\$32,117	\$31,167	\$32,237	\$32,259	\$33,348	\$33,348	\$34,418	\$34,968		
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,003.28	\$3,101.78	\$3,014.28	\$3,112.80	\$3,114.62	\$3,219.76	\$3,219.76	\$3,318.32	\$3,378.62		
	ANNUAL SALARY.....	\$30,483	\$31,483	\$30,595	\$31,595	\$31,613	\$32,681	\$32,681	\$33,681	\$34,293		
	PENSION.....	\$2,434	\$2,504	\$2,442	\$2,512	\$2,512	\$2,588	\$2,588	\$2,658	\$2,694		
	TOTAL COMPENSATION.....	\$32,917	\$34,000	\$33,037	\$34,107	\$34,125	\$35,269	\$35,269	\$36,339	\$36,987		
8	20TH TO 21ST YEAR.....	\$3,157.28	\$3,255.76	\$3,168.22	\$3,266.70	\$3,268.36	\$3,378.62	\$3,378.62	\$3,477.14	\$3,546.90		
	ANNUAL SALARY.....	\$32,046	\$33,046	\$32,157	\$33,157	\$33,174	\$34,293	\$34,293	\$35,293	\$36,001		
	PENSION.....	\$2,243	\$2,313	\$2,251	\$2,321	\$2,322	\$2,401	\$2,401	\$2,471	\$2,520		
	TOTAL COMPENSATION.....	\$34,289	\$35,359	\$34,408	\$35,478	\$35,496	\$36,694	\$36,694	\$37,764	\$38,521		
9	22ND TO 25TH YEAR.....	\$3,250.98	\$3,349.46	\$3,262.32	\$3,360.88	\$3,366.40	\$3,479.00	\$3,479.00	\$3,577.54	\$3,652.26		
	ANNUAL SALARY.....	\$32,997	\$33,997	\$33,113	\$34,113	\$34,169	\$35,312	\$35,312	\$36,312	\$37,070		
	PENSION.....	\$2,410	\$2,480	\$2,418	\$2,488	\$2,492	\$2,562	\$2,562	\$2,632	\$2,668		
	TOTAL COMPENSATION.....	\$35,407	\$36,477	\$35,531	\$36,601	\$36,661	\$37,874	\$37,874	\$38,944	\$39,738		
10	26TH YEAR AND THEREAFTER.....	\$3,348.50	\$3,447.00	\$3,360.20	\$3,458.72	\$3,467.38	\$3,583.38	\$3,583.38	\$3,691.82	\$3,761.82		
	ANNUAL SALARY.....	\$33,987	\$34,987	\$34,106	\$35,106	\$35,194	\$36,371	\$36,371	\$37,371	\$38,182		
	PENSION.....	\$2,379	\$2,449	\$2,387	\$2,457	\$2,464	\$2,546	\$2,546	\$2,616	\$2,673		
	TOTAL COMPENSATION.....	\$36,366	\$37,436	\$36,493	\$37,563	\$37,657	\$38,917	\$38,917	\$39,987	\$40,855		

EFFECTIVE JULY 1, 2009

38.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE A)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G05	GRADE G46	GRADE G86	GRADE G06	GRADE GC6	GRADE GA7	GRADE G07	GRADE GA8
1	1ST YEAR.....	\$2,757.88	\$2,949.72	\$2,938.96	\$3,038.18	\$3,136.74	\$3,089.04	\$3,193.32	\$3,239.16
	ANNUAL SALARY.....	\$27,992	\$29,940	\$29,836	\$30,838	\$31,838	\$31,354	\$32,412	\$33,477
	PENSION.....	\$1,959	\$2,096	\$2,088	\$2,159	\$2,229	\$2,195	\$2,269	\$2,301
	TOTAL COMPENSATION.....	\$29,952	\$32,036	\$31,919	\$32,996	\$34,067	\$33,549	\$34,681	\$35,779
2	AFTER 1 YEAR.....	\$2,893.14	\$3,100.28	\$3,089.04	\$3,193.32	\$3,291.82	\$3,239.16	\$3,348.60	\$3,398.96
	ANNUAL SALARY.....	\$29,365	\$31,468	\$31,354	\$32,412	\$33,412	\$32,877	\$33,988	\$34,499
	PENSION.....	\$2,056	\$2,203	\$2,195	\$2,269	\$2,339	\$2,301	\$2,379	\$2,415
	TOTAL COMPENSATION.....	\$31,421	\$33,671	\$33,549	\$34,681	\$35,751	\$35,179	\$36,367	\$36,914
3	AFTER 2 YEARS.....	\$3,038.18	\$3,250.92	\$3,239.16	\$3,348.60	\$3,447.10	\$3,399.12	\$3,513.74	\$3,568.30
	ANNUAL SALARY.....	\$30,838	\$32,997	\$32,877	\$33,988	\$34,988	\$34,501	\$35,664	\$36,218
	PENSION.....	\$2,159	\$2,310	\$2,301	\$2,379	\$2,449	\$2,415	\$2,489	\$2,525
	TOTAL COMPENSATION.....	\$32,996	\$35,307	\$35,179	\$36,367	\$37,437	\$36,916	\$38,161	\$38,754
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,070.56	\$3,280.24	\$3,268.36	\$3,378.62	\$3,477.14	\$3,431.14	\$3,546.90	\$3,608.10
	ANNUAL SALARIES.....	\$31,166	\$33,294	\$33,174	\$34,293	\$35,293	\$34,826	\$36,001	\$36,622
	PENSION.....	\$2,182	\$2,331	\$2,322	\$2,401	\$2,471	\$2,438	\$2,520	\$2,564
	TOTAL COMPENSATION.....	\$33,348	\$35,625	\$35,496	\$36,694	\$37,764	\$37,264	\$38,521	\$39,186
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,219.76	\$3,443.60	\$3,431.14	\$3,546.90	\$3,645.42	\$3,608.10	\$3,729.86	\$3,785.00
	ANNUAL SALARIES.....	\$32,681	\$34,953	\$34,824	\$36,001	\$37,001	\$36,520	\$37,658	\$38,218
	PENSION.....	\$2,288	\$2,447	\$2,438	\$2,520	\$2,590	\$2,564	\$2,650	\$2,689
	TOTAL COMPENSATION.....	\$34,968	\$37,399	\$37,264	\$38,521	\$39,591	\$39,186	\$40,508	\$41,107
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,378.62	\$3,621.26	\$3,608.10	\$3,729.86	\$3,828.38	\$3,785.00	\$3,912.72	\$3,971.28
	ANNUAL SALARIES.....	\$34,293	\$36,756	\$36,622	\$37,858	\$38,858	\$38,418	\$39,714	\$40,308
	PENSION.....	\$2,401	\$2,573	\$2,564	\$2,650	\$2,720	\$2,689	\$2,780	\$2,822
	TOTAL COMPENSATION.....	\$36,694	\$39,329	\$39,186	\$40,508	\$41,578	\$41,107	\$42,494	\$43,130
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,546.90	\$3,798.80	\$3,785.00	\$3,912.72	\$4,011.24	\$3,971.26	\$4,105.32	\$4,176.12
	ANNUAL SALARIES.....	\$36,001	\$38,558	\$38,418	\$39,714	\$40,714	\$40,308	\$41,669	\$42,388
	PENSION.....	\$2,520	\$2,703	\$2,693	\$2,780	\$2,850	\$2,822	\$2,916	\$2,955
	TOTAL COMPENSATION.....	\$38,521	\$41,261	\$41,107	\$42,494	\$43,564	\$43,130	\$44,586	\$45,355
8	20TH TO 21ST YEAR.....	\$3,729.86	\$3,985.78	\$3,971.28	\$4,105.40	\$4,203.94	\$4,176.12	\$4,317.08	\$4,385.70
	ANNUAL SALARIES.....	\$37,858	\$40,456	\$40,308	\$41,670	\$42,670	\$42,388	\$43,818	\$44,515
	PENSION.....	\$2,650	\$2,832	\$2,822	\$2,917	\$2,987	\$2,967	\$3,067	\$3,116
	TOTAL COMPENSATION.....	\$40,508	\$43,288	\$43,130	\$44,587	\$45,657	\$45,355	\$46,886	\$47,631
9	22ND TO 25TH YEAR.....	\$3,840.64	\$4,104.98	\$4,090.00	\$4,269.60	\$4,368.08	\$4,300.96	\$4,445.32	\$4,472.96
	ANNUAL SALARIES.....	\$38,982	\$41,666	\$41,514	\$43,336	\$44,336	\$43,655	\$45,120	\$45,401
	PENSION.....	\$2,729	\$2,917	\$2,906	\$3,034	\$3,104	\$3,056	\$3,158	\$3,178
	TOTAL COMPENSATION.....	\$41,711	\$44,582	\$44,419	\$46,370	\$47,440	\$46,711	\$48,278	\$48,579
10	26TH YEAR AND THEREAFTER.....	\$3,955.84	\$4,228.12	\$4,212.70	\$4,397.68	\$4,496.16	\$4,429.98	\$4,578.66	\$4,607.16
	ANNUAL SALARIES.....	\$40,132	\$42,915	\$42,759	\$44,636	\$45,636	\$44,964	\$46,473	\$46,763
	PENSION.....	\$2,861	\$3,049	\$3,034	\$3,165	\$3,235	\$3,186	\$3,316	\$3,343
	TOTAL COMPENSATION.....	\$42,992	\$45,919	\$45,752	\$47,761	\$48,831	\$48,112	\$49,727	\$50,036

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,348.60	\$3,688.82	\$3,785.00	\$3,912.72	\$4,141.08	\$4,570.44	\$5,036.85
	ANNUAL SALARY.....	\$33,988	\$37,442	\$38,418	\$42,388	\$42,032	\$46,390	\$51,124
	PENSION.....	\$2,379	\$2,621	\$2,780	\$2,967	\$2,942	\$3,247	\$3,579
	TOTAL COMPENSATION.....	\$36,367	\$40,062	\$41,197	\$45,355	\$44,974	\$49,637	\$54,703
2	AFTER 1 YEAR.....	\$3,513.74	\$3,879.06	\$3,971.26	\$4,105.32	\$4,348.92	\$4,796.65	\$5,286.08
	ANNUAL SALARY.....	\$35,664	\$39,372	\$40,308	\$44,515	\$44,142	\$48,686	\$53,654
	PENSION.....	\$2,497	\$2,756	\$2,822	\$3,116	\$3,090	\$3,408	\$3,756
	TOTAL COMPENSATION.....	\$38,161	\$42,129	\$43,130	\$47,631	\$47,231	\$52,094	\$57,409
3	AFTER 2 YEARS.....	\$3,688.82	\$4,069.22	\$4,176.12	\$4,317.08	\$4,570.44	\$5,036.85	\$5,549.24
	ANNUAL SALARY.....	\$37,442	\$41,303	\$42,388	\$46,783	\$46,390	\$51,124	\$56,325
	PENSION.....	\$2,621	\$2,891	\$2,967	\$3,275	\$3,247	\$3,593	\$3,943
	TOTAL COMPENSATION.....	\$40,062	\$44,194	\$45,355	\$50,058	\$49,637	\$54,703	\$60,267
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,729.86	\$4,105.40	\$4,285.70	\$4,533.70	\$4,786.65	\$5,286.08	\$5,826.28
	ANNUAL SALARIES.....	\$27,656	\$41,054	\$42,857	\$45,337	\$47,866	\$52,860	\$58,262
	PENSION.....	\$2,058	\$2,319	\$2,412	\$2,621	\$2,606	\$2,856	\$3,140
	TOTAL COMPENSATION.....	\$40,508	\$44,587	\$47,631	\$50,915	\$52,094	\$57,409	\$63,276
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,912.72	\$4,317.08	\$4,609.14	\$4,764.66	\$5,036.85	\$5,549.24	\$6,117.17
	ANNUAL SALARIES.....	\$39,714	\$43,818	\$46,783	\$48,361	\$51,124	\$56,325	\$62,089
	PENSION.....	\$2,780	\$3,067	\$3,275	\$3,385	\$3,579	\$3,943	\$4,346
	TOTAL COMPENSATION.....	\$42,494	\$46,886	\$50,058	\$51,747	\$54,703	\$60,267	\$66,436
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$4,105.40	\$4,533.70	\$4,837.24	\$5,000.48	\$5,286.08	\$5,826.28	\$6,421.90
	ANNUAL SALARIES.....	\$41,670	\$46,017	\$49,098	\$50,755	\$53,654	\$59,137	\$65,182
	PENSION.....	\$2,917	\$3,221	\$3,437	\$3,553	\$3,788	\$4,140	\$4,563
	TOTAL COMPENSATION.....	\$44,587	\$49,238	\$52,535	\$54,308	\$57,409	\$63,276	\$69,745
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$4,305.26	\$4,764.66	\$5,079.44	\$5,250.94	\$5,549.24	\$6,117.17	\$6,745.01
	ANNUAL SALARIES.....	\$43,698	\$48,361	\$51,556	\$53,297	\$56,801	\$62,089	\$68,462
	PENSION.....	\$3,059	\$3,385	\$3,609	\$3,731	\$3,943	\$4,346	\$4,792
	TOTAL COMPENSATION.....	\$46,757	\$51,747	\$55,165	\$57,028	\$60,744	\$66,436	\$73,254
8	20TH TO 21ST YEAR.....	\$4,533.70	\$5,000.48	\$5,330.40	\$5,510.68	\$5,826.28	\$6,421.90	\$7,086.64
	ANNUAL SALARIES.....	\$46,017	\$50,755	\$54,108	\$56,938	\$60,744	\$67,137	\$74,029
	PENSION.....	\$3,221	\$3,553	\$3,788	\$3,915	\$4,140	\$4,563	\$5,036
	TOTAL COMPENSATION.....	\$49,238	\$54,308	\$57,895	\$60,853	\$64,884	\$71,700	\$79,065
9	22ND TO 25TH YEAR.....	\$4,669.70	\$5,149.02	\$5,490.20	\$5,674.36	\$6,001.07	\$6,614.55	\$7,299.24
	ANNUAL SALARIES.....	\$47,397	\$52,263	\$55,726	\$57,595	\$61,426	\$67,138	\$74,087
	PENSION.....	\$3,318	\$3,658	\$3,901	\$4,032	\$4,264	\$4,792	\$5,186
	TOTAL COMPENSATION.....	\$50,715	\$55,921	\$59,626	\$61,626	\$65,690	\$71,930	\$79,273
10	26TH YEAR AND THEREAFTER.....	\$4,809.80	\$5,303.48	\$5,654.92	\$5,844.60	\$6,181.10	\$6,812.99	\$7,518.22
	ANNUAL SALARIES.....	\$48,819	\$53,830	\$57,397	\$59,323	\$62,738	\$69,152	\$76,310
	PENSION.....	\$3,417	\$3,768	\$4,018	\$4,153	\$4,392	\$4,941	\$5,342
	TOTAL COMPENSATION.....	\$52,237	\$57,598	\$61,415	\$63,475	\$67,130	\$73,992	\$81,652

EFFECTIVE JULY 1, 2010

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE GA3	GRADE G03	GRADE GB3	GRADE G04
1	1ST YEAR.....	\$2,425.80	\$2,524.34	\$2,447.70	\$2,546.20	\$2,517.90	\$2,602.84	\$2,701.38	\$2,732.98
	ANNUAL SALARY.....	\$24,622	\$25,622	\$24,844	\$25,844	\$25,557	\$26,419	\$27,419	\$27,740
	PENSION.....	\$1,724	\$1,794	\$1,789	\$1,809	\$1,789	\$1,849	\$1,919	\$1,942
	TOTAL COMPENSATION.....	\$26,346	\$27,416	\$26,583	\$27,653	\$27,346	\$28,268	\$29,338	\$29,682
2	AFTER 1 YEAR.....	\$2,550.56	\$2,661.18	\$2,562.70	\$2,661.18	\$2,643.74	\$2,732.98	\$2,831.52	\$2,868.18
	ANNUAL SALARY.....	\$25,889	\$26,889	\$26,011	\$27,011	\$26,834	\$27,740	\$28,740	\$29,112
	PENSION.....	\$1,812	\$1,882	\$1,821	\$1,891	\$1,878	\$1,942	\$2,012	\$2,038
	TOTAL COMPENSATION.....	\$27,701	\$28,771	\$27,832	\$28,902	\$28,712	\$29,682	\$30,752	\$31,150
3	AFTER 2 YEAR.....	\$2,675.52	\$2,774.08	\$2,687.48	\$2,786.00	\$2,774.48	\$2,868.18	\$2,966.70	\$3,008.88
	ANNUAL SALARY.....	\$27,157	\$28,157	\$27,278	\$28,278	\$28,161	\$29,112	\$30,112	\$30,540
	PENSION.....	\$1,901	\$1,971	\$1,909	\$1,979	\$1,971	\$2,038	\$2,108	\$2,138
	TOTAL COMPENSATION.....	\$29,057	\$30,128	\$29,187	\$30,257	\$30,132	\$31,150	\$32,220	\$32,678
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,702.86	\$2,801.38	\$2,714.26	\$2,812.80	\$2,798.56	\$2,893.04	\$2,991.52	\$3,038.18
	ANNUAL SALARIES.....	\$27,454	\$28,454	\$27,550	\$28,550	\$28,405	\$29,364	\$30,364	\$30,788
	PENSION.....	\$1,534	\$1,604	\$1,524	\$1,594	\$1,586	\$1,656	\$1,726	\$1,752
	TOTAL COMPENSATION.....	\$28,988	\$30,058	\$29,074	\$30,144	\$30,094	\$31,020	\$32,090	\$32,540
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,837.88	\$2,936.36	\$2,849.28	\$2,947.78	\$2,938.92	\$3,038.18	\$3,136.74	\$3,193.40
	ANNUAL SALARIES.....	\$28,804	\$29,804	\$28,920	\$29,920	\$29,830	\$30,838	\$31,838	\$32,413
	PENSION.....	\$2,016	\$2,086	\$2,024	\$2,094	\$2,088	\$2,159	\$2,229	\$2,269
	TOTAL COMPENSATION.....	\$30,821	\$31,890	\$30,945	\$32,014	\$31,918	\$32,996	\$33,067	\$33,682
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,973.12	\$3,071.62	\$2,984.58	\$3,083.06	\$3,089.08	\$3,193.40	\$3,291.92	\$3,348.56
	ANNUAL SALARIES.....	\$30,177	\$31,177	\$30,293	\$31,293	\$31,354	\$32,413	\$33,413	\$33,988
	PENSION.....	\$2,112	\$2,182	\$2,120	\$2,190	\$2,195	\$2,269	\$2,339	\$2,379
	TOTAL COMPENSATION.....	\$32,290	\$33,359	\$32,414	\$33,484	\$33,549	\$34,682	\$35,752	\$36,367
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,123.42	\$3,221.98	\$3,134.86	\$3,233.40	\$3,239.20	\$3,348.56	\$3,447.10	\$3,513.76
	ANNUAL SALARIES.....	\$31,703	\$32,703	\$31,819	\$32,819	\$32,878	\$33,988	\$35,065	\$35,665
	PENSION.....	\$2,219	\$2,289	\$2,227	\$2,297	\$2,301	\$2,379	\$2,449	\$2,497
	TOTAL COMPENSATION.....	\$33,922	\$34,992	\$34,046	\$35,116	\$35,179	\$36,367	\$37,437	\$38,161
8	20TH TO 21ST YEAR.....	\$3,283.58	\$3,382.06	\$3,294.94	\$3,393.50	\$3,399.10	\$3,513.76	\$3,612.32	\$3,688.78
	ANNUAL SALARIES.....	\$33,328	\$34,328	\$33,444	\$34,444	\$34,501	\$35,665	\$36,665	\$37,441
	PENSION.....	\$2,333	\$2,403	\$2,341	\$2,411	\$2,415	\$2,497	\$2,567	\$2,621
	TOTAL COMPENSATION.....	\$35,661	\$36,731	\$35,785	\$36,855	\$36,916	\$38,161	\$39,232	\$40,062
9	22ND TO 25TH YEAR.....	\$3,381.02	\$3,479.50	\$3,392.82	\$3,491.34	\$3,501.06	\$3,618.16	\$3,716.66	\$3,788.36
	ANNUAL SALARIES.....	\$34,317	\$35,317	\$34,437	\$35,437	\$35,496	\$36,726	\$37,724	\$38,553
	PENSION.....	\$2,402	\$2,472	\$2,411	\$2,481	\$2,488	\$2,571	\$2,641	\$2,699
	TOTAL COMPENSATION.....	\$36,720	\$37,789	\$36,848	\$37,918	\$38,023	\$39,295	\$40,365	\$41,252
10	26TH YEAR AND THEREAFTER.....	\$3,482.44	\$3,580.98	\$3,494.60	\$3,593.10	\$3,606.08	\$3,726.72	\$3,825.22	\$3,912.30
	ANNUAL SALARIES.....	\$35,347	\$36,347	\$35,470	\$36,470	\$36,602	\$37,826	\$38,826	\$39,710
	PENSION.....	\$2,474	\$2,544	\$2,483	\$2,552	\$2,562	\$2,648	\$2,720	\$2,780
	TOTAL COMPENSATION.....	\$37,821	\$38,891	\$37,953	\$39,023	\$39,164	\$40,474	\$41,544	\$42,490

EFFECTIVE JULY 1, 2010

ST
EP

YEARS OF SERVICE

SL REF	YEARS OF SERVICE	GRADE										GRADE G07	GRADE G08
		GRADE G05	GRADE G06	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE G12	GRADE G13	GRADE G14		
1	1ST YEAR.....	\$2,868.20	\$3,067.70	\$3,056.52	\$3,159.70	\$3,258.22	\$3,212.60	\$3,321.06	\$3,321.06	\$3,321.06	\$3,321.06	\$3,368.72	\$3,368.72
	ANNUAL SALARY.....	\$29,112	\$31,137	\$31,024	\$33,071	\$33,071	\$32,608	\$33,709	\$33,709	\$33,709	\$33,709	\$34,193	\$34,193
	PENSION.....	\$2,038	\$2,245	\$2,245	\$2,415	\$2,415	\$2,283	\$2,593	\$2,593	\$2,593	\$2,593	\$2,686	\$2,686
	TOTAL COMPENSATION.....	\$31,150	\$33,317	\$33,195	\$36,546	\$36,546	\$35,391	\$38,900	\$38,900	\$38,900	\$38,900	\$40,179	\$40,179
2	AFTER 1 YEAR.....	\$3,008.86	\$3,224.30	\$3,212.60	\$3,321.06	\$3,419.60	\$3,368.72	\$3,482.54	\$3,482.54	\$3,482.54	\$3,482.54	\$3,534.92	\$3,534.92
	ANNUAL SALARY.....	\$30,540	\$32,727	\$32,608	\$33,709	\$34,709	\$34,193	\$35,348	\$35,348	\$35,348	\$35,348	\$36,546	\$36,546
	PENSION.....	\$2,138	\$2,291	\$2,283	\$2,430	\$2,430	\$2,393	\$2,541	\$2,541	\$2,541	\$2,541	\$2,604	\$2,604
	TOTAL COMPENSATION.....	\$32,678	\$35,018	\$34,890	\$36,139	\$37,139	\$36,586	\$37,889	\$37,889	\$37,889	\$37,889	\$39,150	\$39,150
3	AFTER 2 YEARS.....	\$3,159.70	\$3,380.96	\$3,368.72	\$3,482.54	\$3,581.08	\$3,535.08	\$3,654.28	\$3,654.28	\$3,654.28	\$3,654.28	\$3,711.04	\$3,711.04
	ANNUAL SALARY.....	\$32,071	\$34,317	\$34,193	\$35,348	\$36,348	\$35,831	\$37,091	\$37,091	\$37,091	\$37,091	\$38,299	\$38,299
	PENSION.....	\$2,245	\$2,404	\$2,393	\$2,544	\$2,544	\$2,512	\$2,666	\$2,666	\$2,666	\$2,666	\$2,734	\$2,734
	TOTAL COMPENSATION.....	\$34,316	\$36,719	\$36,586	\$37,892	\$38,892	\$38,343	\$39,757	\$39,757	\$39,757	\$39,757	\$41,033	\$41,033
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,193.38	\$3,411.44	\$3,399.10	\$3,513.76	\$3,612.32	\$3,568.38	\$3,688.78	\$3,688.78	\$3,688.78	\$3,688.78	\$3,752.42	\$3,752.42
	ANNUAL SALARIES.....	\$32,413	\$34,626	\$34,501	\$35,655	\$36,655	\$36,219	\$37,441	\$37,441	\$37,441	\$37,441	\$38,666	\$38,666
	PENSION.....	\$2,424	\$2,587	\$2,576	\$2,739	\$2,739	\$2,702	\$2,866	\$2,866	\$2,866	\$2,866	\$2,940	\$2,940
	TOTAL COMPENSATION.....	\$34,837	\$37,213	\$37,077	\$38,394	\$39,394	\$38,921	\$40,307	\$40,307	\$40,307	\$40,307	\$41,606	\$41,606
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,348.56	\$3,581.34	\$3,568.38	\$3,688.78	\$3,787.30	\$3,752.42	\$3,879.06	\$3,879.06	\$3,879.06	\$3,879.06	\$3,956.40	\$3,956.40
	ANNUAL SALARIES.....	\$33,988	\$36,351	\$36,219	\$37,441	\$38,441	\$38,007	\$39,229	\$39,229	\$39,229	\$39,229	\$40,451	\$40,451
	PENSION.....	\$2,539	\$2,704	\$2,693	\$2,857	\$2,857	\$2,820	\$2,984	\$2,984	\$2,984	\$2,984	\$3,058	\$3,058
	TOTAL COMPENSATION.....	\$36,527	\$39,055	\$38,912	\$40,298	\$41,298	\$40,827	\$42,213	\$42,213	\$42,213	\$42,213	\$43,509	\$43,509
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,513.76	\$3,766.12	\$3,752.42	\$3,879.06	\$3,977.54	\$3,936.40	\$4,069.22	\$4,069.22	\$4,069.22	\$4,069.22	\$4,130.14	\$4,130.14
	ANNUAL SALARIES.....	\$35,665	\$38,226	\$38,087	\$39,372	\$40,372	\$39,954	\$41,303	\$41,303	\$41,303	\$41,303	\$42,652	\$42,652
	PENSION.....	\$2,497	\$2,676	\$2,666	\$2,846	\$2,846	\$2,809	\$2,991	\$2,991	\$2,991	\$2,991	\$3,072	\$3,072
	TOTAL COMPENSATION.....	\$38,161	\$40,902	\$40,753	\$42,218	\$43,218	\$42,763	\$44,294	\$44,294	\$44,294	\$44,294	\$45,724	\$45,724
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,688.78	\$3,950.76	\$3,936.40	\$4,069.22	\$4,167.78	\$4,130.12	\$4,269.54	\$4,269.54	\$4,269.54	\$4,269.54	\$4,343.18	\$4,343.18
	ANNUAL SALARIES.....	\$37,441	\$40,100	\$39,954	\$41,303	\$42,303	\$41,921	\$43,336	\$43,336	\$43,336	\$43,336	\$44,083	\$44,083
	PENSION.....	\$2,621	\$2,807	\$2,797	\$2,991	\$2,961	\$2,934	\$3,086	\$3,086	\$3,086	\$3,086	\$3,169	\$3,169
	TOTAL COMPENSATION.....	\$40,062	\$42,907	\$42,751	\$44,194	\$45,264	\$44,855	\$46,369	\$46,369	\$46,369	\$46,369	\$47,552	\$47,552
8	20TH TO 21ST YEAR.....	\$3,879.06	\$4,145.22	\$4,130.14	\$4,269.52	\$4,368.18	\$4,343.16	\$4,489.76	\$4,489.76	\$4,489.76	\$4,489.76	\$4,561.12	\$4,561.12
	ANNUAL SALARIES.....	\$39,372	\$42,024	\$41,921	\$43,337	\$44,337	\$43,954	\$45,371	\$45,371	\$45,371	\$45,371	\$46,795	\$46,795
	PENSION.....	\$2,756	\$2,945	\$2,934	\$3,124	\$3,104	\$3,082	\$3,270	\$3,270	\$3,270	\$3,270	\$3,411	\$3,411
	TOTAL COMPENSATION.....	\$42,129	\$45,019	\$44,855	\$46,570	\$47,441	\$47,036	\$48,641	\$48,641	\$48,641	\$48,641	\$50,036	\$50,036
9	22ND TO 25TH YEAR.....	\$3,994.26	\$4,306.62	\$4,253.60	\$4,440.38	\$4,538.92	\$4,473.00	\$4,623.14	\$4,623.14	\$4,623.14	\$4,623.14	\$4,651.88	\$4,651.88
	ANNUAL SALARIES.....	\$40,542	\$43,712	\$43,174	\$45,070	\$46,070	\$45,401	\$46,925	\$46,925	\$46,925	\$46,925	\$47,217	\$47,217
	PENSION.....	\$2,838	\$3,060	\$3,022	\$3,155	\$3,225	\$3,178	\$3,285	\$3,285	\$3,285	\$3,285	\$3,305	\$3,305
	TOTAL COMPENSATION.....	\$43,380	\$46,772	\$46,196	\$48,225	\$49,295	\$48,579	\$50,210	\$50,210	\$50,210	\$50,210	\$50,522	\$50,522
10	26TH YEAR AND THEREAFTER.....	\$4,114.08	\$4,397.24	\$4,381.20	\$4,573.58	\$4,672.12	\$4,607.18	\$4,761.80	\$4,761.80	\$4,761.80	\$4,761.80	\$4,791.44	\$4,791.44
	ANNUAL SALARIES.....	\$41,758	\$44,632	\$44,469	\$46,422	\$47,422	\$46,763	\$48,332	\$48,332	\$48,332	\$48,332	\$49,633	\$49,633
	PENSION.....	\$2,923	\$3,124	\$3,120	\$3,250	\$3,320	\$3,273	\$3,383	\$3,383	\$3,383	\$3,383	\$3,404	\$3,404
	TOTAL COMPENSATION.....	\$44,681	\$47,756	\$47,582	\$49,671	\$50,742	\$50,036	\$51,716	\$51,716	\$51,716	\$51,716	\$52,037	\$52,037

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE G410	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13
1	1 1ST YEAR.....	\$3,482.54	\$3,836.38	\$3,936.40	\$4,069.22	\$4,343.16	\$4,306.72	\$4,753.26	\$5,238.33
	ANNUAL SALARY.....	\$35,348	\$38,939	\$39,954	\$41,303	\$44,033	\$44,713	\$48,246	\$53,169
	PENSION.....	\$2,474	\$2,726	\$2,791	\$2,891	\$3,086	\$3,060	\$3,377	\$3,722
	TOTAL COMPENSATION.....	\$37,822	\$41,665	\$42,741	\$44,194	\$47,119	\$46,773	\$51,623	\$56,891
2	AFTER 1 YEAR.....	\$3,654.28	\$4,034.22	\$4,130.12	\$4,269.54	\$4,561.12	\$4,522.88	\$4,988.51	\$5,497.52
	ANNUAL SALARY.....	\$37,091	\$40,947	\$41,921	\$43,336	\$46,295	\$45,907	\$50,633	\$55,800
	PENSION.....	\$2,596	\$2,866	\$2,934	\$3,034	\$3,241	\$3,214	\$3,544	\$3,906
	TOTAL COMPENSATION.....	\$39,687	\$43,814	\$44,855	\$46,369	\$49,536	\$49,121	\$54,178	\$59,706
3	AFTER 2 YEARS.....	\$3,836.38	\$4,232.00	\$4,343.16	\$4,489.76	\$4,793.50	\$4,753.26	\$5,238.33	\$5,771.21
	ANNUAL SALARY.....	\$38,939	\$42,955	\$44,063	\$45,571	\$48,624	\$48,246	\$53,169	\$58,578
	PENSION.....	\$2,726	\$3,007	\$3,086	\$3,190	\$3,406	\$3,377	\$3,722	\$4,100
	TOTAL COMPENSATION.....	\$41,665	\$45,962	\$47,149	\$48,761	\$52,030	\$51,623	\$56,891	\$62,678
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,879.06	\$4,269.62	\$4,561.12	\$4,715.04	\$5,030.72	\$4,988.51	\$5,497.52	\$6,059.33
	ANNUAL SALARIES.....	\$39,372	\$43,337	\$46,295	\$47,858	\$51,062	\$50,633	\$55,800	\$61,502
	PENSION.....	\$2,756	\$3,034	\$3,241	\$3,350	\$3,574	\$3,544	\$3,906	\$4,305
	TOTAL COMPENSATION.....	\$42,129	\$46,370	\$49,536	\$51,208	\$54,636	\$54,178	\$59,706	\$65,807
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$4,069.22	\$4,489.76	\$4,793.50	\$4,955.24	\$5,282.62	\$5,238.33	\$5,771.21	\$6,361.86
	ANNUAL SALARIES.....	\$41,303	\$45,571	\$48,654	\$50,296	\$53,619	\$53,169	\$58,578	\$64,573
	PENSION.....	\$2,891	\$3,190	\$3,406	\$3,521	\$3,753	\$3,722	\$4,100	\$4,520
	TOTAL COMPENSATION.....	\$44,194	\$48,761	\$52,060	\$53,816	\$57,372	\$56,891	\$62,678	\$69,093
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$4,269.62	\$4,715.04	\$5,030.72	\$5,200.50	\$5,544.04	\$5,497.52	\$6,059.33	\$6,678.77
	ANNUAL SALARIES.....	\$43,337	\$47,858	\$51,062	\$52,785	\$56,272	\$55,800	\$61,502	\$67,790
	PENSION.....	\$3,034	\$3,350	\$3,574	\$3,695	\$3,939	\$3,906	\$4,305	\$4,745
	TOTAL COMPENSATION.....	\$46,370	\$51,208	\$54,636	\$56,480	\$60,211	\$59,706	\$65,807	\$72,535
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$4,477.48	\$4,955.24	\$5,282.62	\$5,460.98	\$5,820.02	\$5,771.21	\$6,361.86	\$7,014.81
	ANNUAL SALARIES.....	\$45,446	\$50,296	\$53,619	\$55,429	\$59,073	\$58,578	\$64,573	\$71,200
	PENSION.....	\$3,181	\$3,521	\$3,753	\$3,880	\$4,135	\$4,100	\$4,520	\$4,984
	TOTAL COMPENSATION.....	\$48,628	\$53,816	\$57,372	\$59,309	\$63,208	\$62,678	\$69,093	\$76,184
8	20TH TO 21ST YEAR.....	\$4,715.04	\$5,200.50	\$5,544.04	\$5,731.10	\$6,110.64	\$6,059.33	\$6,678.77	\$7,370.11
	ANNUAL SALARIES.....	\$47,858	\$52,785	\$56,272	\$58,171	\$62,023	\$61,502	\$67,790	\$74,807
	PENSION.....	\$3,350	\$3,695	\$3,939	\$4,072	\$4,342	\$4,305	\$4,745	\$5,236
	TOTAL COMPENSATION.....	\$51,208	\$56,480	\$60,211	\$62,243	\$66,365	\$65,807	\$72,535	\$80,043
9	22ND TO 25TH YEAR.....	\$4,856.48	\$5,354.98	\$5,709.80	\$5,901.34	\$6,293.92	\$6,241.12	\$6,879.14	\$7,591.21
	ANNUAL SALARIES.....	\$49,293	\$53,934	\$57,994	\$59,899	\$63,883	\$63,347	\$69,823	\$77,051
	PENSION.....	\$3,451	\$3,805	\$4,057	\$4,193	\$4,472	\$4,434	\$4,888	\$5,394
	TOTAL COMPENSATION.....	\$52,744	\$57,739	\$62,051	\$64,092	\$68,355	\$67,782	\$74,711	\$82,444
10	26TH YEAR AND THEREAFTER.....	\$5,002.20	\$5,515.62	\$5,881.12	\$6,078.38	\$6,482.72	\$6,428.35	\$7,085.51	\$7,818.95
	ANNUAL SALARIES.....	\$50,772	\$55,684	\$59,933	\$62,536	\$66,800	\$66,258	\$73,013	\$80,962
	PENSION.....	\$3,554	\$3,919	\$4,179	\$4,319	\$4,606	\$4,567	\$5,034	\$5,555
	TOTAL COMPENSATION.....	\$54,326	\$59,602	\$64,112	\$66,855	\$71,406	\$70,815	\$78,047	\$86,517

ST STEP	YEARS OF SERVICE	GRADE									
		GA1	GA2	GA1	GA2	GA3	GA3	GA3	GA3	GA4	GA4
1	1ST YEAR.....	\$2,522.84	\$2,621.38	\$2,545.60	\$2,644.14	\$2,618.62	\$2,706.96	\$2,805.52	\$2,842.30	\$2,889.80	\$2,937.36
	ANNUAL SALARY.....	\$256,607	\$266,077	\$275,538	\$285,000	\$294,462	\$303,924	\$313,386	\$322,848	\$332,310	\$341,772
	PENSION.....	\$1,792	\$1,862	\$1,809	\$1,879	\$1,861	\$1,931	\$1,993	\$2,019	\$2,045	\$2,071
	TOTAL COMPENSATION.....	\$277,399	\$284,469	\$277,646	\$287,717	\$286,444	\$296,399	\$306,469	\$307,993	\$310,403	\$313,853
2	AFTER 1 YEAR.....	\$2,652.68	\$2,751.24	\$2,665.20	\$2,763.74	\$2,749.48	\$2,842.30	\$2,940.78	\$2,982.00	\$3,029.22	\$3,076.44
	ANNUAL SALARY.....	\$279,923	\$289,393	\$298,863	\$308,333	\$317,803	\$327,273	\$336,743	\$346,213	\$355,683	\$365,153
	PENSION.....	\$1,882	\$1,952	\$1,899	\$1,969	\$1,951	\$2,021	\$2,081	\$2,119	\$2,157	\$2,195
	TOTAL COMPENSATION.....	\$281,805	\$291,345	\$289,443	\$300,302	\$309,754	\$329,294	\$338,824	\$348,362	\$357,900	\$367,348
3	AFTER 2 YEARS.....	\$2,782.54	\$2,881.08	\$2,794.98	\$2,893.50	\$2,885.46	\$2,982.90	\$3,081.38	\$3,129.86	\$3,178.34	\$3,226.82
	ANNUAL SALARY.....	\$284,243	\$293,713	\$303,183	\$312,653	\$322,123	\$331,593	\$341,063	\$350,533	\$360,003	\$369,473
	PENSION.....	\$1,977	\$2,047	\$1,986	\$2,056	\$2,050	\$2,126	\$2,189	\$2,223	\$2,257	\$2,291
	TOTAL COMPENSATION.....	\$300,220	\$315,760	\$305,169	\$314,709	\$314,633	\$333,719	\$343,252	\$353,752	\$362,780	\$371,764
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,810.98	\$2,909.46	\$2,822.84	\$2,921.38	\$2,910.50	\$3,008.76	\$3,107.30	\$3,155.78	\$3,204.26	\$3,252.74
	ANNUAL SALARIES.....	\$284,531	\$294,001	\$303,471	\$312,941	\$322,411	\$331,881	\$341,351	\$350,821	\$360,291	\$369,761
	PENSION.....	\$1,997	\$2,067	\$2,006	\$2,076	\$2,068	\$2,144	\$2,208	\$2,242	\$2,276	\$2,310
	TOTAL COMPENSATION.....	\$306,529	\$316,068	\$305,477	\$315,017	\$314,479	\$334,025	\$343,569	\$353,113	\$362,657	\$372,201
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,951.40	\$3,049.96	\$2,963.26	\$3,061.78	\$3,056.48	\$3,159.70	\$3,258.22	\$3,321.44	\$3,384.66	\$3,447.88
	ANNUAL SALARIES.....	\$299,957	\$309,427	\$318,897	\$328,367	\$337,837	\$347,307	\$356,777	\$366,247	\$375,717	\$385,187
	PENSION.....	\$2,097	\$2,167	\$2,105	\$2,175	\$2,172	\$2,248	\$2,312	\$2,346	\$2,380	\$2,414
	TOTAL COMPENSATION.....	\$322,054	\$331,594	\$321,002	\$330,542	\$330,009	\$349,555	\$358,889	\$368,423	\$377,957	\$387,491
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,092.04	\$3,190.54	\$3,103.96	\$3,202.46	\$3,210.64	\$3,321.14	\$3,419.70	\$3,482.50	\$3,545.30	\$3,608.10
	ANNUAL SALARIES.....	\$311,384	\$320,854	\$319,324	\$328,794	\$338,264	\$347,734	\$357,204	\$366,674	\$376,144	\$385,614
	PENSION.....	\$2,197	\$2,267	\$2,205	\$2,275	\$2,268	\$2,344	\$2,408	\$2,442	\$2,476	\$2,510
	TOTAL COMPENSATION.....	\$333,581	\$343,121	\$321,529	\$331,069	\$330,532	\$350,076	\$360,612	\$371,146	\$381,682	\$392,216
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$3,248.36	\$3,346.90	\$3,260.26	\$3,358.82	\$3,368.76	\$3,482.50	\$3,580.98	\$3,654.32	\$3,727.66	\$3,801.00
	ANNUAL SALARIES.....	\$328,971	\$338,441	\$336,911	\$346,381	\$347,851	\$357,321	\$366,791	\$376,261	\$385,731	\$395,201
	PENSION.....	\$2,371	\$2,441	\$2,378	\$2,448	\$2,442	\$2,518	\$2,582	\$2,616	\$2,650	\$2,684
	TOTAL COMPENSATION.....	\$352,309	\$360,882	\$339,289	\$370,829	\$370,293	\$384,839	\$395,373	\$407,905	\$418,435	\$428,969
8	19TH TO 20TH YEAR.....	\$3,414.92	\$3,513.40	\$3,426.74	\$3,525.22	\$3,535.06	\$3,654.32	\$3,752.80	\$3,836.34	\$3,919.86	\$4,003.38
	ANNUAL SALARIES.....	\$341,661	\$351,131	\$349,601	\$359,071	\$368,541	\$378,011	\$387,481	\$396,951	\$406,421	\$415,891
	PENSION.....	\$2,426	\$2,496	\$2,435	\$2,505	\$2,512	\$2,582	\$2,646	\$2,726	\$2,781	\$2,841
	TOTAL COMPENSATION.....	\$373,088	\$383,627	\$372,036	\$381,576	\$381,053	\$403,593	\$410,127	\$420,197	\$431,198	\$441,192
9	21ST TO 24TH YEAR.....	\$3,616.26	\$3,714.78	\$3,629.54	\$3,727.10	\$3,736.81	\$3,861.50	\$3,961.38	\$4,040.96	\$4,120.54	\$4,200.12
	ANNUAL SALARIES.....	\$356,690	\$366,160	\$364,630	\$374,100	\$375,570	\$387,039	\$396,509	\$405,979	\$415,449	\$424,919
	PENSION.....	\$2,596	\$2,666	\$2,605	\$2,675	\$2,684	\$2,754	\$2,814	\$2,874	\$2,934	\$2,994
	TOTAL COMPENSATION.....	\$388,188	\$399,258	\$387,235	\$400,775	\$404,254	\$424,822	\$429,033	\$438,722	\$448,413	\$457,907
10	25TH YEAR AND THEREAFTER.....	\$3,621.74	\$3,720.30	\$3,634.38	\$3,732.90	\$3,750.32	\$3,875.78	\$3,974.28	\$4,068.80	\$4,163.32	\$4,257.84
	ANNUAL SALARIES.....	\$367,761	\$377,231	\$375,701	\$385,171	\$386,641	\$398,110	\$407,580	\$417,050	\$426,520	\$435,990
	PENSION.....	\$2,573	\$2,643	\$2,582	\$2,652	\$2,665	\$2,732	\$2,792	\$2,842	\$2,892	\$2,942
	TOTAL COMPENSATION.....	\$393,334	\$405,874	\$398,283	\$413,393	\$415,306	\$428,842	\$437,372	\$445,892	\$454,412	\$462,932

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G05	GRADE G46	GRADE G86	GRADE G06	GRADE GC6	GRADE GA7	GRADE G07	GRADE GA8
1	1ST YEAR.....	\$2,982.92	\$3,190.40	\$3,178.78	\$3,286.08	\$3,384.64	\$3,341.10	\$3,453.90	\$3,503.46
	ANNUAL SALARY.....	\$30,277	\$32,383	\$32,265	\$33,354	\$34,354	\$33,912	\$35,057	\$35,560
	PENSION.....	\$2,119	\$2,335	\$2,253	\$2,335	\$2,489	\$2,374	\$2,454	\$2,489
	TOTAL COMPENSATION.....	\$32,396	\$34,649	\$34,523	\$35,688	\$36,759	\$36,286	\$37,511	\$38,049
2	AFTER 1 YEAR.....	\$3,129.22	\$3,353.28	\$3,341.10	\$3,453.90	\$3,552.42	\$3,503.46	\$3,621.84	\$3,676.32
	ANNUAL SALARY.....	\$31,762	\$34,036	\$33,912	\$35,057	\$36,057	\$35,762	\$37,315	\$37,815
	PENSION.....	\$2,223	\$2,383	\$2,374	\$2,454	\$2,524	\$2,489	\$2,573	\$2,612
	TOTAL COMPENSATION.....	\$33,985	\$36,418	\$36,286	\$37,511	\$38,581	\$38,049	\$39,335	\$39,927
3	AFTER 2 YEARS.....	\$3,286.08	\$3,516.20	\$3,503.46	\$3,621.84	\$3,720.40	\$3,676.48	\$3,800.46	\$3,859.48
	ANNUAL SALARY.....	\$33,354	\$35,689	\$35,560	\$36,762	\$37,762	\$37,316	\$38,575	\$39,174
	PENSION.....	\$2,335	\$2,498	\$2,489	\$2,573	\$2,643	\$2,612	\$2,700	\$2,742
	TOTAL COMPENSATION.....	\$35,688	\$38,188	\$38,049	\$39,335	\$40,405	\$39,928	\$41,275	\$41,916
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,321.12	\$3,547.90	\$3,535.06	\$3,654.32	\$3,752.80	\$3,711.12	\$3,836.34	\$3,902.52
	ANNUAL SALARIES.....	\$33,709	\$36,011	\$35,881	\$37,091	\$38,091	\$37,668	\$38,939	\$39,611
	PENSION.....	\$2,360	\$2,521	\$2,512	\$2,596	\$2,666	\$2,637	\$2,726	\$2,773
	TOTAL COMPENSATION.....	\$36,069	\$38,532	\$38,393	\$39,688	\$40,757	\$40,305	\$41,665	\$42,383
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,482.50	\$3,724.60	\$3,711.12	\$3,836.34	\$3,934.88	\$3,902.52	\$4,034.22	\$4,093.86
	ANNUAL SALARIES.....	\$35,377	\$37,805	\$37,669	\$38,739	\$39,739	\$39,311	\$40,486	\$41,053
	PENSION.....	\$2,474	\$2,646	\$2,637	\$2,726	\$2,796	\$2,761	\$2,856	\$2,903
	TOTAL COMPENSATION.....	\$37,822	\$40,451	\$40,305	\$41,665	\$42,735	\$42,383	\$43,814	\$44,461
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,654.32	\$3,916.76	\$3,902.52	\$4,034.22	\$4,132.70	\$4,093.86	\$4,231.98	\$4,295.34
	ANNUAL SALARIES.....	\$37,091	\$39,755	\$39,611	\$40,947	\$41,947	\$41,553	\$42,955	\$43,598
	PENSION.....	\$2,596	\$2,783	\$2,773	\$2,866	\$2,936	\$2,909	\$3,007	\$3,052
	TOTAL COMPENSATION.....	\$39,688	\$42,538	\$42,383	\$43,814	\$44,883	\$44,461	\$45,961	\$46,650
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$3,836.34	\$4,108.80	\$4,093.86	\$4,231.98	\$4,330.54	\$4,295.32	\$4,440.32	\$4,516.88
	ANNUAL SALARIES.....	\$38,939	\$41,704	\$41,553	\$42,955	\$43,955	\$43,597	\$45,069	\$45,846
	PENSION.....	\$2,726	\$2,919	\$2,909	\$3,007	\$3,077	\$3,052	\$3,155	\$3,209
	TOTAL COMPENSATION.....	\$41,665	\$44,624	\$44,461	\$45,961	\$47,032	\$46,649	\$48,224	\$49,056
8	19TH TO 20TH YEAR.....	\$4,034.22	\$4,311.02	\$4,295.34	\$4,440.40	\$4,538.92	\$4,516.88	\$4,669.36	\$4,743.56
	ANNUAL SALARIES.....	\$40,947	\$43,757	\$43,598	\$45,070	\$46,070	\$45,846	\$47,394	\$48,147
	PENSION.....	\$2,866	\$3,063	\$3,052	\$3,155	\$3,225	\$3,209	\$3,318	\$3,370
	TOTAL COMPENSATION.....	\$43,814	\$46,820	\$46,650	\$48,225	\$49,295	\$49,056	\$50,712	\$51,517
9	21ST TO 24TH YEAR.....	\$4,154.04	\$4,478.88	\$4,423.74	\$4,618.00	\$4,716.56	\$4,651.92	\$4,808.06	\$4,837.96
	ANNUAL SALARIES.....	\$42,164	\$45,461	\$45,401	\$46,873	\$47,873	\$47,217	\$48,802	\$49,105
	PENSION.....	\$2,951	\$3,182	\$3,173	\$3,281	\$3,351	\$3,305	\$3,416	\$3,437
	TOTAL COMPENSATION.....	\$45,115	\$48,643	\$48,044	\$50,154	\$51,224	\$50,522	\$52,218	\$52,543
10	25TH YEAR AND THEREAFTER.....	\$4,278.64	\$4,573.12	\$4,556.44	\$4,756.52	\$4,855.08	\$4,791.46	\$4,952.26	\$4,983.10
	ANNUAL SALARIES.....	\$43,428	\$46,417	\$46,248	\$48,279	\$49,279	\$48,633	\$50,266	\$50,578
	PENSION.....	\$3,040	\$3,249	\$3,237	\$3,380	\$3,430	\$3,340	\$3,454	\$3,519
	TOTAL COMPENSATION.....	\$46,468	\$49,666	\$49,485	\$51,658	\$52,729	\$52,038	\$53,784	\$54,119

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G08	GRADE G09	GRADE G10	GRADE G11	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,621.84	\$3,989.84	\$4,093.86	\$4,231.98	\$4,478.99	\$4,943.39	\$5,447.39
	ANNUAL SALARY.....	\$36,762	\$40,497	\$41,553	\$45,186	\$45,462	\$50,175	\$55,296
	PENSION.....	\$2,573	\$2,835	\$3,209	\$3,007	\$3,182	\$3,512	\$3,871
	TOTAL COMPENSATION.....	\$39,335	\$43,332	\$44,461	\$49,056	\$48,644	\$53,688	\$59,166
2	AFTER 1 YEAR.....	\$3,800.46	\$4,195.58	\$4,295.32	\$4,440.32	\$4,703.80	\$5,188.05	\$5,717.42
	ANNUAL SALARY.....	\$38,575	\$42,585	\$43,597	\$45,069	\$47,744	\$52,659	\$58,032
	PENSION.....	\$2,700	\$2,981	\$3,052	\$3,370	\$3,342	\$3,686	\$4,062
	TOTAL COMPENSATION.....	\$41,275	\$45,566	\$46,649	\$48,224	\$51,086	\$56,345	\$62,094
3	AFTER 2 YEARS.....	\$3,989.84	\$4,401.28	\$4,516.88	\$4,669.36	\$4,943.39	\$5,447.86	\$6,002.06
	ANNUAL SALARY.....	\$40,497	\$44,673	\$45,846	\$47,394	\$50,175	\$55,296	\$60,921
	PENSION.....	\$2,835	\$3,127	\$3,209	\$3,318	\$3,512	\$3,871	\$4,264
	TOTAL COMPENSATION.....	\$43,332	\$47,800	\$49,056	\$50,712	\$53,688	\$59,166	\$65,185
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$4,034.22	\$4,440.40	\$4,743.56	\$4,893.64	\$5,188.05	\$5,717.42	\$6,301.71
	ANNUAL SALARIES.....	\$40,667	\$45,040	\$48,772	\$50,772	\$53,062	\$58,032	\$63,062
	PENSION.....	\$2,867	\$3,159	\$3,170	\$3,382	\$3,382	\$3,686	\$4,077
	TOTAL COMPENSATION.....	\$43,814	\$48,225	\$51,517	\$53,256	\$56,445	\$62,094	\$67,440
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$4,231.98	\$4,669.36	\$4,985.24	\$5,153.44	\$5,447.86	\$6,002.06	\$6,616.33
	ANNUAL SALARIES.....	\$42,955	\$47,394	\$50,600	\$52,307	\$55,296	\$60,921	\$67,156
	PENSION.....	\$3,007	\$3,318	\$3,542	\$3,662	\$3,871	\$4,264	\$4,701
	TOTAL COMPENSATION.....	\$45,961	\$50,712	\$54,142	\$55,969	\$59,166	\$65,185	\$71,857
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$4,440.40	\$4,903.64	\$5,231.94	\$5,408.52	\$5,717.42	\$6,301.71	\$6,945.93
	ANNUAL SALARIES.....	\$45,070	\$49,772	\$53,104	\$54,896	\$58,523	\$63,962	\$70,501
	PENSION.....	\$3,155	\$3,484	\$3,717	\$3,843	\$4,097	\$4,477	\$4,935
	TOTAL COMPENSATION.....	\$48,225	\$53,256	\$56,821	\$58,739	\$62,619	\$68,440	\$75,436
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$4,656.58	\$5,153.44	\$5,493.92	\$5,679.42	\$6,002.06	\$6,616.33	\$7,295.40
	ANNUAL SALARIES.....	\$47,264	\$52,307	\$55,763	\$57,646	\$60,921	\$67,156	\$74,048
	PENSION.....	\$3,309	\$3,662	\$3,903	\$4,035	\$4,264	\$4,701	\$5,183
	TOTAL COMPENSATION.....	\$50,573	\$55,969	\$59,667	\$61,681	\$65,185	\$71,857	\$79,232
8	19TH TO 20TH YEAR.....	\$4,903.64	\$5,408.52	\$5,765.80	\$6,001.34	\$6,301.71	\$6,945.93	\$7,664.91
	ANNUAL SALARIES.....	\$49,774	\$54,896	\$58,523	\$60,497	\$63,962	\$70,501	\$77,799
	PENSION.....	\$3,484	\$3,843	\$4,097	\$4,235	\$4,477	\$4,935	\$5,446
	TOTAL COMPENSATION.....	\$53,256	\$58,739	\$62,619	\$64,732	\$68,440	\$75,436	\$83,245
9	21ST TO 24TH YEAR.....	\$5,050.74	\$5,569.18	\$5,938.20	\$6,137.40	\$6,545.68	\$7,154.30	\$7,894.86
	ANNUAL SALARIES.....	\$51,265	\$56,527	\$60,273	\$62,295	\$65,881	\$72,616	\$80,133
	PENSION.....	\$3,589	\$3,957	\$4,219	\$4,361	\$4,612	\$5,083	\$5,609
	TOTAL COMPENSATION.....	\$54,854	\$60,484	\$64,492	\$66,655	\$71,089	\$77,699	\$85,742
10	25TH YEAR AND THEREAFTER.....	\$5,202.28	\$5,736.24	\$6,116.36	\$6,321.52	\$6,685.48	\$7,368.93	\$8,131.71
	ANNUAL SALARIES.....	\$52,803	\$58,223	\$62,081	\$64,163	\$67,858	\$74,795	\$82,537
	PENSION.....	\$3,696	\$4,076	\$4,340	\$4,491	\$4,750	\$5,236	\$5,778
	TOTAL COMPENSATION.....	\$56,499	\$62,298	\$66,421	\$68,655	\$72,608	\$80,030	\$88,314

PSRP SALARY SCHEDULE FOOTNOTES

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS.

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR.

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY.

1G. SALARY SCHEDULES FOR PSRPS IN 46.6-WEEK POSITIONS*

EFFECTIVE JULY 1, 2007

46.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE C)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE G03	GRADE GB3	GRADE G05	GRADE GA6
1	1ST YEAR.....	\$2,136.24	\$2,218.54	\$2,145.20	\$2,227.50	\$2,292.28	\$2,374.58	\$2,526.00	\$3,701.60
	ANNUAL SALARY.....	\$25,955	\$26,955	\$26,064	\$27,064	\$27,851	\$28,851	\$30,691	\$32,824
	PENSION.....	\$1,817	\$1,887	\$1,824	\$1,894	\$1,950	\$2,020	\$2,148	\$2,298
	TOTAL COMPENSATION.....	\$27,772	\$28,842	\$27,889	\$28,959	\$29,801	\$30,871	\$32,839	\$35,122
2	AFTER 1 YEAR.....	\$2,246.32	\$2,328.62	\$2,255.12	\$2,337.42	\$2,406.86	\$2,489.16	\$2,649.58	\$3,839.47
	ANNUAL SALARY.....	\$27,293	\$28,293	\$27,400	\$28,400	\$29,243	\$30,243	\$32,192	\$34,500
	PENSION.....	\$1,910	\$1,980	\$1,918	\$1,988	\$2,047	\$2,117	\$2,253	\$2,415
	TOTAL COMPENSATION.....	\$29,203	\$30,273	\$29,318	\$30,388	\$31,290	\$32,360	\$34,446	\$36,915
3	AFTER 2 YEARS.....	\$2,356.30	\$2,438.60	\$2,365.14	\$2,447.44	\$2,525.88	\$2,608.18	\$2,782.70	\$3,977.54
	ANNUAL SALARY.....	\$28,629	\$29,629	\$28,736	\$29,736	\$30,689	\$31,689	\$33,810	\$36,177
	PENSION.....	\$2,004	\$2,074	\$2,012	\$2,082	\$2,148	\$2,218	\$2,367	\$2,532
	TOTAL COMPENSATION.....	\$30,633	\$31,703	\$30,748	\$31,818	\$32,838	\$33,908	\$36,176	\$38,710
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$2,380.34	\$2,462.64	\$2,388.86	\$2,471.16	\$2,547.78	\$2,630.08	\$2,812.50	\$3,004.40
	ANNUAL SALARIES.....	\$28,921	\$29,921	\$29,025	\$30,025	\$30,956	\$31,956	\$34,172	\$36,503
	PENSION.....	\$2,024	\$2,094	\$2,032	\$2,102	\$2,167	\$2,237	\$2,392	\$2,555
	TOTAL COMPENSATION.....	\$30,946	\$32,016	\$31,056	\$32,126	\$33,122	\$34,192	\$36,564	\$39,059
5	7TH YEAR TO 11TH YEAR INCLUSIVE..	\$2,499.22	\$2,581.52	\$2,507.80	\$2,590.10	\$2,675.56	\$2,757.86	\$2,948.98	\$3,154.00
	ANNUAL SALARIES.....	\$30,366	\$31,366	\$30,470	\$31,470	\$32,508	\$33,508	\$35,830	\$38,321
	PENSION.....	\$2,126	\$2,196	\$2,133	\$2,203	\$2,276	\$2,346	\$2,508	\$2,682
	TOTAL COMPENSATION.....	\$32,491	\$33,561	\$32,603	\$33,673	\$34,784	\$35,854	\$38,338	\$41,004
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$2,618.40	\$2,700.70	\$2,626.96	\$2,709.26	\$2,812.32	\$2,894.62	\$3,094.60	\$3,316.72
	ANNUAL SALARIES.....	\$31,814	\$32,814	\$31,918	\$32,918	\$34,170	\$35,170	\$37,599	\$40,298
	PENSION.....	\$2,227	\$2,297	\$2,234	\$2,304	\$2,392	\$2,462	\$2,632	\$2,821
	TOTAL COMPENSATION.....	\$34,041	\$35,111	\$34,152	\$35,222	\$36,562	\$37,632	\$40,231	\$43,119
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$2,750.66	\$2,832.96	\$2,759.22	\$2,841.52	\$2,948.96	\$3,031.26	\$3,248.72	\$3,479.30
	ANNUAL SALARIES.....	\$33,421	\$34,421	\$33,525	\$34,525	\$35,830	\$36,830	\$39,472	\$42,273
	PENSION.....	\$2,339	\$2,409	\$2,347	\$2,417	\$2,508	\$2,578	\$2,763	\$2,959
	TOTAL COMPENSATION.....	\$35,760	\$36,830	\$35,871	\$36,941	\$38,338	\$39,408	\$42,235	\$45,233
8	21ST YEAR.....	\$2,891.74	\$2,974.04	\$2,900.10	\$2,982.40	\$3,094.46	\$3,176.76	\$3,416.32	\$3,650.52
	ANNUAL SALARIES.....	\$35,135	\$36,135	\$35,236	\$36,236	\$37,598	\$38,598	\$41,508	\$44,354
	PENSION.....	\$2,459	\$2,529	\$2,467	\$2,537	\$2,632	\$2,702	\$2,906	\$3,105
	TOTAL COMPENSATION.....	\$37,594	\$38,664	\$37,703	\$38,773	\$40,230	\$41,300	\$44,414	\$47,459
9	22ND YEAR AND THEREAFTER.....	\$2,978.18	\$3,060.48	\$2,986.26	\$3,068.56	\$3,186.96	\$3,269.26	\$3,517.82	\$3,758.94
	ANNUAL SALARIES.....	\$36,185	\$37,185	\$36,283	\$37,283	\$38,722	\$39,722	\$42,742	\$45,671
	PENSION.....	\$2,533	\$2,603	\$2,540	\$2,610	\$2,781	\$2,851	\$3,092	\$3,319
	TOTAL COMPENSATION.....	\$38,718	\$39,788	\$38,823	\$39,893	\$41,432	\$42,502	\$45,733	\$48,868

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G06	GRADE G07	GRADE G08	GRADE G09
1	1ST YEAR.....	\$2,782.74	\$2,924.78	\$3,066.94	\$3,378.54
	ANNUAL SALARY.....	\$33,810	\$35,536	\$37,263	\$41,049
	PENSION.....	\$2,367	\$2,488	\$2,608	\$2,873
	TOTAL COMPENSATION.....	\$36,177	\$38,024	\$39,872	\$43,923
2	AFTER 1 YEAR.....	\$2,924.56	\$3,066.82	\$3,218.16	\$3,552.82
	ANNUAL SALARY.....	\$35,533	\$37,262	\$39,041	\$43,167
	PENSION.....	\$2,487	\$2,608	\$2,737	\$3,002
	TOTAL COMPENSATION.....	\$38,021	\$39,870	\$41,778	\$46,168
3	AFTER 2 YEARS.....	\$3,066.98	\$3,218.22	\$3,378.48	\$3,727.02
	ANNUAL SALARY.....	\$37,264	\$39,101	\$41,049	\$45,283
	PENSION.....	\$2,608	\$2,737	\$2,873	\$3,170
	TOTAL COMPENSATION.....	\$39,872	\$41,838	\$43,922	\$48,453
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$3,094.68	\$3,248.64	\$3,416.18	\$3,760.06
	ANNUAL SALARIES.....	\$37,600	\$39,471	\$41,507	\$45,685
	PENSION.....	\$2,632	\$2,763	\$2,905	\$3,198
	TOTAL COMPENSATION.....	\$40,232	\$42,234	\$44,412	\$48,883
5	7TH YEAR TO 11TH YEAR INCLUSIVE...	\$3,248.72	\$3,416.18	\$3,583.70	\$3,953.96
	ANNUAL SALARIES.....	\$39,472	\$41,507	\$43,542	\$48,041
	PENSION.....	\$2,763	\$2,905	\$3,048	\$3,363
	TOTAL COMPENSATION.....	\$42,235	\$44,412	\$46,590	\$51,403
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$3,416.28	\$3,583.72	\$3,760.10	\$4,152.38
	ANNUAL SALARIES.....	\$41,508	\$43,542	\$45,685	\$50,451
	PENSION.....	\$2,906	\$3,048	\$3,198	\$3,532
	TOTAL COMPENSATION.....	\$44,413	\$46,590	\$48,883	\$53,983
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$3,583.74	\$3,760.02	\$3,953.96	\$4,363.94
	ANNUAL SALARIES.....	\$43,542	\$45,684	\$48,041	\$53,022
	PENSION.....	\$3,048	\$3,198	\$3,363	\$3,712
	TOTAL COMPENSATION.....	\$46,590	\$48,882	\$51,403	\$56,733
8	21ST YEAR.....	\$3,760.28	\$3,953.96	\$4,152.40	\$4,579.96
	ANNUAL SALARIES.....	\$45,687	\$48,041	\$50,452	\$55,647
	PENSION.....	\$3,198	\$3,268	\$3,532	\$3,895
	TOTAL COMPENSATION.....	\$48,886	\$51,403	\$53,983	\$59,542
9	22ND YEAR AND THEREAFTER.....	\$3,835.12	\$4,071.42	\$4,276.98	\$4,715.96
	ANNUAL SALARIES.....	\$46,597	\$49,468	\$51,965	\$57,299
	PENSION.....	\$3,262	\$3,332	\$3,638	\$4,011
	TOTAL COMPENSATION.....	\$49,858	\$52,930	\$55,603	\$61,310

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE G03	GRADE GB3	GRADE G05	GRADE GA6
1	1ST YEAR.....	\$2,221.68	\$2,303.98	\$2,231.00	\$2,313.30	\$2,383.98	\$2,466.28	\$2,627.04	\$2,809.66
	ANNUAL SALARY.....	\$26,993	\$27,193	\$27,107	\$28,107	\$28,965	\$29,965	\$31,919	\$34,137
	PENSION.....	\$1,890	\$1,960	\$1,897	\$2,038	\$2,068	\$2,098	\$2,234	\$2,390
	TOTAL COMPENSATION.....	\$28,883	\$29,593	\$29,004	\$30,074	\$30,993	\$32,063	\$34,153	\$36,527
2	AFTER 1 YEAR.....	\$2,336.18	\$2,418.48	\$2,345.32	\$2,427.62	\$2,503.14	\$2,585.44	\$2,755.56	\$2,953.04
	ANNUAL SALARY.....	\$28,385	\$29,385	\$28,486	\$29,486	\$30,413	\$31,413	\$33,480	\$35,879
	PENSION.....	\$1,987	\$2,057	\$1,995	\$2,065	\$2,129	\$2,199	\$2,344	\$2,512
	TOTAL COMPENSATION.....	\$30,372	\$31,442	\$30,480	\$31,550	\$32,542	\$33,612	\$35,824	\$38,391
3	AFTER 2 YEARS.....	\$2,450.56	\$2,532.86	\$2,459.74	\$2,542.04	\$2,626.92	\$2,709.22	\$2,894.00	\$3,096.64
	ANNUAL SALARY.....	\$29,774	\$30,774	\$29,886	\$30,886	\$31,917	\$32,917	\$34,624	\$37,624
	PENSION.....	\$2,084	\$2,154	\$2,092	\$2,162	\$2,234	\$2,304	\$2,461	\$2,634
	TOTAL COMPENSATION.....	\$31,859	\$32,929	\$31,978	\$33,048	\$34,151	\$35,221	\$37,085	\$40,258
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,475.56	\$2,557.86	\$2,484.42	\$2,566.72	\$2,649.70	\$2,732.00	\$2,925.00	\$3,124.58
	ANNUAL SALARIES.....	\$30,078	\$31,078	\$30,186	\$31,186	\$32,194	\$33,194	\$35,539	\$37,964
	PENSION.....	\$2,105	\$2,175	\$2,113	\$2,183	\$2,254	\$2,324	\$2,488	\$2,657
	TOTAL COMPENSATION.....	\$32,184	\$33,254	\$32,299	\$33,369	\$34,447	\$35,517	\$38,026	\$40,621
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,599.18	\$2,681.48	\$2,608.12	\$2,690.42	\$2,782.58	\$2,864.88	\$3,066.94	\$3,280.16
	ANNUAL SALARIES.....	\$31,500	\$32,500	\$31,609	\$32,609	\$33,608	\$34,608	\$37,563	\$39,554
	PENSION.....	\$2,231	\$2,281	\$2,218	\$2,268	\$2,337	\$2,407	\$2,608	\$2,790
	TOTAL COMPENSATION.....	\$33,731	\$34,881	\$33,827	\$34,877	\$35,945	\$37,015	\$39,872	\$42,344
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,723.14	\$2,805.44	\$2,732.04	\$2,814.34	\$2,924.82	\$3,007.12	\$3,218.38	\$3,449.38
	ANNUAL SALARIES.....	\$33,086	\$34,086	\$33,194	\$34,194	\$35,537	\$36,537	\$39,103	\$41,910
	PENSION.....	\$2,316	\$2,386	\$2,334	\$2,404	\$2,488	\$2,558	\$2,737	\$2,934
	TOTAL COMPENSATION.....	\$35,402	\$36,472	\$35,528	\$36,598	\$38,024	\$39,094	\$41,840	\$44,844
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,860.68	\$2,942.98	\$2,869.58	\$2,951.88	\$3,066.92	\$3,149.22	\$3,378.66	\$3,618.48
	ANNUAL SALARIES.....	\$34,757	\$35,757	\$34,865	\$35,865	\$37,263	\$38,263	\$41,051	\$43,965
	PENSION.....	\$2,433	\$2,503	\$2,441	\$2,511	\$2,608	\$2,678	\$2,874	\$3,078
	TOTAL COMPENSATION.....	\$37,190	\$38,260	\$37,306	\$38,376	\$39,871	\$40,941	\$43,924	\$47,042
8	20TH TO 21ST YEAR.....	\$3,007.40	\$3,089.70	\$3,016.10	\$3,098.40	\$3,218.24	\$3,300.54	\$3,552.98	\$3,796.54
	ANNUAL SALARIES.....	\$36,540	\$37,540	\$36,646	\$37,646	\$39,102	\$40,102	\$43,459	\$46,128
	PENSION.....	\$2,558	\$2,628	\$2,566	\$2,636	\$2,737	\$2,807	\$3,022	\$3,229
	TOTAL COMPENSATION.....	\$39,098	\$40,168	\$39,212	\$40,282	\$41,839	\$42,909	\$46,481	\$49,357
9	22ND TO 25TH YEAR.....	\$3,097.30	\$3,179.60	\$3,105.72	\$3,187.98	\$3,314.44	\$3,396.74	\$3,658.54	\$3,909.30
	ANNUAL SALARIES.....	\$37,632	\$38,632	\$37,734	\$38,734	\$40,270	\$41,270	\$44,451	\$47,498
	PENSION.....	\$2,634	\$2,704	\$2,641	\$2,711	\$2,819	\$2,889	\$3,112	\$3,325
	TOTAL COMPENSATION.....	\$40,266	\$41,336	\$40,376	\$41,445	\$43,089	\$44,159	\$47,563	\$50,823
10	26TH YEAR AND THEREAFTER.....	\$3,190.22	\$3,272.52	\$3,198.88	\$3,281.18	\$3,413.88	\$3,496.18	\$3,768.30	\$4,026.58
	ANNUAL SALARIES.....	\$38,761	\$39,761	\$38,866	\$39,866	\$41,479	\$42,479	\$45,785	\$48,823
	PENSION.....	\$2,713	\$2,783	\$2,721	\$2,791	\$2,904	\$2,974	\$3,205	\$3,425
	TOTAL COMPENSATION.....	\$41,474	\$42,544	\$41,587	\$42,657	\$44,382	\$45,452	\$48,990	\$52,248

EFFECTIVE JULY 1, 2008 46.60 WEEKS - MONTHLY AND ANNUAL RATE (CODE C)

		PAYTABLE 23									
ST	YEARS OF SERVICE	GRADE G06	GRADE G06C	GRADE G07	GRADE G08	GRADE G09					
EP											
1	1ST YEAR.....	\$2,894.04	\$2,976.34	\$3,041.78	\$3,189.62	\$3,513.68					
	ANNUAL SALARY.....	\$35,163	\$36,163	\$36,958	\$38,754	\$42,691					
	PENSION.....	\$2,461	\$2,531	\$2,587	\$2,713	\$2,988					
	TOTAL COMPENSATION.....	\$37,624	\$38,694	\$39,545	\$41,467	\$45,680					
2	AFTER 1 YEAR.....	\$3,041.54	\$3,123.84	\$3,189.50	\$3,346.88	\$3,694.94					
	ANNUAL SALARY.....	\$36,955	\$37,955	\$38,752	\$40,665	\$44,894					
	PENSION.....	\$2,587	\$2,657	\$2,713	\$2,847	\$3,143					
	TOTAL COMPENSATION.....	\$39,542	\$40,612	\$41,465	\$43,511	\$48,036					
3	AFTER 2 YEARS.....	\$3,189.66	\$3,271.96	\$3,346.94	\$3,513.62	\$3,876.10					
	ANNUAL SALARY.....	\$38,756	\$39,756	\$40,665	\$42,690	\$47,095					
	PENSION.....	\$2,713	\$2,783	\$2,847	\$2,988	\$3,297					
	TOTAL COMPENSATION.....	\$41,467	\$42,537	\$43,512	\$45,679	\$50,391					
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,218.46	\$3,300.76	\$3,378.58	\$3,552.82	\$3,910.46					
	ANNUAL SALARIES.....	\$39,104	\$40,104	\$41,050	\$43,167	\$47,512					
	PENSION.....	\$2,737	\$2,807	\$2,873	\$3,022	\$3,326					
	TOTAL COMPENSATION.....	\$41,842	\$42,912	\$43,923	\$46,188	\$50,838					
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,378.66	\$3,460.96	\$3,552.82	\$3,727.04	\$4,112.12					
	ANNUAL SALARIES.....	\$41,971	\$42,971	\$43,927	\$46,294	\$51,106					
	PENSION.....	\$3,022	\$3,102	\$3,170	\$3,326	\$3,673					
	TOTAL COMPENSATION.....	\$43,924	\$44,994	\$46,188	\$48,453	\$53,460					
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,552.94	\$3,635.24	\$3,727.06	\$3,910.50	\$4,318.48					
	ANNUAL SALARIES.....	\$43,168	\$44,168	\$45,284	\$47,513	\$52,470					
	PENSION.....	\$3,022	\$3,092	\$3,170	\$3,326	\$3,673					
	TOTAL COMPENSATION.....	\$46,190	\$47,260	\$48,454	\$50,838	\$56,142					
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,727.08	\$3,809.38	\$3,910.42	\$4,112.12	\$4,538.50					
	ANNUAL SALARIES.....	\$45,284	\$46,284	\$47,512	\$49,962	\$55,143					
	PENSION.....	\$3,170	\$3,240	\$3,326	\$3,497	\$3,860					
	TOTAL COMPENSATION.....	\$48,454	\$49,524	\$50,838	\$53,459	\$59,003					
8	20TH TO 21ST YEAR.....	\$3,910.70	\$3,993.00	\$4,112.12	\$4,318.50	\$4,763.16					
	ANNUAL SALARIES.....	\$47,515	\$48,515	\$49,962	\$52,470	\$57,872					
	PENSION.....	\$3,326	\$3,396	\$3,497	\$3,673	\$4,051					
	TOTAL COMPENSATION.....	\$50,841	\$51,911	\$53,460	\$56,143	\$61,923					
9	22ND TO 25TH YEAR.....	\$3,988.52	\$4,070.82	\$4,234.28	\$4,448.06	\$4,904.60					
	ANNUAL SALARIES.....	\$48,461	\$49,461	\$51,447	\$54,044	\$59,591					
	PENSION.....	\$3,392	\$3,462	\$3,601	\$3,783	\$4,171					
	TOTAL COMPENSATION.....	\$51,853	\$52,923	\$55,048	\$57,827	\$63,762					
10	26TH YEAR AND THEREAFTER.....	\$4,108.18	\$4,190.48	\$4,361.30	\$4,581.50	\$5,051.74					
	ANNUAL SALARIES.....	\$49,914	\$50,914	\$52,990	\$55,665	\$61,379					
	PENSION.....	\$3,494	\$3,564	\$3,709	\$3,897	\$4,297					
	TOTAL COMPENSATION.....	\$53,408	\$54,478	\$56,699	\$59,562	\$65,675					

EFFECTIVE JULY 1, 2009

46.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE C)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE G03	GRADE GB3	GRADE G05	GRADE GA6
1	1ST YEAR.....	\$2,310.54	\$2,392.84	\$2,320.24	\$2,402.56	\$2,479.34	\$2,561.64	\$2,732.12	\$2,922.04
	ANNUAL SALARY.....	\$28,073	\$29,073	\$28,191	\$29,191	\$30,124	\$31,124	\$32,195	\$33,503
	PENSION.....	\$1,965	\$2,035	\$1,973	\$2,043	\$2,109	\$2,179	\$2,244	\$2,388
	TOTAL COMPENSATION.....	\$30,038	\$31,108	\$30,164	\$31,234	\$32,233	\$33,303	\$34,519	\$37,888
2	AFTER 1 YEAR.....	\$2,429.62	\$2,511.94	\$2,439.14	\$2,521.48	\$2,603.26	\$2,685.60	\$2,865.78	\$3,071.16
	ANNUAL SALARY.....	\$29,520	\$30,520	\$29,636	\$30,636	\$31,630	\$32,630	\$33,715	\$34,819
	PENSION.....	\$2,066	\$2,136	\$2,145	\$2,214	\$2,284	\$2,354	\$2,437	\$2,512
	TOTAL COMPENSATION.....	\$31,586	\$32,656	\$31,710	\$32,781	\$33,844	\$34,914	\$35,977	\$37,327
3	AFTER 2 YEARS.....	\$2,548.58	\$2,630.86	\$2,558.12	\$2,640.42	\$2,732.00	\$2,814.32	\$2,909.76	\$3,220.50
	ANNUAL SALARY.....	\$30,965	\$31,965	\$31,081	\$32,081	\$33,074	\$34,074	\$35,069	\$36,129
	PENSION.....	\$2,138	\$2,208	\$2,216	\$2,286	\$2,356	\$2,426	\$2,500	\$2,574
	TOTAL COMPENSATION.....	\$33,133	\$34,203	\$33,257	\$34,327	\$35,417	\$36,500	\$37,569	\$41,668
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,574.58	\$2,656.88	\$2,583.80	\$2,666.10	\$2,755.68	\$2,838.02	\$2,942.00	\$3,249.56
	ANNUAL SALARIES.....	\$31,281	\$32,281	\$31,393	\$32,393	\$33,482	\$34,482	\$35,560	\$36,648
	PENSION.....	\$2,190	\$2,260	\$2,198	\$2,268	\$2,344	\$2,414	\$2,487	\$2,564
	TOTAL COMPENSATION.....	\$33,471	\$34,541	\$33,591	\$34,661	\$35,825	\$36,896	\$37,948	\$42,246
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,703.14	\$2,785.44	\$2,712.44	\$2,794.74	\$2,893.88	\$2,976.22	\$3,189.62	\$3,411.36
	ANNUAL SALARIES.....	\$32,843	\$33,843	\$32,956	\$33,956	\$35,161	\$36,161	\$37,354	\$41,448
	PENSION.....	\$2,299	\$2,369	\$2,307	\$2,377	\$2,461	\$2,531	\$2,613	\$2,691
	TOTAL COMPENSATION.....	\$35,142	\$36,212	\$35,263	\$36,333	\$37,622	\$38,692	\$40,001	\$44,349
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,832.06	\$2,914.40	\$2,841.32	\$2,923.62	\$3,041.82	\$3,124.12	\$3,347.12	\$3,587.36
	ANNUAL SALARIES.....	\$34,410	\$35,410	\$34,522	\$35,522	\$36,958	\$37,958	\$40,068	\$43,586
	PENSION.....	\$2,409	\$2,479	\$2,417	\$2,487	\$2,571	\$2,641	\$2,727	\$2,813
	TOTAL COMPENSATION.....	\$36,818	\$37,889	\$36,939	\$38,009	\$39,545	\$40,615	\$42,840	\$46,637
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,975.10	\$3,057.36	\$2,984.36	\$3,066.66	\$3,189.60	\$3,271.94	\$3,513.80	\$3,763.22
	ANNUAL SALARIES.....	\$36,147	\$37,147	\$36,260	\$37,260	\$38,754	\$39,754	\$42,093	\$45,723
	PENSION.....	\$2,530	\$2,600	\$2,538	\$2,608	\$2,713	\$2,783	\$2,888	\$3,001
	TOTAL COMPENSATION.....	\$38,678	\$39,747	\$38,798	\$39,868	\$41,466	\$42,537	\$44,981	\$48,724
8	20TH TO 21ST YEAR.....	\$3,127.70	\$3,210.04	\$3,136.74	\$3,219.02	\$3,346.96	\$3,429.30	\$3,695.10	\$3,948.40
	ANNUAL SALARIES.....	\$38,002	\$39,002	\$38,111	\$39,111	\$40,666	\$41,666	\$44,095	\$47,973
	PENSION.....	\$2,660.11	\$2,730.14	\$2,667.80	\$2,737.77	\$2,846.59	\$2,916.62	\$3,142.68	\$3,358.11
	TOTAL COMPENSATION.....	\$40,662	\$41,732	\$40,779	\$41,849	\$43,512	\$44,583	\$47,238	\$51,331
9	22ND TO 25TH YEAR.....	\$3,221.20	\$3,303.54	\$3,229.94	\$3,312.26	\$3,447.02	\$3,529.30	\$3,804.88	\$4,065.68
	ANNUAL SALARIES.....	\$39,138	\$40,138	\$39,244	\$40,244	\$41,881	\$42,881	\$45,229	\$48,398
	PENSION.....	\$2,740	\$2,810	\$2,747	\$2,817	\$2,932	\$3,002	\$3,236	\$3,458
	TOTAL COMPENSATION.....	\$41,877	\$42,948	\$41,991	\$43,061	\$44,813	\$45,883	\$48,465	\$51,856
10	26TH YEAR AND THEREAFTER.....	\$3,317.82	\$3,400.16	\$3,326.84	\$3,409.14	\$3,550.44	\$3,632.76	\$3,919.04	\$4,187.64
	ANNUAL SALARIES.....	\$40,312	\$41,312	\$40,421	\$41,421	\$43,138	\$44,138	\$46,616	\$50,880
	PENSION.....	\$2,822	\$2,892	\$2,899	\$2,969	\$3,020	\$3,090	\$3,362	\$3,623
	TOTAL COMPENSATION.....	\$43,133	\$44,204	\$43,251	\$44,320	\$46,157	\$47,228	\$50,000	\$54,501

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G06	GRADE G06C	GRADE G07	GRADE G08	GRADE G09
1	1ST YEAR.....	\$3,009.80	\$3,092.10	\$3,163.46	\$3,317.20	\$3,654.22
	ANNUAL SALARY.....		\$37,569	\$38,436	\$40,304	\$44,399
	PENSION.....	\$36,569	\$2,630	\$2,821	\$2,910	\$3,108
	TOTAL COMPENSATION.....	\$39,129	\$40,199	\$41,127	\$43,125	\$47,507
2	AFTER 1 YEAR.....	\$3,163.20	\$3,245.52	\$3,317.08	\$3,480.76	\$3,842.74
	ANNUAL SALARY.....		\$38,433	\$40,303	\$42,291	\$46,689
	PENSION.....	\$2,690	\$2,760	\$2,821	\$2,960	\$3,268
	TOTAL COMPENSATION.....	\$41,123	\$42,193	\$43,124	\$45,252	\$49,958
3	AFTER 2 YEARS.....	\$3,317.24	\$3,399.50	\$3,480.82	\$3,654.16	\$4,031.14
	ANNUAL SALARY.....		\$40,304	\$41,304	\$42,392	\$44,398
	PENSION.....	\$2,821	\$2,891	\$2,960	\$3,108	\$3,428
	TOTAL COMPENSATION.....	\$43,126	\$44,195	\$45,252	\$47,506	\$52,407
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,347.20	\$3,429.46	\$3,513.72	\$3,694.94	\$4,066.88
	ANNUAL SALARIES.....		\$41,668	\$42,692	\$44,894	\$49,413
	PENSION.....	\$2,847	\$2,917	\$2,988	\$3,143	\$3,459
	TOTAL COMPENSATION.....	\$43,515	\$44,585	\$45,680	\$48,036	\$52,871
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,513.80	\$3,596.14	\$3,694.94	\$3,876.12	\$4,276.60
	ANNUAL SALARIES.....		\$43,683	\$44,924	\$46,261	\$49,691
	PENSION.....	\$2,988	\$3,053	\$3,124	\$3,295	\$3,567
	TOTAL COMPENSATION.....	\$45,681	\$46,752	\$48,036	\$50,391	\$55,598
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,695.06	\$3,777.36	\$3,876.14	\$4,066.92	\$4,491.22
	ANNUAL SALARIES.....		\$44,895	\$47,095	\$49,413	\$54,568
	PENSION.....	\$3,143	\$3,213	\$3,297	\$3,459	\$3,820
	TOTAL COMPENSATION.....	\$48,038	\$49,108	\$50,392	\$52,872	\$58,388
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,876.16	\$3,958.44	\$4,066.84	\$4,276.60	\$4,720.04
	ANNUAL SALARIES.....		\$48,095	\$49,412	\$51,961	\$57,348
	PENSION.....	\$3,297	\$3,367	\$3,459	\$3,637	\$4,014
	TOTAL COMPENSATION.....	\$50,392	\$51,462	\$50,392	\$55,359	\$61,363
8	20TH TO 21ST YEAR.....	\$4,067.12	\$4,149.46	\$4,276.60	\$4,491.24	\$4,953.68
	ANNUAL SALARIES.....		\$50,416	\$51,961	\$54,569	\$60,187
	PENSION.....	\$3,459	\$3,529	\$3,637	\$3,820	\$4,213
	TOTAL COMPENSATION.....	\$52,875	\$53,945	\$55,598	\$58,388	\$64,400
9	22ND TO 25TH YEAR.....	\$4,148.06	\$4,230.38	\$4,403.66	\$4,625.98	\$5,100.78
	ANNUAL SALARIES.....		\$50,399	\$53,504	\$56,206	\$61,974
	PENSION.....	\$3,528	\$3,598	\$3,745	\$3,934	\$4,338
	TOTAL COMPENSATION.....	\$53,927	\$54,997	\$57,250	\$60,140	\$66,313
10	26TH YEAR AND THEREAFTER.....	\$4,272.50	\$4,354.82	\$4,535.76	\$4,764.76	\$5,253.80
	ANNUAL SALARIES.....		\$51,911	\$55,109	\$57,892	\$63,834
	PENSION.....	\$3,634	\$3,704	\$3,858	\$4,032	\$4,468
	TOTAL COMPENSATION.....	\$55,545	\$56,615	\$58,967	\$61,944	\$68,302

EFFECTIVE JULY 1, 2010

46.60 WEEKS - MONTHLY AND ANNUAL RATE

(CODE C)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G41	GRADE G42	GRADE G51	GRADE G52	GRADE G03	GRADE G03	GRADE G03	GRADE G05	GRADE G06
1	1ST YEAR.....	\$2,402.96	\$2,485.26	\$2,413.04	\$2,495.30	\$2,578.52	\$2,660.82	\$2,743.12	\$2,825.42	\$2,907.72
	ANNUAL SALARY.....	\$29,196	\$30,196	\$29,318	\$30,318	\$31,318	\$32,318	\$33,318	\$34,318	\$35,318
	PENSION.....	\$2,044	\$2,114	\$2,052	\$2,122	\$2,193	\$2,263	\$2,333	\$2,403	\$2,473
	TOTAL COMPENSATION.....	\$31,240	\$32,310	\$31,371	\$32,440	\$33,512	\$34,584	\$35,656	\$36,728	\$37,800
2	AFTER 1 YEAR.....	\$2,526.80	\$2,609.14	\$2,536.70	\$2,619.02	\$2,707.40	\$2,789.72	\$2,872.04	\$2,954.36	\$3,036.68
	ANNUAL SALARY.....	\$30,701	\$31,701	\$30,821	\$31,821	\$32,821	\$33,821	\$34,821	\$35,821	\$36,821
	PENSION.....	\$2,149	\$2,219	\$2,157	\$2,227	\$2,297	\$2,367	\$2,437	\$2,507	\$2,577
	TOTAL COMPENSATION.....	\$32,850	\$33,920	\$32,978	\$34,048	\$35,118	\$36,188	\$37,258	\$38,328	\$39,398
3	AFTER 2 YEARS.....	\$2,650.52	\$2,732.84	\$2,660.44	\$2,742.72	\$2,841.28	\$2,923.62	\$3,005.96	\$3,088.30	\$3,170.64
	ANNUAL SALARY.....	\$32,204	\$33,204	\$32,324	\$33,324	\$34,324	\$35,324	\$36,324	\$37,324	\$38,324
	PENSION.....	\$2,254	\$2,324	\$2,263	\$2,333	\$2,403	\$2,473	\$2,543	\$2,613	\$2,683
	TOTAL COMPENSATION.....	\$34,458	\$35,528	\$34,587	\$35,657	\$36,727	\$37,797	\$38,867	\$39,937	\$41,007
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,677.56	\$2,759.84	\$2,687.16	\$2,769.46	\$2,865.90	\$2,948.24	\$3,034.58	\$3,120.92	\$3,207.26
	ANNUAL SALARY.....	\$32,532	\$33,532	\$32,652	\$33,652	\$34,652	\$35,652	\$36,652	\$37,652	\$38,652
	PENSION.....	\$2,277	\$2,347	\$2,285	\$2,355	\$2,425	\$2,495	\$2,565	\$2,635	\$2,705
	TOTAL COMPENSATION.....	\$34,810	\$35,880	\$34,937	\$36,007	\$37,077	\$38,147	\$39,217	\$40,287	\$41,357
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,811.26	\$2,893.58	\$2,820.94	\$2,903.20	\$3,009.64	\$3,091.94	\$3,174.24	\$3,256.54	\$3,338.84
	ANNUAL SALARY.....	\$34,157	\$35,157	\$34,274	\$35,274	\$36,274	\$37,274	\$38,274	\$39,274	\$40,274
	PENSION.....	\$2,391	\$2,461	\$2,399	\$2,469	\$2,560	\$2,630	\$2,700	\$2,770	\$2,840
	TOTAL COMPENSATION.....	\$36,548	\$37,618	\$36,674	\$37,743	\$38,834	\$39,904	\$40,974	\$42,044	\$43,114
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,945.34	\$3,027.66	\$2,954.98	\$3,037.28	\$3,163.50	\$3,245.84	\$3,328.18	\$3,410.52	\$3,492.86
	ANNUAL SALARY.....	\$35,786	\$36,786	\$35,903	\$36,903	\$37,903	\$38,903	\$39,903	\$40,903	\$41,903
	PENSION.....	\$2,505	\$2,575	\$2,513	\$2,583	\$2,691	\$2,761	\$2,831	\$2,901	\$2,971
	TOTAL COMPENSATION.....	\$38,291	\$39,361	\$38,416	\$39,486	\$40,597	\$41,667	\$42,737	\$43,807	\$44,877
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,094.10	\$3,176.38	\$3,103.74	\$3,186.00	\$3,317.18	\$3,399.50	\$3,481.82	\$3,564.14	\$3,646.46
	ANNUAL SALARY.....	\$37,593	\$38,593	\$37,710	\$38,710	\$39,710	\$40,710	\$41,710	\$42,710	\$43,710
	PENSION.....	\$2,632	\$2,702	\$2,640	\$2,710	\$2,821	\$2,891	\$2,961	\$3,031	\$3,101
	TOTAL COMPENSATION.....	\$40,225	\$41,295	\$40,350	\$41,420	\$42,531	\$43,601	\$44,671	\$45,741	\$46,811
8	20TH TO 21ST YEAR.....	\$3,252.80	\$3,335.14	\$3,262.20	\$3,344.52	\$3,480.84	\$3,563.12	\$3,645.44	\$3,727.76	\$3,810.08
	ANNUAL SALARY.....	\$39,522	\$40,522	\$39,636	\$40,636	\$41,636	\$42,636	\$43,636	\$44,636	\$45,636
	PENSION.....	\$2,767	\$2,837	\$2,775	\$2,845	\$2,960	\$3,030	\$3,100	\$3,170	\$3,240
	TOTAL COMPENSATION.....	\$42,289	\$43,359	\$42,411	\$43,481	\$44,592	\$45,662	\$46,732	\$47,802	\$48,872
9	22ND TO 25TH YEAR.....	\$3,350.04	\$3,432.34	\$3,359.14	\$3,441.48	\$3,584.90	\$3,667.24	\$3,750.58	\$3,832.92	\$3,915.26
	ANNUAL SALARY.....	\$40,703	\$41,703	\$40,814	\$41,814	\$42,814	\$43,814	\$44,814	\$45,814	\$46,814
	PENSION.....	\$2,849	\$2,919	\$2,857	\$2,927	\$3,049	\$3,119	\$3,189	\$3,259	\$3,329
	TOTAL COMPENSATION.....	\$43,552	\$44,622	\$43,670	\$44,741	\$45,863	\$46,933	\$48,003	\$49,073	\$50,143
10	26TH YEAR AND THEREAFTER.....	\$3,450.54	\$3,532.84	\$3,459.92	\$3,542.22	\$3,692.46	\$3,774.74	\$3,857.08	\$3,939.42	\$4,021.76
	ANNUAL SALARY.....	\$41,924	\$42,924	\$42,038	\$43,038	\$44,038	\$45,038	\$46,038	\$47,038	\$48,038
	PENSION.....	\$2,935	\$3,005	\$2,943	\$3,013	\$3,140	\$3,210	\$3,280	\$3,350	\$3,420
	TOTAL COMPENSATION.....	\$44,859	\$45,929	\$44,981	\$46,051	\$47,170	\$48,240	\$49,310	\$50,380	\$51,450

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G06	GRADE G06	GRADE G07	GRADE G08	GRADE G09
1	1ST YEAR.....	\$3,130.20	\$3,212.52	\$3,290.00	\$3,449.88	\$3,800.38
	ANNUAL SALARY.....	\$38,032	\$39,032	\$39,974	\$41,916	\$46,175
	PENSION.....	\$2,662	\$2,732	\$2,798	\$2,934	\$3,232
	TOTAL COMPENSATION.....	\$40,694	\$41,764	\$42,772	\$44,850	\$49,407
	TOTAL COMPENSATION.....					
2	AFTER 1 YEAR.....	\$3,289.72	\$3,372.02	\$3,449.76	\$3,620.00	\$3,996.44
	ANNUAL SALARY.....	\$39,970	\$40,970	\$41,915	\$43,983	\$48,557
	PENSION.....	\$2,798	\$2,868	\$2,934	\$3,079	\$3,399
	TOTAL COMPENSATION.....	\$42,768	\$43,838	\$44,849	\$47,062	\$51,956
	TOTAL COMPENSATION.....					
3	AFTER 2 YEARS.....	\$3,449.92	\$3,532.26	\$3,620.06	\$3,800.32	\$4,192.38
	ANNUAL SALARY.....	\$41,917	\$42,917	\$43,984	\$46,174	\$50,937
	PENSION.....	\$2,934	\$3,004	\$3,079	\$3,232	\$3,566
	TOTAL COMPENSATION.....	\$44,851	\$45,921	\$47,063	\$49,406	\$54,503
	TOTAL COMPENSATION.....					
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,481.08	\$3,563.38	\$3,654.26	\$3,842.74	\$4,229.56
	ANNUAL SALARIES.....	\$42,295	\$43,295	\$44,399	\$46,689	\$51,389
	PENSION.....	\$2,961	\$3,031	\$3,108	\$3,268	\$3,597
	TOTAL COMPENSATION.....	\$45,256	\$46,326	\$47,507	\$49,958	\$54,986
	TOTAL COMPENSATION.....					
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,654.36	\$3,736.62	\$3,842.74	\$4,031.16	\$4,447.66
	ANNUAL SALARIES.....	\$44,400	\$45,400	\$46,568	\$48,729	\$52,883
	PENSION.....	\$3,148	\$3,218	\$3,293	\$3,429	\$3,783
	TOTAL COMPENSATION.....	\$47,548	\$48,618	\$49,861	\$52,158	\$56,666
	TOTAL COMPENSATION.....					
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,842.86	\$3,925.18	\$4,031.18	\$4,229.60	\$4,670.86
	ANNUAL SALARIES.....	\$46,691	\$47,691	\$48,799	\$51,390	\$56,751
	PENSION.....	\$3,268	\$3,338	\$3,429	\$3,597	\$3,973
	TOTAL COMPENSATION.....	\$49,959	\$51,029	\$52,228	\$54,987	\$60,724
	TOTAL COMPENSATION.....					
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$4,031.20	\$4,113.50	\$4,229.52	\$4,447.66	\$4,908.84
	ANNUAL SALARIES.....	\$48,799	\$49,799	\$51,389	\$54,039	\$59,642
	PENSION.....	\$3,429	\$3,499	\$3,597	\$3,783	\$4,175
	TOTAL COMPENSATION.....	\$52,228	\$53,298	\$54,986	\$57,822	\$63,817
	TOTAL COMPENSATION.....					
8	20TH TO 21ST YEAR.....	\$4,229.80	\$4,312.10	\$4,447.66	\$4,670.88	\$5,151.82
	ANNUAL SALARIES.....	\$51,392	\$52,392	\$54,039	\$56,751	\$62,595
	PENSION.....	\$3,597	\$3,667	\$3,783	\$3,973	\$4,382
	TOTAL COMPENSATION.....	\$54,990	\$56,059	\$57,822	\$60,724	\$66,976
	TOTAL COMPENSATION.....					
9	22ND TO 25TH YEAR.....	\$4,313.98	\$4,396.30	\$4,579.80	\$4,811.02	\$5,304.82
	ANNUAL SALARIES.....	\$52,415	\$53,415	\$55,645	\$58,454	\$64,454
	PENSION.....	\$3,669	\$3,739	\$3,895	\$4,092	\$4,512
	TOTAL COMPENSATION.....	\$56,084	\$57,154	\$59,540	\$62,546	\$68,966
	TOTAL COMPENSATION.....					
10	26TH YEAR AND THEREAFTER.....	\$4,443.40	\$4,525.68	\$4,717.20	\$4,955.36	\$5,463.96
	ANNUAL SALARIES.....	\$53,987	\$54,987	\$57,314	\$60,208	\$66,387
	PENSION.....	\$3,779	\$3,849	\$4,012	\$4,215	\$4,647
	TOTAL COMPENSATION.....	\$57,766	\$58,836	\$61,326	\$64,422	\$71,034
	TOTAL COMPENSATION.....					

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GA1	GRADE GA2	GRADE GB1	GRADE GB2	GRADE GO3	GRADE GB3	GRADE GO5	GRADE GA6
1	1ST YEAR.....	\$2,499.08	\$2,581.40	\$2,509.56	\$2,591.86	\$2,681.66	\$2,763.96	\$2,955.06	\$3,160.48
	ANNUAL SALARY.....	\$30,364	\$31,364	\$30,491	\$31,491	\$32,582	\$33,582	\$35,004	\$36,400
	PENSION.....	\$2,125	\$2,195	\$2,136	\$2,204	\$2,281	\$2,351	\$2,438	\$2,518
	TOTAL COMPENSATION.....	\$22,489	\$23,559	\$22,626	\$23,695	\$24,863	\$25,933	\$27,442	\$28,918
2	AFTER 1 YEAR.....	\$2,627.88	\$2,710.20	\$2,638.16	\$2,720.50	\$2,815.70	\$2,898.02	\$3,099.64	\$3,321.76
	ANNUAL SALARY.....	\$31,929	\$32,929	\$32,054	\$33,054	\$34,211	\$35,211	\$36,761	\$37,809
	PENSION.....	\$2,235	\$2,305	\$2,244	\$2,314	\$2,395	\$2,465	\$2,552	\$2,639
	TOTAL COMPENSATION.....	\$34,164	\$35,234	\$34,297	\$35,368	\$36,606	\$37,676	\$39,313	\$40,448
3	AFTER 2 YEARS.....	\$2,756.54	\$2,838.86	\$2,766.86	\$2,849.14	\$2,954.94	\$3,037.28	\$3,255.36	\$3,483.30
	ANNUAL SALARY.....	\$33,494	\$34,494	\$33,619	\$34,619	\$35,903	\$36,903	\$38,553	\$39,601
	PENSION.....	\$2,342	\$2,414	\$2,353	\$2,423	\$2,503	\$2,573	\$2,669	\$2,756
	TOTAL COMPENSATION.....	\$35,836	\$36,906	\$35,971	\$37,040	\$38,416	\$39,486	\$41,222	\$42,357
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,784.66	\$2,867.00	\$2,794.64	\$2,876.96	\$2,980.54	\$3,062.88	\$3,290.22	\$3,514.72
	ANNUAL SALARIES.....	\$33,834	\$34,834	\$33,959	\$34,955	\$36,214	\$37,214	\$38,966	\$40,014
	PENSION.....	\$2,368	\$2,438	\$2,377	\$2,447	\$2,535	\$2,605	\$2,708	\$2,798
	TOTAL COMPENSATION.....	\$36,202	\$37,272	\$36,332	\$37,402	\$38,749	\$39,819	\$41,674	\$42,812
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,923.72	\$3,006.00	\$2,933.78	\$3,016.04	\$3,130.02	\$3,212.34	\$3,449.88	\$3,689.74
	ANNUAL SALARIES.....	\$37,325	\$38,325	\$37,450	\$38,450	\$40,000	\$41,000	\$43,150	\$44,200
	PENSION.....	\$2,648	\$2,718	\$2,658	\$2,728	\$2,820	\$2,890	\$3,000	\$3,070
	TOTAL COMPENSATION.....	\$39,973	\$41,043	\$40,108	\$41,178	\$42,820	\$43,890	\$46,150	\$47,270
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,063.16	\$3,145.44	\$3,073.18	\$3,155.48	\$3,290.04	\$3,372.34	\$3,620.24	\$3,880.10
	ANNUAL SALARIES.....	\$37,217	\$38,217	\$37,339	\$38,339	\$39,974	\$40,974	\$43,124	\$44,174
	PENSION.....	\$2,605	\$2,675	\$2,614	\$2,684	\$2,798	\$2,868	\$3,079	\$3,149
	TOTAL COMPENSATION.....	\$39,823	\$40,892	\$39,953	\$41,023	\$42,772	\$43,842	\$46,203	\$47,323
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$3,217.86	\$3,300.16	\$3,227.88	\$3,310.20	\$3,449.88	\$3,532.18	\$3,800.54	\$4,070.28
	ANNUAL SALARIES.....	\$39,097	\$40,097	\$39,219	\$40,219	\$41,916	\$42,916	\$45,177	\$46,227
	PENSION.....	\$2,737	\$2,807	\$2,745	\$2,815	\$2,934	\$3,004	\$3,232	\$3,302
	TOTAL COMPENSATION.....	\$41,834	\$42,904	\$41,964	\$43,034	\$44,850	\$45,920	\$48,409	\$49,529
8	19TH TO 20TH YEAR.....	\$3,382.92	\$3,465.18	\$3,392.68	\$3,474.98	\$3,620.08	\$3,702.38	\$3,996.62	\$4,270.60
	ANNUAL SALARIES.....	\$41,102	\$42,102	\$41,221	\$42,221	\$43,984	\$44,984	\$48,559	\$49,609
	PENSION.....	\$2,877	\$2,947	\$2,885	\$2,955	\$3,079	\$3,149	\$3,393	\$3,463
	TOTAL COMPENSATION.....	\$43,980	\$45,049	\$44,107	\$45,176	\$47,063	\$48,133	\$51,952	\$53,072
9	21ST TO 24TH YEAR.....	\$3,484.04	\$3,566.34	\$3,493.50	\$3,575.80	\$3,728.30	\$3,810.62	\$4,115.36	\$4,397.44
	ANNUAL SALARIES.....	\$42,331	\$43,331	\$42,446	\$43,446	\$45,299	\$46,299	\$50,002	\$51,002
	PENSION.....	\$2,963	\$3,033	\$2,971	\$3,041	\$3,171	\$3,241	\$3,500	\$3,570
	TOTAL COMPENSATION.....	\$45,294	\$46,364	\$45,417	\$46,487	\$48,470	\$49,540	\$53,502	\$54,572
10	25TH YEAR AND THEREAFTER.....	\$3,588.56	\$3,670.86	\$3,598.32	\$3,680.66	\$3,840.16	\$3,922.46	\$4,238.84	\$4,529.34
	ANNUAL SALARIES.....	\$43,601	\$44,601	\$43,720	\$44,720	\$46,658	\$47,658	\$51,502	\$52,502
	PENSION.....	\$3,052	\$3,122	\$3,060	\$3,130	\$3,266	\$3,336	\$3,632	\$3,702
	TOTAL COMPENSATION.....	\$46,653	\$47,723	\$46,780	\$47,850	\$49,924	\$50,994	\$55,134	\$56,204

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G06	GRADE G06	GRADE G07	GRADE G08	GRADE G09
1	1ST YEAR.....	\$3,255.40	\$3,337.70	\$3,421.60	\$3,587.88	\$3,952.40
	ANNUAL SALARY.....	\$39,553	\$40,553	\$41,572	\$43,593	\$48,022
	PENSION.....	\$2,769	\$2,839	\$2,910	\$3,051	\$3,362
	TOTAL COMPENSATION.....	\$42,322	\$43,392	\$44,483	\$46,644	\$51,383
						\$51,383
2	AFTER 1 YEAR.....	\$3,421.30	\$3,503.62	\$3,587.76	\$3,764.80	\$4,156.30
	ANNUAL SALARY.....	\$41,569	\$42,569	\$43,591	\$45,742	\$50,499
	PENSION.....	\$2,910	\$2,980	\$3,051	\$3,202	\$3,535
	TOTAL COMPENSATION.....	\$44,479	\$45,549	\$46,643	\$48,944	\$54,034
						\$54,034
3	AFTER 2 YEARS.....	\$3,587.92	\$3,670.20	\$3,764.86	\$3,952.34	\$4,360.08
	ANNUAL SALARY.....	\$43,593	\$44,593	\$45,743	\$48,021	\$52,975
	PENSION.....	\$3,052	\$3,122	\$3,202	\$3,361	\$3,708
	TOTAL COMPENSATION.....	\$46,645	\$47,715	\$48,945	\$51,382	\$56,683
						\$56,683
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,620.32	\$3,702.64	\$3,800.44	\$3,996.44	\$4,398.74
	ANNUAL SALARIES.....	\$43,987	\$44,987	\$46,175	\$48,557	\$53,445
	PENSION.....	\$3,079	\$3,149	\$3,232	\$3,399	\$3,741
	TOTAL COMPENSATION.....	\$47,066	\$48,136	\$49,408	\$51,956	\$57,186
						\$57,186
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,800.54	\$3,882.88	\$3,996.44	\$4,192.40	\$4,625.56
	ANNUAL SALARIES.....	\$47,177	\$48,177	\$49,500	\$52,028	\$57,501
	PENSION.....	\$3,232	\$3,302	\$3,390	\$3,528	\$3,901
	TOTAL COMPENSATION.....	\$49,409	\$50,479	\$51,956	\$55,503	\$60,135
						\$60,135
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,996.58	\$4,078.84	\$4,192.42	\$4,398.78	\$4,857.70
	ANNUAL SALARIES.....	\$48,558	\$49,558	\$50,938	\$53,445	\$59,021
	PENSION.....	\$3,399	\$3,469	\$3,566	\$3,741	\$4,131
	TOTAL COMPENSATION.....	\$51,958	\$53,027	\$54,504	\$57,186	\$63,153
						\$63,153
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$4,192.44	\$4,274.74	\$4,398.70	\$4,625.56	\$5,105.20
	ANNUAL SALARIES.....	\$50,938	\$51,938	\$53,444	\$56,201	\$62,028
	PENSION.....	\$3,566	\$3,636	\$3,741	\$3,934	\$4,342
	TOTAL COMPENSATION.....	\$54,504	\$55,574	\$57,185	\$60,135	\$66,370
						\$66,370
8	19TH TO 20TH YEAR.....	\$4,399.00	\$4,481.32	\$4,625.56	\$4,857.72	\$5,357.90
	ANNUAL SALARIES.....	\$53,448	\$54,448	\$56,201	\$59,021	\$65,098
	PENSION.....	\$3,741	\$3,811	\$3,934	\$4,131	\$4,557
	TOTAL COMPENSATION.....	\$57,189	\$58,259	\$60,135	\$63,153	\$69,655
						\$69,655
9	21ST TO 24TH YEAR.....	\$4,486.54	\$4,568.80	\$4,763.00	\$5,003.46	\$5,517.02
	ANNUAL SALARIES.....	\$54,511	\$55,511	\$57,870	\$60,792	\$67,032
	PENSION.....	\$3,816	\$3,886	\$4,051	\$4,255	\$4,692
	TOTAL COMPENSATION.....	\$58,327	\$59,397	\$61,921	\$65,047	\$71,724
						\$71,724
10	25TH YEAR AND THEREAFTER.....	\$4,621.14	\$4,703.46	\$4,905.88	\$5,153.58	\$5,682.52
	ANNUAL SALARIES.....	\$56,147	\$57,147	\$59,606	\$62,616	\$69,043
	PENSION.....	\$3,930	\$4,000	\$4,172	\$4,383	\$4,833
	TOTAL COMPENSATION.....	\$60,077	\$61,147	\$63,779	\$66,999	\$73,876
						\$73,876

PSRP SALARY SCHEDULE FOOTNOTES

MONTHLY RATE EQUALS 20 DAYS OF PAY/TWO 10-DAY PAY PERIODS.

ROWS LABELED ANNUAL SALARIES AND TOTAL COMPENSATION ARE ROUNDED TO THE NEAREST DOLLAR.

ROW LABELED PENSION WHICH HAS BEEN ROUNDED TO THE NEAREST DOLLAR IS THE AMOUNT OF PENSION CONTRIBUTED BY THE BOARD OF EDUCATION CALCULATED AT 7% OF SALARY.

***PSRP SALARY SCHEDULE NOTES**

WITH RESPECT TO THE 38.6- AND 46.6-WEEK SCHEDULES, THE ROW ENTITLED "ANNUAL SALARIES" INCLUDES THE PAYMENT OF TEN DAYS OF VACATION. WITH RESPECT TO THE 52-WEEK SCHEDULE, VACATION TIME IS GRANTED IN ACCORDANCE WITH THE PROVISIONS OF **BOARD RULE 4-11** AND ARTICLE 43 OF THIS AGREEMENT.

THE ROW ENTITLED "PENSION" (ARTICLE 36-3.1) IS THE AMOUNT OF PENSION PAID BY THE BOARD CALCULATED AT SEVEN PERCENT OF SALARY.

THE ROW ENTITLED "TOTAL COMPENSATION" REFLECTS THE TOTAL COMPENSATION PAID (ANNUAL SALARY PLUS PENSION PICK-UP).

1H. SALARY SCHEDULES FOR PSRPS IN 52-WEEK POSITIONS*

EFFECTIVE JULY 1, 2007

52 WEEKS – MONTHLY AND ANNUAL RATE (CODE D)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GB1	GRADE GB2	GRADE G05	GRADE GA6	GRADE GB6	GRADE G06	GRADE GC6	GRADE GA7
1	1ST YEAR.....	\$2,042.98	\$2,119.90	\$2,406.18	\$2,573.48	\$2,366.84	\$2,650.80	\$2,727.72	\$2,487.76
	ANNUAL SALARY.....	\$26,559	\$27,559	\$31,280	\$33,455	\$30,769	\$34,460	\$35,460	\$32,341
	PENSION.....	\$1,859	\$1,929	\$2,342	\$2,542	\$2,154	\$2,482	\$2,546	\$2,264
	TOTAL COMPENSATION.....	\$28,418	\$29,488	\$33,470	\$35,797	\$32,923	\$36,873	\$37,943	\$34,605
2	AFTER 1 YEAR.....	\$2,147.78	\$2,224.70	\$2,524.06	\$2,704.88	\$2,487.76	\$2,786.04	\$2,862.96	\$2,608.68
	ANNUAL SALARY.....	\$27,921	\$28,921	\$32,613	\$35,163	\$32,341	\$36,219	\$37,219	\$33,913
	PENSION.....	\$1,954	\$2,024	\$2,397	\$2,661	\$2,264	\$2,535	\$2,605	\$2,373
	TOTAL COMPENSATION.....	\$29,876	\$30,946	\$35,110	\$37,825	\$34,605	\$38,754	\$39,824	\$36,287
3	AFTER 2 YEARS.....	\$2,252.70	\$2,329.62	\$2,650.66	\$2,836.32	\$2,608.68	\$2,921.48	\$2,998.40	\$2,737.38
	ANNUAL SALARY.....	\$29,285	\$30,285	\$34,459	\$36,872	\$33,913	\$37,979	\$38,979	\$35,586
	PENSION.....	\$2,050	\$2,120	\$2,412	\$2,581	\$2,374	\$2,659	\$2,729	\$2,491
	TOTAL COMPENSATION.....	\$31,335	\$32,405	\$36,871	\$39,453	\$36,287	\$40,638	\$41,708	\$38,077
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$2,275.14	\$2,352.06	\$2,678.90	\$2,861.96	\$2,632.10	\$2,947.68	\$3,024.60	\$2,763.32
	ANNUAL SALARIES.....	\$29,577	\$30,577	\$34,826	\$37,205	\$34,217	\$38,320	\$39,320	\$35,923
	PENSION.....	\$2,070	\$2,140	\$2,438	\$2,604	\$2,395	\$2,682	\$2,752	\$2,515
	TOTAL COMPENSATION.....	\$31,647	\$32,717	\$37,263	\$39,810	\$36,613	\$41,002	\$42,072	\$38,438
5	7TH YEAR TO 11TH YEAR INCLUSIVE...	\$2,388.54	\$2,465.46	\$2,809.08	\$3,004.56	\$2,763.32	\$3,094.60	\$3,171.52	\$2,905.86
	ANNUAL SALARIES.....	\$31,051	\$32,051	\$36,518	\$39,059	\$35,923	\$40,230	\$41,230	\$37,776
	PENSION.....	\$2,174	\$2,244	\$2,556	\$2,734	\$2,515	\$2,816	\$2,886	\$2,644
	TOTAL COMPENSATION.....	\$33,225	\$34,295	\$39,074	\$41,793	\$38,438	\$43,046	\$44,116	\$40,421
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$2,501.92	\$2,578.84	\$2,947.68	\$3,159.56	\$2,905.84	\$3,254.06	\$3,330.98	\$3,048.40
	ANNUAL SALARIES.....	\$32,525	\$33,525	\$38,320	\$41,074	\$37,776	\$42,303	\$43,303	\$39,629
	PENSION.....	\$2,277	\$2,347	\$2,682	\$2,875	\$2,644	\$2,961	\$3,031	\$2,774
	TOTAL COMPENSATION.....	\$34,802	\$35,872	\$41,002	\$43,949	\$40,420	\$45,264	\$46,334	\$42,403
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$2,628.02	\$2,704.94	\$3,094.62	\$3,314.38	\$3,048.42	\$3,413.80	\$3,490.72	\$3,198.36
	ANNUAL SALARIES.....	\$34,164	\$35,164	\$40,230	\$43,087	\$39,629	\$44,379	\$45,379	\$41,579
	PENSION.....	\$2,391	\$2,461	\$2,816	\$3,016	\$2,774	\$3,107	\$3,177	\$2,911
	TOTAL COMPENSATION.....	\$36,556	\$37,626	\$43,046	\$46,103	\$42,404	\$47,486	\$48,556	\$44,489
8	21ST YEAR.....	\$2,762.24	\$2,839.16	\$3,254.22	\$3,477.42	\$3,198.34	\$3,581.88	\$3,658.80	\$3,363.28
	ANNUAL SALARIES.....	\$35,909	\$36,909	\$42,305	\$45,206	\$41,578	\$46,564	\$47,564	\$43,723
	PENSION.....	\$2,514	\$2,584	\$2,961	\$3,164	\$2,910	\$3,260	\$3,330	\$3,061
	TOTAL COMPENSATION.....	\$38,423	\$39,493	\$45,266	\$48,371	\$44,489	\$49,824	\$50,894	\$46,783
9	22ND YEAR AND THEREAFTER.....	\$2,844.30	\$2,921.22	\$3,350.90	\$3,581.40	\$3,261.96	\$3,653.12	\$3,730.04	\$3,430.24
	ANNUAL SALARIES.....	\$36,976	\$37,976	\$43,562	\$46,558	\$42,405	\$47,491	\$48,491	\$44,593
	PENSION.....	\$2,588	\$2,658	\$3,049	\$3,259	\$3,008	\$3,360	\$3,430	\$3,162
	TOTAL COMPENSATION.....	\$39,564	\$40,634	\$46,611	\$49,817	\$45,374	\$50,851	\$51,885	\$47,715

EFFECTIVE JULY 1, 2007

52 WEEKS – MONTHLY AND ANNUAL RATE (CODE D)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$2,786.08	\$2,821.48	\$3,218.04	\$3,048.40	\$3,349.41	\$3,696.65	\$4,073.79
	ANNUAL SALARY.....	\$36,219	\$37,979	\$41,835	\$39,629	\$43,542	\$48,057	\$52,959
	PENSION.....	\$2,535	\$2,659	\$2,774	\$2,877	\$3,048	\$3,364	\$3,707
	TOTAL COMPENSATION.....	\$38,754	\$40,638	\$44,609	\$42,403	\$46,590	\$51,420	\$56,666
2	AFTER 1 YEAR.....	\$2,921.44	\$3,065.62	\$3,383.98	\$3,198.36	\$3,517.41	\$3,879.66	\$4,275.41
	ANNUAL SALARY.....	\$37,979	\$39,586	\$43,592	\$41,379	\$45,776	\$50,436	\$55,580
	PENSION.....	\$2,637	\$2,759	\$2,879	\$2,911	\$3,070	\$3,390	\$3,781
	TOTAL COMPENSATION.....	\$40,637	\$42,443	\$46,471	\$44,289	\$48,847	\$53,826	\$59,471
3	AFTER 2 YEARS.....	\$3,065.58	\$3,218.28	\$3,549.92	\$3,363.28	\$3,686.65	\$3,349.41	\$4,488.29
	ANNUAL SALARY.....	\$39,853	\$41,838	\$46,142	\$43,723	\$48,057	\$52,522	\$57,478
	PENSION.....	\$2,790	\$2,913	\$3,030	\$3,061	\$3,244	\$3,522	\$3,884
	TOTAL COMPENSATION.....	\$42,642	\$44,766	\$49,172	\$46,783	\$51,301	\$56,044	\$61,362
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE..	\$3,094.62	\$3,254.18	\$3,581.40	\$3,331.94	\$3,879.66	\$4,275.41	\$4,712.34
	ANNUAL SALARIES.....	\$40,230	\$42,304	\$46,558	\$45,915	\$50,436	\$55,580	\$61,260
	PENSION.....	\$2,816	\$2,961	\$3,125	\$3,114	\$3,300	\$3,591	\$3,928
	TOTAL COMPENSATION.....	\$43,046	\$45,266	\$49,683	\$49,029	\$53,736	\$59,171	\$65,188
5	7TH YEAR TO 11TH YEAR INCLUSIVE...	\$3,254.30	\$3,413.86	\$3,766.12	\$3,711.92	\$4,073.79	\$4,488.29	\$4,947.65
	ANNUAL SALARIES.....	\$42,306	\$44,380	\$48,960	\$48,255	\$52,959	\$58,348	\$64,319
	PENSION.....	\$2,961	\$3,107	\$3,272	\$3,278	\$3,477	\$3,804	\$4,184
	TOTAL COMPENSATION.....	\$45,267	\$47,487	\$52,232	\$51,533	\$56,436	\$62,152	\$68,503
6	12TH YEAR TO 16TH YEAR INCLUSIVE..	\$3,413.90	\$3,581.94	\$3,955.10	\$3,895.72	\$4,275.41	\$4,712.34	\$5,194.05
	ANNUAL SALARIES.....	\$44,381	\$46,565	\$51,416	\$50,644	\$55,580	\$61,260	\$67,523
	PENSION.....	\$3,107	\$3,260	\$3,599	\$3,545	\$3,891	\$4,288	\$4,727
	TOTAL COMPENSATION.....	\$47,487	\$49,825	\$55,015	\$54,189	\$59,471	\$65,549	\$72,249
7	17TH YEAR TO 20TH YEAR INCLUSIVE..	\$3,581.78	\$3,766.58	\$4,156.58	\$4,090.64	\$4,488.29	\$4,947.65	\$5,455.39
	ANNUAL SALARIES.....	\$46,563	\$48,966	\$54,036	\$53,178	\$58,348	\$64,319	\$70,920
	PENSION.....	\$3,259	\$3,428	\$3,782	\$3,722	\$4,084	\$4,502	\$4,964
	TOTAL COMPENSATION.....	\$49,823	\$52,393	\$57,818	\$56,901	\$62,432	\$68,822	\$75,884
8	21ST YEAR.....	\$3,766.50	\$3,955.52	\$4,362.32	\$4,293.10	\$4,712.34	\$5,194.05	\$5,731.64
	ANNUAL SALARIES.....	\$48,965	\$51,422	\$56,710	\$55,810	\$61,260	\$67,523	\$74,511
	PENSION.....	\$3,428	\$3,614	\$3,970	\$3,907	\$4,288	\$4,727	\$5,216
	TOTAL COMPENSATION.....	\$52,392	\$55,021	\$60,680	\$59,717	\$65,549	\$72,249	\$79,727
9	22ND YEAR AND THEREAFTER.....	\$3,878.34	\$4,074.20	\$4,491.90	\$4,378.58	\$4,853.71	\$5,349.87	\$5,903.59
	ANNUAL SALARIES.....	\$50,418	\$52,965	\$58,395	\$56,922	\$63,098	\$69,548	\$76,747
	PENSION.....	\$3,529	\$3,728	\$4,088	\$3,985	\$4,417	\$4,868	\$5,372
	TOTAL COMPENSATION.....	\$53,948	\$56,672	\$62,482	\$60,906	\$67,515	\$74,417	\$82,119

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G51	GRADE G52	GRADE G55	GRADE G56	GRADE G56	GRADE G606	GRADE GC6	GRADE GC6	GRADE GA7
1	1ST YEAR.....	\$2,124.70	\$2,201.62	\$2,502.42	\$2,461.52	\$2,756.84	\$2,756.84	\$2,833.76	\$2,833.76	\$2,587.28
	ANNUAL SALARY.....	\$27,621	\$28,621	\$32,531	\$32,531	\$35,839	\$35,839	\$36,335	\$36,335	\$33,635
	PENSION.....	\$1,933	\$2,003	\$2,277	\$2,240	\$2,579	\$2,579	\$2,554	\$2,554	\$2,354
	TOTAL COMPENSATION.....	\$29,555	\$30,625	\$34,809	\$34,772	\$38,418	\$38,418	\$39,418	\$39,418	\$35,989
2	AFTER 1 YEAR.....	\$2,233.70	\$2,310.62	\$2,625.02	\$2,584.13	\$2,897.48	\$2,897.48	\$2,974.40	\$2,974.40	\$2,713.02
	ANNUAL SALARY.....	\$29,038	\$30,038	\$34,125	\$33,635	\$37,667	\$37,667	\$38,667	\$38,667	\$35,269
	PENSION.....	\$2,033	\$2,103	\$2,389	\$2,354	\$2,707	\$2,707	\$2,683	\$2,683	\$2,469
	TOTAL COMPENSATION.....	\$31,071	\$32,141	\$36,514	\$35,989	\$40,374	\$40,374	\$41,351	\$41,351	\$37,738
3	AFTER 2 YEARS.....	\$2,342.80	\$2,419.72	\$2,756.68	\$2,713.02	\$3,038.34	\$3,038.34	\$3,115.26	\$3,115.26	\$2,846.88
	ANNUAL SALARY.....	\$30,456	\$31,456	\$35,537	\$35,269	\$39,498	\$39,498	\$40,498	\$40,498	\$37,009
	PENSION.....	\$2,132	\$2,202	\$2,509	\$2,469	\$2,825	\$2,825	\$2,805	\$2,805	\$2,591
	TOTAL COMPENSATION.....	\$32,588	\$33,658	\$38,046	\$37,738	\$42,323	\$42,323	\$43,303	\$43,303	\$39,600
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,366.14	\$2,443.06	\$2,786.06	\$2,737.38	\$3,065.58	\$3,065.58	\$3,142.50	\$3,142.50	\$2,873.86
	ANNUAL SALARY.....	\$30,760	\$31,760	\$35,841	\$35,573	\$39,853	\$39,853	\$40,853	\$40,853	\$37,360
	PENSION.....	\$2,153	\$2,223	\$2,535	\$2,491	\$2,846	\$2,846	\$2,826	\$2,826	\$2,615
	TOTAL COMPENSATION.....	\$32,913	\$33,983	\$38,376	\$38,064	\$42,699	\$42,699	\$43,679	\$43,679	\$39,975
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,484.08	\$2,561.00	\$2,921.44	\$2,873.86	\$3,218.38	\$3,218.38	\$3,295.30	\$3,295.30	\$3,022.10
	ANNUAL SALARY.....	\$32,293	\$33,293	\$37,374	\$37,106	\$41,839	\$41,839	\$42,839	\$42,839	\$39,287
	PENSION.....	\$2,261	\$2,331	\$2,659	\$2,615	\$2,972	\$2,972	\$2,952	\$2,952	\$2,750
	TOTAL COMPENSATION.....	\$34,554	\$35,624	\$40,033	\$39,721	\$44,811	\$44,811	\$45,791	\$45,791	\$42,037
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,602.00	\$2,678.92	\$3,065.58	\$3,022.08	\$3,384.22	\$3,384.22	\$3,461.14	\$3,461.14	\$3,170.34
	ANNUAL SALARY.....	\$33,826	\$34,826	\$38,907	\$38,639	\$43,995	\$43,995	\$44,995	\$44,995	\$41,214
	PENSION.....	\$2,368	\$2,438	\$2,790	\$2,750	\$3,108	\$3,108	\$3,088	\$3,088	\$2,885
	TOTAL COMPENSATION.....	\$36,194	\$37,264	\$41,697	\$41,389	\$47,103	\$47,103	\$48,083	\$48,083	\$44,099
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,733.14	\$2,810.06	\$3,218.40	\$3,170.36	\$3,550.36	\$3,550.36	\$3,627.28	\$3,627.28	\$3,336.30
	ANNUAL SALARY.....	\$35,531	\$36,531	\$40,612	\$40,344	\$46,155	\$46,155	\$47,155	\$47,155	\$43,342
	PENSION.....	\$2,487	\$2,557	\$2,929	\$2,885	\$3,241	\$3,241	\$3,221	\$3,221	\$3,017
	TOTAL COMPENSATION.....	\$38,018	\$39,088	\$43,541	\$43,229	\$49,396	\$49,396	\$50,376	\$50,376	\$46,359
8	20TH TO 21ST YEAR.....	\$2,872.72	\$2,949.64	\$3,384.38	\$3,336.30	\$3,725.16	\$3,725.16	\$3,802.08	\$3,802.08	\$3,497.82
	ANNUAL SALARY.....	\$37,345	\$38,345	\$42,426	\$42,158	\$48,427	\$48,427	\$49,427	\$49,427	\$45,472
	PENSION.....	\$2,614	\$2,684	\$3,080	\$3,039	\$3,390	\$3,390	\$3,370	\$3,370	\$3,183
	TOTAL COMPENSATION.....	\$39,960	\$41,030	\$45,506	\$45,197	\$51,817	\$51,817	\$52,797	\$52,797	\$48,655
9	22ND TO 25TH YEAR.....	\$2,959.08	\$3,035.00	\$3,484.94	\$3,436.86	\$3,799.24	\$3,799.24	\$3,876.16	\$3,876.16	\$3,567.44
	ANNUAL SALARY.....	\$38,455	\$39,455	\$43,536	\$43,268	\$49,399	\$49,399	\$50,399	\$50,399	\$46,377
	PENSION.....	\$2,692	\$2,762	\$3,171	\$3,130	\$3,487	\$3,487	\$3,467	\$3,467	\$3,246
	TOTAL COMPENSATION.....	\$41,147	\$42,217	\$46,707	\$46,398	\$52,886	\$52,886	\$53,866	\$53,866	\$49,623
10	26TH YEAR AND THEREAFTER.....	\$3,046.80	\$3,123.72	\$3,589.48	\$3,541.40	\$3,913.22	\$3,913.22	\$3,990.14	\$3,990.14	\$3,674.46
	ANNUAL SALARY.....	\$39,608	\$40,608	\$44,689	\$44,421	\$50,872	\$50,872	\$51,872	\$51,872	\$47,768
	PENSION.....	\$2,773	\$2,843	\$3,266	\$3,225	\$3,587	\$3,587	\$3,567	\$3,567	\$3,344
	TOTAL COMPENSATION.....	\$42,381	\$43,451	\$47,955	\$47,646	\$54,459	\$54,459	\$55,439	\$55,439	\$51,112

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE G08	GRADE G09	GRADE G010	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$2,897.52	\$3,038.34	\$3,346.76	\$3,170.34	\$3,483.39	\$3,844.52	\$4,236.74
	ANNUAL SALARY.....	\$37,668	\$39,498	\$43,508	\$41,214	\$45,284	\$49,579	\$55,078
	PENSION.....	\$2,637	\$2,765	\$3,046	\$2,885	\$3,170	\$3,499	\$3,855
	TOTAL COMPENSATION.....	\$40,305	\$42,263	\$46,553	\$44,099	\$48,454	\$53,477	\$58,933
2	AFTER 1 YEAR.....	\$3,038.30	\$3,188.24	\$3,519.34	\$3,326.30	\$3,658.10	\$4,034.85	\$4,446.43
	ANNUAL SALARY.....	\$39,498	\$41,447	\$45,751	\$43,242	\$47,555	\$52,453	\$57,804
	PENSION.....	\$2,765	\$2,901	\$3,203	\$3,027	\$3,329	\$3,672	\$4,046
	TOTAL COMPENSATION.....	\$42,263	\$44,348	\$48,954	\$46,269	\$50,884	\$56,125	\$61,850
3	AFTER 2 YEARS.....	\$3,188.20	\$3,347.02	\$3,691.92	\$3,497.82	\$3,844.52	\$4,236.74	\$4,667.82
	ANNUAL SALARY.....	\$41,447	\$43,511	\$47,995	\$45,472	\$49,979	\$55,078	\$60,882
	PENSION.....	\$2,901	\$3,046	\$3,363	\$3,183	\$3,499	\$3,855	\$4,248
	TOTAL COMPENSATION.....	\$44,348	\$46,557	\$51,358	\$48,655	\$53,477	\$58,933	\$64,929
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,384.40	\$3,584.34	\$3,924.66	\$3,673.22	\$4,034.85	\$4,446.43	\$4,900.83
	ANNUAL SALARIES.....	\$41,839	\$43,927	\$48,421	\$45,732	\$50,884	\$56,125	\$61,850
	PENSION.....	\$2,929	\$3,080	\$3,389	\$3,213	\$3,529	\$3,885	\$4,263
	TOTAL COMPENSATION.....	\$44,768	\$47,007	\$51,810	\$48,945	\$54,413	\$60,010	\$66,113
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,384.48	\$3,550.42	\$3,916.76	\$3,860.40	\$4,236.74	\$4,667.82	\$5,145.55
	ANNUAL SALARIES.....	\$43,998	\$46,155	\$50,918	\$50,185	\$55,078	\$60,882	\$66,892
	PENSION.....	\$3,080	\$3,231	\$3,564	\$3,513	\$3,855	\$4,248	\$4,682
	TOTAL COMPENSATION.....	\$47,078	\$49,386	\$54,482	\$53,698	\$58,933	\$64,929	\$71,575
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,550.46	\$3,725.22	\$4,113.30	\$4,051.54	\$4,446.43	\$4,900.83	\$5,401.81
	ANNUAL SALARIES.....	\$46,156	\$48,428	\$53,473	\$52,670	\$57,804	\$63,711	\$70,224
	PENSION.....	\$3,231	\$3,390	\$3,743	\$3,687	\$4,046	\$4,460	\$4,916
	TOTAL COMPENSATION.....	\$49,387	\$51,818	\$57,216	\$56,357	\$61,850	\$68,171	\$75,139
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,725.06	\$3,917.34	\$4,322.84	\$4,254.36	\$4,667.82	\$5,145.55	\$5,673.60
	ANNUAL SALARIES.....	\$48,421	\$50,924	\$56,857	\$55,936	\$60,884	\$66,125	\$72,457
	PENSION.....	\$3,360	\$3,565	\$3,934	\$3,881	\$4,248	\$4,682	\$5,163
	TOTAL COMPENSATION.....	\$51,816	\$54,489	\$60,791	\$59,817	\$64,929	\$71,575	\$77,920
8	20TH TO 21ST YEAR.....	\$3,917.16	\$4,113.74	\$4,536.82	\$4,464.82	\$4,900.83	\$5,401.81	\$5,960.91
	ANNUAL SALARIES.....	\$50,923	\$53,479	\$58,979	\$58,043	\$63,711	\$70,224	\$77,492
	PENSION.....	\$3,565	\$3,744	\$4,129	\$4,063	\$4,460	\$4,916	\$5,424
	TOTAL COMPENSATION.....	\$54,488	\$57,222	\$63,107	\$62,106	\$68,171	\$75,139	\$82,916
9	22ND TO 25TH YEAR.....	\$4,033.48	\$4,237.16	\$4,671.58	\$4,553.72	\$5,047.86	\$5,563.87	\$6,139.73
	ANNUAL SALARIES.....	\$52,435	\$55,083	\$60,731	\$59,198	\$65,622	\$72,330	\$79,817
	PENSION.....	\$3,670	\$3,856	\$4,251	\$4,144	\$4,594	\$5,063	\$5,587
	TOTAL COMPENSATION.....	\$56,106	\$58,939	\$64,982	\$63,342	\$70,216	\$77,393	\$85,404
10	26TH YEAR AND THEREAFTER.....	\$4,154.48	\$4,364.28	\$4,811.72	\$4,690.34	\$5,199.29	\$5,730.78	\$6,323.92
	ANNUAL SALARIES.....	\$54,008	\$56,736	\$62,552	\$60,974	\$67,591	\$74,500	\$82,211
	PENSION.....	\$3,781	\$3,971	\$4,379	\$4,268	\$4,731	\$5,215	\$5,755
	TOTAL COMPENSATION.....	\$57,789	\$60,707	\$66,931	\$65,243	\$72,322	\$79,715	\$87,966

EFFECTIVE JULY 1, 2009

52 WEEKS - MONTHLY AND ANNUAL RATE
(CODE D)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G81	GRADE G82	GRADE G05	GRADE G86	GRADE G86	GRADE G06	GRADE G06	GRADE G06	GRADE G07
1	1ST YEAR.....	\$2,209.68	\$2,286.62	\$2,602.52	\$2,783.48	\$2,559.98	\$2,867.12	\$2,944.08	\$2,690.78	GRADE G07
	ANNUAL SALARY.....	\$28,726	\$29,726	\$33,833	\$36,185	\$33,280	\$37,273	\$38,273	\$34,980	
	PENSION.....	\$2,011	\$2,081	\$2,368	\$2,533	\$2,330	\$2,609	\$2,679	\$2,449	
	TOTAL COMPENSATION.....	\$30,737	\$31,807	\$36,201	\$38,718	\$35,609	\$39,882	\$40,952	\$37,429	
2	AFTER 1 YEAR.....	\$2,323.04	\$2,400.00	\$2,730.02	\$2,925.60	\$2,690.78	\$3,013.38	\$3,090.30	\$2,821.54	
	ANNUAL SALARY.....	\$30,200	\$31,200	\$35,490	\$38,033	\$34,980	\$39,174	\$40,174	\$36,680	
	PENSION.....	\$2,114	\$2,184	\$2,484	\$2,662	\$2,449	\$2,742	\$2,812	\$2,568	
	TOTAL COMPENSATION.....	\$32,313	\$33,384	\$37,975	\$40,695	\$37,429	\$41,916	\$42,986	\$39,248	
3	AFTER 2 YEARS.....	\$2,436.52	\$2,513.46	\$2,866.94	\$3,067.78	\$2,821.54	\$3,159.88	\$3,236.76	\$2,960.76	
	ANNUAL SALARY.....	\$31,675	\$32,675	\$37,270	\$39,881	\$36,800	\$41,078	\$42,078	\$38,490	
	PENSION.....	\$2,217	\$2,287	\$2,609	\$2,792	\$2,568	\$2,875	\$2,945	\$2,694	
	TOTAL COMPENSATION.....	\$33,892	\$34,962	\$39,879	\$42,673	\$39,248	\$43,954	\$45,023	\$41,184	
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,460.78	\$2,537.70	\$2,897.50	\$3,095.50	\$2,846.88	\$3,188.20	\$3,265.16	\$2,988.82	
	ANNUAL SALARIES.....	\$31,990	\$32,990	\$37,668	\$40,242	\$37,009	\$41,447	\$42,447	\$38,855	
	PENSION.....	\$2,239	\$2,309	\$2,637	\$2,817	\$2,591	\$2,901	\$2,971	\$2,720	
	TOTAL COMPENSATION.....	\$34,229	\$35,299	\$40,304	\$43,058	\$39,600	\$44,348	\$45,418	\$41,574	
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,583.44	\$2,660.38	\$3,038.30	\$3,249.72	\$2,988.82	\$3,347.12	\$3,424.08	\$3,142.98	
	ANNUAL SALARIES.....	\$33,583	\$34,583	\$39,198	\$42,242	\$38,955	\$43,113	\$44,113	\$40,859	
	PENSION.....	\$2,353	\$2,423	\$2,765	\$2,957	\$2,746	\$3,046	\$3,116	\$2,860	
	TOTAL COMPENSATION.....	\$35,936	\$37,006	\$42,263	\$45,204	\$41,574	\$46,558	\$47,629	\$43,719	
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,706.08	\$2,783.00	\$3,188.20	\$3,417.38	\$3,142.96	\$3,519.58	\$3,596.54	\$3,297.16	
	ANNUAL SALARIES.....	\$35,179	\$36,179	\$41,447	\$44,426	\$40,858	\$45,755	\$46,755	\$42,863	
	PENSION.....	\$2,463	\$2,533	\$2,901	\$3,110	\$2,860	\$3,203	\$3,273	\$3,000	
	TOTAL COMPENSATION.....	\$37,642	\$38,712	\$44,348	\$47,536	\$43,719	\$48,957	\$50,028	\$45,863	
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,842.46	\$2,919.38	\$3,347.14	\$3,584.84	\$3,297.18	\$3,692.38	\$3,769.30	\$3,459.36	
	ANNUAL SALARIES.....	\$36,952	\$37,952	\$43,513	\$46,903	\$42,863	\$48,001	\$49,001	\$44,972	
	PENSION.....	\$2,553	\$2,623	\$2,986	\$3,202	\$2,950	\$3,300	\$3,370	\$3,090	
	TOTAL COMPENSATION.....	\$39,505	\$40,600	\$46,500	\$50,105	\$45,813	\$51,301	\$52,371	\$48,062	
8	20TH TO 21ST YEAR.....	\$2,987.62	\$3,064.54	\$3,519.76	\$3,761.18	\$3,459.34	\$3,874.16	\$3,951.08	\$3,637.74	
	ANNUAL SALARIES.....	\$38,839	\$39,839	\$45,757	\$48,895	\$44,971	\$50,364	\$51,364	\$47,291	
	PENSION.....	\$2,719	\$2,789	\$3,203	\$3,423	\$3,148	\$3,525	\$3,595	\$3,310	
	TOTAL COMPENSATION.....	\$41,558	\$42,628	\$48,960	\$52,318	\$48,119	\$53,890	\$54,959	\$50,601	
9	22ND TO 25TH YEAR.....	\$3,076.40	\$3,153.30	\$3,624.34	\$3,873.64	\$3,528.14	\$3,951.20	\$4,028.16	\$3,710.14	
	ANNUAL SALARIES.....	\$39,993	\$40,993	\$47,116	\$50,357	\$45,866	\$51,366	\$52,366	\$48,232	
	PENSION.....	\$2,800	\$2,870	\$3,298	\$3,525	\$3,241	\$3,636	\$3,706	\$3,376	
	TOTAL COMPENSATION.....	\$42,793	\$43,863	\$50,415	\$53,882	\$49,076	\$55,001	\$56,032	\$51,608	
10	26TH YEAR AND THEREAFTER.....	\$3,168.68	\$3,245.62	\$3,733.76	\$3,989.86	\$3,633.98	\$4,069.74	\$4,146.70	\$3,821.44	
	ANNUAL SALARIES.....	\$41,193	\$42,193	\$48,530	\$51,868	\$47,242	\$52,907	\$53,907	\$49,679	
	PENSION.....	\$2,883	\$2,954	\$3,397	\$3,631	\$3,347	\$3,703	\$3,773	\$3,478	
	TOTAL COMPENSATION.....	\$44,076	\$45,147	\$51,927	\$55,499	\$50,549	\$56,610	\$57,680	\$53,156	

52 WEEKS - MONTHLY AND ANNUAL RATE
(CODE D)
PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,013.42	\$2,821.54	\$3,480.64	\$3,297.16	\$3,622.72	\$3,998.30	\$4,406.21
	ANNUAL SALARY.....	\$39,174	\$36,680	\$45,248	\$42,863	\$47,095	\$51,978	\$57,281
	PENSION.....	\$2,742	\$2,568	\$3,167	\$3,297	\$3,438	\$3,638	\$4,010
	TOTAL COMPENSATION.....	\$41,917	\$39,248	\$48,416	\$45,863	\$50,392	\$55,616	\$61,290
2	AFTER 1 YEAR.....	\$3,159.84	\$2,960.76	\$3,660.12	\$3,459.36	\$3,804.43	\$4,196.24	\$4,624.28
	ANNUAL SALARY.....	\$41,078	\$38,490	\$47,582	\$44,972	\$49,458	\$54,551	\$60,116
	PENSION.....	\$2,875	\$2,694	\$3,331	\$3,148	\$3,462	\$3,819	\$4,208
	TOTAL COMPENSATION.....	\$43,953	\$41,184	\$50,912	\$48,120	\$52,920	\$58,370	\$64,324
3	AFTER 2 YEARS.....	\$3,315.72	\$3,108.32	\$3,680.90	\$3,637.74	\$3,998.30	\$4,406.21	\$4,854.53
	ANNUAL SALARY.....	\$43,104	\$40,408	\$45,252	\$47,291	\$51,978	\$57,281	\$63,109
	PENSION.....	\$3,017	\$2,829	\$3,494	\$3,310	\$3,638.46	\$4,009.65	\$4,417.62
	TOTAL COMPENSATION.....	\$46,122	\$43,237	\$48,746	\$50,601	\$55,616	\$61,290	\$67,527
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,471.14	\$3,142.88	\$3,619.72	\$3,620.14	\$4,196.24	\$4,624.28	\$5,096.86
	ANNUAL SALARIES.....	\$43,511	\$40,863	\$45,755	\$45,755	\$54,551	\$60,116	\$66,259
	PENSION.....	\$3,042	\$2,863	\$3,525	\$3,372	\$3,707	\$4,108	\$4,538
	TOTAL COMPENSATION.....	\$46,559	\$43,719	\$49,280	\$49,127	\$58,258	\$64,224	\$70,797
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,519.86	\$3,297.16	\$3,692.44	\$4,014.82	\$4,406.21	\$4,854.53	\$5,351.37
	ANNUAL SALARIES.....	\$45,758	\$42,863	\$48,002	\$52,193	\$57,281	\$63,109	\$69,568
	PENSION.....	\$3,203	\$3,000	\$3,707	\$3,653	\$4,010	\$4,418	\$4,870
	TOTAL COMPENSATION.....	\$48,961	\$45,863	\$51,709	\$55,846	\$61,290	\$67,527	\$74,438
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,692.48	\$3,459.36	\$3,874.22	\$4,213.60	\$4,624.28	\$5,096.86	\$5,617.88
	ANNUAL SALARIES.....	\$48,002	\$44,972	\$50,365	\$54,777	\$60,116	\$66,259	\$73,032
	PENSION.....	\$3,360	\$3,148	\$3,893	\$3,834	\$4,208	\$4,638	\$5,112
	TOTAL COMPENSATION.....	\$51,362	\$48,120	\$54,258	\$58,611	\$64,324	\$70,897	\$78,145
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$3,874.06	\$3,637.74	\$4,073.92	\$4,424.44	\$4,854.53	\$5,351.37	\$5,900.55
	ANNUAL SALARIES.....	\$50,363	\$47,291	\$52,961	\$57,518	\$63,109	\$69,568	\$76,707
	PENSION.....	\$3,525	\$3,310	\$4,091	\$4,026	\$4,418	\$4,870	\$5,369
	TOTAL COMPENSATION.....	\$53,888	\$50,601	\$57,052	\$61,544	\$67,527	\$74,438	\$82,077
8	20TH TO 21ST YEAR.....	\$4,073.84	\$3,820.14	\$4,278.28	\$4,643.42	\$5,096.86	\$5,617.88	\$6,199.34
	ANNUAL SALARIES.....	\$52,960	\$49,662	\$55,118	\$60,364	\$66,259	\$73,032	\$80,591
	PENSION.....	\$3,707	\$3,476	\$4,294	\$4,226	\$4,638	\$5,112	\$5,641
	TOTAL COMPENSATION.....	\$56,667	\$53,138	\$59,412	\$64,590	\$70,897	\$78,145	\$86,233
9	22ND TO 25TH YEAR.....	\$4,194.82	\$3,896.18	\$4,406.64	\$4,735.88	\$5,249.77	\$5,786.42	\$6,385.32
	ANNUAL SALARIES.....	\$54,533	\$50,650	\$57,286	\$61,566	\$68,247	\$75,223	\$83,009
	PENSION.....	\$3,811	\$3,546	\$4,421	\$4,310	\$4,777	\$5,266	\$5,811
	TOTAL COMPENSATION.....	\$58,350	\$54,196	\$61,707	\$65,876	\$73,024	\$80,489	\$88,820
10	26TH YEAR AND THEREAFTER.....	\$4,320.66	\$4,013.06	\$4,538.86	\$4,877.96	\$5,407.26	\$5,960.01	\$6,576.88
	ANNUAL SALARIES.....	\$56,169	\$52,170	\$59,005	\$63,413	\$70,294	\$77,480	\$85,499
	PENSION.....	\$3,932	\$3,652	\$4,554	\$4,439	\$4,921	\$5,424	\$5,985
	TOTAL COMPENSATION.....	\$60,100	\$55,822	\$63,559	\$67,852	\$75,215	\$82,904	\$91,484

(CODE D)

ST EP	YEARS OF SERVICE	PAYTABLE 23							
		GRADE GB1	GRADE GB2	GRADE GC5	GRADE GA6	GRADE GB6	GRADE G06	GRADE GC6	GRADE GA7
1	1 1ST YEAR.....	\$2,298.06	\$2,375.00	\$2,706.62	\$2,894.82	\$2,662.38	\$2,981.80	\$3,058.70	\$2,798.42
	ANNUAL SALARY.....	\$29,875	\$30,875	\$35,186	\$37,633	\$34,611	\$38,763	\$36,379	\$36,379
	PENSION.....	\$2,161	\$2,163	\$2,634	\$2,713	\$2,423	\$2,783	\$2,547	\$2,547
	TOTAL COMPENSATION.....	\$31,966	\$33,036	\$37,649	\$40,267	\$37,034	\$41,477	\$42,546	\$38,926
2	2 AFTER 1 YEAR.....	\$2,415.96	\$2,492.84	\$2,839.22	\$3,042.62	\$2,798.42	\$3,133.92	\$3,210.84	\$2,934.40
	ANNUAL SALARY.....	\$31,407	\$32,407	\$36,910	\$39,554	\$36,379	\$40,741	\$41,741	\$38,147
	PENSION.....	\$2,159	\$2,168	\$2,649	\$2,769	\$2,547	\$2,852	\$2,670	\$2,670
	TOTAL COMPENSATION.....	\$33,606	\$34,675	\$39,494	\$42,323	\$38,926	\$43,593	\$44,663	\$40,818
3	3 AFTER 2 YEARS.....	\$2,533.98	\$2,610.92	\$2,981.62	\$3,190.50	\$2,934.40	\$3,286.28	\$3,363.24	\$3,079.20
	ANNUAL SALARY.....	\$32,942	\$33,942	\$38,761	\$41,477	\$38,761	\$42,722	\$43,722	\$40,030
	PENSION.....	\$2,306	\$2,376	\$2,713	\$2,903	\$2,670	\$2,991	\$3,061	\$2,802
	TOTAL COMPENSATION.....	\$35,248	\$36,318	\$41,474	\$44,380	\$40,818	\$45,712	\$46,783	\$42,832
4	4 3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,559.22	\$2,636.16	\$3,013.40	\$3,219.32	\$2,960.76	\$3,315.72	\$3,392.62	\$3,108.38
	ANNUAL SALARIES.....	\$33,270	\$34,270	\$39,174	\$41,851	\$38,490	\$43,104	\$44,104	\$40,409
	PENSION.....	\$2,329	\$2,399	\$2,742	\$2,930	\$2,694	\$3,017	\$3,087	\$2,829
	TOTAL COMPENSATION.....	\$35,599	\$36,669	\$41,916	\$44,781	\$41,184	\$46,122	\$47,191	\$43,238
5	5 7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,686.78	\$2,763.70	\$3,159.84	\$3,379.70	\$3,108.38	\$3,481.00	\$3,557.92	\$3,268.70
	ANNUAL SALARIES.....	\$34,928	\$35,928	\$41,078	\$43,936	\$40,409	\$45,253	\$46,253	\$42,493
	PENSION.....	\$2,445	\$2,515	\$2,859	\$3,076	\$2,829	\$3,238	\$3,308	\$3,049
	TOTAL COMPENSATION.....	\$37,373	\$38,443	\$43,933	\$47,012	\$43,238	\$48,491	\$49,561	\$45,468
6	6 12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,814.32	\$2,891.24	\$3,315.72	\$3,554.08	\$3,268.68	\$3,660.36	\$3,737.30	\$3,429.04
	ANNUAL SALARIES.....	\$36,586	\$37,586	\$43,104	\$46,203	\$42,493	\$47,585	\$48,585	\$44,578
	PENSION.....	\$2,561	\$2,631	\$3,017	\$3,234	\$2,974	\$3,331	\$3,401	\$3,120
	TOTAL COMPENSATION.....	\$39,147	\$40,217	\$46,122	\$49,437	\$45,467	\$50,916	\$51,986	\$47,698
7	7 17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$2,956.16	\$3,033.08	\$3,481.02	\$3,728.24	\$3,429.06	\$3,840.08	\$3,917.00	\$3,597.74
	ANNUAL SALARIES.....	\$38,430	\$39,430	\$45,253	\$48,467	\$44,578	\$49,921	\$50,921	\$46,771
	PENSION.....	\$2,650	\$2,760	\$3,168	\$3,393	\$3,120	\$3,594	\$3,664	\$3,274
	TOTAL COMPENSATION.....	\$41,120	\$42,190	\$48,421	\$51,860	\$47,698	\$53,515	\$54,485	\$50,045
8	8 20TH TO 21ST YEAR.....	\$3,107.12	\$3,184.08	\$3,660.56	\$3,911.62	\$3,597.72	\$4,029.12	\$4,106.08	\$3,783.24
	ANNUAL SALARIES.....	\$40,393	\$41,393	\$47,587	\$50,851	\$46,770	\$52,379	\$53,379	\$49,182
	PENSION.....	\$2,837	\$2,898	\$3,331	\$3,666	\$3,274	\$3,693	\$3,737	\$3,443
	TOTAL COMPENSATION.....	\$43,220	\$44,291	\$50,918	\$54,411	\$50,044	\$56,045	\$57,116	\$52,625
9	9 22ND TO 25TH YEAR INCLUSIVE.....	\$3,199.46	\$3,276.38	\$3,769.32	\$4,028.58	\$3,669.26	\$4,109.24	\$4,186.16	\$3,868.54
	ANNUAL SALARIES.....	\$39,466	\$40,466	\$46,666	\$49,866	\$46,666	\$50,866	\$51,866	\$47,866
	PENSION.....	\$2,733	\$2,803	\$3,296	\$3,602	\$3,330	\$3,730	\$3,800	\$3,511
	TOTAL COMPENSATION.....	\$44,504	\$45,575	\$52,431	\$56,038	\$51,039	\$57,160	\$56,229	\$52,877
10	10 26TH YEAR AND THEREAFTER.....	\$3,295.42	\$3,372.30	\$3,882.38	\$4,149.46	\$3,779.34	\$4,232.52	\$4,309.46	\$3,974.30
	ANNUAL SALARIES.....	\$42,840	\$43,840	\$50,040	\$53,943	\$49,131	\$55,023	\$56,023	\$51,666
	PENSION.....	\$2,999	\$3,069	\$3,533	\$3,839	\$3,439	\$3,852	\$3,922	\$3,617
	TOTAL COMPENSATION.....	\$45,839	\$46,909	\$54,004	\$57,719	\$52,571	\$58,875	\$59,945	\$55,283

52 WEEKS - MONTHLY AND ANNUAL RATE (CODE D)

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE G08	GRADE G09	GRADE G010	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,133.96	\$2,934.40	\$3,619.86	\$3,429.44	\$3,767.63	\$4,158.23	\$4,582.46
	ANNUAL SALARY.....	\$40,741	\$3,286.28	\$3,429.44	\$4,578	\$48,979	\$59,572	\$59,572
	PENSION.....	\$2,852	\$2,991	\$3,120	\$3,284	\$3,784	\$4,170	\$4,170
	TOTAL COMPENSATION.....	\$43,593	\$40,818	\$50,352	\$47,698	\$52,408	\$57,841	\$63,742
	TOTAL COMPENSATION.....	\$43,593	\$40,818	\$50,352	\$47,698	\$52,408	\$57,841	\$63,742
2	AFTER 1 YEAR.....	\$3,286.24	\$3,079.20	\$3,806.52	\$3,597.74	\$3,956.60	\$4,364.09	\$4,809.25
	ANNUAL SALARY.....	\$42,721	\$40,030	\$49,485	\$46,771	\$51,436	\$56,733	\$62,520
	PENSION.....	\$2,990	\$2,802	\$3,464	\$3,274	\$3,601	\$3,971	\$4,376
	TOTAL COMPENSATION.....	\$45,712	\$42,832	\$52,949	\$50,045	\$55,036	\$60,705	\$66,897
	TOTAL COMPENSATION.....	\$45,712	\$42,832	\$52,949	\$50,045	\$55,036	\$60,705	\$66,897
3	AFTER 2 YEARS.....	\$3,448.34	\$3,232.66	\$3,993.18	\$3,783.24	\$4,158.23	\$4,582.46	\$5,048.71
	ANNUAL SALARY.....	\$44,828	\$42,005	\$51,191	\$49,182	\$54,057	\$59,572	\$65,633
	PENSION.....	\$3,136	\$2,942	\$3,634	\$3,443	\$3,784	\$4,170	\$4,582
	TOTAL COMPENSATION.....	\$47,966	\$44,966	\$54,825	\$52,625	\$57,841	\$63,742	\$70,228
	TOTAL COMPENSATION.....	\$47,966	\$44,966	\$54,825	\$52,625	\$57,841	\$63,742	\$70,228
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,481.02	\$3,268.70	\$4,028.58	\$3,972.94	\$4,364.09	\$4,809.25	\$5,300.74
	ANNUAL SALARIES.....	\$45,253	\$42,493	\$52,372	\$51,648	\$56,733	\$62,520	\$68,910
	PENSION.....	\$3,168	\$2,975	\$3,666	\$3,475	\$3,971	\$4,376	\$4,824
	TOTAL COMPENSATION.....	\$48,421	\$45,468	\$56,038	\$55,124	\$60,705	\$66,897	\$73,733
	TOTAL COMPENSATION.....	\$48,421	\$45,468	\$56,038	\$55,124	\$60,705	\$66,897	\$73,733
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,660.66	\$3,429.04	\$4,236.38	\$4,175.24	\$4,582.46	\$5,048.71	\$5,565.43
	ANNUAL SALARIES.....	\$47,589	\$44,578	\$55,073	\$54,280	\$59,572	\$65,633	\$72,351
	PENSION.....	\$3,331	\$3,120	\$3,855	\$3,800	\$4,170	\$4,594	\$5,065
	TOTAL COMPENSATION.....	\$50,920	\$47,698	\$58,928	\$58,080	\$63,742	\$70,228	\$77,415
	TOTAL COMPENSATION.....	\$50,920	\$47,698	\$58,928	\$58,080	\$63,742	\$70,228	\$77,415
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$3,840.18	\$3,597.74	\$4,448.96	\$4,382.14	\$4,809.25	\$5,300.74	\$5,842.60
	ANNUAL SALARIES.....	\$49,922	\$46,771	\$57,836	\$56,968	\$62,520	\$68,910	\$75,954
	PENSION.....	\$3,495	\$3,274	\$4,049	\$3,988	\$4,376	\$4,824	\$5,317
	TOTAL COMPENSATION.....	\$53,417	\$50,045	\$61,885	\$60,956	\$66,897	\$73,733	\$81,271
	TOTAL COMPENSATION.....	\$53,417	\$50,045	\$61,885	\$60,956	\$66,897	\$73,733	\$81,271
7	17TH YEAR TO 19TH YEAR INCLUSIVE.....	\$4,029.02	\$3,783.24	\$4,675.60	\$4,601.42	\$5,048.71	\$5,565.43	\$6,136.57
	ANNUAL SALARIES.....	\$52,377	\$49,182	\$60,733	\$59,818	\$65,633	\$72,351	\$79,775
	PENSION.....	\$3,666	\$3,483	\$4,255	\$4,187	\$4,594	\$5,065	\$5,584
	TOTAL COMPENSATION.....	\$56,044	\$52,625	\$65,038	\$64,006	\$70,228	\$77,415	\$85,360
	TOTAL COMPENSATION.....	\$56,044	\$52,625	\$65,038	\$64,006	\$70,228	\$77,415	\$85,360
8	20TH TO 21ST YEAR.....	\$4,236.80	\$3,972.94	\$4,907.04	\$4,829.16	\$5,300.74	\$5,842.60	\$6,447.32
	ANNUAL SALARIES.....	\$55,078	\$51,648	\$63,792	\$62,779	\$68,910	\$75,954	\$83,815
	PENSION.....	\$3,855	\$3,615	\$4,465	\$4,395	\$4,824	\$5,317	\$5,867
	TOTAL COMPENSATION.....	\$58,934	\$55,264	\$68,257	\$67,174	\$73,733	\$81,271	\$89,682
	TOTAL COMPENSATION.....	\$58,934	\$55,264	\$68,257	\$67,174	\$73,733	\$81,271	\$89,682
9	22ND TO 25TH YEAR.....	\$4,362.62	\$4,052.02	\$5,052.78	\$4,925.30	\$5,459.76	\$6,017.88	\$6,640.73
	ANNUAL SALARIES.....	\$56,742	\$52,676	\$65,686	\$64,039	\$70,977	\$78,232	\$86,330
	PENSION.....	\$3,970	\$3,687	\$4,598	\$4,482	\$4,968	\$5,476	\$6,043
	TOTAL COMPENSATION.....	\$60,694	\$56,364	\$70,284	\$68,511	\$75,945	\$83,709	\$92,373
	TOTAL COMPENSATION.....	\$60,694	\$56,364	\$70,284	\$68,511	\$75,945	\$83,709	\$92,373
10	26TH YEAR AND THEREAFTER.....	\$4,493.48	\$4,173.58	\$5,204.34	\$5,073.08	\$5,623.55	\$6,198.41	\$6,839.96
	ANNUAL SALARIES.....	\$58,415	\$54,257	\$67,256	\$65,908	\$72,351	\$80,571	\$89,019
	PENSION.....	\$4,089	\$3,798	\$4,736	\$4,617	\$5,117	\$5,643	\$6,224
	TOTAL COMPENSATION.....	\$62,504	\$58,054	\$71,992	\$70,525	\$77,468	\$86,220	\$95,244
	TOTAL COMPENSATION.....	\$62,504	\$58,054	\$71,992	\$70,525	\$77,468	\$86,220	\$95,244

PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE GS1	GRADE GS2	GRADE GS5	GRADE GS6	GRADE GS6	GRADE G06	GRADE GC6	GRADE GC7
1	1ST YEAR.....	\$2,389.98	\$2,466.92	\$2,814.88	\$3,010.62	\$2,768.88	\$3,101.08	\$3,178.00	\$2,910.36
	ANNUAL SALARY.....	\$31,070	\$32,070	\$36,593	\$39,138	\$35,995	\$40,314	\$41,314	\$37,835
	PENSION.....	\$2,175	\$2,275	\$2,562	\$2,740	\$2,892	\$2,822	\$2,892	\$2,648
	TOTAL COMPENSATION.....	\$33,245	\$34,345	\$39,155	\$41,878	\$38,515	\$43,136	\$44,206	\$40,483
2	AFTER 1 YEAR.....	\$2,512.60	\$2,589.54	\$2,952.78	\$3,164.32	\$2,910.36	\$3,259.28	\$3,336.24	\$3,051.78
	ANNUAL SALARY.....	\$32,664	\$33,664	\$38,386	\$41,136	\$37,835	\$42,371	\$43,371	\$39,673
	PENSION.....	\$2,286	\$2,386	\$2,687	\$2,880	\$2,648	\$2,966	\$3,036	\$2,777
	TOTAL COMPENSATION.....	\$34,950	\$36,020	\$41,073	\$44,016	\$40,483	\$45,337	\$46,407	\$42,450
3	AFTER 2 YEARS.....	\$2,635.34	\$2,712.24	\$3,100.88	\$3,318.12	\$3,051.78	\$3,417.74	\$3,494.70	\$3,202.36
	ANNUAL SALARY.....	\$34,259	\$35,259	\$40,311	\$43,136	\$39,673	\$44,431	\$45,431	\$41,631
	PENSION.....	\$2,398	\$2,468	\$2,822	\$3,019	\$2,777	\$3,110	\$3,180	\$2,914
	TOTAL COMPENSATION.....	\$36,658	\$37,727	\$43,133	\$46,155	\$42,450	\$47,541	\$48,611	\$44,545
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$2,661.58	\$2,738.54	\$3,133.94	\$3,348.10	\$3,079.20	\$3,448.34	\$3,525.24	\$3,232.72
	ANNUAL SALARIES.....	\$34,601	\$35,601	\$40,741	\$43,525	\$40,030	\$44,828	\$45,828	\$42,025
	PENSION.....	\$2,422	\$2,492	\$2,852	\$3,047	\$2,802	\$3,138	\$3,208	\$2,942
	TOTAL COMPENSATION.....	\$37,023	\$38,093	\$43,593	\$46,572	\$42,832	\$47,966	\$49,036	\$44,967
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$2,794.26	\$2,871.16	\$3,286.24	\$3,514.88	\$3,232.72	\$3,620.24	\$3,697.16	\$3,399.44
	ANNUAL SALARIES.....	\$37,545	\$38,545	\$43,621	\$46,993	\$42,925	\$47,963	\$48,963	\$44,963
	PENSION.....	\$2,343	\$2,413	\$2,762	\$2,959	\$2,717	\$3,052	\$3,122	\$2,857
	TOTAL COMPENSATION.....	\$39,888	\$39,938	\$46,383	\$49,952	\$45,642	\$51,015	\$52,085	\$47,820
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$2,926.90	\$3,003.84	\$3,448.34	\$3,696.24	\$3,399.42	\$3,806.78	\$3,883.70	\$3,566.20
	ANNUAL SALARIES.....	\$38,050	\$39,050	\$44,828	\$48,051	\$44,192	\$49,488	\$50,488	\$46,361
	PENSION.....	\$2,663	\$2,734	\$3,138	\$3,364	\$3,093	\$3,464	\$3,534	\$3,245
	TOTAL COMPENSATION.....	\$40,713	\$41,784	\$47,966	\$51,415	\$47,286	\$52,952	\$54,022	\$49,606
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$3,074.40	\$3,151.30	\$3,620.26	\$3,877.36	\$3,566.22	\$3,993.68	\$4,070.62	\$3,741.64
	ANNUAL SALARIES.....	\$39,967	\$40,967	\$47,063	\$50,406	\$46,361	\$51,918	\$52,918	\$48,641
	PENSION.....	\$2,798	\$2,868	\$3,294	\$3,528	\$3,245	\$3,634	\$3,704	\$3,405
	TOTAL COMPENSATION.....	\$42,765	\$43,835	\$50,358	\$53,934	\$49,606	\$55,552	\$56,622	\$52,046
8	19TH TO 20TH YEAR.....	\$3,231.40	\$3,308.30	\$3,806.98	\$4,068.08	\$3,741.62	\$4,190.28	\$4,267.24	\$3,934.56
	ANNUAL SALARIES.....	\$42,008	\$43,008	\$49,491	\$52,885	\$48,641	\$54,474	\$55,474	\$51,149
	PENSION.....	\$2,941	\$3,011	\$3,464	\$3,702	\$3,405	\$3,813	\$3,883	\$3,580
	TOTAL COMPENSATION.....	\$44,949	\$46,019	\$52,955	\$56,587	\$52,046	\$58,287	\$59,357	\$54,730
9	21ST TO 24TH YEAR.....	\$3,327.44	\$3,404.38	\$3,920.10	\$4,189.72	\$3,816.04	\$4,273.60	\$4,350.54	\$4,012.88
	ANNUAL SALARIES.....	\$43,257	\$44,257	\$50,961	\$54,466	\$49,609	\$55,557	\$56,557	\$52,167
	PENSION.....	\$3,028	\$3,098	\$3,567	\$3,813	\$3,473	\$3,889	\$3,959	\$3,652
	TOTAL COMPENSATION.....	\$46,285	\$47,355	\$54,529	\$58,279	\$53,081	\$59,446	\$60,516	\$55,819
10	25TH YEAR AND THEREAFTER.....	\$3,427.24	\$3,504.16	\$4,037.68	\$4,315.44	\$3,930.52	\$4,401.82	\$4,478.76	\$4,133.28
	ANNUAL SALARIES.....	\$44,524	\$45,524	\$52,670	\$56,587	\$51,015	\$57,222	\$58,222	\$53,722
	PENSION.....	\$3,113	\$3,183	\$3,670	\$3,927	\$3,577	\$4,006	\$4,076	\$3,763
	TOTAL COMPENSATION.....	\$47,637	\$48,743	\$56,340	\$60,514	\$54,592	\$61,229	\$62,300	\$57,485

52 WEEKS - MONTHLY AND ANNUAL RATE
(CODE D)
PAYTABLE 23

ST EP	YEARS OF SERVICE	GRADE G07	GRADE G08	GRADE G09	GRADE G10	GRADE T11	GRADE T12	GRADE T13
1	1ST YEAR.....	\$3,259.32	\$3,051.78	\$3,764.66	\$3,566.20	\$3,918.34	\$4,324.56	\$4,765.76
	ANNUAL SALARY.....	\$42,371	\$39,673	\$48,941	\$46,361	\$50,938	\$56,219	\$61,955
	PENSION.....	\$2,966	\$2,777	\$3,426	\$3,245	\$3,566	\$4,337	\$4,737
	TOTAL COMPENSATION.....	\$45,337	\$42,450	\$52,366	\$49,606	\$54,504	\$60,155	\$66,292
2	AFTER 1 YEAR.....	\$3,417.68	\$3,202.36	\$3,958.78	\$3,741.64	\$4,114.87	\$4,538.66	\$5,001.62
	ANNUAL SALARY.....	\$44,430	\$41,631	\$51,464	\$48,641	\$53,493	\$59,003	\$65,021
	PENSION.....	\$3,110	\$2,914	\$3,602	\$3,405	\$3,745	\$4,551	\$4,943
	TOTAL COMPENSATION.....	\$47,540	\$44,545	\$55,067	\$52,046	\$57,238	\$63,133	\$69,573
3	AFTER 2 YEARS.....	\$3,586.28	\$3,361.96	\$4,152.90	\$3,934.56	\$4,324.56	\$4,765.76	\$5,250.66
	ANNUAL SALARY.....	\$46,622	\$43,705	\$53,988	\$51,149	\$56,219	\$61,955	\$68,259
	PENSION.....	\$3,264	\$3,059	\$3,779	\$3,580	\$3,935	\$4,778	\$5,167
	TOTAL COMPENSATION.....	\$49,885	\$46,765	\$57,767	\$54,730	\$60,155	\$66,292	\$73,037
4	3 1/2 YEARS TO 6 YEARS INCLUSIVE.....	\$3,807.08	\$3,599.44	\$4,386.92	\$4,131.86	\$4,538.66	\$5,001.62	\$5,512.77
	ANNUAL SALARIES.....	\$47,492	\$44,133	\$54,466	\$51,114	\$56,003	\$61,955	\$68,259
	PENSION.....	\$3,644	\$3,438	\$4,161	\$3,952	\$4,337	\$5,167	\$5,551
	TOTAL COMPENSATION.....	\$51,136	\$47,571	\$58,627	\$55,066	\$60,340	\$67,122	\$73,810
5	7TH YEAR TO 11TH YEAR INCLUSIVE.....	\$3,993.78	\$3,766.20	\$4,605.84	\$4,342.44	\$4,765.76	\$5,250.66	\$5,788.05
	ANNUAL SALARIES.....	\$51,919	\$48,361	\$59,276	\$56,452	\$61,955	\$68,259	\$75,245
	PENSION.....	\$3,634	\$3,245	\$4,009	\$3,952	\$4,337	\$5,167	\$5,551
	TOTAL COMPENSATION.....	\$55,553	\$51,606	\$63,285	\$60,403	\$66,292	\$73,037	\$80,512
6	12TH YEAR TO 16TH YEAR INCLUSIVE.....	\$4,190.18	\$3,741.64	\$4,626.92	\$4,557.42	\$5,001.62	\$5,512.77	\$6,076.30
	ANNUAL SALARIES.....	\$54,472	\$48,641	\$60,150	\$59,246	\$65,021	\$71,666	\$78,992
	PENSION.....	\$3,813	\$3,405	\$4,210	\$4,210	\$4,551	\$5,017	\$5,529
	TOTAL COMPENSATION.....	\$58,285	\$52,046	\$64,360	\$63,394	\$69,573	\$76,683	\$84,521
7	17TH YEAR TO 18TH YEAR INCLUSIVE.....	\$4,406.28	\$3,934.56	\$4,862.62	\$4,785.48	\$5,250.66	\$5,788.05	\$6,382.03
	ANNUAL SALARIES.....	\$57,282	\$51,149	\$63,214	\$62,211	\$68,259	\$75,245	\$82,966
	PENSION.....	\$4,010	\$3,580	\$4,425	\$4,355	\$4,778.10	\$5,267.12	\$5,807.65
	TOTAL COMPENSATION.....	\$61,291	\$54,730	\$67,639	\$66,566	\$73,037	\$80,512	\$88,774
8	19TH TO 20TH YEAR.....	\$4,537.12	\$4,131.86	\$5,103.32	\$5,022.32	\$5,512.77	\$6,076.30	\$6,705.21
	ANNUAL SALARIES.....	\$58,793	\$53,714	\$65,243	\$64,270	\$70,166	\$76,168	\$82,168
	PENSION.....	\$3,919	\$3,670	\$4,450	\$4,380	\$4,778.10	\$5,267.12	\$5,807.65
	TOTAL COMPENSATION.....	\$62,712	\$57,384	\$69,693	\$68,650	\$74,944	\$81,435	\$87,976
9	21ST TO 24TH YEAR.....	\$4,673.22	\$4,214.10	\$5,254.90	\$5,122.32	\$5,678.15	\$6,258.59	\$6,906.36
	ANNUAL SALARIES.....	\$60,752	\$54,783	\$68,314	\$66,590	\$73,816	\$81,362	\$89,783
	PENSION.....	\$4,253	\$3,835	\$4,782	\$4,661	\$5,167	\$5,695	\$6,285
	TOTAL COMPENSATION.....	\$65,004	\$58,618	\$73,096	\$71,251	\$78,983	\$87,057	\$96,068
10	25TH YEAR AND THEREAFTER.....	\$4,813.42	\$4,340.52	\$5,412.52	\$5,276.00	\$5,848.50	\$6,446.35	\$7,113.55
	ANNUAL SALARIES.....	\$62,574	\$56,427	\$70,363	\$68,588	\$76,030	\$83,803	\$92,476
	PENSION.....	\$4,380	\$3,950	\$4,867	\$4,801	\$5,322	\$5,866	\$6,473
	TOTAL COMPENSATION.....	\$66,955	\$60,377	\$75,230	\$73,389	\$81,353	\$89,669	\$98,950

11. Full-Time Basis Substitute Teachers. (No Longer Applicable).

Teachers who hold temporary teaching permits (other than provisional permits) who are employed as full-time-basis substitutes shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane on the appropriate salary schedule to allow credit for prior service as a full-time-day school teacher in the Chicago Public Schools or in schools outside the Chicago Public School system provided, however, that the provisions of section 4-28 of the **Rules of the Board of Education** covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Bureau of Teacher Personnel.

To be eligible for a salary adjustment based on teaching experience in the Chicago Public Schools effective on the date of employment, full-time-basis substitute teachers must make proper claim to the Bureau of Teacher Personnel within sixty days of the date of employment. After sixty days, the effective date for salary adjustment based on teaching experience in the Chicago Public Schools shall be the date proper claim is received in the Bureau of Teacher Personnel.

Salary step adjustments for outside teaching experience for full-time-basis substitute teachers shall be made effective from the date of employment provided that proper claim and documentary proof are on file within ninety days of employment. After ninety days of employment the effective date for salary adjustment becomes the date on which the application and affidavit are received in the Bureau of Teacher Personnel.

Teachers who hold temporary teaching permits (other than provisional permits) who are employed as full-time-basis (FTB) substitutes and who agree to apply for placement on an Academically Qualified List as soon as it is established by the Bureau of Recruitment Certification shall also be eligible for an additional salary adjustment up to and including the third step of the appropriate lane on the appropriate salary schedule provided, however, that they have not had such a salary adjustment at a previous time and that the provisions of section 4-28 of the **Rules of the Board of Education** covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed in the Bureau of Teacher Personnel.

Any full-time-basis substitute teacher who has had the abovementioned salary adjustment and who fails to qualify for placement on an Academically Qualified List within one year if established by the Bureau of Recruitment Certification shall revert to the full-time-basis (FTB) substitute teacher's appropriate step and lane but no higher than step two.

Teachers on existing eligibility lists, who are employed as full-time-basis (FTB) substitutes shall also be eligible for the above-cited additional salary adjustment up to and including the third step of the appropriate lane, provided, however, that they have not had such a salary adjustment at a previous time and that the provisions of section 4-28 of the **Rules of the Board of Education** covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Bureau of Teacher Personnel.

1J. Cadre Substitutes.

- i. Cadre substitutes, as defined in Article 23-1, shall be paid as follows:

Effective July 1, 2007	Flat Rate per Day
6.25-hour day	\$147.41
Effective July 1, 2008	Flat Rate per Day
6.25-hour day	\$153.31
Effective July 1, 2009	Flat Rate per Day
6.25-hour day	\$159.44
Effective July 1, 2010	Flat Rate per Day
6.25-hour day	\$165.82
Effective July 1, 2011	Flat Rate per Day
6.25-hour day	\$172.45

- ii. A teacher who is either (a) a TAT who is displaced and assigned to the Cadre pursuant to Article 38-3 and who has served as a TAT for one hundred school days or more during the school year in which the displacement occurred or (b) a probationary teacher who is displaced and assigned to the Cadre pursuant to Article 38-4 shall be paid as follows:

Effective July 1, 2007	Flat Rate per Day
6.25-hour day	\$179.51
Effective July 1, 2008	Flat Rate per Day
6.25-hour day	\$186.69

Effective July 1, 2009

6.25-hour day

Flat Rate per Day

\$194.16

Effective July 1, 2010

6.25-hour day

Flat Rate per Day

\$201.93

Effective July 1, 2011

6.25-hour day

Flat Rate per Day

\$210.01

1K. Day-to-Day Substitutes.

- i. Day-to-day substitutes who hold a valid Type 39 substitute certificate and who do not have a bachelor's degree in education shall be paid as follows:

Effective July 1, 2007

6.25-hour day

Flat Rate per Day

\$97.23

Effective July 1, 2008

6.25-hour day

Flat Rate per Day

\$101.12

Effective July 1, 2009

6.25-hour day

Flat Rate per Day

\$105.16

Effective July 1, 2010

6.25-hour day

Flat Rate per Day

\$109.37

Effective July 1, 2011

6.25-hour day

Flat Rate per Day

\$113.75

- ii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have fewer than one hundred days of service shall be paid as follows:

Effective July 1, 2007

6.25-hour day

8-hour day

Flat Rate per Day

\$131.28

\$150.04

Effective July 1, 2008

6.25-hour day

8-hour day

Flat Rate per Day

\$136.53

\$156.04

Effective July 1, 2009

6.25-hour day

8-hour day

Flat Rate per Day

\$141.99

\$162.28

Effective July 1, 2010

6.25-hour day

8-hour day

Flat Rate per Day

\$147.67

\$168.78

Effective July 1, 2011

6.25-hour day

8-hour day

Flat Rate per Day

\$153.58

\$175.53

- iii. Day-to-day substitutes who hold a valid Type 39 substitute certificate, who have a bachelor's degree in education and who have one hundred or more days of service shall be paid as follows:

Effective July 1, 2007

6.25-hour day

8-hour day

Flat Rate per Day

\$137.55

\$156.04

Effective July 1, 2008

6.25-hour day

8-hour day

Flat Rate per Day

\$143.05

\$162.28

Effective July 1, 2009

6.25-hour day

8-hour day

Flat Rate per Day

\$148.78

\$168.78

Effective July 1, 2010

6.25-hour day

8-hour day

Flat Rate per Day

\$154.73

\$175.53

Effective July 1, 2011

6.25-hour day

8-hour day

Flat Rate per Day

\$160.92

\$182.55

- 1L. **Retired Teachers.** Retired teachers shall be paid the following per diem rate:

	Per Diem Rate
Effective July 1, 2007	\$208.00
Effective July 1, 2008	\$216.32
Effective July 1, 2009	\$224.97
Effective July 1, 2010	\$233.97
Effective July 1, 2011	\$243.33

- 1M. M.A.T. (Masters of Arts in Teaching) Program.** Teachers serving on temporary certificates in the M.A.T. program receive a prorated salary of a first-year teacher (Lane I, Step 1) on the appropriate schedule as determined by that portion of the teaching program they carry.
- 1N. Trade and Vocational School Teachers (Including Cooperative Work Programs and Teachers in Vocational Home Economics Programs).** Eight-hour/extended-day trade and vocational teachers (including cooperative work program teachers and teachers in vocational home economics programs) shall be paid their base salaries plus twenty percent of their base salaries.
- 1O. Vocational Teacher Service Providers (Part-Time Employees).**

Effective July 1, 2007	Rate per Hour
Teacher	\$23.96
Effective July 1, 2008	Rate per Hour
Teacher	\$24.92
Effective July 1, 2009	Rate per Hour
Teacher	\$25.92
Effective July 1, 2010	Rate per Hour
Teacher	\$26.95
Effective July 1, 2011	Rate per Hour
Teacher	\$28.03

PART 2. INCREMENTS AND STIPENDS.

- 2A. National Board Certified Teachers.** The BOARD shall add \$1,750.00 to the base salaries on the teacher salary schedule to advance teachers who are or become National Board Certified Teachers (NBCTs). The BOARD shall adjust the salaries of teachers who are currently NBCTs in accordance with this provision effective July 1, 2007, provided that said teachers submit claims for such adjustments to the Department of Human Resources on or before December 1, 2007. The BOARD shall adjust the salaries of teachers who become NBCTs in the future in accordance with Article 36-4(E).

2B. Head Teachers and Acting Head Teachers (Branch Schools).

- i. **Head Teachers (Branch Schools).** Effective January 1 of each year, in addition to monthly base salary as a teacher, a head teacher shall be paid an increment according to the number of teachers on the staff the head teacher supervises, as determined by the last previous October enrollment report of the school, as follows:

Weeks of Employment			
Effective July 1, 2007			
Number of Teachers	38.6 Weeks (193 days)	46.6 Weeks (233 days)	52 Weeks
2-3	\$56.64	\$56.50	\$55.28
3.1-7	\$85.05	\$84.68	\$83.08
7.1 or more	\$113.35	\$112.95	\$110.66
Effective July 1, 2008			
Number of Teachers	38.6 Weeks (193 days)	46.6 Weeks (233 days)	52 Weeks
2-3	\$58.91	\$58.76	\$57.49
3.1-7	\$88.45	\$88.06	\$86.40
7.1 or more	\$117.88	\$117.47	\$115.09
Effective July 1, 2009			
Number of Teachers	38.6 Weeks (193 days)	46.6 Weeks (233 days)	52 Weeks
2-3	\$61.26	\$61.11	\$59.79
3.1-7	\$91.99	\$91.59	\$89.86
7.1 or more	\$122.60	\$122.17	\$119.69
Effective July 1, 2010			
Number of Teachers	38.6 Weeks (193 days)	46.6 Weeks (233 days)	52 Weeks
2-3	\$63.71	\$63.56	\$62.18
3.1-7	\$95.67	\$95.25	\$93.45
7.1 or more	\$127.50	\$127.06	\$124.48
Effective July 1, 2011			
Number of Teachers	38.6 Weeks (193 days)	46.6 Weeks (233 days)	52 Weeks
2-3	\$66.26	\$66.10	\$64.67
3.1-7	\$99.50	\$99.06	\$97.19
7.1 or more	\$132.60	\$132.14	\$129.46

- ii. **Acting Head Teachers (Branch Schools).** In addition to regular salary, an acting head teacher shall receive the following increment based on the number of weeks of employment budgeted for said position:

Effective July 1, 2007

Weeks of Employment

Per Month

38.6 (193 days)

\$28.34

46.6 (233 days)

\$28.18

52

\$27.67

Effective July 1, 2008

Weeks of Employment

Per Month

38.6 (193 days)

\$29.47

46.6 (233 days)

\$29.31

52

\$28.78

Effective July 1, 2009

Weeks of Employment

Per Month

38.6 (193 days)

\$30.65

46.6 (233 days)

\$30.48

52

\$29.93

Effective July 1, 2010

Weeks of Employment

Per Month

38.6 (193 days)

\$31.88

46.6 (233 days)

\$31.70

52

\$31.13

Effective July 1, 2011

Weeks of Employment

Per Month

38.6 (193 days)

\$33.15

46.6 (233 days)

\$32.97

52

\$32.38

- 2C. Psychologists, School Social Workers and Speech Pathologists.**
Psychologists, school social workers and speech pathologists shall receive the following monthly increment based on the number of weeks of employment budgeted for their positions provided they meet the stipulated requirements for school psychologists (**Illinois School Code**, section 14-1.09), school social workers or speech pathologists:

Effective July 1, 2007

Weeks of Employment

Rate per Month

38.6 (193 days)	\$302.40
42.6 (213 days)	\$301.71
46.6 (233 days)	\$301.71
52	\$301.09

Effective July 1, 2008

Weeks of Employment

Rate per Month

38.6 (193 days)	\$314.50
42.6 (213 days)	\$313.78
46.6 (233 days)	\$313.78
52	\$313.13

Effective July 1, 2009

Weeks of Employment

Rate per Month

38.6 (193 days)	\$327.08
42.6 (213 days)	\$326.33
46.6 (233 days)	\$326.33
52	\$325.66

Effective July 1, 2010

Weeks of Employment

Rate per Month

38.6 (193 days)	\$340.16
42.6 (213 days)	\$339.39
46.6 (233 days)	\$339.39
52	\$338.69

Effective July 1, 2011

Weeks of Employment

Rate per Month

38.6 (193 days)	\$353.77
42.6 (213 days)	\$352.96
46.6 (233 days)	\$352.96
52	\$352.23

2D. Case Managers (Special Education).

	Per Semester
Effective July 1, 2007	\$1,250.00
Effective July 1, 2008	\$1,300.00
Effective July 1, 2009	\$1,352.00
Effective July 1, 2010	\$1,406.08
Effective July 1, 2011	\$1,462.32

PART 3. ADDITIONAL RATES OF PAY.

3A. High School Teachers—Additional Teaching Period (Overtime Indicator).

High school teachers employed on an approved overtime basis shall be paid on a prorated basis of their base salary for each period per day in excess of the following:

6 for a 7-period day	16 ^{2/3} percent
7 for an 8-period day	14 ^{3/10} percent
8 for a 9-period day	12 ^{1/2} percent

3B. Teachers of Driver Education.

Effective July 1, 2007	
Per Hour	\$25.23
Effective July 1, 2008	
Per Hour	\$26.24
Effective July 1, 2009	
Per Hour	\$27.29
Effective July 1, 2010	
Per Hour	\$28.38
Effective July 1, 2011	
Per Hour	\$29.52

3C. Summer School Personnel (Personnel Employed for the Regular School Term of 38.6 Weeks).

- i. Teachers in the regular summer schools shall be paid 66-2/3 percent of their base salaries if employed on a four-hour summer school day, eighty percent if employed on a five-hour summer school day or one hundred percent if employed on a six-hour summer school day (not including any extra increments earned during the regular school year). Base salaries refer to their salaries as teachers during the month of June immediately preceding the summer session.
- ii. Teachers in the special elementary summer schools shall be paid the regular base salaries for which they qualify as teachers (not including any extra increments).
- iii. Part-time teachers shall be paid prorated on the above basis.
- iv. Teachers employed during the summer months other than in summer school shall be paid the same salaries they would receive as teachers in the special elementary summer schools.

3D. Compensation for Teachers Engaged in Extracurricular Activities.

- i. High School Sports, Clubs and Other Extracurricular Activities.

ACTIVITY Position	FY08	FY09	FY10	FY11	FY12	MAXIMUM HOURS PER YEAR
FOOTBALL						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	240
Head Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	160
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
CROSS COUNTRY						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
BASKETBALL						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	240
Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
SWIMMING						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	77

ACTIVITY Position	FY08	FY09	FY10	FY11	FY12	MAXIMUM HOURS PER YEAR
WRESTLING						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Frosh-Soph Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	77
Assistant Varsity Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
TRACK AND FIELD (Indoor and Outdoor)						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	77
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
BASEBALL						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	140
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
GYMNASTICS						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
TENNIS						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Junior Varsity Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
GOLF						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
BOWLING						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
SOCCER						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Junior Varsity Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	140
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
CHEERLEADING						
Fall	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	32.5
Winter	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	32.5
Competition	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	11
POM PON						
Fall	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	23
Winter	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	23
Competition	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	6

ACTIVITY Position	FY08	FY09	FY10	FY11	FY12	MAXIMUM HOURS PER YEAR
VOLLEYBALL						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	140
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
SOFTBALL						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	65
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	140
Freshman Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	52
WATER POLO						
Varsity Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Frosh-Soph Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
LACROSSE						
Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
Sophomore Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	70
ATHLETIC DIRECTOR	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	200
CHESS	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	20
CHECKERS	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	20
ICE SKATING	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	5
INTRAMURALS	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	70
INSTRUMENTAL GROUP	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	85
VOCAL GROUPS	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	50
DRAMA	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	75
OTHER CLUBS (Flat Rate)	\$193.90	\$201.66	\$209.73	\$218.12	\$226.84	n/a
OTHER ACTIVITIES (Approved by Principal)	\$583.29	\$606.62	\$630.89	\$656.12	\$682.37	n/a
CROWD CONTROL (Approved Sports Teams Only-Per Session Rate)						
Monday-Friday	\$19.28	\$20.16	\$20.96	\$21.80	\$22.67	n/a
Saturday	\$29.00	\$30.16	\$31.37	\$32.62	\$33.93	n/a

ii. Elementary School Sports, Clubs and Other Extracurricular Activities.

ACTIVITY Position	FY08	FY09	FY10	FY11	FY12	MAXIMUM HOURS PER YEAR
BASKETBALL						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	20
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	30
CHEERLEADING						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
CHESS						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
CROSS COUNTRY						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
DOUBLE DUTCH						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
FLAG FOOTBALL						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
TACKLE FOOTBALL						
Director	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	110
5 th and 6 th Grade Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	50
5 th and 6 th Grade Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	50
7 th and 8 th Grade Head Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	50
7 th and 8 th Grade Assistant Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	50
GOLF						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
POM PON						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
SOCCER						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	20
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	30
SOFTBALL-16"						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25

ACTIVITY Position	FY08	FY09	FY10	FY11	FY12	MAXIMUM HOURS PER YEAR
SOFTBALL—FAST PITCH						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
TENNIS						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
TRACK AND FIELD						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
VOLLEYBALL						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
WRESTLING						
5 th and 6 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	17
7 th and 8 th Grade Coach	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	25
AREA MANAGERS (All Managers)	\$20.80	\$21.63	\$22.50	\$23.40	\$24.33	192

3E. Non-Employee Hired for Coaching and Extracurricular Activities. Qualified non-employees may be hired for coaching and extracurricular positions set forth in this Agreement, provided as follows:

- i. There are no certified teachers qualified and available at the local school; and
- ii. The BOARD has provided reasonable notice and opportunity to qualified teachers at other schools that a coaching or extracurricular position is vacant; and
- iii. The qualified non-employee complies with the applicable standards set forth by the IHSA for "Non-Faculty Coaches."

3F. Social Center Personnel (Part-Time Employees). Social Center Personnel shall be paid as follows during the term of this Agreement:

Effective July 1, 2007	Hourly Rate
Program Coordinator	\$29.09
Teacher—Director	\$19.38
Teacher	\$16.94
Paraprofessional.....	\$11.61

Effective July 1, 2008	Hourly Rate
Program Coordinator	\$30.25
Teacher-Director	\$20.15
Teacher	\$17.62
Paraprofessional	\$12.07

Effective July 1, 2009	Hourly Rate
Program Coordinator	\$31.46
Teacher-Director	\$20.96
Teacher	\$18.32
Paraprofessional	\$12.55

Effective July 1, 2010	Hourly Rate
Program Coordinator	\$32.72
Teacher-Director	\$21.79
Teacher	\$19.06
Paraprofessional	\$13.06

Effective July 1, 2011	Hourly Rate
Program Coordinator	\$34.03
Teacher-Director	\$22.67
Teacher	\$19.82
Paraprofessional	\$13.58

3G. Summer Swimming Pools.

	Hourly Rate
Effective July 1, 2007	\$14.57
Effective July 1, 2008	\$15.15
Effective July 1, 2009	\$15.76
Effective July 1, 2010	\$16.39
Effective July 1, 2011	\$17.05

3H. After-School Rates of Pay (Teachers and PSRPs).

i. After-School Non-Instructional Rates of Pay.

	Hourly Rate
Effective July 1, 2007	\$31.20
Effective July 1, 2008	\$32.45
Effective July 1, 2009	\$33.75
Effective July 1, 2010	\$35.10
Effective July 1, 2011	\$36.50

ii. After-School Instructional Rates of Pay.

	Hourly Rate
Effective July 1, 2007	\$37.50
Effective July 1, 2008	\$37.50
Effective July 1, 2009	\$40.00
Effective July 1, 2010	\$40.00
Effective July 1, 2011	\$42.50

PART 4. REIMBURSEMENTS.

4A. Monthly Travel Reimbursement.*

***All travel reimbursement requirements must be met.**

Effective July 1, 2007	Amount
Senior truant officers and truant officers assigned to high schools, special schools and social adjustment schools.....	\$148.29
Elementary school truant officers	\$121.90
Kindergarten teachers serving two schools	\$37.59
All other teachers whose assignments require daily travel from one school or branch to another	\$37.59
School community representatives.....	\$37.59
All cooperative education teachers (coordinators).....	\$88.80
Speech/language pathology paraeducators	\$93.32
Audiometric and vision screening technicians	\$93.32
School social workers, speech pathologists, school psychologists and teacher nurses	\$93.32
Field adjustment teachers—social adjustment.....	\$121.90
School social service assistants	\$52.66

Effective July 1, 2008	Amount
Senior truant officers and truant officers assigned to high schools, special schools and social adjustment schools.....	\$154.23
Elementary school truant officers	\$126.77
Kindergarten teachers serving two schools	\$39.09
All other teachers whose assignments require daily travel from one school or branch to another	\$39.09
School community representatives.....	\$39.09
All cooperative education teachers (coordinators).....	\$92.35
Speech/language pathology paraeducators	\$97.05
Audiometric and vision screening technicians	\$97.05

School social workers, speech pathologists, school psychologists and teacher nurses	\$97.05
Field adjustment teachers–social adjustment	\$126.77
School social service assistants	\$54.76

Effective July 1, 2009

Amount

Senior truant officers and truant officers assigned to high schools, special schools and social adjustment schools	\$160.39
Elementary school truant officers	\$131.85
Kindergarten teachers serving two schools	\$40.65
All other teachers whose assignments require daily travel from one school or branch to another	\$40.65
School community representatives	\$40.65
All cooperative education teachers (coordinators)	\$96.04
Speech/language pathology paraeducators	\$100.93
Audiometric and vision screening technicians	\$100.93
School social workers, speech pathologists, school psychologists and teacher nurses	\$100.93
Field adjustment teachers–social adjustment	\$131.85
School social service assistants	\$56.95

Effective July 1, 2010

Amount

Senior truant officers and truant officers assigned to high schools, special schools and social adjustment schools	\$166.81
Elementary school truant officers	\$137.12
Kindergarten teachers serving two schools	\$42.28
All other teachers whose assignments require daily travel from one school or branch to another	\$42.28
School community representatives	\$42.28
All cooperative education teachers (coordinators)	\$99.88
Speech/language pathology paraeducators	\$104.97
Audiometric and vision screening technicians	\$104.97
School social workers, speech pathologists, school psychologists and teacher nurses	\$104.97
Field adjustment teachers–social adjustment	\$137.12
School social service assistants	\$59.23

Effective July 1, 2011

Amount

Senior truant officers and truant officers assigned to high schools, special schools and social adjustment schools	\$173.48
Elementary school truant officers	\$142.60
Kindergarten teachers serving two schools	\$43.97

All other teachers whose assignments require daily travel from one school or branch to another	\$43.97
School community representatives	\$43.97
All cooperative education teachers (coordinators)	\$103.88
Speech/language pathology paraeducators	\$109.17
Audiometric and vision screening technicians	\$109.17
School social workers, speech pathologists, school psychologists and teacher nurses	\$109.17
Field adjustment teachers—social adjustment	\$142.60
School social service assistants	\$61.60

APPENDIX B

CONTRIBUTIONS TO HEALTH CARE PLANS

Effective July 1, 2004

Current Average (through 6/04)	HMOs*		PPO w/ HRA*	PPOs*		
	HMOI	UHC HMO	UHC PPO w/ HRA	UHC PPO		BCBS PPO
	7/04	7/04	7/04	7/04	7/06	7/04
Single—1.3%	1.3%	2.0%	1.3%	1.5%	2.0%	2.2%
Couple—1.5%	1.5%	2.2%	1.5%	1.7%	2.2%	2.5%
Family—1.8%	1.8%	2.5%	1.8%	1.9%	2.5%	2.8%

*All percentages are percent of base salary.

Effective July 1, 2007

Employee health care contributions as a result of wage increases shall be frozen for benefit (calendar) years 2008, 2009 and 2010 with a conversion effective January 1, 2008 after open enrollment. To effectuate the freeze on employee health care contributions, the above percentages shall be applied to the salary schedules in effect as of June 30, 2007, thereby creating flat rate contributions for each plan that correlate to each step of the salary schedules.

The conversion tables will be used to identify the applicable employee contribution for benefit (calendar) years 2008, 2009 and 2010 based on the employee's lane and step placement and type and level of coverage selected. The following examples illustrate the application of the conversion tables during benefit (calendar) years 2007, 2008 and 2009:

EXAMPLE NO. 1: During the open enrollment period for the 2007 benefit (calendar) year, a teacher selected the HMOI plan with single coverage and an employee contribution rate of 1.3% of her annual base salary. As of January 1, 2007, the teacher's salary schedule placement was Lane I, Step 5 of the salary schedule for 38.6-week positions, and she was earning a base salary of \$48,975 per year. Consequently, effective January 1, 2007, the teacher's annualized contribution became **\$637*** $[\text{.013} \times \$48,975 = \$637]$, which was then prorated per pay period. Effective July 1, 2007, the teacher advanced to Step 6 of the same salary schedule and began earning

a base salary of \$53,118 per year. Her annualized contribution did not, however, increase to 1.3% of her current salary [$.013 \times \$53,118 = \691]. Instead, her annualized contribution became **\$664** [$.013 \times \$51,075$ (annual salary for Lane I, Step 6 as of June 30, 2007) = \$664], which was then prorated per pay period on a prospective basis.

EXAMPLE NO. 2: During the open enrollment period for the 2008 benefit (calendar) year, the teacher described in Example No. 1 selects the BCBS PPO plan with family coverage and an employee contribution rate of 2.8% of her annual base salary. As of January 1, 2008, the teacher's salary schedule placement remains at Lane I, Step 6 of the salary schedule for 38.6-week positions. Consequently, effective January 1, 2008, the teacher's annualized contribution becomes **\$1430** [$.028 \times \$51,075$ (annual salary for Lane I, Step 6 as of June 30, 2007) = \$1430], which is then prorated per pay period. Effective July 1, 2008, the teacher will advance to Step 7 of the same salary schedule and begin earning a base salary of \$57,134 per year. Her annualized contribution will not, however, increase to 2.8% of her current salary [$.028 \times \$57,134 = \1600]. Instead, her annualized contribution becomes **\$1479** [$.028 \times \$52,823$ (annual salary for Lane I, Step 7 as of June 30, 2007) = \$1479], which is then prorated per pay period on a prospective basis.

EXAMPLE NO. 3: During the open enrollment period for the 2007 benefit (calendar) year, a PSRP selected the UHC HMO plan with single coverage and an employee contribution rate of 2.0% of his annual base salary. As of January 1, 2007, the PSRP's salary schedule placement was Grade G11, Step 2 of the salary schedule for 38.6-week positions, and he was earning a base salary of \$39,574 per year. Consequently, effective January 1, 2007, the PSRP's annualized contribution became **\$791** [$.02 \times \$39,574 = \791], which was then prorated per pay period. Effective July 1, 2007, the PSRP advanced to Step 3 of the same salary schedule and began earning a base salary of \$43,253 per year. His annualized contribution did not, however, increase to 2.0% of his current salary [$.02 \times \$43,253 = \865]. Instead, his annualized contribution became **\$832** [$.02 \times \$41,601$ (annual salary for Grade G11, Step 3 as of June 30, 2007) = \$832], which was then prorated per pay period on a prospective basis. During the open enrollment period for the 2008 benefit (calendar) year, the PSRP does not change his type or level of coverage; his salary schedule placement also remains the same through calendar year 2008. Consequently, he continues to pay the same contribution per pay period. During the open enrollment period for the 2009 benefit (calendar) year, the PSRP does not change his type or level of coverage. Nevertheless, on January 1,

2009, he advances to Step 4 of the same salary schedule and begins earning a base salary of \$47,210 per year. His annualized contribution does not, however, increase to 2.0% of his current salary [$.02 \times \$47,210 = \944]. Instead, his annualized contribution becomes **\$873** [$.02 \times \$43,648$ (annual salary for Grade G11, Step 4 as of June 30, 2007) = \$873], which is then prorated per pay period on a prospective basis.

EXAMPLE NO. 4: During the open enrollment period for the 2008 benefit (calendar) year, the PSRP described in Example No. 3 instead selects the UHC PPO with HRA plan with couple coverage and a lower employee contribution rate of 1.5%. As of January 1, 2008, the PSRP's salary schedule placement remains at Grade G11, Step 3 of the salary schedule for 38.6-week positions, and he continues to earn a base salary of \$43,253 per year. His annualized contribution does not, however, decrease to 1.5% of his current salary [$.015 \times \$43,253 = \649]. Instead, his annualized contribution decreases further and becomes **\$624** [$.015 \times \$41,601$ (annual salary for Grade G11, Step 3 as of June 30, 2007) = \$624], which is then prorated per pay period on a prospective basis.

**The figures in these examples have been rounded to the nearest whole dollar. The conversion tables shall govern the actual amount of the contribution and shall be published by the BOARD.*

Effective January 1, 2011 and Thereafter

Employee health care contributions as a result of wage increases shall remain frozen for benefit (calendar) years 2011 and 2012 provided there is no health care cost increase in the previous year as measured from October 1 to September 30. If no health care cost increase occurs in benefit (calendar) years 2011 and 2012, the conversion tables will continue to govern employee health care contributions.

If an increase in health care costs does occur, and the increase ranges from 1% to 5%, measured from October 1, 2009 to September 30, 2010 (for purposes of determining the January 1, 2011 employee contribution) or as measured from October 1, 2010 to September 30, 2011 (for purposes of determining the January 1, 2012 employee contribution), the employee contribution shall be as follows:

- Effective January 1, 2011, the applicable contribution percentage set forth above multiplied by the employee's June 30, 2010 annual salary plus an amount equal to 50% of the applicable contribution percentage set forth above multiplied by the employee's July 1, 2010 annual salary; and,

- Effective January 1, 2012, the applicable contribution percentage set forth above multiplied by the employee's June 30, 2011 annual salary plus an amount equal to 50% of the applicable contribution percentage set forth above multiplied by the employee's July 1, 2011 annual salary.

If an increase in health care costs does occur and the increase in any year is greater than 5% measured from October 1 to September 30, then the employee contribution shall be the full amount of the applicable contribution percentage set forth above.

The following examples illustrate the application of the above formulae during benefit (calendar) years 2011 and 2012:

EXAMPLE NO. 5: A 3% increase in health care costs occurs during benefit (calendar) year 2010. During the open enrollment period for the 2011 benefit (calendar) year, a teacher selects the HMOI plan with family coverage and an employee contribution rate of 1.8% of her annual base salary. As of January 1, 2011, the teacher's salary schedule placement is Lane II, Step 10 of the salary schedule for 38.6-week positions, and she is earning a base salary of \$72,436 per year. The teacher's annualized contribution is determined by (1) calculating the full contribution amount at her current salary to arrive at a figure of \$1304 [$.018 \times \$72,436 = \1304]; (2) calculating the difference between the full contribution amount of \$1304 and the corresponding \$1115 flat rate contribution on the conversion table for the HMOI plan at Lane II, Step 10 [$.018 \times \$61,919$ (annual salary for Lane II, Step 10 as of June 30, 2007) = \$1115] to arrive at a figure of \$189 [$\$1304 - \$1115 = \189]; (3) dividing the \$189 figure by 2 to arrive at a figure of \$95 [$\$189 \div 2 = \95]; and (4) adding the \$95 figure to the \$1115 flat rate contribution in effect as of July 1, 2007 to arrive at the teacher's annualized employee contribution of **\$1210** [$\$95 + \$1115 = \1210], which is then prorated per pay period on a prospective basis. Effective July 1, 2011, the teacher advances to Lane II, Step 11, but continues to pay the same contribution per pay period.

EXAMPLE NO. 6: A 6% increase in health care costs occurs during benefit (calendar) year 2010. During the open enrollment period for the 2011 benefit (calendar) year, the teacher described in Example No. 5 selects the same type and level of coverage. As of January 1, 2011, the teacher's salary schedule placement is Lane II, Step 10, and she is earning a base salary of \$72,436 per year. As a result, her annualized employee contribution becomes **\$1304** [$.018 \times \$72,436$ (current annual salary) = \$1304], which is then prorated per pay period on a prospective basis. Effective July 1, 2011, the teacher advances to Lane II, Step 11, and she begins earning a base salary of \$78,101. As a result, her annualized employee contribution

becomes **\$1406** [$.018 \times \$78,101$ (current annual salary) = \$1406], which is then prorated per pay period on a prospective basis.

APPENDIX C

PROCEDURES FOR WAIVERS FOR THE DURATION OF THIS AGREEMENT

1. The school principal shall meet with the faculty during the school day to discuss any proposal which may require a waiver from any provision of this Agreement.
2. In order to secure a waiver from any provision of this Agreement, a secret ballot vote shall be conducted among all UNION members assigned to the school.
3. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.
4. A majority of fifty percent plus one of the UNION members voting shall be required to approve a waiver. A waiver that is rejected may not be submitted more than once in any school year.
5. If the waiver is approved, the principal and the school delegate shall sign the waiver indicating that the voting procedures were followed and reporting the results of the vote.
6. Copies of this approved waiver shall be forwarded immediately to the Office of Employee Relations and the UNION.
7. The approved waiver automatically terminates at the conclusion of the school year.
8. Failure to implement the procedure, failure to implement the approved waiver or improper implementation of the approved waiver shall be subject to the grievance procedure pursuant to Article 3 of this Agreement.

The BOARD shall develop and distribute procedures for waivers of BOARD policies and procedures.

APPENDIX D

BARGAINING UNIT POSITIONS

TEACHERS

Elementary School Teacher
 High School Teacher
 Substitute Teacher
 City-Wide Coach/Teacher Leader
 Counselor
 Librarian
 School Nurse
 School Psychologist
 School Social Worker
 Speech Pathologist
 Physical Therapist
 Occupational Therapist
 Playground Teacher*
 Stadium Director*

PSRPs

Audio-Visual Technician
 Audiometric and Vision Screening Technician
 Community Relations Representative I, II
 Computer Technician
 Educational Sign Language Interpreter I, II, III
 Guidance Counselor Assistant
 Health Service Nurse
 Head Start Educational Resource Assistant
 Head Start Health Resource Assistant
 Head Start Parent Resource Assistant
 Head Start Social Service Resource Assistant
 Hospital Licensed Practical Nurse
 Instructor Assistant I, II
 Interpreter Clerk
 Occupational Therapist Assistant
 Parent Advocate
 Parent Advocate – Bilingual
 School Assistant
 School Assistant – Bilingual
 School Assistant – Bilingual – Spanish
 School Assistant II
 School Assistant II – Bilingual
 School Assistant II – Bilingual – Spanish
 School Clerk Assistant
 School Clerk I
 School Clerk I – Bilingual – Spanish
 School Community Representative
 School Library Assistant
 School Library Assistant II
 School Social Service Assistant
 Special Education Support Clerk
 Speech/Language Pathology Paraeducator
 Speech/Language Pathology Paraeducator – Bilingual
 Student Special Needs Program Assistant
 Student Special Services Advocate
 Teacher Assistant
 Teacher Assistant – Montessori Program
 Teacher Assistant II
 Teacher Assistant II – Montessori Program
 Technology Coordinator I, II, III
 Truant Officer*

Appendix D also includes any other employee category or position inadvertently omitted from Appendix D yet historically represented by the UNION.

*Positions Not Currently Funded.

APPENDIX E

HEALTH CARE AND RELATED BENEFITS

I. MEDICAL BENEFIT

A. HEALTH CARE PLAN DESIGN

Benefit Highlights (for eligible expenses)	HMOI	UHC HMO	UHC PPO with HRA		UHC PPO		BCBS PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Health Reimbursement Account (employer paid) (not applied towards deductible nor out-of-pocket maximum)	n/a	n/a	\$500 employee only \$1,000 employee plus one and employee plus family	\$500 employee only \$1,000 employee plus one and employee plus family	n/a	n/a	n/a	n/a
Annual Deductible (not applicable to services with co-pays)	none	none	\$1,000 per person after HRA is exhausted \$2,000 per family after HRA is exhausted	\$2,000 per person after HRA is exhausted \$4,000 per family after HRA is exhausted	none	\$600 per person \$1,200 per family	\$400 per person \$1,200 per family	\$800 per person \$2,400 per family
Out-of-Pocket Maximum (including deductible)	n/a	n/a	\$2,250 per person \$4,500 per family	\$11,500 per person \$34,000 per family	\$2,000 per person \$4,000 per family	none	\$2,400 per person \$4,800 per family	none

Benefit Highlights (for eligible expenses)	HMOI	UHC HMO	UHC PPO with HRA		UHC PPO		BCBS PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Lifetime Maximum Coverage	unlimited	unlimited	\$2,000,000 inclusive of covered medical, mental health and substance abuse benefits					
Care in Physician's Office (general doctor office visits such as x-rays, allergy shots and chemotherapy)	100% after \$20 co-pay per visit	100% after \$20 co-pay per visit	80% after deductible	50% after deductible	100% after \$15 co-pay per visit	50% after deductible	100% after \$25 co-pay per visit	50% after deductible
Wellness (preventive screening) (routine physical check-ups for adults and children, mammograms, PSA, pap smears, HPV screenings, physicals and immunizations)	100% after \$20 co-pay per visit	100% after \$20 co-pay per visit	100% (no co-pay) (no deductible)	50% after deductible	100% (no co-pay) (no deductible)	50% after deductible	100% (no co-pay) (no deductible)	50% after deductible
Pre-Certification through ENCOMPASS	HMO participants are not required to obtain pre-certification through ENCOMPASS. Referrals are handled by participants' primary care physicians.	If a PPO participant fails to obtain pre-certification as required or fails to follow ENCOMPASS's recommendations, the participant will be responsible for 50% of the eligible charges capped at \$1,000 per individual/per event/per confinement in addition to any co-insurance.						

Benefit Highlights (for eligible expenses)	HMOI	UHC HMO	UHC PPO with HRA		UHC PPO		BCBS PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Inpatient Hospital Services Hospital (Semi-Private) Room and Board Doctor's Visits (including specialists, x-rays, labs, drugs, surgeon's fees and anesthesiologists)	100% after \$125 co-pay per admission	100% after \$125 co-pay per admission	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
	covered in full	covered in full	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
	covered in full after \$75 co-pay per visit	covered in full after \$75 co-pay per visit	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Maternity Prenatal/Postnatal Hospital Coverage (mother and newborn)	100% after \$20 co-pay per visit	100% after \$20 co-pay per visit	80% after deductible	50% after deductible	100% after \$15 co-pay per visit	50% after deductible	100% after \$25 co-pay per visit	50% after deductible
	100% after \$125 co-pay per admission	100% after \$125 co-pay per admission	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Covered Emergency Care Emergency Care Ambulance (if emergency)	100% after \$100 co-pay per visit	100% after \$100 co-pay per visit	100% after \$100 co-pay per visit	50% after \$100 co-pay per visit	100% after \$100 co-pay per visit	50% after \$100 co-pay per visit	100% after \$100 co-pay per visit	50% after \$100 co-pay per visit
	100%	100%	100% after deductible	100% after deductible	100%	100% after deductible	100% after deductible	100% after deductible

Benefit Highlights (for eligible expenses)	HMOI	UHC HMO	UHC PPO with HRA		UHC PPO		BCBS PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Mental Health and Substance Abuse Inpatient	100% after \$125 co-pay per admission up to 30 inpatient days per year	100% after \$150 co-pay per admission up to 30 inpatient days per year	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
			80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Basic Vision Plan *Employees have the option of purchasing additional coverage by enrolling in the Enhanced Vision Plan, which is described in paragraph (B)(3) below.	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies
			annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies	annual eye exam through network provider covered at 100% after \$15 co-pay discounts on eyewear and supplies
Therapy (physical, occupational and speech therapy for restoration of function) (services for acquisition of function not covered) (limited to 60 visits per calendar year per therapy)	100% for the number of visits which, in the judgment of the attending or consulting physicians, are sufficient for significant improvement	100% for the number of visits which, in the judgment of the attending or consulting physicians, are sufficient for significant improvement	80% after deductible	50% after deductible	100% after \$15 co-pay per visit	50% after deductible	100% after \$25 co-pay per visit	50% after deductible

Benefit Highlights (for eligible expenses)	HMOI	UHC HMO	UHC PPO with HRA		UHC PPO		BCBS PPO	
			In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Chiropractic Care (unlimited visits if medically necessary)	100% after \$20 co-pay per visit	100% after \$20 co-pay per visit	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Care in Skilled Nursing Facility (non-custodial) (up to 120 days per year if medically necessary)	100%	100%	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Prosthetic Devices and Medical Equipment	100%	100%	80% after deductible	50% after deductible	80%	50% after deductible	80% after deductible	50% after deductible
Prescription Drugs (preferred drug list) (retail is for up to 30-day supply) (mail is for up to 90-day supply) (maintenance drugs: five maximum at retail and then must use mail to avoid 40% penalty)	Retail (co-pay per prescription) Generic-\$10 Preferred Brand-\$25 Brand-\$40	Retail (co-pay per prescription) Generic-\$10 Preferred Brand-\$25 Brand-\$40	Retail (co-pay per prescription) Generic-\$10 Preferred Brand-\$25 Brand-\$40	60% of the cost of a covered prescription for generic 60% of the cost of a covered prescription for brand drugs, up to 60% of the cost of an equivalent generic drug if an equivalent generic is available	Retail (co-pay per prescription) Generic-\$10 Preferred Brand-\$25 Brand-\$40	60% of the cost of a covered prescription for generic 60% of the cost of a covered prescription for brand drugs, up to 60% of the cost of an equivalent generic drug if an equivalent generic is available	Retail (co-pay per prescription) Generic-\$10 Preferred Brand-\$25 Brand-\$40	60% of the cost of a covered prescription for generic 60% of the cost of a covered prescription for brand drugs, up to 60% of the cost of an equivalent generic drug if an equivalent generic is available
*Your cost will be the co-pay or the cost of the prescription, whichever is less. *Drug prescriptions filled without presenting a card will result in a 40% penalty.	Mail (co-pay per prescription) Generic-\$15 Preferred Brand-\$40 Brand-\$60	Mail (co-pay per prescription) Generic-\$15 Preferred Brand-\$40 Brand-\$60	Mail (co-pay per prescription) Generic-\$15 Preferred Brand-\$40 Brand-\$60	60% of the cost of a covered prescription for generic drug if an equivalent generic is available	Mail (co-pay per prescription) Generic-\$15 Preferred Brand-\$40 Brand-\$60	60% of the cost of a covered prescription for generic drug if an equivalent generic is available	Mail (co-pay per prescription) Generic-\$15 Preferred Brand-\$40 Brand-\$60	60% of the cost of a covered prescription for generic drug if an equivalent generic is available

NOTE: This comparison chart is a brief description of CPS's Plan as of January 1, 2008 and is not meant to interpret, extend or change the provisions of the Plan. The Plan document shall govern if there is a discrepancy between this document and the actual provisions of the Plan.

B. INSURANCE BENEFIT ENHANCEMENTS

1. **ENCOMPASS.** The pre-certification penalty for failure to pre-certify shall be 50% of the cost of services capped at \$1,000 in calendar years 2008 and 2009 and capped at \$750 in calendar years 2010, 2011 and 2012. The parties agree to intensify the education program and restructure the employee role with respect to the pre-certification process. CPS will continue to provide information about pre-certification to its employees during the Open Enrollment period. CPS agrees that employees should be provided with additional information materials upon which to base health care decisions and will design a specific communication piece (or “card”) to be sent annually to employees in an effort to reinforce this information. This communication piece shall be included in the LMCC’s action plan described in Section VI below.
2. **CHRONIC CARE/DISEASE MANAGEMENT PROGRAM.** The parties agree to implement a chronic care/disease management program. The program shall provide individualized/customized treatment plans, education support, monitoring via nurse care coordinators, communications to employees through the internet and mail, targeted phone calls to engage employees in preventive actions and health risk assessments.
3. **ENHANCED VISION PLAN.** CPS shall offer an employee-paid vision plan providing contacts/lenses every 12 months and frames every 24 months. The plan shall contain a 4-year rate guarantee on employee premiums. Employee premiums are as follows:
 - Employee: \$7.40/mo.
 - Employee + 1: \$10.81/mo.
 - Family: \$19.39/mo.In addition, there will be a \$130 frame allowance every 24 months and a \$130 contacts/lenses allowance every 12 months covered in network.
4. **PHARMACEUTICAL BENEFIT ENHANCEMENTS.** The prescription drug benefit shall include the following terms:
 - Addition of Caremark retail Rx facility in the County Building to network.
 - “iBenefits” annual mailing providing employees with summary of Rx expenses and recommendations for generic substitutions to save employees money.
 - Therapeutic Alternative Program—communications sent to employees informing them of benefits of switching from brand name drug to generic equivalent.

- Retail Fill Restrictions (initial fill + 4, then employee must use mail order to avoid penalty).
5. **WELLNESS INITIATIVES.** The wellness benefit shall include the following terms:
- Wellness Benefit – no dollar cap.
 - Wellness Benefit – extended to dependents.
 - Raise awareness of preventive benefits.
 - Wellness Fair.
 - Globalfit – discounted memberships offered to various health clubs.
 - Smoking cessation and weight reduction programs.
 - Enhanced Vision Plan.
6. **BENEFITS ELIGIBILITY FOR NEW HIRES.** A newly hired employee will be eligible for health care benefits beginning on the first day of the month following his or her date of hire.
7. **EMPLOYEE ASSISTANCE PROGRAM.** An Employee Assistance Program shall be implemented as part of the health care program.
- C. **HEALTH RISK ASSESSMENT.** The Health Risk Assessment shall be voluntary for all employees currently enrolled in the CPS health insurance plans. All employees will be automatically enrolled in the Health Risk Assessment. However, employees choosing not to participate in the Health Risk Assessment may opt out. The LMCC will review this program after 1 year and determine whether incentives or penalties are appropriate.
- D. **PAP SMEARS AND HPV SCREENING.** CPS health care plans cover PAP and HPV screenings. When employees undergo these screenings, they are obligated to pay a co-pay if they are enrolled in either of the PPOs or HMOs. If an employee is enrolled in the UHC PPO with an HRA, the employee pays for the screening using the CPS-provided account or out-of-pocket depending upon the year-to-date usage. Because these screenings are wellness-related, CPS will provide the following:
- UHC and BCBS PPO – plan will pay preventive at 100% (no longer subject to a co-pay).
 - UHC PPO with HRA – plan will pay preventive at 100% (no longer subject to deductible or coinsurance).
 - UHC and BCBS HMO plans will continue to cover preventive care at 100% subject to the office visit co-pay.

E. EMPLOYEE CO-PAYS

HMOI						UHC HMO					
	2008	2009	2010	2011	2012		2008	2009	2010	2011	2012
OV	\$20	\$20	\$25	\$25	\$30	OV	\$20	\$20	\$25	\$25	\$30
ER	\$100	\$100	\$100	\$100	\$125	ER	\$100	\$100	\$100	\$100	\$125
I/P Hosp.	\$125	\$150	\$175	\$200	\$200	I/P Hosp.	\$125	\$150	\$175	\$200	\$200
O/P Surg.	\$75	\$100	\$125	\$150	\$175	O/P Surg.	\$75	\$100	\$125	\$150	\$175
UHC PPO						BCBS PPO					
	2008	2009	2010	2011	2012		2008	2009	2010	2011	2012
ER	\$100	\$100	\$100	\$100	\$125	ER	\$100	\$100	\$100	\$100	\$125
no co-pays for wellness benefits						no co-pays for wellness benefits					
UHC PPO with HRA											
no changes to employee co-pays											
all preventive care covered at 100% (no deductible)											

F. BENEFIT INFORMATION

- The BOARD currently provides a summary plan description of its health care plans to new employees and re-hired employees during the annual Open Enrollment period. CPS will provide summary plan descriptions online to allow employees to view current plan information electronically.
- CPS benefit plans provide a toll-free hotline and an online site for members to access with questions regarding their health care plan. The hours of operation for each health care plan are 8:00 a.m. to 6:00 p.m. Additionally, CPS has a Benefits Customer Service team which answers calls during business hours.
- As a result of the PeopleSoft conversion, CPS relies on a unique identification number ("UID") for all employees. CPS will work with each of its vendors to ensure that employees are routinely identified by these UIDs as opposed to the employees' Social Security numbers.

- G. ANTI-FUNGAL DRUGS.** Since August 1, 2006, CPS has covered the following anti-fungal prescriptions: GRIFULVIN V; GRIS-PEG; GRISEOFULVIN; LAMISIL; SPORANOX; and PENLAC.

II. DENTAL BENEFIT

Employees and eligible family members will have the choice of PPO or Managed Care.
PPO Dental Plan - Member selects an in-network or an out-of-network provider.
Managed Care - Member selects a dentist in the provider network.

Plan Design:

Services	PPO In-Network	PPO Out-of-Network*	Managed Care
Preventive	80% of PPO rate	80% of PPO rate	100%
Basic	80% of PPO rate	80% of PPO rate	85-75%
Major	50% of PPO rate	50% of PPO rate	70-65%
Individual Maximum			
Benefits Limit	\$1,500 annually		None
*Deductible	\$100 annually		None

Employee Contributions:

PPO

- Employee: \$0
- Employee plus one: 100% contributory at rates determined by plan provider
- Employee plus family: 100% contributory at rates determined by plan provider

Managed Care

- Employee: \$0
- Employee plus one: \$0
- Employee plus family: \$0

III. FLEXIBLE SPENDING ACCOUNTS ("FSAs")

CPS will offer its employees two types of voluntary 100% contributory, flexible spending accounts:

Medical Reimbursement Account – to be used for FSA eligible expenses not covered by the employee's medical or dental plan, such as co-pays, deductibles and co-insurance. The maximum amount is \$3,000 per year.

Dependent Care Account – to be used for dependent care expenses. The maximum amount is \$5,000 per year.

IV. LIFE AND PERSONAL ACCIDENT INSURANCE

Employees are covered by Basic Life coverage. A voluntary Optional Life and matching Personal Accident insurance is available for employees and eligible family members.

- Basic Life: \$25,000
- Optional Dependent Life: \$50,000 spouse
- Optional Dependent Personal Accident: \$50,000 spouse

Employee Contributions:

- Basic Life: \$0
- Optional Dependent Life: 100% contributory at rates determined by plan provider
- Optional Personal Accident: 100% contributory at rates determined by plan provider

V. SAVINGS AND RETIREMENT PROGRAM

CPS will contribute, at retirement, the value of an employee's accumulated sick pay to the employee's 403(b) account, within legal limits, based on retirement benefit eligibility requirements. If no account exists, one will be established with one of the authorized vendors, based on agreed-upon criteria.

- A contribution will be made for all employees, with sick pay balances, meeting the pension benefit eligibility requirements.
- No exceptions.
- Contributions made on behalf of the employee will not be subject to state or Medicare tax, as allowed by law.

VI. LABOR-MANAGEMENT COOPERATION COMMITTEE ("LMCC")

The parties agree that the LMCC provided for in Article 32-5 may be established in the form of a Trust and that such Trust may be designated as an organization exempt from federal income taxation under section 501(c)(3) of the Internal Revenue Code of 1986, as it may be amended from time to time (the "Code"), and as other than a private foundation under section 509 of the Code to the extent so qualified. In the event the parties agree to establish a Trust, the parties shall execute an Agreement and Declaration of Trust ("Trust Agreement"). Said Trust Agreement shall address, without limitation, the following:

- A. Formation of a Committee to govern the Trust consisting of ten Trustees, five of whom shall be appointed by the BOARD and five of whom shall be appointed by the UNION.
- B. Appointment by the BOARD and the UNION of a Co-Chair as designated in the Trust Agreement.

- C. Authority of the Trust to make recommendations and modifications in the health plan expected to improve the quality of employee medical care and result in savings and cost containment.
- D. Establishment of a Trust Fund with contributions provided by the BOARD and third parties.

The LMCC will operate throughout the term of this Agreement and will have the authority to obtain relevant information and review, research and make recommendations to the BOARD and the UNION on the following topics in order to achieve cost containment or savings and improve the quality of employee medical care:

- A. The medical plan, including premium contributions, the number and type of plans offered and the structure of those plans.
- B. The enhancement of Wellness and Disease Management Programs, including incentives/disincentives for participation/non-participation in such programs.
- C. The creation of Health Improvement Plan programs.
- D. The collection and analysis of data regarding the BOARD medical plan.
- E. The establishment of protocols for the BOARD medical plan.
- F. The development of communication programs, training and materials, including outreach and intervention strategies to educate employees and encourage employee use of available plans and benefits.
- G. The analysis of employee participation in Health Risk Assessments and the development of communications and initiatives to increase such participation.
- H. The development of goals and communication plans, training and materials designed to increase employee participation in particular agreed upon preventive and diagnostic procedures.
- I. The facilitation of research on new initiatives.
- J. Surveys of plan participant satisfaction.
- K. The undertaking of market analyses of health care issues.

All costs relating to LMCC undertakings shall be borne and paid by the BOARD.

In addition to the foregoing, the parties agree that the LMCC shall develop a specific action plan to improve the overall quality of health care and reduce or contain health care costs. The LMCC shall submit the action plan to the Chief Executive Officer and

the UNION President by February 1, 2008. The plan shall be data-driven and shall establish quantifiable goals, delineated timeframes and measurable benchmarks. The plan shall include, but not be limited to, such topics as follows:

- A. Risk reduction strategy (e.g., health education/communications, health risk assessment, wellness, disease management and case management).
- B. Outreach programs to identify “at-risk” individuals.
- C. HIPAA compliant intervention strategy.
- D. Feasibility of employing Consumer Reports’ “Best Buy Drug” recommendations.
- E. Surveys.

Both parties shall agree to the action plan before any changes are implemented.

APPENDIX F

GUIDELINES FOR THE TRANSFER OF SICK DAYS

Purpose

The purpose of these Chicago Public Schools (CPS) guidelines regulating the transfer of sick days is to standardize the procedures that should be used when teachers seek to donate sick days to a colleague at their school who is suffering the effects of a catastrophic illness or injury. As a result of these provisions, teachers' benevolence towards colleagues who are in need of help can be effectively, efficiently and equitably utilized.

I. Definitions

For the purpose of these guidelines only, the following definitions shall apply:

A. Eligible recipient means those certificated CPS teachers who: (a) are compensated based on the salary schedules for appointed teachers set forth in the Collective Bargaining Agreement (CBA) between the Chicago Board of Education and the Chicago Teachers Union and (b) have suffered a catastrophic illness or injury.

B. Eligible donor means those certificated teachers who are compensated based on the salary scales for regularly appointed teachers set forth in the CBA who either: (a) work at the same school or at the same facility as an eligible recipient or (b) work in any CPS facility and are members of an eligible recipient's immediate family.

C. Sick day means those benefit days accrued by teachers at a rate determined by the CBA that are intended for use when illness or injury prevents teachers from performing their instructional duties in a CPS school.

D. Immediate family means the son(s), daughter(s), spouse or parent(s) of a CPS teacher.

E. Catastrophic illness or injury means an illness or injury that totally incapacitates an individual from work. Conditions that are short-term in nature are not catastrophic. Chronic illnesses or injuries that result in intermittent absences from work may be considered catastrophic if they are both long-term in nature and require long-term recuperation periods.

II. Eligibility Guidelines

Recipients and donors must satisfy all of the criteria listed below.

A. The following individual shall be eligible to receive sick days:

1. an eligible recipient as defined in Section I.A. of these guidelines;
2. who must have exhausted all of his/her paid benefit days -- sick, vacation, personal business and any other benefit days;
3. suffers from a catastrophic illness and/or injury as defined in Section I.E. of these guidelines;
4. consents to the release of medical information pertaining to his/her illness and/or injury to the extent necessary to determine the potential recipient suffers from a catastrophic illness and/or injury; and
5. who has not previously received a sick day transfer from eligible donors.

B. The following individual shall be eligible to donate sick days:

1. an eligible donor as defined in Section I.B. of these guidelines;
2. who freely agrees to donate up to three of his/her accrued sick days; and
3. who sign a release on any future claim to the sick days he/she has donated in the event that his/her donated sick days are not used by the eligible donee.

III. Rules and Procedures Governing Sick Day Donations

Donations of accrued sick days shall be governed by the following rules and procedures.

A. An eligible recipient can receive no more than 45 sick days from eligible donors.

B. An individual can receive donated sick days only one time during his/her employment with CPS.

C. Each eligible donor may give an eligible recipient no more than three accrued sick days unless the eligible donor is an immediate family member of the eligible recipient in which case he or she may donate as many accrued sick days as would bring the donated total up to the maximum of 45 sick days.

D. All eligible donors must sign a release giving up all future claim to donated sick days.

- E. Donations will be processed in the order received.
- F. In the event that an eligible recipient dies before exhausting the donated sick days, these remaining sick days shall belong to the decedent's estate.
- G. Donation of sick days shall be made using the following procedures:
1. An individual at the prospective recipient's school initiates the donation process by collecting a list of eligible donors and the number of days each will agree to donate.
 2. The eligible donor list shall be presented to the school principal or a designee.
 3. The principal or designee shall send the name of the prospective recipient and the sick days donation list to the Bureau of Labor Relations (Labor Relations).
 4. After receiving the donation information from the principal or designee, Labor Relations shall contact the Department of Employee Health Services (EHS) requesting a determination as to whether the prospective recipient suffers from a catastrophic illness and/or injury.
 5. EHS administrators shall request from the prospective recipient, or a personal representative, consent for disclosure and use of the prospective recipient's medical records to determine if his/her medical condition satisfies the definition of a catastrophic illness or injury required for a donation of sick days. EHS shall notify both the potential recipient and Labor Relations as to whether the potential recipient is eligible to receive a sick days donation.
 6. Prospective recipients who EHS found not to be eligible to receive donated sick days shall be allowed to appeal the eligibility determination to the Chief of the Department of Human Resources whose decision on the appeal shall be final.
 7. In cases where a prospective recipient is eligible for donated sick days, Labor Relations shall send to the school release forms that donors will sign relinquishing all claims to their donated sick days. These forms that indicate the number of sick days a donor is donating must be notarized and returned to Labor Relations.
 8. Labor Relations will forward copies of the release forms to the Department of Payroll Services so that the necessary reductions and additions to employees' benefits records can be made.
 9. Labor Relations shall maintain Recipient Files that include all documents, including donor release forms, pertaining to the donation of sick days to the eligible recipient.
 10. Labor Relations notifies the recipient, or a personal representative, when the donated sick days have been transferred to the recipient for his or her use.

APPENDIX G

FMLA LEAVE

Bargaining unit employees regularly employed on a year-round basis who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period and bargaining unit employees regularly employed on a ten-month basis who have been employed for the equivalent of at least twelve months and who have worked the equivalent of a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act ("FMLA") for any of the following reasons:

- (a) To provide care for a son or daughter during the twelve-month period after the birth of such child;
- (b) To provide care for a son or daughter during the twelve-month period after such child is adopted by or placed in the foster care of the employee;
- (c) To provide care for a son, daughter, spouse or parent with a serious health condition; or
- (d) To treat or recover from a serious health condition of the employee.

Bargaining unit employees are entitled to a total of twelve work weeks of unpaid leave for the above-stated reasons during a "rolling" twelve-month period measured backwards from the date an employee uses any FMLA leave.

Bargaining unit employees shall be required to use their accrued sick days concurrently with any leave of absence taken under the FMLA. Employees will have the option, upon appropriate notice, to use accrued vacation days. During any leave taken under the FMLA, the employee's health care coverage under any group health plan shall be maintained for the duration of such leave at the level and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of the leave. If the employee is using vacation or sick days, the employee will accrue seniority while on FMLA leave.

Bargaining unit employees must provide at least thirty days' advance notice before FMLA leave is to begin if the need for leave is foreseeable based on an expected birth, placement for adoption or foster care or planned medical treatment for a serious health condition of the employee or the employee's son, daughter, spouse or parent. If thirty days' notice is not practicable (such as because of a lack of knowledge of approximately when a leave will be required to begin, a change of circumstances or a medical emergency), notice must be given as soon as practicable. Failure to provide the notice

set forth in this section shall not affect the employee's entitlement to the leave when the BOARD has actual knowledge of the FMLA-precipitating event.

A bargaining unit employee who takes FMLA leave shall be entitled on return from such leave to be restored to the position of employment held by the employee when the leave commenced or to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.

Except as may be specifically provided for in this Agreement, bargaining unit employees' rights and obligations relating to FMLA leave shall be governed by the provisions of the FMLA (including the regulations thereunder) and BOARD rules or policies.

APPENDIX H

REASSIGNMENT AND LAYOFF OF REGULARLY CERTIFIED AND APPOINTED TENURED TEACHERS

Section I - Scope of Policy

Whenever an attendance center or a program is closed, there is a drop in enrollment, the educational focus of the attendance center is changed such that available teaching positions cannot accommodate some or all current regularly certified and appointed teaching staff, or when an attendance center is subject to actions taken pursuant to sections 34-8.3 or 34-8.4 of the **Illinois School Code**, tenured teachers will be reassigned or laid off in accordance with this policy.

Section 2 - Selection of Tenured Teachers for Removal

A. In Attendance Centers/Programs That Are Not Subject to Reconstitution

If changes in an attendance center or program require removal of some but not all tenured teachers, tenured teachers with appropriate certifications will be selected for retention based on seniority. Provisionals, day-to-day substitutes, Cadre substitutes, temporarily assigned teachers (TATs) and probationary teachers within the attendance center or program will be removed before any regularly certified and appointed tenured teacher with the appropriate certification is removed, in that order.

B. In Attendance Centers/Programs That Are Subject to Reconstitution

In attendance centers that are subject to reconstitution, tenured teachers will be removed in accordance with section 34-8.3 of the **Illinois School Code**. The relative weight of such criteria shall be determined by the Chief Executive Officer on an individual attendance center basis according to the School Improvement Plan and the type of position to be changed or closed.

Section 3 - Notice of Position Closing

When a determination is made that a tenured teacher's services are no longer required at an attendance center or in a program for the reasons described in Section I above, the tenured teacher will be so notified (hereinafter "notice of removal").

Section 4 - List of Vacancies

Upon notice to the tenured teacher of removal, the Department of Human Resources will immediately provide the tenured teacher with a list of all unencumbered vacant positions for which he or she is qualified. The Department of Human Resources will also provide each tenured teacher who makes a written request to the Department of

Human Resources with a copy of the list of vacancies in any area identified by the Department of Human Resources to be an area of systemic critical need.

Section 5 - Opportunity to Interview

During the first thirty school days after notice of removal, the tenured teacher will be permitted to interview at schools of his or her choosing without being assigned any additional duties. The BOARD will make available to affected tenured teachers lists of vacancies, job counseling and assistance with resume writing and interviewing skills.

Section 6 - Reassignment to Permanent Position

Applications for vacancies shall be made to the principals with a copy provided by the tenured teacher to the Department of Human Resources. The tenured teacher will be interviewed by the principal unless the position is filled before an interview takes place. When a principal recommends appointment of a tenured teacher applicant to a vacant position, the tenured teacher will be transferred to that position.

Section 7 - Interim Assignment

A. Interim Assignments for Tenured Teachers in Reassigned Teacher Pool Due to School Closings, Consolidations, Reconstitution, Drop in Enrollment and Phase Out

Effective the 2008-2009 School Year, the Department of Human Resources shall offer interim assignments in school-based, vacant 210-funded teaching positions to tenured teachers who are in the reassigned teacher pool due to school closings, consolidations, reconstitution, drop in enrollments, and phase out. Interim assignments shall be effective for a period of up to sixty consecutive school days. Offers of interim assignments shall be made in seniority order within a tenured teacher's area of certification. On October 1, 2008 and thereafter, if the reassigned teacher has not been appointed to a full-time teaching position, then the Board shall assign the teacher a 210 vacancy.

Tenured teachers who decline the assignments shall remain in the reassigned teacher pool and shall be subject to the remaining terms of this policy. The interim assignment shall be for no more than sixty consecutive school days. During the interim assignment, the school principal or a qualified administrator shall assess the tenured teacher's performance and make a determination about whether to offer the tenured teacher a regular appointment to that position when the interim assignment expires. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position. The principal decides not to retain the tenured teacher, the tenured teacher shall be reassigned to the reassigned teacher pool effective at the conclusion of the 60-day period for a term of ten school months.

The BOARD shall afford probationary appointed teachers in their fourth year of probation who are displaced in the 2007-2008 school year due to school closings,

consolidations, reconstitution, drop in enrollments, and phase out the rights and benefits of this policy.

B. Other Interim Assignments for Any Tenured Teachers in Reassigned Teacher Pool

Notwithstanding section 7(A), a principal may make an offer of an interim assignment to any tenured teacher in the reassigned teacher pool at any time with written notice to the Department of Human Resources. An interim assignment will be for no more than sixty consecutive school days during which the tenured teacher's performance will be evaluated by the principal or a qualified administrator. If the tenured teacher is removed from the interim position prior to the expiration of the interim period or if the tenured teacher is not offered a regular appointment when his or her interim appointment expires, he or she will be granted all rights to the reassigned teacher pool for ten school months. These ten months will begin after the 60 calendar school days in the interim school placement.

Section 8 - Permanent Appointment

If the principal determines during the interim period that the tenured teacher is performing satisfactorily and should be appointed permanently, the principal will recommend such an appointment to the Department of Human Resources. The recommendation will be accepted and the tenured teacher will receive a regular appointment. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position.

Section 9 - Assignment to an Area Cluster

Following the thirty-school-day period after notice of removal and thereafter during any period when the tenured teacher is not in an interim or permanent appointment, the tenured teacher will be assigned to an Area cluster as a day-to-day substitute. The Department of Human Resources will make every effort to assign the tenured teacher to the Area cluster to which the tenured teacher was previously assigned or in which the tenured teacher resides.

Section 10 - Layoff

If a tenured teacher is unable to secure a permanent appointment during the required period in the reassignment pool, the tenured teacher shall be laid off and given an honorable termination from service and the opportunity to be placed as a Cadre substitute in accordance with the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO. When a layoff is required, the tenured teacher shall be notified at least fourteen days in advance of the date the layoff is to take effect. A tenured teacher who is honorably terminated and is placed as a Cadre substitute immediately following his or her honorable termination shall be afforded the opportunity to maintain his or her health benefits at the same level

and on the same terms and conditions as he or she had as a tenured teacher for a period of twelve calendar months following his or her honorable termination.

Section 11 - Recall

If after the required time in the reassigned teacher pool, the tenured teacher has not been appointed to a permanent position, he or she will be honorably terminated from service. If within two years after an honorable termination the tenured teacher is appointed by a principal to a permanent position, tenure and prior seniority will be restored to the tenured teacher as of that date.

Section 12 - Effective Date

This policy is effective only with respect to certified and appointed tenured teachers who receive a notice of removal on or after July 1, 2007.

The BOARD will approve an amended policy on the reassignment and layoff of tenured teachers to comply with this provision.

APPENDIX I

LAYOFF, INTERIM ASSIGNMENT AND REAPPOINTMENT OF ESPs (PSRPs)

The BOARD's Layoff, Interim Assignment and Reappointment of Educational Support Personnel ("ESP") Policy is incorporated herein and reads in pertinent part as follows:

I. LAYOFF, RE-STAFFING, AND REAPPOINTMENT OF BARGAINING UNIT ESP. The provisions of Section I of this policy govern the CEO's or designee's decisions to layoff Board employees in educational support personnel classifications or job titles in bargaining units certified for the purposes of collective bargaining ("bargaining unit ESP employees").

A. Reasons for Reductions in Force of Bargaining Unit ESP Employees: The Chief Executive Officer (CEO) or designee may conduct reductions in force, layoff or dismiss bargaining unit ESP employees for the following reasons:

- (1) lack of work or funds,
- (2) decline in student enrollment,
- (3) change in subject requirements,
- (4) closing of an attendance center, department or unit,
- (5) privatization contracts with third parties,
- (6) abolition of positions because of changes in duties associated with them,
- (7) change in organizational structure,
- (8) reconstitution of attendance centers pursuant to section 34-8.3 of the **Illinois School Code**,
- (9) intervention in an attendance center under section 34-8.4 of the **Illinois School Code**, or
- (10) any other reason, which in the exercise of the CEO or designee's discretion, make a reduction in force necessary or prudent.

B. Notice of Layoff. When the CEO or designee decides to conduct a reduction in the work force which results in the layoff of bargaining unit ESP employees, the CEO or designee will give fourteen (14) calendar days advance written notice to affected bargaining unit ESP employees or, if notice is given during the bargaining unit ESP employees' regular work year, fourteen (14) calendar days pay in lieu of advance notice. The CEO or designee will enclose with the notice of layoff: 1) a list of ESP vacancies then existing; 2) instructions about how to learn about future ESP vacancies; 3) instructions on how to apply for bargaining unit vacancies posted on the Human Resources Department's on-line job bulletin in accordance with Section I.E.1 of this policy; and 4) instructions on how to change address and contact information with the Department of Human Resources.

C. Criteria for Determining Bargaining Unit ESP Employees to Be Laid Off. Except in cases where an attendance center or unit is closed under the Board's Closing

of Schools Policy, reconstituted or closed pursuant to Section 34-8.3 of the Illinois School Code or subject to intervention pursuant to Section 34-8.4 of the Illinois School Code, the CEO or designee will consider one or more of the following factors in determining which employees shall be laid off:

- (1) job classification,
- (2) department or attendance center where assigned,
- (3) seniority,
- (4) recent performance ratings or evaluations, certifications or other qualifications,
- (5) where applicable, whether the employee is highly qualified under the No Child Left Behind Act and applicable Board policies, and state and federal regulations, and/or
- (6) any other factors related to job performance.

The weight to be accorded to each factor considered shall be left to the CEO's or designee's discretion.

For the purposes of this policy only, "seniority" with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the Board. This definition of "seniority" shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.

D. Re-staffing of a Bargaining Unit ESP Position in the Laid Off ESP Employee's Classification or Job Title at the School or Unit During the 10 school months following Layoff of Bargaining Unit ESP Employees. Except as provided in Section I.F of this policy (concerning layoffs under the Board's Closing of Schools Policy or Sections 34-8.3 or 34-8.4 of the Illinois School Code), if a school or unit opens a bargaining unit position in the same job title from which one or more ESP employees at that school or unit was laid off within ten (10) school months of the effective date of the affected laid off bargaining unit ESP employee(s)' layoff(s), the CEO or designee shall offer to re-staff laid off bargaining unit ESP employees to the position in order of seniority, provided that the laid off bargaining unit ESP employee meets all of the qualifications for the position, including, where applicable, being highly qualified for the position in accordance with applicable Board policies and state and federal rules and regulations. The CEO or designee shall make the offer to re-staff to an eligible laid off bargaining unit ESP irrespective of whether or not a laid off bargaining unit ESP has accepted an interim assignment under the provisions of Section I.E of this Policy or a permanent appointment in another position or at another school. A laid off bargaining unit ESP employee offered re-staffing under this provision must demonstrate highly qualified status for the position to the Department of Human Resources in accordance with existing staffing procedures. Failure to do so will result in revocation of the offer to re-staff.

E. Eligibility Pool for Consideration for and Interim Assignment to Certain Bargaining Unit Positions. The CEO or designee shall maintain a list of laid off bargaining unit ESP employees by job title who are seeking re-employment with the Board for a period of ten (10) school months after the effective date of their layoff. The list will constitute the eligibility pool. Laid off bargaining unit ESP employees in the eligibility pool will be eligible for interviews for appointment to Board-funded positions for which they apply in accordance with this Policy and for an interim assignment to a vacant position in the title from which they were laid off and for which they meet the minimum qualifications as follows:

(1) Eligibility for Interviews for Bargaining Unit ESP Vacancies Posted on the Human Resources Department's On-line Job Bulletin. A laid off bargaining unit ESP employee in the eligibility pool may apply for Board-funded bargaining unit vacancies in his/her former job title at schools or units other than that from which he/she was laid off that are posted on the Human Resources Department's on-line job bulletin for which they qualify by submitting a timely application to the Department of Human Resources in accordance with instructions in their notice of layoff and in accordance with the posting. If a laid off bargaining unit ESP employee applies for a Board-funded vacant bargaining unit ESP position and meets the minimum qualifications for the position as advertised including being highly qualified in accordance with Board Policy and state and federal regulations, the principal or unit head shall interview and give the laid off bargaining unit ESP consideration for appointment to the position on the same terms as other qualified applicants. In order to qualify for an interview, the laid off bargaining unit ESP employee must submit a timely application to the Department of Human Resources and must demonstrate to the Department of Human Resources in his/her application or resume that he/she meets the minimum qualifications of the position including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations.

(2) Eligibility for Interim (Temporary) Assignment at another School or Unit to a Vacancy in the Laid Off Employee's Former Title. If a position in a laid off bargaining unit ESP employee's former job title at a School or Unit other than that from which the bargaining unit ESP employee was laid off remains vacant for a period of forty-five (45) calendar days after it was created or became vacant and no offer of employment to a candidate is pending the CEO or designee will offer to assign and, if the offer is accepted, assign a laid off bargaining unit ESP employee who is in the eligibility pool to the vacant bargaining unit ESP position on an interim (temporary) basis provided the laid off bargaining unit ESP employee:

- a. meets the minimum qualifications of the position, including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations;
- b. has a minimum efficiency rating of 70% in his/her previous position; and,
- c. did not have disciplinary action pending at the time of his/her layoff; and,
- d. has not received a disciplinary suspension in the ten (10) school months immediately preceding his/her layoff.

If there is more than one laid off bargaining unit ESP eligible for an interim assignment, the CEO or designee shall offer interim assignments to eligible and qualified laid off bargaining unit ESP employees in order of seniority. If a laid off bargaining unit ESP rejects an offer of an interim assignment, the laid off ESP employee will forfeit his/her place in the eligibility pool.

An interim assignment shall be for a maximum of sixty school (60) calendar days. At any point during the interim assignment, the principal or unit or department head may remove or replace the laid off bargaining unit ESP employee by appointing another employee or applicant to the position. If the laid off bargaining unit ESP who was given an interim assignment is not removed or replaced during the sixty (60) calendar day interim period, the CEO or designee shall appoint him/her to the position. If the laid off bargaining unit ESP is appointed to the position, the CEO or designee shall remove him/her from the eligibility pool. If a laid off bargaining unit ESP is removed from the interim position, the CEO shall return him or her to the eligibility pool, provided however that the interim assignment shall not extend his/her maximum period of ten (10) school months in the eligibility pool.

F. ESP Layoffs Due to School or Unit Closing or In Connection with Board Remedial Actions Under Section 34-8.3 or Section 34-8.4 (Intervention). In cases in which the CEO or designee conducts a reduction in force or layoff due to School or Unit closings, or in connection with Board remedial action under Section 34-8.3 or Section 34-8.4 of the Illinois School Code, Section I. D of this Policy shall not apply to those ESPs.

G. Effect of Layoff/Appointment after Layoff. A layoff of bargaining unit ESP employees shall result in the severance of the bargaining unit ESP employees' employment. The CEO or designee shall pay out to the laid off bargaining unit employee his/her final wages and transmit to him/her applicable benefit notices in accordance with applicable law. In the event a laid off bargaining unit ESP employee is appointed to any position within ten (10) school months of the effective date of his/her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position without loss of seniority and shall restore his/her sick and personal leave benefit day balances existing on the effective date of layoff. If the laid off bargaining unit ESP employee is appointed to a position more than ten (10) school months after the effective date of his/her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position as a new employee with a new seniority date and shall not restore sick and personal benefit day balances existing at the time of his/her layoff.

II. LAYOFF OF ESPS NOT IN UNITS ORGANIZED FOR COLLECTIVE BARGAINING.
[Intentionally Omitted]

III. NOTICES AND COMMUNICATIONS WITH LAID OFF EMPLOYEES/ADDRESSES AND TELEPHONE NUMBERS. Laid off bargaining unit or non-bargaining unit ESP employees shall bear the burden of ensuring that the Department of Human Resources has their current telephone number, home address, and, where available,

home or other electronic mail address. Laid off bargaining unit or non-bargaining unit ESP employees shall be responsible for submitting changes of address and contact information with the Department of Human Resources in accordance with its procedures. Except for the Notice of Layoff and post-layoff benefit notices, which the CEO or designee shall transmit to the laid off bargaining unit or non-bargaining unit ESP employee by regular or certified mail to their last home address that is on file at the Board's Department of Human Resources, the CEO or designee may communicate offers of re-staffing, interim assignment, and interviews for positions telephonically, via regular mail or via electronic mail as the CEO or designee deems appropriate under the circumstances. If laid off bargaining unit or non-bargaining unit ESP employees cannot be reached at the telephone number, address or electronic mail address then on file with the Department of Human Resources within three (3) business days of the CEO or designee's attempt to reach them, the CEO's or designee's obligation, if any, to offer to re-staff, assign on an interim basis or interview set forth in this policy, will be deemed satisfied and discharged.

IV. CEO'S REPORT TO THE BOARD OF ALL ESP EMPLOYEES LAID OFF. The CEO shall report the number of ESP employees laid off to the Board in the CEO's quarterly report of personnel transactions as provided in Board Rule 4-1(b).