

Article 8 - Salary

A. Salaries

1. Salaries for the classified employees in the bargaining unit ~~for 2011-12~~ **2014-2018** shall be as indicated on the attached salary schedule (Appendix B) for ~~2010—2011~~ **2014-2018**.
2. ~~The salary schedule for 2011-2012 will be adjusted (Appendix C) for 2012-2013 to include Step 9 and Step 10. The current Step 7 will be increased by 3.5% to create a new Step 8; Step 8 will be increased by 3.5% to create a new Step 9; Step 9 will be increased by 3.5% to create a new Step 10 (approximately equal to the current Step 8). All employees on Step 8 for 2011-12 shall move to Step 10 for 2012-13.~~
3. ~~Employees who have been on the current Step 8 for 2 years or longer will receive a one-time 2% stipend on the September 2012 payroll for the year 2012-13.~~
4. ~~All employees shall receive a 2% 5% COLA for each year of the contract 2014-2018. the year 2013-14.~~

~~increased by 3.5% to create a new Step 10 (approximately equal to the current Step 8).
All employees on Step 8 for 2011-12 shall move to Step 10 for 2012-13.~~

3. ~~Employees who have been on the current Step 8 for 2 years or longer will receive a one-time 2% stipend on the September 2012 payroll for the year 2012-13.~~

2. ~~4.~~ All employees shall receive a ~~2~~ **5%** COLA for **each year of the contract 2013-14. 2014-2018.**

B. Longevity Pay

1. Employees will qualify for a longevity pay at the completion of fifteen (15), twenty (20), and twenty five (25) years (beginning July 1, 2012) of continuous employment with the district.

Longevity pay is an additional \$.25 per hour at fifteen (15) years and an additional \$.50 per hour at twenty (20) years and an additional \$.25 per hour at twenty five (25) years and shall be cumulative.

Longevity pay increases shall begin the pay day following the employee's fifteenth, twentieth, or twenty-fifth anniversary date with the district.

2. In most cases, "Continuous Employment" shall mean unbroken service from last date of hire. In cases where there has been an approved period of unpaid leave or layoff,

the employee will receive credit for service before and after the break, but not during the break in calculating eligibility for longevity pay.

C. Salary Duration

Salaries, as indicated on the salary schedule, shall be for the term of this Agreement unless amended or supplemented by mutual agreement of the Board and the Association.

D. Changes in positions

Changes in positions involving a new duty of greater responsibility shall be accomplished as follows:

1. The employee shall first be raised one step on their current salary column.
2. They shall then be moved over to the next step on the new salary column that is equal to or exceeds the adjusted step in number 1.
3. An employee at the top of their salary column prior to promotion shall have 4% added to their current step before moving to the new salary column.

E. Temporary Assignment

An employee temporarily assigned by the district to replace an absent employee who is in a higher classification shall assume all the duties and responsibilities of the assigned position and be considered working out-of-classification. Beginning the fifth day, an employee shall be entitled to the rate of pay that is the comparable step in the new classification range which provides a salary one (1) step higher than the salary s/he was receiving prior to the assignment, or the rate of the first step of the new classification range, whichever is greater, from the first day of the assignment.

F. Involuntary Transfer

The employee who is transferred involuntarily on a reduction in force to a classification lower than the one under which s/he is working shall be placed on the lower classification salary range at the same salary or the nearest comparable salary as s/he was receiving at the higher classification range.

G. Voluntary Transfer

When a job opening occurs, the District will give preference to requests on file and new applications by employees (as per Article 24 B). An employee may request a transfer by submitting a transfer request to the Human Resources office. Such a request shall include the specific position(s) desired and shall be valid for one (1) year from the date the request was submitted.

H. New Employee Salary Placement

The District retains the prerogative of salary placement of new employees. However, the District, upon reviewing the qualifications of the new employee may grant one (1) year's credit on the salary schedule for each two (2) years worked in the job category to a maximum of step 3. Only in exceptional situations will the District grant credit beyond the third step. In such cases the District will notify the Association President.

I. **Step Increase**

Employees will receive a step increase on July 1 of each year unless they are at the top of the schedule. However, an employee who is hired between January 1 and June 30 will not be eligible for the step increase in July. Step increases shall not be considered part of the status quo, and therefore shall not be granted without the mutual agreement of the parties, beyond the 2011-12 work year. Step increases will be granted for the 2011-12, 2012-13, and 2013-14 work years.

J. **Shift Differential**

An employee working the graveyard shift (10:00 P.M. to 6:00 A.M.) shall receive twenty (20) cents per hour in addition to the regular hourly rate.

Bus drivers receiving a twenty cents per hour pay differential for mid-day routes at the end of the 2000-01 school year, shall continue to receive that differential if assigned to the same type of mid-day route. All other drivers will receive the regular hourly rate.

K. **Overtime**

Overtime rates shall be paid as provided for in ORS 279.340 in accordance with appropriate state and federal regulations. Overtime shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay or compensatory time off for all hours worked in excess of forty (40) hours per week or any work required on a legal holiday as defined in Article 9, A and B. It is agreed that where overtime worked on any given day is less than one-half (1/2) hour, it will be taken in the form of compensatory time at the rate of one and one-half (1 1/2) times the overtime worked (as coordinated through the supervisor).

Overtime shall only be paid when an employee's hours worked exceed 40 hours in one week, **and shall not be mandatory**. Other days such as sick leave, holidays, etc. shall not be applied to hours worked.

L. **Compensatory Time**

Compensatory time (either salary or compensatory time) shall not exceed 24 hours at any time and shall be authorized by the supervisor prior to the overtime worked. It is understood that compensatory time shall be taken within the payroll period and, if not, the employee will be paid for the overtime on the following month's payroll.

Employees working unauthorized overtime may be subject to the disciplinary provisions of this agreement.

M. **Educational and Media Assistants**

Identification of responsibilities qualifying for stipends will be determined by the District with input from the supervising teacher and principal. A request to review an assignment may be made by an educational assistant through the Association, but such a request shall not be required in order for the District to so designate a responsibility. An approved request for a stipend shall be effective upon its approval.

The following classification stipulations shall apply:

Educational Assistants

1. School after School (SAS) assistants, pre-school assistants, Perkins Grant Assistants, as well as any similar assignments in the future will be on Schedule 1B of the Salary Schedule for Classified Employees.
2. Classroom assistants, Title assistants, Special Education assistants will be on schedule IIA as a base salary column. Any assistant changing columns as a result of this classification shall move directly to the same step they would have been on previously.
3. Educational Assistants who encounter student(s) **with the potential of behavior** of a violent/assaultive nature that **may** require the use of approved physical restraint ~~on a near-daily basis~~ will receive a stipend of 4%.
4. Educational Assistants whose job requires toileting, catheterization or similar attention to bodily functions will receive a stipend of 4% for the estimated time required for such activity.

Media Assistants

1. Media assistant and computer assistant may be included in one job description that includes a statement clarifying that some of the responsibilities may only be required in certain specific assignments.
2. When under a media specialist's supervision, the assistant has the primary assigned responsibility for the designated Media Center computer lab used for word processing and/or computer skills instruction, the compensation shall include a 3% stipend. The stipend will be based on the % of the total assignment in this area (rounded to 25%, 50%, 75%, or 100%).
3. In schools without a media specialist (licensed person) in charge, media assistants are entitled to a stipend. This stipend varies by school and actual schedule during the day (if it changes, a weekly average will be used.)

An assistant in the media center without a licensed person in the room (as when a teacher leaves a class in the library) will receive a stipend based on the percentage of time. If there is a period of time when the assistant is in charge of computer skills, they get a 3% stipend for that portion of time, rounded to the nearest 25%. For the rest of their schedule, when responsible for students in the media center, the media assistant will also get 3% for each hour, rounded to the nearest 25%.

N. Reclassification Committee

The District and the Association agree to resume the joint committee as needed for review of needed classifications during the course of this contract. The review will include any new job titles, job descriptions and placement on the salary schedule. Committee work deadlines shall be determined by the committee.

O. Improving Student Learning

If current levels of Educational Assistant staffing are reduced by one FTE or more in any site and the effect is to increase the ratio between student and overall staffing levels then the union and management will negotiate the reason(s) and the impact of that reduction on both students and the work load of remaining staff.

Level 1 B

Level 2 B

Level 3 B

16.21-16.77		3.45%		18.58-19.24		3.55%		21.43-22.17		3.45
15.66-16.21		3.51%		17.96-18.58		3.45%		20.71-21.43		3.48%
15.13-15.66		3.50%		17.35-17.96		3.52%		19.61-20.71		5.61%
14.06-15.13		3.50%		16.63-17.35		4.33%		19.19-19.61		2.19%
13.95-14.06		3.50%		16.00-16.63		3.94%		18.43-19.19		4.12%
13.48-13.95		3.50%		15.44-16.00		3.63%		17.77-18.43		3.71%
12.97-13.48		3.50%		14.80-15.44		4.32%		17.04-17.77		4.28%
12.43-12.97		3.50%		14.28-14.80		3.64%		16.43-17.04		3.71%
11.95-12.43		3.50%		13.70-14.28		4.23%		15.75-16.43		4.32%

CURRENT INDEX
 DOES NOT INCLUDE LONGEVITY STEPS

Classified 2012-2013

Level III			
Step	A	% increase	\$ increase
25*	21.79	0.01	0.25
20*	21.54	0.02	0.50
15*	21.04	0.01	0.25
10	20.79	0.033670034	0.7
9	20.09	0.033847685	0.68
8	19.41	0.03	0.66
7	18.75	0.040533333	0.76
6	17.99	0.036131184	0.65
5	17.34	0.042099193	0.73
4	16.61	0.037928958	0.63
3	15.98	0.036921151	0.59
2	15.39	0.038986355	0.60
1	14.79		
Step	B	% increase	\$ increase
25*	22.74	0.010993843	0.25
20*	22.49	0.022232103	0.5
15*	21.99	0.011368804	0.25
10	21.74	0.033578657	0.73
9	21.01	0.033793432	0.71
8	20.30	0.033990148	0.69
7	19.61	0.040795512	0.8
6	18.81	0.039340776	0.74
5	18.07	0.035971223	0.65
4	17.42	0.04075775	0.71
3	16.71	0.035906643	0.6
2	16.11	0.041589075	0.67
1	15.44		
Step	C	% increase	\$ increase
25*	24.95	0.01002004	0.25
20*	24.70	0.020242915	0.5
15*	24.20	0.010330579	0.25
10	23.95	0.033820459	0.81
9	23.14	0.033707865	0.78
8	22.36	0.033989267	0.76
7	21.60	0.0375	0.81
6	20.79	0.025974026	0.54
5	20.25	0.051358025	1.04
4	19.21	0.038001041	0.73
3	18.48	0.036796537	0.68
2	17.80	0.046629213	0.83
1	16.97		

0.031649356 0.557692308

Mechanic			
Step	MECH I	% increase	\$ increase
25*	22.04	0.01	0.25
20*	21.79	0.02	0.50
15*	21.29	0.01	0.25
10	21.04	0.033745247	0.71
9	20.33	0.03393999	0.69
8	19.64	0.03	0.66
7	18.98	0.035300316	0.67
6	18.31	0.036592026	0.67
5	17.64	0.037981859	0.67
4	16.97	0.037713612	0.64
3	16.33	0.033067973	0.54
2	15.79	0.03989867	0.63
1	15.16		
Step	MECH II	% increase	\$ increase
25*	23.82	0.010495382	0.25
20*	23.57	0.021213407	0.5
15*	23.07	0.010836584	0.25
10	22.82	0.033742331	0.77
9	22.05	0.034013605	0.75
8	21.30	0.033802817	0.72
7	20.58	0.038872692	0.8
6	19.78	0.036400404	0.72
5	19.06	0.0409234	0.78
4	18.28	0.041575492	0.76
3	17.52	0.039954338	0.7
2	16.82	0.03745541	0.63
1	16.19		
Step	MECH III	% increase	\$ increase
25*	26.02	0.009607994	0.25
20*	25.77	0.019402406	0.5
15*	25.27	0.009893154	0.25
10	25.02	0.033972822	0.85
9	24.17	0.033926355	0.82
8	23.35	0.033832976	0.79
7	22.56	0.039007092	0.88
6	21.68	0.03597786	0.78
5	20.90	0.042105263	0.88
4	20.02	0.040959041	0.82
3	19.20	0.039583333	0.76
2	18.44	0.037418655	0.69
1	17.75		

0.031190259 0.548461538

Classified 2012-2013

Step	Level I		
	A	% increase	\$ increase
25*	16.20	0.02	0.25
20*	15.95	0.03	0.50
15*	15.45	0.02	0.25
10	15.20	0.03	0.51
9	14.69	0.03	0.50
8	14.19	0.03	0.48
7	13.71	0.04	0.53
6	13.18	0.04	0.52
5	12.66	0.06	0.72
4	11.94	0.04	0.43
3	11.51	0.06	0.69
2	10.82	0.01	0.16
1	10.66		
Step	B	% increase	\$ increase
25*	17.45	0.01	0.25
20*	17.20	0.03	0.50
15*	16.70	0.01	0.25
10	16.45	0.03	0.56
9	15.89	0.03	0.54
8	15.35	0.03	0.52
7	14.83	0.04	0.52
6	14.31	0.04	0.63
5	13.68	0.03	0.46
4	13.22	0.04	0.50
3	12.72	0.04	0.53
2	12.19	0.04	0.47
1	11.72		
Step	C	% increase	\$ increase
25*	18.72	0.01	0.25
20*	18.47	0.03	0.50
15*	17.97	0.01	0.25
10	17.72	0.03	0.61
9	17.11	0.03	0.58
8	16.53	0.03	0.56
7	15.97	0.04	0.63
6	15.34	0.04	0.55
5	14.79	0.04	0.58
4	14.21	0.04	0.52
3	13.69	0.04	0.53
2	13.16	0.04	0.50
1	12.66		

Step	Level II		
	A	% increase	\$ increase
25*	19.14	0.01	0.25
20*	18.89	0.03	0.50
15*	18.39	0.01	0.25
10	18.14	0.03	0.62
9	17.52	0.03	0.59
8	16.93	0.03	0.57
7	16.36	0.039119804	0.64
6	15.72	0.03	0.52
5	15.20	0.041447368	0.63
4	14.57	0.037748799	0.55
3	14.02	0.038516405	0.54
2	13.48	0.04	0.56
1	12.92		
Step	B	% increase	\$ increase
25*	19.86	0.012588117	0.25
20*	19.61	0.025497195	0.5
15*	19.11	0.013082156	0.25
10	18.86	0.03340403	0.63
9	18.23	0.034009874	0.62
8	17.61	0.03407155	0.6
7	17.01	0.041740153	0.71
6	16.30	0.037423313	0.61
5	15.69	0.035054175	0.55
4	15.14	0.041611625	0.63
3	14.51	0.035148174	0.51
2	14.00	0.040714286	0.57
1	13.43		
Step	C	% increase	\$ increase
25*	21.37	0.011698643	0.25
20*	21.12	0.023674242	0.5
15*	20.62	0.012124151	0.25
10	20.37	0.033873343	0.69
9	19.68	0.034044715	0.67
8	19.01	0.033666491	0.64
7	18.37	0.037016875	0.68
6	17.69	0.037874505	0.67
5	17.02	0.038777908	0.66
4	16.36	0.038508557	0.63
3	15.73	0.034965035	0.55
2	15.18	0.041501976	0.63
1	14.55		

Averages 0.032930471 0.445384615

0.03189369 0.497692308

Overall Average 0.031915944 0.512307692

Level I			
Step	A	% increase	\$ increase
25*	16.50	0.015151515	0.25
20*	16.25	0.030769231	0.50
15*	15.75	0.015873016	0.25
10	15.50	0.033548387	0.52
9	14.98	0.034045394	0.51
8	14.47	0.033863165	0.49
7	13.98	0.038626609	0.54
6	13.44	0.039434524	0.53
5	12.91	0.056545314	0.73
4	12.18	0.036124795	0.44
3	11.74	0.059625213	0.70
2	11.04	0.015398551	0.17
1	10.87		
Step	B	% increase	\$ increase
25*	17.77	0.014068655	0.25
20*	17.52	0.028538813	0.50
15*	17.02	0.014688602	0.25
10	16.77	0.033392964	0.56
9	16.21	0.033929673	0.55
8	15.66	0.033844189	0.53
7	15.13	0.035029742	0.53
6	14.6	0.044520548	0.65
5	13.95	0.033691756	0.47
4	13.48	0.037833828	0.51
3	12.97	0.041634541	0.54
2	12.43	0.038616251	0.48
1	11.95		
Step	C	% increase	\$ increase
25*	19.06	0.013116474	0.25
20*	18.81	0.026581606	0.50
15*	18.31	0.013653741	0.25
10	18.06	0.033776301	0.61
9	17.45	0.033810888	0.59
8	16.86	0.033807829	0.57
7	16.29	0.039287907	0.64
6	15.65	0.035782748	0.56
5	15.09	0.039761431	0.60
4	14.49	0.03657695	0.53
3	13.96	0.038681948	0.54
2	13.42	0.038002981	0.51
1	12.91		

Level II			
Step	A	% increase	\$ increase
25*	19.50	0.012820513	0.25
20*	19.25	0.025974026	0.50
15*	18.75	0.013333333	0.25
10	18.5	0.033513514	0.62
9	17.88	0.034116331	0.61
8	17.27	0.03358425	0.58
7	16.69	0.039544638	0.66
6	16.03	0.033063007	0.53
5	15.50	0.041290323	0.64
4	14.86	0.037685061	0.56
3	14.30	0.038461538	0.55
2	13.75	0.041454545	0.57
1	13.18		
Step	B	% increase	\$ increase
25*	20.24	0.012351779	0.25
20*	19.99	0.025012506	0.50
15*	19.49	0.012827091	0.25
10	19.24	0.034303534	0.66
9	18.58	0.033369214	0.62
8	17.96	0.033964365	0.61
7	17.35	0.041498559	0.72
6	16.63	0.037883343	0.63
5	16.00	0.035	0.56
4	15.44	0.041450777	0.64
3	14.80	0.035135135	0.52
2	14.28	0.040616246	0.58
1	13.70		
Step	C	% increase	\$ increase
25*	21.78	0.011478421	0.25
20*	21.53	0.023223409	0.50
15*	21.03	0.011887779	0.25
10	20.78	0.034167469	0.71
9	20.07	0.033881415	0.68
8	19.39	0.033522434	0.65
7	18.74	0.037353255	0.70
6	18.04	0.037694013	0.68
5	17.36	0.03859447	0.67
4	16.69	0.038945476	0.65
3	16.04	0.034912718	0.56
2	15.48	0.041343669	0.64
1	14.84		

Averages 0.032823224 0.4557143

0.031812727 0.505

Overall Avera 0.031824929 0.5191071

Level III			
Step	A	% increase	\$ increase
25*	22.21	0.01	0.25
20*	21.96	0.02	0.50
15*	21.46	0.01	0.25
10	21.21	0.03	0.72
9	20.49	0.03	0.69
8	19.80	0.03	0.67
7	19.13	0.04	0.78
6	18.35	0.04	0.66
5	17.69	0.04	0.75
4	16.94	0.04	0.64
3	16.30	0.04	0.60
2	15.70	0.04	0.61
1	15.09		
Step	B	% increase	\$ increase
25*	23.17	0.01	0.25
20*	22.92	0.02	0.50
15*	22.42	0.01	0.25
10	22.17	0.03	0.74
9	21.43	0.03	0.72
8	20.71	0.05	1.10
7	19.61	0.02	0.42
6	19.19	0.04	0.76
5	18.43	0.04	0.66
4	17.77	0.04	0.73
3	17.04	0.04	0.61
2	16.43	0.04	0.68
1	15.75		
Step	C	% increase	\$ increase
25*	25.43	0.01	0.25
20*	25.18	0.02	0.50
15*	24.68	0.01	0.25
10	24.43	0.03	0.83
9	23.60	0.03	0.79
8	22.81	0.05	1.21
7	21.60	0.02	0.39
6	21.21	0.03	0.55
5	20.66	0.05	1.07
4	19.59	0.04	0.74
3	18.85	0.04	0.69
2	18.16	0.05	0.85
1	17.31		

0.0315538 0.5621429

Mechanic			
Step	MECH I	% increase	\$ increase
25*	22.46	0.011130899	0.25
20*	22.21	0.022512382	0.50
15*	21.71	0.011515431	0.25
10	21.46	0.033550792	0.72
9	20.74	0.034233365	0.71
8	20.03	0.052421368	1.05
7	18.98	0.015806112	0.30
6	18.68	0.036937901	0.69
5	17.99	0.037798777	0.68
4	17.31	0.037550549	0.65
3	16.66	0.033013205	0.55
2	16.11	0.04034761	0.65
1	15.46		
Step	MECH II	% increase	\$ increase
25*	24.28	0.01029654	0.25
20*	24.03	0.020807324	0.50
15*	23.53	0.010624734	0.25
10	23.28	0.033934708	0.79
9	22.49	0.033792797	0.76
8	21.73	0.034054303	0.74
7	20.99	0.038589805	0.81
6	20.18	0.03666997	0.74
5	19.44	0.04063786	0.79
4	18.65	0.041823056	0.78
3	17.87	0.039731393	0.71
2	17.16	0.037878788	0.65
1	16.51		
Step	MECH III	% increase	\$ increase
25*	26.51	0.009430404	0.25
20*	26.26	0.019040366	0.50
15*	25.76	0.009704969	0.25
10	25.51	0.03371227	0.86
9	24.65	0.0336714	0.83
8	23.82	0.034005038	0.81
7	23.01	0.039113429	0.90
6	22.11	0.035730439	0.79
5	21.32	0.042213884	0.90
4	20.42	0.041136141	0.84
3	19.58	0.039325843	0.77
2	18.81	0.037214248	0.70
1	18.11		

0.031109947 0.5535714

Level III			
Step	A	% increase	\$ increase
25*	23.27	0.01	0.25
20*	23.021	0.02	0.50
15*	22.521	0.01	0.25
10	22.271	0.03	0.76
9	21.515	0.03	0.72
8	20.79	0.03	0.70
7	20.087	0.04	0.82
6	19.268	0.04	0.69
5	18.575	0.04	0.79
4	17.787	0.04	0.67
3	17.12	0.04	0.63
2	16.49	0.04	0.64
1	15.845		
Step	B	% increase	\$ increase
25*	24.28	0.01	0.25
20*	24.029	0.02	0.50
15*	23.529	0.01	0.25
10	23.279	0.03	0.78
9	22.502	0.03	0.76
8	21.746	0.05	1.16
7	20.591	0.02	0.44
6	20.15	0.04	0.80
5	19.352	0.04	0.69
4	18.659	0.04	0.77
3	17.892	0.04	0.64
2	17.252	0.04	0.71
1	16.538		
Step	C	% increase	\$ increase
25*	26.65	0.01	0.25
20*	26.402	0.02	0.50
15*	25.902	0.01	0.25
10	25.652	0.03	0.87
9	24.78	0.03	0.83
8	23.951	0.05	1.27
7	22.68	0.02	0.41
6	22.271	0.03	0.58
5	21.693	0.05	1.12
4	20.57	0.04	0.78
3	19.793	0.04	0.72
2	19.07	0.05	0.89
1	18.176		

0.0313877 0.584

Mechanic			
Step	MECH I	% increase	\$ increase
25*	23.53	0.01062338	0.25
20*	23.283	0.021474896	0.50
15*	22.783	0.010973094	0.25
10	22.533	0.033550792	0.76
9	21.777	0.034233365	0.75
8	21.0315	0.052421368	1.10
7	19.929	0.015806112	0.32
6	19.614	0.036937901	0.72
5	18.8895	0.037798777	0.71
4	18.1755	0.037550549	0.68
3	17.493	0.033013205	0.58
2	16.9155	0.04034761	0.68
1	16.233		
Step	MECH II	% increase	\$ increase
25*	25.44	0.009825499	0.25
20*	25.194	0.019845995	0.50
15*	24.694	0.010123917	0.25
10	24.444	0.033934708	0.83
9	23.6145	0.033792797	0.80
8	22.8165	0.034054303	0.78
7	22.0395	0.038589805	0.85
6	21.189	0.03666997	0.78
5	20.412	0.04063786	0.83
4	19.5825	0.041823056	0.82
3	18.7635	0.039731393	0.75
2	18.018	0.037878788	0.68
1	17.3355		
Step	MECH III	% increase	\$ increase
25*	27.79	0.008997499	0.25
20*	27.5355	0.018158377	0.50
15*	27.0355	0.009247101	0.25
10	26.7855	0.03371227	0.90
9	25.8825	0.0336714	0.87
8	25.011	0.034005038	0.85
7	24.1605	0.039113429	0.95
6	23.2155	0.035730439	0.83
5	22.39	0.042213884	0.95
4	21.441	0.041136141	0.88
3	20.56	0.039325843	0.81
2	19.7505	0.037214248	0.73
1	19.0155		

0.030949022 0.575

Level I			
Step	A	% increase	\$ increase
25*	17.28	0.01447178	0.25
20*	17.025	0.029368576	0.50
15*	16.525	0.015128593	0.25
10	16.28	0.033548387	0.55
9	15.729	0.034045394	0.54
8	15.194	0.033863165	0.51
7	14.679	0.038626609	0.57
6	14.112	0.039434524	0.56
5	13.556	0.056545314	0.77
4	12.789	0.036124795	0.46
3	12.327	0.059625213	0.74
2	11.592	0.015398551	0.18
1	11.414		
Step	B	% increase	\$ increase
25*	18.61	0.013434721	0.25
20*	18.359	0.027235341	0.50
15*	17.859	0.013998936	0.25
10	17.609	0.033392964	0.59
9	17.021	0.033929673	0.58
8	16.443	0.033844189	0.56
7	15.887	0.035029742	0.56
6	15.33	0.044520548	0.68
5	14.648	0.033691756	0.49
4	14.154	0.037833828	0.54
3	13.619	0.041634541	0.57
2	13.052	0.038616251	0.50
1	12.548		
Step	C	% increase	\$ increase
25*	19.96	0.012523168	0.25
20*	19.713	0.025363973	0.50
15*	19.213	0.013012023	0.25
10	18.963	0.033776301	0.64
9	18.323	0.033810888	0.62
8	17.703	0.033807829	0.60
7	17.105	0.039287907	0.67
6	16.433	0.035782748	0.59
5	15.845	0.039761431	0.63
4	15.215	0.03657695	0.56
3	14.658	0.038681948	0.57
2	14.091	0.038002981	0.54
1	13.556		

Level II			
Step	A	% increase	\$ increase
25*	20.43	0.012239902	0.25
20*	20.175	0.024783147	0.50
15*	19.675	0.01270648	0.25
10	19.425	0.033513514	0.65
9	18.774	0.034116331	0.64
8	18.134	0.03358425	0.61
7	17.525	0.039544638	0.69
6	16.832	0.033063007	0.56
5	16.28	0.041290323	0.67
4	15.603	0.037685061	0.59
3	15.02	0.038461538	0.58
2	14.438	0.041454545	0.60
1	13.839		
Step	B	% increase	\$ increase
25*	21.20	0.01179134	0.25
20*	20.952	0.02386407	0.50
15*	20.452	0.012223743	0.25
10	20.20	0.034303534	0.69
9	19.51	0.033369214	0.65
8	18.86	0.033964365	0.64
7	18.218	0.041498559	0.76
6	17.46	0.037883343	0.66
5	16.80	0.035	0.59
4	16.212	0.041450777	0.67
3	15.54	0.035135135	0.55
2	14.99	0.040616246	0.61
1	14.39		
Step	C	% increase	\$ increase
25*	22.82	0.010955782	0.25
20*	22.569	0.022154282	0.50
15*	22.069	0.011328107	0.25
10	21.819	0.034167469	0.75
9	21.074	0.033881415	0.71
8	20.36	0.033522434	0.68
7	19.677	0.037353255	0.73
6	18.942	0.037694013	0.71
5	18.228	0.03859447	0.70
4	17.525	0.038945476	0.68
3	16.842	0.034912718	0.59
2	16.254	0.041343669	0.67
1	15.582		

Averages 0.032603654 0.47225

0.031622115 0.524

Overall Avera 0.031640612 0.5388125

Supervisor (240 days)				District Office Confidential Staff (240 days)			
Sr Accountant				Confidential Specialist III			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	76,421.00	0.019615027	1499	6	56,618.00	0.019622735	1111
5	74,922.00	0.019607058	1469	5	55,507.00	0.019601131	1088
4	73,453.00	0.019604373	1440	4	54,419.00	0.019607123	1067
3	72,013.00	0.019621457	1413	3	53,352.00	0.019605638	1046
2	70,600.00	0.019603399	1384	2	52,306.00	0.01961534	1026
1	69,216.00			1	51,280.00		
Exec Assistant to Superintendent & Board				Confidential Specialist II			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	76,421.00	0.019615027	1499	6	53,186.00	0.021283796	1132
5	74,922.00	0.019607058	1469	5	52,054.00	0.021727437	1131.00
4	73,453.00	0.019604373	1440	4	50,923.00	0.022229641	1132
3	72,013.00	0.019621457	1413	3	49,791.00	0.022714948	1131.00
2	70,600.00	0.019603399	1384	2	48,660.00	0.02324291	1131.00
1	69,216.00			1	47,529.00		
Asst Ops/Grounds/Maintenance				Confidential Specialist I			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	76,421.00	0.019615027	1499	6	48,822.00	0.019601819	957
5	74,922.00	0.019607058	1469	5	47,865.00	0.019617675	939.00
4	73,453.00	0.019604373	1440	4	46,926.00	0.019605336	920
3	72,013.00	0.019621457	1413	3	46,006.00	0.019606138	902.00
2	70,600.00	0.019603399	1384	2	45,104.00	0.019599149	884.00
1	69,216.00			1	44,220.00		
Data Analyst				0.02 1050.9286			
Step	Salary	% increase	\$ increase	assume 8hrs /day =0.55/hr raise			
6	76,421.00	0.019615027	1499				
5	74,922.00	0.019607058	1469				
4	73,453.00	0.019604373	1440				
3	72,013.00	0.019621457	1413				
2	70,600.00	0.019603399	1384				
1	69,216.00						
Transportation							
Step	Salary	% increase	\$ increase				
6	66,231.00	0.019613172	1299				
5	64,932.00	0.019605125	1273				
4	63,659.00	0.019604455	1248				
3	62,411.00	0.019611927	1224				
2	61,187.00	0.019612009	1200				
1	59,987.00						
Office Manager							
Step	Salary	% increase	\$ increase				
6	55,507.00	0.019601131	1088				
5	54,419.00	0.019607123	1067				
4	53,352.00	0.019605638	1046				
3	52,306.00	0.019596222	1025				
2	51,281.00	0.019617402	1006				
1	50,275.00						
HS Custodial							
Step	Salary	% increase	\$ increase				
6	52,143.00	0.021268435	1109				
5	51,034.00	0.021730611	1109				
4	49,925.00	0.02223335	1110				
3	48,815.00	0.022738912	1110				
2	47,705.00	0.023226077	1108				
1	46,597.00						
assume 8hrs /day =0.59/hr raise				0.02 1141.1667			

Licensed Admin (yearly - 235 days)				Non-Licensed Admin (yearly 235 days)			
Chief Officer/Assist Super				Director of HR/Finance/Operations			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	131,606.00	0.014778961	1945	6	109,345.00	0.014568567	1593
5	129,661.00	0.014776995	1916	5	107,752.00	0.018524018	1996
4	127,745.00	0.014779443	1888	4	105,756.00	0.016944665	1792
3	125,857.00	0.014778677	1860	3	103,964.00	0.01720788	1789
2	123,997.00	0.014774551	1832	2	102,175.00	0.017587472	1797
1	122,165.00			1	100,378.00		
Exec Director / HS Principal				Asst Director / Non-Licensed Coordinator			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	120,720.00	0.015366137	1855	6	102,556.00	0.018662974	1914
5	118,865.00	0.015690069	1865.00	5	100,642.00	0.017070408	1718.00
4	117,000.00	0.031076923	3636	4	98,924.00	0.018387853	1819
3	113,364.00	0.01644261	1864.00	3	97,105.00	0.018608723	1807.00
2	111,500.00			2	95,298.00	0.019056014	1816.00
1				1	93,482.00		
Director / MS Principal				Transportation Admin			
Step	Salary	% increase	\$ increase	Step	Salary	% increase	\$ increase
6	109,345.00	0.014568567	1593	6	99,624.00	0.017716614	1765
5	107,752.00	0.018524018	1996	5	97,859.00	0.018005498	1762
4	105,756.00	0.016944665	1792	4	96,097.00	0.018366858	1765
3	103,964.00	0.01720788	1789	3	94,332.00	0.018615104	1756
2	102,175.00	0.017587472	1797	2	92,576.00	0.019033011	1762
1	100,378.00			1	90,814.00		
ES Principal / Alt. Ed Principal				Averages			
Step	Salary	% increase	\$ increase			0.02	1790.0667
6	105,214.00	0.018058433	1900	assume 8hrs /day =0.95/hr raise			
5	103,314.00	0.01634822	1689				
4	101,625.00	0.017682657	1797				
3	99,828.00	0.017940858	1791				
2	98,037.00	0.018309414	1795				
1	96,242.00						
HS Asst Principal/Asst Director/Lic. Coordinator							
Step	Salary	% increase	\$ increase				
6	102,556.00	0.018662974	1914				
5	100,642.00	0.017070408	1718				
4	98,924.00	0.018387853	1819				
3	97,105.00	0.018608723	1807				
2	95,298.00	0.019056014	1816				
1	93,482.00						
ES/MS Asst Principal / Alt. Ed Asst Principal							
Step	Salary	% increase	\$ increase				
6	99,624.00	0.017716614	1765				
5	97,859.00	0.018005498	1762				
4	96,097.00	0.018366858	1765				
3	94,332.00	0.018615104	1756				
2	92,576.00	0.019033011	1762				
1	90,814.00						
Averages							
		0.017763098	1997.2727				
assume 8hrs /day = 1.06/hr raise							
Overall Averages							
		0.019059843	1494.8587				
assume 8hrs /day =0.59/hr raise							