

**AGREEMENT BETWEEN
COLLEGE OF DUPAGE
And
CLASSIFIED PERSONNEL ASSOCIATION
7/1/08 to 6/30/12**

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1. BEREAVEMENT LEAVE

Effective July 1, 2008 the current Guidebook language shall be changed as:

BEREAVEMENT DAYS

Eligibility: Level 3 and Level 4 employees upon employment.

Description: Full-time employees may be allowed up to five bereavement days for "immediate" family members, defined as spouse, child, step child, foster child, and parent.

Full-time employees may be granted up to three bereavement days per qualified incident for the death of other family members, defined as sibling, grandchild, step-parent, parent-in-law, grandparent, brothers- and sisters-in-law (including those of spouse).

Bereavement days are subtracted from health (sick) days.

Bereavement days do not count against your absences for the attendance incentives.

2. GUIDEBOOK

Effective upon ratification designated HR staff and selected CPA representatives agree to work together to "format" the current Guidebook. The purpose of this effort is to arrange current sections and information in a way to increase the utility of the Guidebook. No changes in content shall be made. Any changes in format shall be by mutual agreement only.

3. SHIFT DIFFERENTIAL

Effective July 1, 2008 the current Guidebook language shall be changed as:

As stated in Board Policy #4830, full-time, non-exempt employees will qualify for differential pay for work performed during the second or third shift provided the employee works over one-half the normal premium shift hours in a week or where the employee is scheduled for substantially flexible/variable hours. Currently, the pay differential is, .55 for rotating shifts, .65 for afternoon shift, and .90 for night shift.

4. HEALTH (SICK) LEAVE

Effective July 1, 2008 the current Guidebook language shall be changed as:

Eligibility: Level 3 and Level 4 regular benefited employees upon employment.

Description: An eligible employee is entitled to 16 workdays of Health (Sick) Leave per fiscal year.

New employees receive 8 days Health (Sick) Leave for the first six months of employment. An additional 8 days become available after six months. Eight hours (one day) can be donated to the Health Leave Bank, if the employee so desires, leaving 120 hours (15 days) available for personal use. Each subsequent year the employee is credited with 16 days of Health Leave at the beginning of the fiscal year (July 1). Carry over of unused health leave accumulation will be allowed up to a maximum of 300 days (2,400 hours) in addition to the 16 day entitlement for the current year, not to exceed 316 days at any point in time. 316 days is the maximum available for use in a year.

Health Leave is to be taken only when the employee is sick and unable to work, or for treatment by a health care practitioner. In the case of treatment by a health care practitioner, the total of allowable paid sick time will not exceed 2 hours per incidence.

Up to 24 hours each year of the employees Health Leave may be used when there is a sickness or disability involving a member of the employee's immediate family which requires the employee's personal care. Immediate family is defined for the purpose of paid health leave as spouse, dependent children or parent.

Vacation Leave may also be used for a sick family member.

5. BASIC MEDICAL INSURANCE PLAN

Eligibility: Level 3 and Level 4 regular benefited employees upon employment.

Description: A Medical/Dental/Vision insurance plan will be provided for eligible Classified employees, with a single contribution of four percent (4%) of the actual single premiums for the plans and options chosen by the employee. A Medical/Dental/Vision insurance plan will be provided for eligible dependents of employees. Eligible Classified employee dependent contributions shall be a percentage of the actual family premiums for the plans and options chosen according to the following schedule:

- 1st year of dependent coverage employee contribution shall be 31% of premiums
- 2nd year of dependent coverage employee contribution shall be 22% of premiums
- 3rd year of dependent coverage employee contribution shall be 13% of premiums

Effective November 1, 2009

Basic Medical Insurance Plan

Eligibility: Level 3 and Level 4 regular benefited employees upon employment.

Description: A Medical/Dental/Vision insurance plan will be provided for eligible Classified employees, with a single contribution of seven percent (7%) of the actual single premiums for the plans and options chosen by the employee. A Medical/Dental/Vision insurance plan will be provided for eligible dependents of employees. Eligible Classified employee dependent contributions shall be a percentage of the actual family premiums for the plans and options chosen according to the following schedule:

1st year of dependent coverage employee contribution shall be 33% of premiums
2nd year of dependent coverage employee contribution shall be 24% of premiums
3rd year of dependent coverage employee contribution shall be 14% of premiums

Effective November 1, 2010

Basic Medical Insurance Plan

Eligibility: Level 3 and Level 4 regular benefited employees upon employment.

Description: A Medical/Dental/Vision insurance plan will be provided for eligible Classified employees, with a single contribution of ten percent (10%) of the actual single premiums for the plans and options chosen by the employee. A Medical/Dental/Vision insurance plan will be provided for eligible dependents of employees. Eligible Classified employee dependent contributions shall be a percentage of the actual family premiums for the plans and options chosen according to the following schedule:

1st year of dependent coverage employee contribution shall be 35% of premiums
2nd year of dependent coverage employee contribution shall be 26% of premiums
3rd year of dependent coverage employee contribution shall be 16% of premiums

6. EDUCATIONAL DEVELOPMENT

Effective July 1, 2008 the current Guidebook language shall be changed as:

Eligible employees may use up to \$2,000 per fiscal year (July 1 to June 30). Up to 25% or \$500 may be approved for personal development activities.

Reimbursement may also be used for professional exam expenses such as Certified Public Accountant exam. Additionally, an eligible employee may be reimbursed for tuition costs associated with pursuit of accredited degrees (not available at College of DuPage), bachelors, masters and doctoral degrees subject to satisfactory completion of each course. The fiscal year that funds are subtracted from is determined by date of completion of course, not registration date. Up to \$500 of this amount may be used for job related professional dues or job related professional materials such as subscriptions. Up to \$350 of the employee's annual educational development dollars may be used for approved Wellness activities to include employee membership to health or exercise facility, as approved by the Director Human Resources or designee.

The \$2,000 per year may be used at any time during the period of July 1, 2008 through June 31, 2012 provided that during the four year (fiscal year) period the sum total of expenditures does not exceed \$8,000.

For any employee who terminates employment during the July 1, 2008 through June 31, 2012 time period, the total available allocation will be based upon the length of service by the employee during the specified time period. Any excess of funds used, minus those allocated, will be deducted on the employee's final paycheck(s).

7. VACATION

Effective July 1, 2008 the current Guidebook language shall be changed as:

Para 6. Employees are encouraged to take vacation on a current basis; however, when it is not convenient for a full-time employee to take vacation because of job responsibilities, unused vacation days may be carried over up to two years' accumulation, not to exceed 40 days maximum. Employees who are SURS eligible and have submitted an irrevocable written intent to retire, not more than 18 months prior to and no less than 3 months prior to the date of retirement, may be allowed to carry over 56 vacation days. Unused vacation days will be lost and will not be paid by the College.

8. COLLEGE OF DUPAGE RETIREE BENEFITS

A. Eligibility: An eligible retiree is one who:

1. has completed at least 10 years of consecutive benefited service with District 502;
2. meets the minimum age requirements to receive a SURS retirement annuity as of the date of retirement;
3. submits written notice of intention to retire to Human Resources, through the supervisor, at least three months, but not more than 18 months prior to retirement.

B. Description: Benefits Accorded Those Meeting Eligibility Guidelines for Classified Retirement:

1. Medical Coverage

- a. Eligible retirees may choose to enroll for the benefits available under the College Insurance Program provided by the State of Illinois.
- b. The College of DuPage will provide annual reimbursement for one retiree health insurance plan to eligible retirees upon evidence of proof of payment. Reimbursement is limited to the lesser of actual premiums paid, the cost of the state offered College Insurance Program (CIP), or \$1,400 per year if under age 65, \$900 per year if over age 65.

Effective for retirements requested after July 1, 2008 eligible retirees will receive an annual reimbursement under this section limited to the lesser of actual premiums paid, the cost of the state offered CIP, or \$2,200 per year if under age 65, \$1,200 per year if over age 65.

If the CIP premium increases by 25% or more in any year, the college agrees to discuss these arrangements with the Classified Negotiating Committee.

9. ADDITIONAL SALARY – PROSPECTIVE RETIREE

Effective July 1, 2008 the current Guidebook language shall be changed as:

RETIREMENT WINDOW

A. Eligibility

An eligible retiree is one who meets the eligibility criteria for retiree medical benefits and, in addition:

1. Has completed a minimum of 25 years of consecutive benefited service with District 502.
2. Does not retire under any SURS (State Universities Retirement System) retirement plan which requires a financial contribution from College of DuPage.
3. Gives written notice not prior to 18 months before retirement that the last day of employment will be within two years after meeting the eligibility criteria of a combination of the minimum age requirements to receive a SURS retirement annuity and a minimum of 25 years of consecutive benefited service with District 502. The two year window will end at the end of the fiscal year, two years subsequent to the beginning of eligibility for the window.
4. The College reserves the right, in its sole discretion, to limit the number of classified allowed to retire under these provisions in any one fiscal year, but in no case will less than five persons be allowed to retire. In the case where applicants submitting notice of retirement under this section exceed the limit, employees with the highest seniority as defined by the original hire dates will receive first preference. Any employee whose retirement is deferred by such limitation will be placed at the top of the list, in seniority order of those deferred, for eligibility the following year. Newly applied retirees will not be eligible until the previous list is cleared. For any employee whose retirement is deferred due to this limitation, the provisions of A.3 are also deferred.
5. Any classified employee who meets the eligibility criteria of A.3 and does not give notice of the last date of employment to be effective within two years of the occurrence of those dates will forfeit all eligibility for additional salary under this retirement window forever.
6. Any employee who gives proper notice while this plan is in effect for eligibility

for medical and retirement window benefits of this plan will be bound by the terms of this current plan notwithstanding the fact that the provisions of any successor plan may provide similar or no such benefits.

B. Benefits Accorded Those Meeting Eligibility Guidelines for the Additional Salary

1. An eligible employee as outlined in A above shall receive total additional salary based on 40% of the base annual rate of pay as of the date of written retirement notice given to the college.
2. Employees who submit a written notice of intention to retire shall receive an additional salary amount delivered in the last pay of the academic year of each year of employment after notice in any amount due under this section that does not cause the employee's annual salary to exceed a 6% increase from the previous academic year and therefore not cause a financial contribution from the College of DuPage.
3. Under no circumstances can the total amount paid exceed the anticipated salary described in section B.1. Any balance due after the payments described in B.2 will be paid in three annual payments which may be given in either the September or January immediately following retirement, based on the retiree's election. Subsequent payments will be made each successive September until paid in full.
4. If a classified employee who has elected retirement dies prior to retirement, no additional funds will be due under this plan. Upon the death of an employee subsequent to retirement, any sums payable will be paid to the estate of the decedent.
5. The College neither represents nor assumes liability for the tax or SURS treatment of such additional salary.

C. Additional Salary Guidelines for Retiring Classified Employees

Not later than two months following the first additional salary payment, the classified member will submit, in writing, a choice of a project and/or additional service (which is otherwise uncompensated) of reasonable scope that makes a positive contribution to the mission of the College. The proposed activities will occur during the period in which the additional salary is paid and while the classified member is still employed. The proposed activity will come from a list of projects/services approved by a committee of two classified members appointed by the Classified Personnel Association and one administrator appointed by the president of the College. Contact Human Resources for more details.

10. LIFE INSURANCE

The Community College District will provide and pay for the premium for \$10,000 in term life insurance for classified retirees meeting the above eligibility criteria.

11. SALARY

- Ranges increased 2% for years 09, 10, 11.
- Ranges increased 1.5% for year 2012.
- Steps, if eligible, in each year of four years
- 2% Stipend if did not get 2% raise for years 09, 10.
- 2.5% Stipends if did not get 2.5% raise for years 11, 12.

Salary changes for the first year will be applied July 1, 2008.

The current 2.5% "step" salary range scheme shall remain in place.

All ranges will be increased 2.0 % on July 1, 2008 before eligible employees move one additional step in their range.

In the second year on July 1, 2009 all ranges will be increased by 2.0%. Each eligible employee shall move one step in their range after all ranges are increased by 2.0%.

In the third year on July 1, 2010 all ranges will be increased an additional 2.0%. Each eligible employee shall move one step in their range after all ranges are increased by 2.0%.

In the fourth year on July 1, 2011 all ranges will be increased an additional 1.5%. Each eligible employee shall move one step in their range after all ranges are increased by 1.5%.

Any employee who reaches the top of their range in the first year (08/09) or the second year (09/10) and does not receive a base increase of 2.0%, shall receive a lump-sum stipend payment equivalent to the dollar amount of the 2.0% not delivered. The stipend will not increase the employee's base salary.

Any employee who reaches the top of their range in the third year (10/11) or the fourth year (11/12) and does not receive a base increase of 2.5%, shall receive a lump-sum stipend payment equivalent to the dollar amount of the 2.5% not delivered. The stipend will not increase the employee's base salary.

HEALTH INSURANCE
Letter of Agreement

Letter of Agreement – Health Insurance

Effective November 1, 2011 and all dates subsequent, the College reserves the right to increase the co-pays and deductibles in the current health insurance coverage in accordance with the following:

Blue Cross Blue Shield of Illinois PPO+ Plan

1. Prescription Drug Card
 - not to exceed \$20 co-pay generic
 - \$35 co-pay for brand name

HMO Illinois Benefits

1. Prescription Drug Card
 - not to exceed \$18 co-pay formulary
 - \$ 50 co-pay non-formulary & oral contraceptives
 - \$112 self-administered injectables
2. Physicians Services (Office visits, well care, minor surgical procedures)
 - not to exceed \$30 deductible

Effective November 1, 2008 and all dates subsequent, the College reserves the right to increase the co-pays and deductibles in the current health insurance coverage in accordance with the following:

PPO Deductibles

Single - \$250 (now \$150)
Family - \$500 (now \$450)

Emergency Room Co-Pay

HMO - \$25 (now \$10)
PPO - \$75 (now \$25)

The plans noted above are for illustrative purposes and reflect the current insurance carriers. Nothing in the Letter of Agreement is to be construed as impacting on the employer's right to choose insurance carriers.

This Letter of Agreement gives the employer the option of modifying the coverage as outlined above, it does not require the employer to make the agreed to changes on the date above or dates subsequent.

If the health insurance coverage is modified as above for Classified employees any savings in premiums shall be applied only to the Classified employee group and not aggregated or shared with any other employee group who does not modify coverage in the same way.

LETTER OF AGREEMENT
DOMESTIC PARTNER COVERAGE

Effective November 1, 2008, the College will add domestic partner coverage to all Health Insurance Plans, including dental and vision plans. The extension of domestic partner coverage is limited to Health Insurance Benefits as provided in Section G of the Contractual Agreement and is not applicable to any other benefits in the Agreement. The qualifications will be determined by the College based upon the following standards and criteria for domestic partner recognition.

- the partners are of the same sex and for this reason are unable to marry under Illinois law
- the partner must be at least 18 years of age
- the partner cannot be related by blood
- the partner cannot be legally married to anyone else or in a domestic partnership with another individual, nor can they have had another domestic partner in the last twelve months
- the partners must share the same permanent address
- the partners must share joint financial responsibility for basic living expenses including food, shelter and medical expenses
- the partners must be financially interdependent which must be demonstrated by at least four of the following:
 1. ownership of a joint bank account
 2. ownership of a joint credit account
 3. evidence of a joint mortgage or lease
 4. evidence of joint obligation or a loan
 5. joint ownership of a residence
 6. evidence of common household expenses such as utility and telephone bills
 7. execution of wills naming each other as executor and/or beneficiary
 8. granting each other durable powers of attorney
 9. granting each other health care powers of attorney
 10. designation of each other as beneficiary under a retirement benefit account
 11. evidence of other joint financial responsibility

Eligibility for Children of Domestic Partners

The children of a domestic partner are eligible for coverage under the same terms and conditions that the children of an enrolled employee must meet.

This Agreement represents the full agreement reached by the parties.

Date: _____

For the CPA _____

Date: _____

For the College _____

Attest _____

Final Agreement -- Schedule 09

FY2009 Rates

Salary Increase: 2.00%

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Minimum	\$7.75	\$10.49	\$10.82	\$11.30	\$11.83	\$12.35	\$13.07	\$13.90	\$14.90	\$16.04	\$18.33	\$20.07	\$22.09	\$24.55	\$27.67	\$31.28
Maximum	\$12.41	\$15.57	\$16.06	\$16.77	\$17.56	\$18.33	\$19.40	\$20.63	\$22.12	\$23.81	\$27.21	\$29.79	\$32.79	\$36.44	\$41.08	\$46.44

Steps 2.5%	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	\$7.75	\$10.49	\$10.82	\$11.30	\$11.83	\$12.35	\$13.07	\$13.90	\$14.90	\$16.04	\$18.33	\$20.07	\$22.09	\$24.55	\$27.67	\$31.28
2	\$7.75	\$10.75	\$11.09	\$11.58	\$12.13	\$12.66	\$13.40	\$14.25	\$15.27	\$16.44	\$18.79	\$20.57	\$22.64	\$25.16	\$28.36	\$32.06
3	\$7.75	\$11.02	\$11.37	\$11.87	\$12.43	\$12.98	\$13.73	\$14.60	\$15.65	\$16.85	\$19.26	\$21.09	\$23.21	\$25.79	\$29.07	\$32.86
4	\$7.75	\$11.30	\$11.65	\$12.17	\$12.74	\$13.30	\$14.07	\$14.97	\$16.05	\$17.27	\$19.74	\$21.61	\$23.79	\$26.44	\$29.80	\$33.69
5	\$7.75	\$11.58	\$11.94	\$12.47	\$13.06	\$13.63	\$14.43	\$15.34	\$16.45	\$17.71	\$20.23	\$22.15	\$24.38	\$27.10	\$30.54	\$34.53
6	\$8.07	\$11.87	\$12.24	\$12.78	\$13.38	\$13.97	\$14.79	\$15.73	\$16.86	\$18.15	\$20.74	\$22.71	\$24.99	\$27.78	\$31.31	\$35.39
7	\$8.38	\$12.17	\$12.55	\$13.10	\$13.72	\$14.32	\$15.16	\$16.12	\$17.28	\$18.60	\$21.26	\$23.28	\$25.62	\$28.47	\$32.09	\$36.28
8	\$8.72	\$12.47	\$12.86	\$13.43	\$14.06	\$14.68	\$15.54	\$16.52	\$17.71	\$19.07	\$21.79	\$23.86	\$26.26	\$29.18	\$32.89	\$37.18
9	\$9.08	\$12.78	\$13.18	\$13.77	\$14.41	\$15.05	\$15.92	\$16.94	\$18.15	\$19.54	\$22.33	\$24.45	\$26.91	\$29.91	\$33.71	\$38.11
10	\$9.44	\$13.10	\$13.51	\$14.11	\$14.77	\$15.42	\$16.32	\$17.36	\$18.61	\$20.03	\$22.89	\$25.06	\$27.59	\$30.66	\$34.56	\$39.06
11	\$9.81	\$13.43	\$13.85	\$14.46	\$15.14	\$15.81	\$16.73	\$17.79	\$19.07	\$20.53	\$23.46	\$25.69	\$28.28	\$31.43	\$35.42	\$40.04
12	\$10.21	\$13.76	\$14.20	\$14.83	\$15.52	\$16.20	\$17.15	\$18.24	\$19.55	\$21.05	\$24.05	\$26.33	\$28.98	\$32.21	\$36.31	\$41.04
13	\$10.62	\$14.11	\$14.55	\$15.20	\$15.91	\$16.61	\$17.58	\$18.69	\$20.04	\$21.57	\$24.65	\$26.99	\$29.71	\$33.02	\$37.21	\$42.07
14	\$11.04	\$14.46	\$14.92	\$15.58	\$16.31	\$17.02	\$18.02	\$19.16	\$20.54	\$22.11	\$25.27	\$27.67	\$30.45	\$33.84	\$38.14	\$43.12
15	\$11.49	\$14.82	\$15.29	\$15.97	\$16.72	\$17.45	\$18.47	\$19.64	\$21.05	\$22.66	\$25.90	\$28.36	\$31.21	\$34.69	\$39.10	\$44.20
16	\$11.94	\$15.19	\$15.67	\$16.37	\$17.13	\$17.89	\$18.93	\$20.13	\$21.58	\$23.23	\$26.55	\$29.07	\$31.99	\$35.56	\$40.07	\$45.30
17	\$12.41	\$15.57	\$16.06	\$16.77	\$17.56	\$18.33	\$19.40	\$20.63	\$22.12	\$23.81	\$27.21	\$29.79	\$32.79	\$36.44	\$41.08	\$46.44

Effective 7/1/2008

Final Agreement -- Schedule 10

FY2010 Rates

Salary Increase: 2.00%

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Minimum	\$8.00	\$10.70	\$11.04	\$11.53	\$12.07	\$12.60	\$13.33	\$14.18	\$15.20	\$16.36	\$18.70	\$20.47	\$22.53	\$25.04	\$28.22	\$31.91
Maximum	\$12.66	\$15.88	\$16.38	\$17.11	\$17.91	\$18.70	\$19.79	\$21.05	\$22.56	\$24.29	\$27.76	\$30.39	\$33.45	\$37.17	\$41.90	\$47.36

Steps 2.5%	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	\$8.00	\$10.70	\$11.04	\$11.53	\$12.07	\$12.60	\$13.33	\$14.18	\$15.20	\$16.36	\$18.70	\$20.47	\$22.53	\$25.04	\$28.22	\$31.91
2	\$8.00	\$10.97	\$11.31	\$11.81	\$12.37	\$12.91	\$13.66	\$14.53	\$15.58	\$16.77	\$19.16	\$20.98	\$23.10	\$25.67	\$28.93	\$32.70
3	\$8.00	\$11.24	\$11.60	\$12.11	\$12.68	\$13.23	\$14.01	\$14.90	\$15.97	\$17.19	\$19.64	\$21.51	\$23.67	\$26.31	\$29.65	\$33.52
4	\$8.00	\$11.52	\$11.88	\$12.41	\$12.99	\$13.57	\$14.36	\$15.27	\$16.37	\$17.62	\$20.13	\$22.05	\$24.26	\$26.97	\$30.39	\$34.36
5	\$8.00	\$11.81	\$12.18	\$12.72	\$13.32	\$13.90	\$14.72	\$15.65	\$16.78	\$18.06	\$20.64	\$22.60	\$24.87	\$27.64	\$31.15	\$35.22
6	\$8.23	\$12.11	\$12.49	\$13.04	\$13.65	\$14.25	\$15.08	\$16.04	\$17.20	\$18.51	\$21.15	\$23.16	\$25.49	\$28.33	\$31.93	\$36.10
7	\$8.55	\$12.41	\$12.80	\$13.37	\$13.99	\$14.61	\$15.46	\$16.44	\$17.63	\$18.97	\$21.68	\$23.74	\$26.13	\$29.04	\$32.73	\$37.00
8	\$8.90	\$12.72	\$13.12	\$13.70	\$14.34	\$14.97	\$15.85	\$16.85	\$18.07	\$19.45	\$22.22	\$24.33	\$26.78	\$29.77	\$33.55	\$37.93
9	\$9.26	\$13.04	\$13.45	\$14.04	\$14.70	\$15.35	\$16.24	\$17.27	\$18.52	\$19.93	\$22.78	\$24.94	\$27.45	\$30.51	\$34.39	\$38.87
10	\$9.62	\$13.36	\$13.78	\$14.39	\$15.07	\$15.73	\$16.65	\$17.71	\$18.98	\$20.43	\$23.35	\$25.57	\$28.14	\$31.27	\$35.25	\$39.85
11	\$10.01	\$13.70	\$14.13	\$14.75	\$15.45	\$16.13	\$17.07	\$18.15	\$19.45	\$20.94	\$23.93	\$26.21	\$28.84	\$32.05	\$36.13	\$40.84
12	\$10.41	\$14.04	\$14.48	\$15.12	\$15.83	\$16.53	\$17.49	\$18.60	\$19.94	\$21.47	\$24.53	\$26.86	\$29.56	\$32.86	\$37.03	\$41.86
13	\$10.83	\$14.39	\$14.84	\$15.50	\$16.23	\$16.94	\$17.93	\$19.07	\$20.44	\$22.00	\$25.14	\$27.53	\$30.30	\$33.68	\$37.96	\$42.91
14	\$11.26	\$14.75	\$15.21	\$15.89	\$16.63	\$17.37	\$18.38	\$19.54	\$20.95	\$22.55	\$25.77	\$28.22	\$31.06	\$34.52	\$38.91	\$43.98
15	\$11.71	\$15.12	\$15.59	\$16.29	\$17.05	\$17.80	\$18.84	\$20.03	\$21.47	\$23.12	\$26.42	\$28.93	\$31.84	\$35.38	\$39.88	\$45.08
16	\$12.18	\$15.50	\$15.98	\$16.69	\$17.48	\$18.24	\$19.31	\$20.53	\$22.01	\$23.70	\$27.08	\$29.65	\$32.63	\$36.27	\$40.88	\$46.21
17	\$12.66	\$15.88	\$16.38	\$17.11	\$17.91	\$18.70	\$19.79	\$21.05	\$22.56	\$24.29	\$27.76	\$30.39	\$33.45	\$37.17	\$41.90	\$47.36

Effective 7/1/2009

Final Agreement -- Schedule 11

FY2011 Rates

Salary Increase: 2.00%

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Minimum	\$8.25	\$10.91	\$11.26	\$11.76	\$12.31	\$12.85	\$13.60	\$14.46	\$15.50	\$16.69	\$19.07	\$20.88	\$22.98	\$25.54	\$28.79	\$32.54
Maximum	\$12.91	\$16.20	\$16.71	\$17.45	\$18.27	\$19.07	\$20.19	\$21.47	\$23.01	\$24.77	\$28.31	\$31.00	\$34.12	\$37.92	\$42.74	\$48.31

Steps 2.5%	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	\$8.25	\$10.91	\$11.26	\$11.76	\$12.31	\$12.85	\$13.60	\$14.46	\$15.50	\$16.69	\$19.07	\$20.88	\$22.98	\$25.54	\$28.79	\$32.54
2	\$8.25	\$11.19	\$11.54	\$12.05	\$12.62	\$13.17	\$13.94	\$14.82	\$15.89	\$17.11	\$19.55	\$21.40	\$23.56	\$26.18	\$29.51	\$33.36
3	\$8.25	\$11.47	\$11.83	\$12.35	\$12.93	\$13.50	\$14.29	\$15.19	\$16.29	\$17.53	\$20.04	\$21.94	\$24.15	\$26.83	\$30.25	\$34.19
4	\$8.25	\$11.75	\$12.12	\$12.66	\$13.25	\$13.84	\$14.64	\$15.57	\$16.69	\$17.97	\$20.54	\$22.49	\$24.75	\$27.51	\$31.00	\$35.05
5	\$8.25	\$12.05	\$12.43	\$12.98	\$13.59	\$14.18	\$15.01	\$15.96	\$17.11	\$18.42	\$21.05	\$23.05	\$25.37	\$28.19	\$31.78	\$35.92
6	\$8.39	\$12.35	\$12.74	\$13.30	\$13.93	\$14.54	\$15.38	\$16.36	\$17.54	\$18.88	\$21.58	\$23.62	\$26.00	\$28.90	\$32.57	\$36.82
7	\$8.72	\$12.66	\$13.05	\$13.63	\$14.27	\$14.90	\$15.77	\$16.77	\$17.98	\$19.35	\$22.12	\$24.22	\$26.65	\$29.62	\$33.39	\$37.74
8	\$9.07	\$12.97	\$13.38	\$13.97	\$14.63	\$15.27	\$16.16	\$17.19	\$18.43	\$19.84	\$22.67	\$24.82	\$27.32	\$30.36	\$34.22	\$38.68
9	\$9.44	\$13.30	\$13.72	\$14.32	\$15.00	\$15.66	\$16.57	\$17.62	\$18.89	\$20.33	\$23.24	\$25.44	\$28.00	\$31.12	\$35.08	\$39.65
10	\$9.82	\$13.63	\$14.06	\$14.68	\$15.37	\$16.05	\$16.98	\$18.06	\$19.36	\$20.84	\$23.82	\$26.08	\$28.70	\$31.90	\$35.95	\$40.64
11	\$10.21	\$13.97	\$14.41	\$15.05	\$15.76	\$16.45	\$17.41	\$18.51	\$19.84	\$21.36	\$24.41	\$26.73	\$29.42	\$32.70	\$36.85	\$41.66
12	\$10.62	\$14.32	\$14.77	\$15.43	\$16.15	\$16.86	\$17.84	\$18.97	\$20.34	\$21.90	\$25.02	\$27.40	\$30.15	\$33.51	\$37.77	\$42.70
13	\$11.05	\$14.68	\$15.14	\$15.81	\$16.55	\$17.28	\$18.29	\$19.45	\$20.85	\$22.44	\$25.65	\$28.08	\$30.91	\$34.35	\$38.72	\$43.77
14	\$11.48	\$15.04	\$15.52	\$16.21	\$16.97	\$17.71	\$18.75	\$19.94	\$21.37	\$23.00	\$26.29	\$28.78	\$31.68	\$35.21	\$39.68	\$44.86
15	\$11.95	\$15.42	\$15.91	\$16.61	\$17.39	\$18.16	\$19.21	\$20.43	\$21.90	\$23.58	\$26.95	\$29.50	\$32.47	\$36.09	\$40.68	\$45.98
16	\$12.43	\$15.81	\$16.30	\$17.03	\$17.83	\$18.61	\$19.69	\$20.94	\$22.45	\$24.17	\$27.62	\$30.24	\$33.29	\$36.99	\$41.69	\$47.13
17	\$12.91	\$16.20	\$16.71	\$17.45	\$18.27	\$19.07	\$20.19	\$21.47	\$23.01	\$24.77	\$28.31	\$31.00	\$34.12	\$37.92	\$42.74	\$48.31

Effective 7/1/2010

Final Agreement -- Schedule 12

FY2012 Rates

Salary Increase: 1.50%

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Minimum	\$8.25	\$11.08	\$11.43	\$11.93	\$12.49	\$13.04	\$13.80	\$14.68	\$15.73	\$16.94	\$19.36	\$21.19	\$23.33	\$25.92	\$29.22	\$33.03
Maximum	\$13.11	\$16.44	\$16.96	\$17.71	\$18.55	\$19.36	\$20.49	\$21.79	\$23.36	\$25.15	\$28.73	\$31.46	\$34.63	\$38.49	\$43.38	\$49.04

Steps 2.5%	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	\$8.25	\$11.08	\$11.43	\$11.93	\$12.49	\$13.04	\$13.80	\$14.68	\$15.73	\$16.94	\$19.36	\$21.19	\$23.33	\$25.92	\$29.22	\$33.03
2	\$8.25	\$11.35	\$11.71	\$12.23	\$12.80	\$13.37	\$14.15	\$15.05	\$16.13	\$17.36	\$19.84	\$21.72	\$23.91	\$26.57	\$29.95	\$33.86
3	\$8.25	\$11.64	\$12.00	\$12.54	\$13.12	\$13.70	\$14.50	\$15.42	\$16.53	\$17.80	\$20.34	\$22.27	\$24.51	\$27.24	\$30.70	\$34.70
4	\$8.25	\$11.93	\$12.30	\$12.85	\$13.45	\$14.04	\$14.86	\$15.81	\$16.94	\$18.24	\$20.84	\$22.82	\$25.12	\$27.92	\$31.47	\$35.57
5	\$8.25	\$12.23	\$12.61	\$13.17	\$13.79	\$14.40	\$15.23	\$16.20	\$17.37	\$18.70	\$21.37	\$23.39	\$25.75	\$28.62	\$32.25	\$36.46
6	\$8.52	\$12.53	\$12.93	\$13.50	\$14.13	\$14.76	\$15.62	\$16.61	\$17.80	\$19.16	\$21.90	\$23.98	\$26.39	\$29.33	\$33.06	\$37.37
7	\$8.85	\$12.85	\$13.25	\$13.84	\$14.49	\$15.12	\$16.01	\$17.02	\$18.25	\$19.64	\$22.45	\$24.58	\$27.05	\$30.06	\$33.89	\$38.31
8	\$9.21	\$13.17	\$13.58	\$14.18	\$14.85	\$15.50	\$16.41	\$17.45	\$18.70	\$20.13	\$23.01	\$25.19	\$27.73	\$30.82	\$34.73	\$39.26
9	\$9.59	\$13.50	\$13.92	\$14.54	\$15.22	\$15.89	\$16.82	\$17.88	\$19.17	\$20.64	\$23.58	\$25.82	\$28.42	\$31.59	\$35.60	\$40.25
10	\$9.96	\$13.83	\$14.27	\$14.90	\$15.60	\$16.29	\$17.24	\$18.33	\$19.65	\$21.15	\$24.17	\$26.47	\$29.13	\$32.38	\$36.49	\$41.25
11	\$10.36	\$14.18	\$14.63	\$15.28	\$15.99	\$16.69	\$17.67	\$18.79	\$20.14	\$21.68	\$24.78	\$27.13	\$29.86	\$33.19	\$37.40	\$42.28
12	\$10.78	\$14.53	\$14.99	\$15.66	\$16.39	\$17.11	\$18.11	\$19.26	\$20.65	\$22.22	\$25.40	\$27.81	\$30.61	\$34.02	\$38.34	\$43.34
13	\$11.21	\$14.90	\$15.37	\$16.05	\$16.80	\$17.54	\$18.56	\$19.74	\$21.16	\$22.78	\$26.03	\$28.50	\$31.37	\$34.87	\$39.30	\$44.42
14	\$11.65	\$15.27	\$15.75	\$16.45	\$17.22	\$17.98	\$19.03	\$20.23	\$21.69	\$23.35	\$26.68	\$29.22	\$32.16	\$35.74	\$40.28	\$45.53
15	\$12.13	\$15.65	\$16.14	\$16.86	\$17.65	\$18.43	\$19.50	\$20.74	\$22.23	\$23.93	\$27.35	\$29.95	\$32.96	\$36.63	\$41.29	\$46.67
16	\$12.61	\$16.04	\$16.55	\$17.28	\$18.09	\$18.89	\$19.99	\$21.26	\$22.79	\$24.53	\$28.03	\$30.70	\$33.78	\$37.55	\$42.32	\$47.84
17	\$13.11	\$16.44	\$16.96	\$17.71	\$18.55	\$19.36	\$20.49	\$21.79	\$23.36	\$25.15	\$28.73	\$31.46	\$34.63	\$38.49	\$43.38	\$49.04

Effective 7/1/2011