

**2016 - 2017**

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**SAINT PAUL PUBLIC SCHOOLS  
INDEPENDENT SCHOOL DISTRICT NO. 625**

**AND**

**PROFESSIONAL EMPLOYEES  
ASSOCIATION**

**January 1, 2016 through December 31, 2017**





SAINT PAUL PUBLIC SCHOOLS  
Independent School District No. 625

Board of Education

Jon Schumacher	Chair
Zuki Ellis	Vice-Chair
Chue Vue	Clerk
Steve Marchese	Treasurer
John Brodrick	Director
Jean O'Connell	Director
Mary Vanderwert	Director

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## PREAMBLE

This Agreement is entered into between Independent School District No. 625, hereinafter referred to as the "Employer" and the City of Saint Paul Professional Employees Association, hereinafter referred to as the "Association," for the purpose of fostering and promoting harmonious relations between the Employer and the Association in order that a high level of public service can be provided to the citizens in the School District.

This Agreement attempts to accomplish this purpose by providing a fuller and more complete understanding on the part of both the Employer and the Association of their respective rights and responsibilities.

The provisions of this Agreement shall not abrogate the rights and/or duties of the Employer, the Association, or the employees as established under the provisions of the Public Employment Labor Relations Act of 1971, as amended.

## ARTICLE 1. RECOGNITION

- 1.1 The Employer recognizes the Association as the exclusive representative for the Professional Employees Group, as certified by the State of Minnesota Bureau of Mediation Services, dated May 11, 1988, Case No. 88-PR-2632. This unit consists of the following:

All classified and unclassified professional employees of Independent School District No. 625, St. Paul, Minnesota, as listed in Appendix B of this agreement who are public employees within the meaning of Minnesota Statute. § 179.03, Subd. 14, excluding supervisory, confidential, and all other employees.

- 1.2 The rights and benefits of provisional employees shall be governed by the Civil Service Rules unless such rights and benefits are specifically amended as to provisional employees by this contract.
- 1.3 The parties agree that any new classifications which are an expansion of the above bargaining unit or which derive from the classifications set forth in this agreement shall be recognized as a part of this bargaining unit, and the parties shall take all steps required under the Public Employment Relations Act to accomplish said objective.

## ARTICLE 2. MANAGEMENT RIGHTS

- 2.1 The Association recognizes the right of the Employer to operate and manage its affairs in all respects in accordance with applicable laws and regulations of appropriate authorities. The rights and authority which the Employer has not officially abridged, delegated or modified by this Agreement are retained by the Employer.
- 2.2 A public employer is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the Employer, its overall budget, utilization of technology, and organizational structure and selection and direction and number of personnel.

## ARTICLE 3. MAINTENANCE OF STANDARDS

- 3.1 The parties agree that all conditions of employment relating to wages, hours of work, vacations, and all other general working conditions except as modified by this Agreement shall be maintained at not less than the highest minimum standard as set forth in the Civil Service Rules of the City of Saint Paul (Resolution No. 3250), and the Saint Paul Salary Plan and Rates of Compensation at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.

#### ARTICLE 4. CHECK OFF AND SERVICE FEE

- 4.1 The Employer agrees to deduct the Association membership initiation fee assessments and once each month dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by a representative of the Association and the aggregate deductions of all employees shall be remitted together with an itemized statement to the representative by the first of the succeeding month after such deductions are made or as soon thereafter as is possible.
- 4.2 Any present or future employee who is not an Association member shall be required to contribute a fair share fee for services rendered by the Association. Upon notification by the Association, the Employer shall check off said fee from the earnings of the employee and transmit the same to the Association. In no instance shall the fair share fee exceed eighty-five (85) percent of the membership dues. It is also understood that in the event the Employer shall make an improper fair share deduction from the earnings of an employee, the Association shall be obligated to make the Employer whole to the extent that the Employer shall be required to reimburse such employee for any amount improperly withheld. This provision shall remain operative only so long as specifically provided by Minnesota law, and as otherwise legal.
- 4.3 The Association agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.
- 4.4 The Association agrees that a service fee of fifty cents (50¢) per member, per month shall be deducted by the Employer from the amount withheld for dues or fair share prior to remittance of dues or fair share to the Association.

#### ARTICLE 5. HOURS OF WORK AND OVERTIME

- 5.1 The normal hours of work for the employee shall be a minimum of seven and three-fourths (7 3/4) hours in any twenty-four (24) hour period and thirty-eight and three-fourths (38 3/4) hours in a seven (7) day period. For employees on a shift basis this shall be construed to mean a minimum average of thirty-eight and three-fourths (38 3/4) hours a week.
- 5.2 Employees who work more than seven and three-fourths (7 3/4) hours in any twenty-four (24)-hour period or more than thirty-eight and three-fourths (38 3/4) hours in any seven (7) day period shall not receive pay for such additional work except as in 5.4 below.
- 5.3 It is understood by the parties that Section 28H - Overtime Compensation of Resolution No. 3250 shall not apply to this unit.
- 5.4 In unusual circumstances a department head may grant employees who work more than seven and three-fourths (7 3/4) hours in any twenty-four (24) hour period or more than thirty-eight and three-fourths (38 3/4) hours in any particular seven (7) day period compensatory time or pay on a straight time basis for the extra hours worked. The method of this compensation shall be determined solely by the Employer.

## ARTICLE 6. PROBATION

- 6.1 The probationary period shall be one (1) year for all original and promotion appointees and employees who have been transferred at their own request or reinstated after resigning in the Professional Employees unit. In the case of a one (1) year probation, the employee's progress report shall be submitted to the Human Resources Director at the end of the fourth (4th) and eighth (8th) month of employment.

Unless the head of the department where the employee is employed at the end of his/her probationary period shall, during the last month of the employee's probation, certify that the services of such probationer during the probationary period were unsatisfactory, the employment of such probationer shall continue, and the probationer shall be deemed to have satisfactorily completed the probationary period. If the probationer's service has been certified as unsatisfactory by the head of the department in which the employee is employed, the employment of such probationer shall terminate at the end of the probationary period. If the probationer is entitled to veteran's preference in accordance with the Veterans' Preference Act of the State of Minnesota, he/she shall be entitled to a hearing as required by said Act and in accordance with Section 16 of Civil Service Rules.

- 6.2 Time served on probation, whether continuous or not, shall be charged to the period of probation.
- 6.3 If any probationer on fair test shall be found incompetent or unqualified to perform the duties of the position to which he/she has been certified or transferred, the appointing officer shall report such fact in writing to the Human Resources Office and may, for reasons specifically stated in writing and filed with the Human Resources Office, discharge, reduce, or in the case of a transferee, return to the former position of said probationer at any time during the probationary period; except that if the probationer is entitled to veterans' preference in accordance with the Veterans' Preference Act of the State of Minnesota, he/she shall be entitled to a hearing as required by said Act and in accordance with Section 16 of the Civil Service Rules.
- 6.4 If a promotional or a transferee probationer is found unsatisfactory because he/she is incompetent or unqualified to perform the duties of the certified or transferred position, the probationer shall be reinstated to his/her former position or to a position to which the employee might have been transferred prior to such promotion; except that if the probationer is entitled to veterans' preference in accordance with the Veterans' Preference Act of the State of Minnesota, he/she shall be entitled to a hearing as required by said Act and in accordance with Section 18 of the Civil Service Rules.

## ARTICLE 7. SENIORITY

- 7.1 Seniority, for the purpose of this Agreement, shall be defined as follows: The length of continuous, regular, and probationary service with the Employer from the date an employee was first certified and appointed to a class title covered by this Agreement, it being further understood that seniority is confined to the current class assignment held by an employee. In cases where two or more employees are appointed to the same class title on the same date, the seniority shall be determined by the employee's rank on the eligible list from which certification was made.
- 7.2 Seniority shall terminate when an employee retires, resigns or is discharged.
- 7.3 In the event it is determined by the Employer that it is necessary to reduce the workforce, employees will be laid off by class title within each department based on inverse length of seniority as defined above. Before layoffs are implemented the Employer agrees to seek voluntary layoffs, provided the remaining less senior employee(s) are qualified to perform the work otherwise assigned to the individual electing voluntary layoff. Human Resources will determine whether or not the less senior employee is qualified to perform the work. Exercising this option does not disqualify the separated employee from an unemployment insurance benefit claim.
- 7.4 In cases where there are promotional series, such as Accountant I, II, III, etc., when the number of employees in the higher titles is to be reduced, employees will be offered reductions to the highest title to which class seniority would keep them from being laid off, before layoffs are made by any class title in any department. When staff reductions occur, an employee does not have to have held a lower level position within a series to be eligible to bump a less senior employee within that series or to be eligible for a lower level vacancy with that series.
- 7.5 Recall from layoff shall be in inverse order of layoff, except that recall rights shall expire after two (2) years of layoff. It is understood that such employees will pick up their former seniority date in any class of positions that the employee previously held.
- 7.6 To the extent possible, vacation period shall be assigned on the basis of seniority. It is, however, understood that vacation assignment shall be subject to the ability of the Employer to maintain operations.

## ARTICLE 8. WORKING OUT OF CLASSIFICATION

- 8.1 Employer shall avoid, whenever possible, working an employee on an out-of-class assignment for a prolonged period of time. Any employee working an out-of-class assignment for a period in excess of fifteen (15) consecutive working days shall receive the rate of pay for the out-of-class assignment in a higher classification not later than the sixteenth (16th) day of such assignment. For purposes of this Article, an out-of-class assignment is defined as an assignment of an employee to perform, on a full-time basis, all of the significant duties and responsibilities of a position different from the employee's regular position, and which is in a classification higher than the classification held by such employee. The rate of pay for an approved out-of-class assignment shall be the same rate the employee would receive if such employee received a regular appointment to the higher classification.



## ARTICLE 9. WAGES

- 9.1 The wage schedule for the purpose of this contract shall be Appendices A and C.
- 9.2 Salary Step Eligibility. Employees must meet the following conditions in order to be eligible for salary step advancement.
- 9.2.1 An employee must have received an overall rating of “satisfactory” on his/her most recent performance evaluation to receive any salary step advancement.
- 9.2.2 An employee must have been paid a minimum of 1,040 hours in the previous (12) twelve months (minimum hours requirement is prorated for part-time employees) to receive any salary step advancement.
- 9.3 Salary Step Progression.
- 9.3.1 An employee who meets the eligibility requirements in 9.2 of this Section will advance one salary step at the beginning of the pay period nearest to January 1 each year up to Step 10 (nine-year step).
- 9.3.2 An employee who meets the eligibility requirements in 9.2 of this Section and who has completed fifteen (15) or more calendar years of service in the District will advance one (1) salary step at the beginning of the pay period nearest to January 1 each year, not to exceed Step 11 (fifteen-year step).
- 9.3.3 An employee who meets the eligibility requirements in 9.2 of this Section and who has completed twenty (20) or more calendar years of service in the District will advance one (1) salary step at the beginning of the pay period nearest to January 1 each year, not to exceed Step 12 (twenty-year step).
- 9.3.4 Years of classified service in the District and the City of St. Paul will be recognized in step placement and step advancement.
- 9.4 Correction of Compensation Errors. Employees should routinely review their bi-weekly pay check and immediately document any errors or inquiries by contacting the District’s payroll department. Failure to notify the payroll department in a timely manner, or failure to routinely review the accuracy of his/her biweekly compensation may result in lost compensation.
- 9.4.1 District Authority. When underpayment errors are identified, the District will review the nature of the error and shall reimburse the employee in full up to a maximum retroactive period of two years. In the case of an overpayment, the District has the authority to deduct from the employee’s check up to the full amount owed for a maximum retroactive period of two (2) years.
- 9.4.2 Procedure for Addressing Significant Overpayment Errors. In the case of a significant overpayment, deductions from biweekly compensation shall be based on a repayment schedule established by the District. The District, at its discretion, may limit the amount of repayment to less than the two (2) year retroactive period described above. The reduction of a reimbursement period will be based on the nature of the error and whether the employee took reasonable preventative action by routinely reviewing the accuracy of his/her biweekly compensation.

ARTICLE 10. PROFESSIONAL GROWTH

SECTION 1. The parties recognize that professional growth is an inherent continuing obligation of professional employees. To that end, professional employees shall avail themselves of opportunities for improving their skills. Professional reading, participation in the professional activities of professional organizations, formal and informal study, workshops, in-service training courses, membership dues in professional organizations directly related to the employee's current position, and community activities are examples of the kinds of involvement expected of professional employees and encouraged by the Board of Education.

SECTION 2. For fiscal year 2002 and thereafter, an amount of \$500 per fiscal year shall be provided for each employee for an employee's professional growth. These funds may be applied to pay the costs for attendance at national or regional conventions, workshops, clinics or other professional meetings, and memberships in professional organizations approved by the employee's immediate supervisor. Meetings that have negotiations as a principle topic shall not be deemed appropriate for purposes of this Article. "Costs for attendance" shall mean registration fees, lodging, books and materials, food and travel. Expenses to be reimbursed shall be properly documented upon the appropriate voucher form in accordance with District regulations and procedures. The District has informed and trained supervisors and Human Resources of the mutual benefit and importance of professional development. If an employee is denied application of this benefit the individual is encouraged to bring the denial to the attention of the Association in a timely manner to address the issue through the appropriate process.

SECTION 3. An employee may carry over from one fiscal year to the next the full allowance or part of the fiscal year's allowance which remains unused. The carryover allowance will be added to the allowance available in the following fiscal year. The maximum individual allowance available in any fiscal year, including carryover, cannot exceed \$1,500.

SECTION 4. This professional growth allowance is intended to replace tuition reimbursement previously provided for in the Saint Paul Salary Plan and Rates of Compensation. It is not intended to supplant nor limit departmental professional development opportunities. Attendance of employees at other professional meetings without the use of these funds and without loss of pay may be granted subject to the approval of the employee's immediate supervisor.

ARTICLE 11. HOLIDAYS

11.1 Holidays Recognized and Observed. The following days shall be recognized and observed as paid holidays:

- |                            |                        |
|----------------------------|------------------------|
| New Year's Day             | Labor Day              |
| Martin Luther King Jr. Day | Thanksgiving Day       |
| Presidents' Day            | Day After Thanksgiving |
| Memorial Day               | Christmas Day          |
| Independence Day           |                        |

Eligible employees shall receive pay for each of the holidays listed above on which they perform no work. Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

11.2 Eligibility Requirements. To be eligible for holiday pay, employees must be active on the payroll the day of the holiday. Ten (10) month employees shall receive holidays that fall within their work year, provided they meet the eligibility requirements of this section.

11.3 If Martin Luther King Jr. Day or Presidents' Day falls on a day when school is in session, the employees shall work that day at straight time and another day shall be designated as the holiday. This designated holiday shall be a day determined by agreement between the employee and the supervisor.

ARTICLE 12. VACATION

12.1 In each calendar year, each full-time employee shall be granted vacation according to the following schedule:

<u>Years of Service</u>	<u>Hours of Vacation Earned Per Hour on Payroll</u>	<u>Annual Hours Earned</u>	<u>Annual Days Earned</u>
1 <sup>st</sup> through 4th year	.0769	160	20
5th through 10th year	.0962	200	25
11th years and thereafter	.1154	240	30

Calculations are based on 2,080 hours and shall be rounded to the nearest hour. "Years of Service" means calendar years of service.

12.2 An employee may carry over into the following year up to one hundred eighty-four (184) hours of vacation.

12.3 Upon separation of service, if employee has provided ten (10) calendar days notice to the Employer, any unused, accrued vacation shall be paid at the employee's current rate of pay. If an employee has been granted more vacation than the employee has earned up to the time of separation from service, the employee shall reimburse the District for such unearned vacation at the employee's current rate of pay. If an employee is separated from service by reason of discharge, retirement or death, the employee shall be paid for any unused, accrued vacation earned up to the time of such separation. Employees who retire with unused vacation and who are eligible for severance pay will receive pay for unused vacation in the form of a contribution to the School District No. 625 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation.

12.4 Sick Leave Conversion. If an employee has an accumulation of sick leave credits in excess of one hundred and **sixty-four (164)** days, he/she may convert any part of such excess to vacation at the rate of one-half (1/2) day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave in each calendar year under this provision.

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE

13.1 Sick Leave. Sick leave shall accumulate at the rate of .0576 of a working hour for each full hour on the payroll, excluding overtime. Sick leave accumulation is unlimited. To be eligible for sick leave, the employee must report to his/her supervisor no later than one (1) hour past his/her regular scheduled starting time. The granting of sick leave shall be subject to the terms and provisions of this Agreement. A "day" for this purpose shall be equivalent to the regularly assigned work day of the employee and such leave shall be deducted from accumulated sick leave. Any employee who has accumulated sick leave as provided above shall be granted leave with pay, for such period of time as the head of the department deems necessary for the following specified allowable uses:

13.1.1 Personal Illness: Employees may use accumulated sick leave for hours off due to personal illness. The employee may be required to furnish a medical certificate from a qualified physician as evidence of illness or physical disability in order to qualify for paid sick leave as per District practice. Accumulated sick leave may also be granted for such time as is actually necessary for office visits to a doctor, dentist, optometrist, etc.

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE (continued)

- 13.1.2 Family Illness: Employees may use accumulated sick leave for hours off due to **injury, sickness or disability** of a parent, **adult child, spouse, sibling, mother-in-law, father-in-law, grandchild, grandparent, stepparent**, or a member of his/her household or to make arrangements for the care of such **injured, sick or disabled** persons. Up to one hundred **sixty (160)** hours of accumulated sick leave may be used in a **twelve month period starting January 1<sup>st</sup> of each year** to allow the employee to care for and attend to the serious or critical illness **as noted above unless otherwise in accordance with Minnesota Statute § 181.9413**. These hours when used are deducted from sick leave.
- 13.1.3 Sick Child Care Leave. Sick leave to care for a sick child shall be granted on the same terms as the employee is able to use sick leave for the employee's own illness. This leave shall only be granted pursuant to Minnesota Statute (M.S.) §181.9413 and shall remain available as provided in Statute.
- 13.1.4 Bereavement Leave. A leave of absence with pay, not to exceed five (5) days, shall be granted because of the death of an employee's spouse, child or step-child, parent or step-parent, and regular members of the immediate household. Up to three (3) days shall be granted because of death of other members of the employee's immediate family. Other members of the immediate family shall mean sister or step-sister, brother or step-brother, grandparent, grandchild, parent-in-law, son-in-law or daughter-in-law. Leave of absence for one (1) day shall be granted because of death of other close relatives. Other close relatives shall mean uncle, aunt, nephew, niece, brother-in-law and sister-in-law.
- 13.1.5 Travel Extension: If an employee is required to travel beyond a two-hundred (200) mile radius of Saint Paul for purposes related to eligible bereavement leave, two (2) additional days of sick leave may be used. Employee, if requested shall provide the Human Resource Department verification of the funeral location outside of Saint Paul.
- 13.1.6 Adoption Leave and Father with Newborn Child. Up to thirty (30) days of accumulated sick leave may be used in a contract year to attend to adoption procedures or care for a newly-adopted child or for a father with a newborn child. Use of these thirty (30) days does not need to occur consecutively. The thirty (30) days of sick leave for fathers of newborns must be used within six (6) weeks surrounding the birth of the child. For adoption the thirty (30) days of sick leave may be used for adoption processes or up to six (6) weeks following the adoption. Upon completion of the adoption process additional sick leave may be allowed for the care of a sick child as required by M. S. §18.9413.
- 13.2 Court Duty Leave.
- 13.2.1 Court Cases. Any employee who is duly subpoenaed as a witness in any case in court shall be entitled to leave with pay for that purpose provided that the employee is not a party in the case, and provided that the case is not the result of litigation undertaken by the employee or the union against the District. In cases where the Board is a party in the litigation, the employee shall be entitled to pay while attending as a witness at the request of the Board or as a co-defendant in the case.
- 13.2.2 Required Jury Duty. Any employee who is required to serve as a juror shall be granted leave with pay while serving on jury duty contingent upon the employee paying to the Board any fees received, minus travel allowance, for such jury service. The employee may seek to be excused from jury duty.

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE (continued)

- 13.3 Military Leave. Any employee who shall be a member of the National Guard, the Naval Militia or any other component of the militia of the state, now or hereafter organized or constituted under state or federal law, or who shall be a member of the Officers Reserve Corps, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve or any other reserve component of the military or naval force of the United States, now or hereafter organized or constituted under federal law, shall be entitled to leave of absence from employment without loss of pay, seniority status, efficiency rating, vacation, sick leave or other benefits for all the time when such employee is engaged with such organization or component in training or active service ordered or authorized by proper authority pursuant to law, whether for state or federal purposes, provided that such leave shall not exceed a total of fifteen (15) days in any calendar year and, further, provided that such leave shall be allowed only in case the required military or naval service is satisfactorily performed, which shall be presumed unless the contrary is established. Such leave shall not be allowed unless the employee: (1) returns to his/her position immediately upon being relieved from such military or naval service and not later than the expiration of time herein limited for such leave, or (2) is prevented from so returning by physical or mental disability or other cause not due to such employee's own fault, or (3) is required by proper authority to continue in such military or naval service beyond the time herein limited for such leave.
- 13.4. Quarantine/Catastrophic Disaster Leave. Employees will be provided up to a maximum of ten (10) days paid leave of absence for quarantine by a health officer due to a contagious disease. The same will be provided for a catastrophic disaster that occurs at the employee's school and/or community which causes the closure of the school district or the employee's worksite.
- 13.5 Eligibility for Sick Leave. To be eligible for sick leave, the employee must meet the specified uses in 13.1 and report the need for time off to his/her supervisor no later than one (1) hour past his/her regular scheduled starting time.
- 13.6 The granting of sick leave is subject to additional provisions as provided in Civil Service Rules.

ARTICLE 14. PARENTAL/MATERNITY LEAVE

- 14.1 Maternity is defined as the physical state of pregnancy of an employee, commencing eight (8) months before the estimated date of childbirth, as determined by a physician, and ending six (6) months after the date of such birth. In the event of an employee's pregnancy, the employee may apply for leave without pay at any time during the period stated above and the Employer may approve such leave at its option, and such leave may be no longer than one (1) year.
- 14.2 Parental leave shall be granted to employees for the birth or adoption of a child in accordance with applicable state and federal laws.

## ARTICLE 15. EMPLOYEE BENEFITS

### SECTION 1. ACTIVE EMPLOYEE HEALTH INSURANCE

- 1.1 The Employer will continue for the period of this Agreement to provide for active employees such health and life insurance benefits as are provided by Employer at the time of execution of this Agreement.
- 1.2 Eligibility Waiting Period. One (1) full month of continuous regularly appointed service in the District will be required before an eligible employee can receive the District contribution to premium cost for health and life insurance provided herein.
- 1.3 Full-Time Status. For the purpose of this Section, full-time employment is defined as appearing on the payroll at least thirty-two (32) hours per week or at least sixty-four (64) hours per pay period, excluding overtime hours.
- 1.4 Half-Time Status. For the purpose of this Section, half-time employment is defined as appearing on the payroll at least twenty (20) hours but less than thirty-two (32) hours per week or at least forty (40) hours but less than sixty-four (64) hours per pay period, excluding overtime hours.
- 1.5 Employer Contribution Amount: Full-Time Employees. Effective January 1, 2016, for each eligible employee covered by this Agreement who is employed full-time and who selects employee insurance coverage, the Employer agrees to contribute the cost of such coverage or \$638 per month, whichever is less. For each eligible full-time employee who selects family coverage, the Employer will contribute the cost of such family coverage or \$1,250 per month, whichever is less.
  - 1.5.1 Effective **January 1, 2017**, for each eligible employee covered by this Agreement who is employed full time and who selects employee insurance coverage, the Employer agrees to contribute the cost of such coverage or **\$653** per month, whichever is less. For each eligible full-time employee who selects family coverage, the Employer will contribute the cost of such family coverage or **\$1,285** per month, whichever is less.
- 1.6 Employer Contribution Amount: Half-Time Employees. For each eligible employee covered by this Agreement who is employed half time, the Employer agrees to contribute fifty percent (50%) of the amount contributed for full-time employees for the insurance coverages in 1.5, 1.7, 1.8 and 1.9 of this Article.
- 1.7 Employer Contribution Amount: Active 10 Month Employees. The District agrees to continue contributions for benefits during months that 10 month employees are not actively at work.
- 1.8 Employer Contribution Amount: Married Couples. Employees who are married to another District employee and who are covered under their spouse's health plan may waive the single or family contribution to health insurance and receive up to \$200 per month toward their spouse's family premium. The combination of District contributions cannot exceed the full cost of family coverage and cannot be applied in cases where the spouse is receiving health insurance through the District's cafeteria benefits plan.
- 1.9 Life Insurance. Effective January 1, 1996, the District agrees to provide term life insurance in the amount of \$50,000 for each eligible employee. This amount of life insurance shall be reduced to \$5,000 upon early retirement and shall continue until the early retiree reaches age sixty-five (65), at which time the Employer paid life insurance shall be terminated.

ARTICLE 15. EMPLOYEE BENEFITS, Section 1. (continued)

- 1.10 Dental Insurance. The Employer will contribute for each eligible employee covered by this Agreement who is employed full-time toward participation in a dental care plan offered by the Employer up to \$40 per month for employee coverage. Employees who enroll in family dental coverage may pay the difference between the cost of family coverage and the district's \$40 monthly contribution to single coverage.
- 1.11 Long-Term Disability Insurance. Effective January 1, 2003, the Employer will provide long-term disability coverage for each eligible full-time employee.
- 1.12 Flexible Spending Account. The Employer shall maintain during the term of this Agreement a plan for medical and child care expense accounts to be available to employees in this bargaining unit who are eligible for Employer-paid premium contribution for health insurance for such expenses, within the established legal regulations and Internal Revenue Service (IRS) requirements for such accounts.
- 1.13 The contributions indicated in this Article 15 shall be paid to the Employer's group health and welfare plan.
- 1.14 Any cost of any premium for any Employer-offered employee or family insurance coverage in excess of the dollar amounts stated in this Article 15 shall be paid by the employee through payroll deduction.

SECTION 2. RETIREMENT HEALTH INSURANCE AND TRANSITIONAL BENEFIT

Subd. 1. Benefit Eligibility for Employees who Retire Before Age 65.

- 1.1 Employees hired into District service before January 1, 1996, must have completed the following service eligibility requirements with the District prior to retirement in order to be eligible for any payment of any insurance premium contribution by the District after retirement:
  - A. Be receiving pension benefits from PERA, St. Paul Teachers Retirement Association or other public employee retiree program at the time of retirement and have severed the employment relationship with the District;
  - B. Must be at least fifty-five (55) years of age and have completed twenty-five (25) years of service, or;
  - C. The combination of their age and their years of service must equal eighty-five (85) or more, or;
  - D. Must have completed at least thirty (30) years of service, or;
  - E. Must have completed at least twenty (20) consecutive years of service within the District immediately preceding retirement.

Years of regular service with the City of Saint Paul will continue to be counted toward meeting the service requirement of this Subdivision 1.1 B, C or D, but not for 1.1 E.
- 1.2 Employees hired into District service after January 1, 1996, must have completed twenty (20) years of service with the District. Time with the City of Saint Paul will not be counted toward this twenty (20) year requirement.

ARTICLE 15. EMPLOYEE BENEFITS, Section 2. (continued)

1.3 Eligibility requirements for all retirees.

- A. A retiree may not carry his/her spouse as a dependent if such spouse is also a District retiree or a District employee and eligible for and is enrolled in the District health insurance program, or in any other Employer-paid health insurance program.
- B. Additional dependents beyond those designated to the District at the time of retirement may not be added at District expense after retirement.
- C. The employee must make application through District procedures prior to the date of retirement in order to be eligible for any benefits provided in this Section.
- D. Employees terminated for cause will not be eligible for employer contributions toward insurance premiums for pre-age 65 or post-age 65 coverage. At the Employer's discretion, the Employer may consider an employee's voluntary resignation in lieu of termination. The termination of an employee, if contested, must be upheld by a neutral third party.
- E. Employees hired into the District on or after January 1, 2014, will not be eligible for any district contribution toward health insurance upon retirement.

Subd. 2. Employer Contribution Levels for Employees Retiring Before Age 65.

2.1 Health Insurance Employer Contribution.

Employees who meet the requirements in Subd. 1.1 or Subd. 1.2 of this Article will receive a District contribution toward health insurance until the employee reaches sixty-five (65) years of age as defined in this subdivision.

- 2.1.1 The District contribution toward health insurance premiums will equal the same dollar amount the District contributed for single or family coverage to the carrier in the employee's last month of active employment.
- 2.1.2 In the event the District changes health insurance carriers, it will have no impact on the District contribution for such coverage.
- 2.1.3 Any employee who is receiving family coverage premium contribution at date of retirement and later changes to single coverage will receive the dollar contribution to single coverage that was provided in the contract under which the retirement became effective.

2.2 Life Insurance Employer Contribution.

The District will provide for early retirees who qualify under the conditions of 1.1 or 1.2 above, premium contributions for eligible retirees for \$5,000 of life insurance only until their 65th birthday. No life insurance will be provided, or premium contributions paid, for any retiree age sixty-five (65) or over.

Subd. 3. Benefit Eligibility for Employees After Age 65.

- 3.1 Employees hired into the District before January 1, 1996, who retired before age 65 and are receiving benefits per Subd. 2 above are eligible, upon reaching age 65, for employer premium contributions for health insurance described in Subd. 4 of this Article.
- 3.2 Employees hired into the District before January 1, 1996, who retire at age 65 or older must have completed the service eligibility requirements in Subd. 1 above to receive District contributions toward post-age-65 health insurance premiums.



ARTICLE 15. EMPLOYEE BENEFITS, Section 2. (continued)

- 3.3 Employees hired on or after January 1, 1996, shall not have or acquire in any way any eligibility for Employer-paid health insurance premium contribution for coverage in retirement at age sixty-five (65) and over in Subd. 4. Employees hired on or after January 1, 1996, shall be eligible for only early retirement insurance premium contributions as provided in Subd. 2 and Deferred Compensation match in Subd. 5.
- 3.4 Years of certified civil service time with the City of Saint Paul earned prior to January 1, 1996, will continue to be counted toward meeting the District's service requirement of this Subd. 3. Civil service time worked with City of Saint Paul after January 1, 1996, will be considered a break in District employment.
- 3.5 Employees terminated for cause will not be eligible for employer contributions toward insurance premiums for pre-age 65 or post-age 65 coverage. At the Employer's discretion, the Employer may consider an employee's voluntary resignation in lieu of termination. The termination of an employee, if contested, must be upheld by a neutral third party.

Subd. 4. Employer Contribution Levels for Employees After Age 65.

- 4.1 Employees hired into the District before January 1, 1996, who retire on or after January 1, 1998, and who meet the eligibility requirements in Subdivisions 3.1 or 3.2 of this Article are eligible for premium contributions for a Medicare Supplement health coverage policy selected by the District. Premium contributions for such policy will not exceed:

<u>Coverage Type</u>	<u>Single</u>	<u>Family</u>
Medicare Eligible	\$300 per month	\$400 per month
Non-Medicare Eligible	\$400 per month	\$500 per month

At no time shall any payment in any amount be made directly to the retiree.

Any premium cost in excess of the maximum contributions specified must be paid directly and in full by the retiree, or coverage will be discontinued.

- Subd. 5. Employees hired after January 1, 1996, are eligible to participate in an employer matched Minnesota Deferred Compensation Plan or District approved 403(b) plan. The District will match up to \$1,000 per year of consecutive active service. **Effective January 1, 2017, the District will match up to \$1,250 per year of consecutive service.** Part-time employees working half-time or more will be eligible for up to one half (50%) of the available District match.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan or District-approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations. The employee must initiate an application to participate through the District's specified procedures.

- 5.1 Employees hired in the District on or after January 1, 2014, shall be eligible for \$200 per year employer match in addition to the match amount provided in this section for employees hired after January 1, 1996.

Additionally, effective January 1, 2016, all employees hired in the District after January 1, 2014 will receive a \$200 per year District contribution toward a health care savings plan.

## ARTICLE 16. SEVERANCE PAY

Pursuant to appropriate Minnesota statutes, laws, and City ordinances, the following are provided:

- 16.1. Severance Pay. The District shall provide a separate severance pay program as set forth in this Section. Payment of severance pay shall be made within the tax year of the retirement as described in Business Office Rules. All payments made under this Subd. shall be made to the District 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation, hereinafter referred to as the "Severance Plan."
- 16.2. Eligibility. To be eligible for the Severance Plan, an employee must meet the following requirements:
  - 16.2.1 The employee must be eligible upon separation of service to receive pension under provisions of the St. Paul Teachers Retirement Fund, the Public Employees Retirement Association (PERA) or other public employee pension program.
  - 16.2.2 The employee must be voluntarily separated from District employment or have been subject to separation by layoff or retirement. Those employees who are discharged for cause, misconduct, inefficiency, incompetence or any other disciplinary reason are not eligible for this severance pay program.
  - 16.2.3 For the purpose of this Severance Plan, a death of an employee shall be considered as separation of employment and, if the employee would have met all of the requirements set forth in this Section at the time of his or her death, contributions to the Severance Plan shall be made to the employee's estate.
- 16.3. Severance Pay
  - 16.3.1 Early Notification Incentive. Employees who meet eligibility requirements of 16.2 of this Article and who complete, sign and submit a Resignation Notice form to the Director of Human Resources three (3) months prior to retirement will receive a District contribution of \$2,500 to the Severance Plan.
  - 16.3.2 Pay for Unused Sick Leave
    - 16.3.2.1 If an employee notifies the Human Resource Department three (3) months in advance of the date of retirement and requests severance pay and if the employee meets the eligibility requirements set forth in 16.2 above, he or she will receive a District contribution to the Severance Plan in an amount equal to \$125 for each day of accrued, unused sick leave, up to 164 days. In this instance, the maximum amount of severance pay will not exceed \$20,500.
    - 16.3.2.2 If an employee notifies the Human Resource Department in less than three (3) months in advance of the date of retirement and requests severance pay and if the employee meets the eligibility requirement set forth above, he or she will receive a District contribution to the Severance Plan in an amount equal to \$100 pay for each day of accrued, unused sick leave up to 150 days. In this instance, the maximum amount of severance pay will not exceed \$15,000.
    - 16.3.2.3 If exigent circumstances exist, such as a sudden illness/injury of the employee or immediate family member necessitating immediate retirement, and if the employee meets the eligibility requirements set forth above, he or she will receive a District contribution to the Severance Plan in an amount equal to \$125 pay for each day of accrued, unused sick leave up to 164 days.

ARTICLE 16. SEVERANCE PAY (continued)

- 16.3.3 Maximum Severance Pay. The maximum amount of severance pay that any employee may obtain through this Severance Plan, excluding pay for earned, unused vacation, is \$23,000.
- 16.4 Pay for Earned, Unused Vacation. Employees who meet the eligibility requirements of 16.2 of this Article, who qualify for severance pay per 16.3 of this Article, and who retire with earned, unused vacation shall receive pay for such vacation. Payment for earned, unused vacation shall be made to the Severance Plan. Nothing in this Article precludes an employee from receiving direct compensation for earned, unused vacation if he or she does not meet the severance pay eligibility requirements herein.

ARTICLE 17. LEGAL SERVICES

- 17.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, Employer shall defend, save harmless and indemnify employee against any tort claim or demand, whether groundless or otherwise, arising out of alleged acts or omission occurring in the performance or scope of employee's duties.
- 17.2 Notwithstanding (17.1), the Employer shall not be responsible for paying any legal service fee or for providing any legal service arising from any legal action where the employee is the plaintiff.

ARTICLE 18. DISCIPLINE

- 18.1 The Employer will discipline employees for just cause only. Discipline will be in the form of:
- 18.1.1 Written reprimand;
  - 18.1.2 Suspension;
  - 18.1.3 Reduction;
  - 18.1.4 Discharge.
- 18.2 Suspensions, reductions, and discharges will be in written form.
- 18.3 Employees and the Association will receive copies of written reprimands and notices of suspension and discharge.
- 18.4 Employees may examine all information in their Employer personnel files that concerns work evaluations, commendations and/or disciplinary actions. Files may be examined at reasonable times under the direct supervision of the Employer.
- 18.5 Preliminary Review. Prior to issuing a disciplinary action of unpaid suspension, demotion, or discharge, the supervisor will make a recommendation to his/her supervisor regarding proposed discipline. That supervisor will then schedule a meeting with the employee prior to making a final determination of the proposed discipline. The employee shall have the opportunity to have union representation present and be provided the opportunity to speak on his/her behalf regarding the proposed action. If the employee is unable to meet with the supervisor, the employee and/or union will be given the opportunity to respond in writing.

ARTICLE 18. DISCIPLINE (continued)

- 18.6 An employee to be questioned concerning an investigation of disciplinary action shall have the right to request that an Association Representative be present.
- 18.7 A grievance relating to this Article shall be processed in accordance with the grievance procedure of this Agreement in Article 19 and M.S. § 179A.20, Subd. 4. This provision is not intended to abrogate rights of veterans pursuant to statute.

ARTICLE 19. GRIEVANCE PROCEDURE

- 19.1 The Employer shall recognize stewards selected in accordance with Association rules and regulations as the grievance representatives of the bargaining unit. The Association shall notify the Employer in writing of the names of the stewards and of their successors when so named.
- 19.2 It is recognized and accepted by the Employer and the Association that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during normal working hours only when consistent with such employee duties and responsibilities. The steward involved and a grieving employee shall suffer no loss in pay when a grievance is processed during working hours, provided the steward and the employee have notified and received the approval of their supervisor to be absent to process a grievance and that such absence would not be detrimental to the work programs of the Employer.
- 19.3 The procedure established by this Article shall be the sole and exclusive procedure for the processing of grievances, which are defined as an alleged violation of the terms and conditions of this Agreement.
- 19.4 Grievances shall be resolved in conformance with the following procedure:
- Step 1. Upon the occurrence of an alleged violation of this Agreement, the employee involved with or without the steward shall attempt to resolve the matter on an informal basis with the employee's supervisor. If the matter is not resolved to the employee's satisfaction by the informal discussion, it may be reduced to writing and referred to Step 2 by the Association. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the alleged section(s) of the Agreement violated, and relief requested. Any alleged violation of the Agreement not reduced to writing by the Association within ten (10) workdays of the first occurrence of the event giving rise to the grievance, shall be considered waived.
- Step 2. Within ten (10) workdays after receiving the written grievance, a designated Employer supervisor shall meet with the Association steward and attempt to resolve the grievance. If, as a result of this meeting, the grievance remains unresolved, the Employer shall reply in writing to the Association within five (5) workdays following this meeting. The Association may refer the grievance in writing to Step 3 within ten (10) workdays following receipt of the Employer's written answer. Any grievance not referred in writing by the Association within ten (10) workdays following receipt of the Employer's answer shall be considered waived.

ARTICLE 19. GRIEVANCE PROCEDURE (continued)

Step 3. Within ten (10) workdays following receipt of a grievance referred from Step 2, a designated Employer supervisor shall meet with the Association's representative or his designated representative, the Employee, and the Steward, and attempt to resolve the grievance. Within ten (10) workdays following this meeting, the Employer shall reply in writing to the Association stating the Employer's answer concerning the grievance. If, as a result of the written response, the grievance remains unresolved, the Association may refer the grievance to Step 4. Any grievance not referred in writing by the Association to grievance mediation or Step 4 within ten (10) workdays following receipt of the Employer's answer shall be considered waived. The Employer within ten (10) working days of receipt of the request for review at Step 4 may refer the grievance to grievance mediation or allow the grievance to proceed to Step 4.

Step 4. If the grievance remains unresolved after the Step 3 response and/or grievance mediation, the Association may within ten (10) workdays after the response of the Employer or conclusion of mediation, request arbitration of the grievance. The arbitration proceedings shall be conducted by an arbitrator to be selected by mutual agreement of the Employer and the Association within ten (10) workdays after notice has been given. If the parties fail to mutually agree upon an arbitrator within the said ten (10)-day period, either party may request the Bureau of Mediation Services to submit a panel of five (5) arbitrators. Both the Employer and the Association shall have the right to strike two (2) names from the panel. The order of striking will be determined by the flip of a coin. The process will be repeated and the remaining person shall be the arbitrator.

- 19.5 The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue submitted in writing by the Employer and the Association, and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the Employer, the Association, and the employees.
- 19.6 The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Association, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.
- 19.7 The time limits in each step of this procedure may be extended by mutual agreement of the Employer and the Association.
- 19.8 It is understood by the Association and the Employer that if an issue is determined by this grievance procedure, it shall not again be submitted for determination in another forum. If an issue is determined by any other forum, it shall not again be submitted for arbitration under this grievance procedure.

ARTICLE 20. NON-DISCRIMINATION

- 20.1 **The terms and conditions of this Agreement will be applied to employees equally without regard to or discrimination for or against any individual because of race, color, creed, sex, age, or because of membership or non-membership in the Association. The Association recognizes its responsibility as bargaining agent and agrees fairly to represent all employees in the bargaining unit. Notwithstanding this obligation, if fair share fees under PELRA (M.S. §179A) are prohibited under law, the Employer recognizes the right of the Association to charge nonmembers of the Association a reasonable service fee for representation in grievances, appeals and hearings. The Association assumes full responsibility for the collection of this fee.**
- 20.2 Employees will perform their duties and responsibilities in a non-discriminatory manner as such duties and responsibilities involve other employees and the general public.

ARTICLE 21. WORK STOPPAGE

- 21.1 The Association and the Employer agree that there shall be no strikes, work stoppages, slow-downs, sit-down, stay-in or other concerted interference with the Employer's business or affairs by any of said Association and/or members thereof, and there shall be no bannering during existence of this Agreement without first using all possible means of peaceful settlement of any controversy which may arise. Employees engaging in same shall be liable for disciplinary action.

ARTICLE 22. MILEAGE

SECTION 1. MILEAGE ALLOWANCE. Employees of the School District, under policy adopted by the Board of Education, may be reimbursed for the use of their automobiles for school business. The mileage allowance for eligible employees shall be established by the Board of Education. The mileage reimbursement rate shall be indexed periodically to reflect the rate established by the IRS.

SECTION 2. REIMBURSEMENT PROCEDURES. An employee must keep a record of each trip made. Reimbursement shall be for the actual mileage driven in the performance of assigned duties as verified by the appropriate school district administrator and in accordance with School District Business Office policies and procedures.

ARTICLE 23. SAVING CLAUSE

- 23.1 This Agreement is subject to the laws of the United States, the State of Minnesota. In the event any provisions of this Agreement shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party. All other provisions of this Agreement shall continue in full force and effect.

ARTICLE 24. DURATION AND EFFECTIVE DATE

- 24.1 Except as herein provided, this Agreement shall be effective as of January 1, 2016, and shall continue in full force and effect through December 31, 2017, and thereafter until modified or amended by mutual agreement of the parties. Either party desiring to amend or modify this Agreement shall notify the other in writing so as to comply with the provisions of the Public Employment Labor Relations Act of 1971, as amended.
- 24.2 This constitutes a tentative agreement between the parties which will be recommended by the Negotiations/Employee Relations Manager, but is subject to the approval of the Board of Education of Independent School District No. 625 and is also subject to ratification by the Association.

WITNESSES:

INDEPENDENT SCHOOL DISTRICT NO. 625

THE CITY OF SAINT PAUL PROFESSIONAL  
EMPLOYEES ASSOCIATION

\_\_\_\_\_  
Chair, Board of Education

\_\_\_\_\_  
President, P.E.A.

\_\_\_\_\_  
Executive Director of Human Resources

\_\_\_\_\_  
Legal Counsel, P.E.A.

\_\_\_\_\_  
Negotiations/Employee Relations  
Assistant Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_

**APPENDIX A**

**TITLES AND SALARIES**

	Year 0	1	2	3	4	5	6	7	8	9	15	20
Step 1	2	3	4	5	6	7	8	9	10	11	12	
<b><u>Grade 3</u></b>												
Fund Development Assistant Public Information Specialist 1												
<b>1-1-16</b>	\$40,200	\$42,232	\$44,306	\$46,575	\$48,880	\$51,373	\$53,867	\$55,703	\$56,359	\$59,462	\$62,583	\$63,053
<b>12-24-16</b>	\$40,602	\$42,654	\$44,749	\$47,041	\$49,369	\$51,887	\$54,406	\$56,260	\$56,923	\$60,057	\$63,209	\$63,684
<b><u>Grade 5</u></b>												
Graphic Artist 1 Grants Assistant Management Assistant 1 Technical Training Assistant												
<b>1-1-16</b>	\$42,624	\$44,851	\$47,043	\$49,387	\$51,815	\$54,447	\$57,121	\$59,067	\$59,763	\$63,052	\$66,174	\$66,645
<b>12-24-16</b>	\$43,050	\$45,300	\$47,513	\$49,881	\$52,333	\$54,991	\$57,692	\$59,658	\$60,361	\$63,683	\$66,836	\$67,311
<b><u>Grade 6</u></b>												
Environmental Assistant												
<b>1-1-16</b>	\$43,954	\$46,183	\$48,490	\$50,877	\$53,377	\$56,121	\$58,869	\$60,875	\$61,591	\$64,983	\$68,107	\$68,576
<b>12-24-16</b>	\$44,394	\$46,645	\$48,975	\$51,386	\$53,911	\$56,682	\$59,458	\$61,484	\$62,207	\$65,633	\$68,788	\$69,262
<b><u>Grade 7</u></b>												
Accountant I Librarian I Public Information Specialist 2 Research Analyst I												
<b>1-1-16</b>	\$45,283	\$47,511	\$49,937	\$52,441	\$55,020	\$57,796	\$60,661	\$62,727	\$63,464	\$66,962	\$70,084	\$70,554
<b>12-24-16</b>	\$45,736	\$47,986	\$50,436	\$52,965	\$55,570	\$58,374	\$61,268	\$63,354	\$64,099	\$67,632	\$70,785	\$71,260
<b><u>Grade 8</u></b>												
Workforce Management 1												
<b>1-1-16</b>	\$46,650	\$48,959	\$51,345	\$53,966	\$56,660	\$59,551	\$62,492	\$64,619	\$65,380	\$68,983	\$72,105	\$72,575
<b>12-24-16</b>	\$47,117	\$49,449	\$51,858	\$54,506	\$57,227	\$60,147	\$63,117	\$65,265	\$66,034	\$69,673	\$72,826	\$73,301



**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year 0	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 9</b>												
Environmental Specialist 1												
Facilities Department Assistant												
Management Assistant 2												
Nutrition Specialist												
Security & Emergency Management Department Assistant (effective 1/23/13)												
<b>1-1-16</b>	\$48,022	\$50,408	\$52,946	\$55,608	\$58,384	\$61,266	\$64,321	\$66,512	\$67,297	\$71,003	\$74,124	\$74,595
<b>12-24-16</b>	\$48,502	\$50,912	\$53,475	\$56,164	\$58,968	\$61,879	\$64,964	\$67,177	\$67,970	\$71,713	\$74,865	\$75,341
<b>Grade 10</b>												
<b>Accountability Assistant (Effective 1/10/2016)</b>												
Contract Coordinator												
Energy Efficiency Coordinator												
Furniture and Move Coordinator												
Graphic Artist 2												
Human Resource Coordinator												
Research Analyst 2												
Security & Emergency Management Project Coordinator												
Student Information System Support Specialist												
Training Specialist												
<b>1-1-16</b>	\$49,387	\$51,890	\$54,510	\$57,248	\$60,065	\$63,141	\$66,315	\$68,575	\$69,380	\$73,204	\$76,326	\$76,797
<b>12-24-16</b>	\$49,881	\$52,409	\$55,055	\$57,820	\$60,666	\$63,772	\$66,978	\$69,261	\$70,074	\$73,936	\$77,089	\$77,565
<b>Grade 11</b>												
Accountant 2												
Architect 1												
Energy & Sustainability Coordinator												
<b>1-1-16</b>	\$50,951	\$53,495	\$56,154	\$59,010	\$61,903	\$64,895	\$68,311	\$70,640	\$71,468	\$75,404	\$78,525	\$78,996
<b>12-24-16</b>	\$51,461	\$54,030	\$56,716	\$59,600	\$62,522	\$65,544	\$68,994	\$71,346	\$72,183	\$76,158	\$79,310	\$79,786

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year 0	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	11	12
<b><u>Grade 12</u></b>												
Benefits Specialist 2												
Digital Editor												
Human Rights Investigator												
Nutrition and Custodial Services Purchasing Analyst												
Safety Specialist												
Systems Analyst 1												
Technology Construction Project Coordinator												
Value Analyst 1												
Workforce Management Specialist 2												
<b>1-1-16</b>	\$52,479	\$55,062	\$57,836	\$60,729	\$63,741	\$67,049	\$70,346	\$72,740	\$73,598	\$77,651	\$80,773	\$81,243
<b>12-24-16</b>	\$53,004	\$55,613	\$58,414	\$61,336	\$64,378	\$67,719	\$71,049	\$73,467	\$74,334	\$78,428	\$81,581	\$82,055
<b><u>Grade 13</u></b>												
Environmental Specialist 2												
Fund Development Specialist												
Management Assistant 3												
Marketing Communications Senior Associate												
Senior Marketing and Development Specialist												
<b>1-1-16</b>	\$54,046	\$56,780	\$59,517	\$62,530	\$65,734	\$69,004	\$72,377	\$74,843	\$75,725	\$79,895	\$83,017	\$83,488
<b>12-24-16</b>	\$54,586	\$57,348	\$60,112	\$63,155	\$66,391	\$69,694	\$73,101	\$75,591	\$76,482	\$80,694	\$83,847	\$84,323
<b><u>Grade 14</u></b>												
Ombudsperson												
Research Analyst 3												
Recruitment and Diversity Specialist												
Safety Program Specialist												
Workforce Design Specialist												
Workforce Management Specialist 3												
<b>1-1-16</b>	\$55,645	\$58,424	\$61,393	\$64,405	\$67,652	\$71,038	\$74,616	\$77,159	\$78,068	\$82,366	\$85,488	\$85,958
<b>12-24-16</b>	\$56,201	\$59,008	\$62,007	\$65,049	\$68,329	\$71,748	\$75,362	\$77,931	\$78,849	\$83,190	\$86,343	\$86,818

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year 0	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 15</b>												
Accountant 3												
Architect 2												
Facilities Maintenance Planner												
Maintenance and Capital Improvement Planner												
<b>1-1-16</b>	\$57,328	\$60,145	\$63,194	\$66,322	\$69,645	\$73,232	\$76,894	\$79,516	\$80,449	\$84,881	\$88,003	\$88,475
<b>12-24-16</b>	\$57,901	\$60,746	\$63,826	\$66,985	\$70,341	\$73,964	\$77,663	\$80,311	\$81,253	\$85,730	\$88,883	\$89,360
<b>Grade 16</b>												
Business Analyst												
Environmental Specialist 3												
Facilities Data Coordinator												
Human Resource Consultant												
Human Resource Information Management Analyst												
<b>Information Technology Purchasing Analyst (Effective 2/17/2015)</b>												
Management Information Systems Analyst/Applications Support												
Network Specialist												
PeopleSoft Information Management Analyst												
Systems Analyst 2												
Systems Support Specialist 3												
Transportation Data Coordinator												
Value Analyst 2												
<b>1-1-16</b>	\$59,049	\$62,023	\$65,109	\$68,352	\$71,797	\$75,385	\$79,131	\$81,827	\$82,791	\$87,351	\$90,474	\$90,944
<b>12-24-16</b>	\$59,639	\$62,643	\$65,760	\$69,036	\$72,515	\$76,139	\$79,922	\$82,645	\$83,619	\$88,225	\$91,379	\$91,853
<b>Grade 17</b>												
Business Operations & Systems Coordinator												
Emergency Preparedness Coordinator												
Operations Performance Enhancement Specialist												
<b>1-1-16</b>	\$60,846	\$63,819	\$66,989	\$70,387	\$73,909	\$77,699	\$81,615	\$84,394	\$85,390	\$90,091	\$93,214	\$93,683
<b>12-24-16</b>	\$61,454	\$64,457	\$67,659	\$71,091	\$74,648	\$78,476	\$82,431	\$85,238	\$86,244	\$90,992	\$94,146	\$94,620

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year 0	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 18</b>												
Fund Development Coordinator												
Human Resource Information Management Specialist												
Information Systems Management Specialist												
<b>Information Technology Service Management Specialist (Effective 2/17/2015)</b>												
Marketing and Media Relations Coordinator												
PeopleSoft/ Oracle Information Systems Specialist												
Public Relations Coordinator												
Senior Budget Analyst												
Senior Ombudsperson												
Student Information System Support Analyst												
<b>1-1-16</b>	\$62,606	\$65,811	\$69,059	\$72,578	\$76,175	\$80,052	\$83,931	\$86,792	\$87,811	\$92,650	\$95,772	\$96,243
<b>12-24-16</b>	\$63,232	\$66,469	\$69,750	\$73,304	\$76,937	\$80,853	\$84,770	\$87,660	\$88,689	\$93,577	\$96,730	\$97,205
<b>Grade 20</b>												
Architect III												
Assessment Specialist												
Indoor Air Quality Coordinator												
Mechanical Engineer 3												
Systems Analyst 3												
<b>1-1-16</b>	\$66,478	\$69,802	\$73,280	\$76,958	\$80,791	\$84,838	\$89,099	\$92,134	\$93,218	\$98,355	\$101,477	\$101,947
<b>12-24-16</b>	\$67,143	\$70,500	\$74,013	\$77,728	\$81,599	\$85,686	\$89,990	\$93,055	\$94,150	\$99,339	\$102,492	\$102,966
<b>Grade 22</b>												
Human Resource Project Consultant												
Program Evaluator												
<b>1-1-16</b>	\$70,505	\$74,025	\$77,739	\$81,610	\$85,676	\$90,024	\$94,509	\$97,730	\$98,878	\$104,326	\$107,448	\$107,918
<b>12-24-16</b>	\$71,210	\$74,765	\$78,516	\$82,426	\$86,533	\$90,924	\$95,454	\$98,707	\$99,867	\$105,369	\$108,522	\$108,997
<b>Grade 25</b>												
Business Intelligence Developer/ Administrator												
People Soft Administrator												
<b>1-1-16</b>	\$77,076	\$80,908	\$84,895	\$89,160	\$93,618	\$98,399	\$103,257	\$106,776	\$108,032	\$113,985	\$117,107	\$117,578
<b>12-24-16</b>	\$77,847	\$81,717	\$85,744	\$90,052	\$94,554	\$99,383	\$104,290	\$107,844	\$109,112	\$115,125	\$118,278	\$118,754

**APPENDIX A (continued)**

**TITLES AND SALARIES**

Year	1	2	3	4	5	6	7	8	9	15	20
Step	2	3	4	5	6	7	8	9	10	11	12

**Grade 29**

Database Administrator

<b>1-1-16</b>	\$86,734	\$91,035	\$95,570	\$100,419	\$105,426	\$110,726	\$116,235	\$120,193	\$121,607	\$128,307	\$131,428	\$131,899
<b>12-24-16</b>	\$87,601	\$91,945	\$96,526	\$101,423	\$106,480	\$111,833	\$117,397	\$121,395	\$122,823	\$129,590	\$132,742	\$133,218

**Grade 30**

Network/Information Systems Administrator

<b>1-1-16</b>	\$89,353	\$93,774	\$98,426	\$103,394	\$108,554	\$113,957	\$119,774	\$123,855	\$125,313	\$132,216	\$135,339	\$135,809
<b>12-24-16</b>	\$90,247	\$94,712	\$99,410	\$104,428	\$109,640	\$115,097	\$120,972	\$125,094	\$126,566	\$133,538	\$136,692	\$137,167

Annual salaries are based on 2,080 hours. If a contract work year exceeds 2,080 hours, additional salary will be based on the daily/hourly rate of pay.

APPENDIX B

TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION

<u>Grades</u>	<u>Classified Titles</u>
Grade 7	Accountant 1
Grade 11	Accountant 2
Grade 15	Accountant 3
Grade 11	Architect 1
Grade 15	Architect 2
Grade 20	Architect 3
Grade 16	Business Analyst
Grade 25	Business Intelligence Developer/Administrator
Grade 6	Environmental Assistant
Grade 9	Environmental Specialist 1
Grade 13	Environmental Specialist 2
Grade 16	Environmental Specialist 3
Grade 5	Graphic Artist 1
Grade 10	Graphic Artist 2
Grade 20	Indoor Air Quality Coordinator
<b>Grade 16</b>	<b>Information Technology Purchasing Analyst (Eff:2/17/2015)</b>
<b>Grade 18</b>	<b>Information Technology Service Management Specialist (Eff: 2/17/2015)</b>
Grade 15	Maintenance and Capital Improvement Planner
Grade 5	Management Assistant 1
Grade 9	Management Assistant 2
Grade 13	Management Assistant 3
Grade 20	Mechanical Engineer 3
Grade 12	Multimedia Specialist
Grade 16	Network Specialist
Grade 12	Nutrition and Custodial Services Purchasing Analyst
Grade 25	PeopleSoft Administrator
Grade 3	Public Information Specialist 1
Grade 7	Public Information Specialist 2
Grade 7	Research Analyst 1
Grade 10	Research Analyst 2
Grade 14	Research Analyst 3
Grade 12	Safety Specialist
Grade 9	Security & Emergency Management Department Assistant
Grade 18	Senior Budget Analyst
Grade 12	Systems Analyst 1
Grade 16	Systems Analyst 2
Grade 20	Systems Analyst 3
Grade 10	Training Specialist
Grade 12	Value Analyst 1
Grade 16	Value Analyst 2

**Appendix B (continued)**

**TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION**

<b><u>Grades</u></b>	<b><u>Unclassified Titles</u></b>
Grade 9	Accountability Assistant
Grade 20	Assessment Specialist
Grade 12	Benefits Specialist 2
Grade 17	Business Operations and Systems Coordinator
Grade 12	Communications Specialist
Grade 10	Contract Coordinator
Grade 29	Database Administrator
Grade 12	Digital Editor
Grade 17	Emergency Preparedness Coordinator
Grade 10	Energy Efficiency Coordinator
Grade 11	Energy & Sustainability Coordinator
Grade 16	Facilities Data Coordinator
Grade 9	Facilities Department Assistant
Grade 15	Facilities Maintenance Planner
Grade 3	Fund Development Assistant
Grade 18	Fund Development Coordinator
Grade 13	Fund Development Specialist
Grade 10	Furniture and Move Coordinator
Grade 16	Human Resource Consultant
Grade 10	Human Resource Coordinator
Grade 16	Human Resource Information Management Analyst
Grade 18	Human Resource Information Management Systems Specialist
Grade 22	Human Resources Project Consultant
Grade 14	Human Resource Specialist
Grade 12	Human Rights Investigator
Grade 18	Marketing and Media Relations Coordinator
Grade 13	Marketing Communications Senior Associate
Grade 16	MIS Analyst/Application Support
Grade 30	Network/Information Systems Administrator
Grade 9	Nutrition Specialist
Grade 14	Ombudsperson
Grade 17	Operations Performance Enhancement Specialist
Grade 16	PeopleSoft Information Management Analyst
Grade 18	PeopleSoft/ Oracle Information Systems Specialist
Grade 22	Program Evaluator
Grade 18	Public Relations Coordinator
Grade 14	Recruitment and Diversity Specialist
Grade 14	Safety Program Specialist
Grade 10	Security and Emergency Management Project Coordinator
Grade 13	Senior Marketing and Development Specialist
Grade 18	Senior Ombudsperson
Grade 18	Student Information System Support Analyst
Grade 10	Student Information System Support Specialist
Grade 16	Systems Support Specialist 3
Grade 5	Technical Training Assistant
Grade 12	Technology Construction Project Coordinator
Grade 16	Transportation Data Coordinator

Appendix B (continued)

**TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION**

<b><u>Grades</u></b>	<b><u>Unclassified Titles</u></b>
Grade 14	Workforce Design Specialist
Grade 8	Workforce Management Specialist 1
Grade 12	Workforce Management Specialist 2
Grade 14	Workforce Management Specialist 3



**APPENDIX C**

**STANDARD RANGES, January 1, 2016  
PROFESSIONAL EMPLOYEES' ASSOCIATION**

Years	Start	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	15	20
Grade 1	37,933	39,769	41,764	43,916	46,025	48,422	50,774	52,503	53,121	56,047	59,168	59,640
2	39,066	40,982	43,055	45,166	47,474	49,861	52,362	54,145	54,783	57,800	60,921	61,392
3	40,200	42,232	44,306	46,575	48,880	51,373	53,867	55,703	56,359	59,462	62,583	63,053
4	41,412	43,443	45,676	47,980	50,367	52,848	55,534	57,425	58,102	61,303	64,426	64,896
5	42,624	44,851	47,043	49,387	51,815	54,447	57,121	59,067	59,763	63,052	66,174	66,645
6	43,954	46,183	48,490	50,877	53,377	56,121	58,869	60,875	61,591	64,983	68,107	68,576
7	45,283	47,511	49,937	52,441	55,020	57,796	60,661	62,727	63,464	66,962	70,084	70,554
8	46,650	48,959	51,345	53,966	56,660	59,551	62,492	64,619	65,380	68,983	72,105	72,575
9	48,022	50,408	52,946	55,608	58,384	61,266	64,321	66,512	67,297	71,003	74,124	74,595
10	49,387	51,890	54,510	57,248	60,065	63,141	66,315	68,575	69,380	73,204	76,326	76,797
11	50,951	53,495	56,154	59,010	61,903	64,895	68,311	70,640	71,468	75,404	78,525	78,996
12	52,479	55,062	57,836	60,729	63,741	67,049	70,346	72,740	73,598	77,651	80,773	81,243
13	54,046	56,780	59,517	62,530	65,734	69,004	72,377	74,843	75,725	79,895	83,017	83,488
14	55,645	58,424	61,393	64,405	67,652	71,038	74,616	77,159	78,068	82,366	85,488	85,958
15	57,328	60,145	63,194	66,322	69,645	73,232	76,894	79,516	80,449	84,881	88,003	88,475
16	59,049	62,023	65,109	68,352	71,797	75,385	79,131	81,827	82,791	87,351	90,474	90,944
17	60,846	63,819	66,989	70,387	73,909	77,699	81,615	84,394	85,390	90,091	93,214	93,683
18	62,606	65,811	69,059	72,578	76,175	80,052	83,931	86,792	87,811	92,650	95,772	96,243
19	64,483	67,729	71,129	74,691	78,483	82,325	86,495	89,442	90,492	95,476	98,598	99,069
20	66,478	69,802	73,280	76,958	80,791	84,838	89,099	92,134	93,218	98,355	101,477	101,947
21	68,433	71,876	75,473	79,305	83,175	87,389	91,783	94,912	96,026	101,317	104,439	104,910
22	70,505	74,025	77,739	81,610	85,676	90,024	94,509	97,730	98,878	104,326	107,448	107,918
23	72,668	76,255	80,022	84,114	88,259	92,777	97,399	100,716	101,903	107,515	110,637	111,108
24	74,770	78,561	82,472	86,577	90,960	95,488	100,207	103,621	104,838	110,615	113,737	114,208
25	77,076	80,908	84,895	89,160	93,618	98,399	103,257	106,776	108,032	113,985	117,107	117,578
26	79,421	83,253	87,517	91,896	96,470	101,351	106,349	109,972	111,265	117,396	120,518	120,988
27	81,728	85,833	90,097	94,631	99,363	104,343	109,564	113,298	114,628	120,941	124,063	124,533
28	84,191	88,418	92,875	97,411	102,297	107,533	112,858	116,703	118,075	124,582	127,704	128,174
29	86,734	91,035	95,570	100,419	105,426	110,726	116,235	120,193	121,607	128,307	131,428	131,899
30	89,353	93,774	98,426	103,394	108,554	113,957	119,774	123,855	125,313	132,216	135,339	135,809
31	92,014	96,628	101,437	106,483	111,800	117,466	123,297	127,497	128,997	136,103	139,226	139,695
32	94,713	99,522	104,486	109,728	115,164	121,017	126,975	131,304	132,847	140,165	143,288	143,759
33	97,566	102,493	107,615	113,051	118,644	124,646	130,841	135,298	136,890	144,429	147,552	148,023
34	100,499	105,582	110,859	116,378	122,202	128,358	134,829	139,421	141,063	148,832	151,956	152,426
35	103,547	108,790	114,147	119,857	125,839	132,266	138,817	143,543	145,234	153,234	156,357	156,827
36	106,639	111,958	117,589	123,494	129,632	136,173	142,923	147,793	149,531	157,770	160,892	161,363
37	109,844	115,319	121,068	127,167	133,504	140,283	147,235	152,252	154,045	162,530	165,652	166,123
38	113,169	118,801	124,745	130,962	137,531	144,509	151,630	156,794	158,642	167,378	170,500	170,970
39	116,536	122,358	128,460	134,950	141,676	148,777	156,229	161,549	163,452	172,456	175,578	176,048
40	120,052	126,076	132,370	138,899	145,938	153,567	160,908	166,388	168,346	177,621	180,743	181,213
41	123,610	129,826	136,278	143,080	150,239	158,111	165,667	171,311	173,326	182,875	185,996	186,468
42	127,363	133,659	140,346	147,347	154,735	162,856	170,671	176,485	178,565	188,397	191,519	191,989
43	131,120	137,727	144,572	151,804	159,431	167,763	175,798	181,788	183,925	194,057	197,179	197,650
44	135,066	141,831	148,948	156,421	164,201	172,788	181,086	187,254	189,458	199,896	203,017	203,487
45	139,175	146,093	153,369	161,021	169,088	177,934	186,499	192,851	195,120	205,867	208,990	209,460

Annual salaries are based on 2,080 hours. If a contract work year exceeds 2,080 hours, additional salary will be paid based on the daily/hourly rate of pay.

**APPENDIX C (continued)**

**STANDARD RANGES, DECEMBER 24, 2016  
PROFESSIONAL EMPLOYEES ASSOCIATION**

Years	Start	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	15	20
Grade 1	38,312	40,167	42,182	44,355	46,485	48,906	51,282	53,028	53,652	56,607	59,760	60,236
2	39,457	41,392	43,486	45,618	47,949	50,360	52,886	54,686	55,331	58,378	61,530	62,006
3	40,602	42,654	44,749	47,041	49,369	51,887	54,406	56,260	56,923	60,057	63,209	63,684
4	41,826	43,877	46,133	48,460	50,871	53,376	56,089	57,999	58,683	61,916	65,070	65,545
5	43,050	45,300	47,513	49,881	52,333	54,991	57,692	59,658	60,361	63,683	66,836	67,311
6	44,394	46,645	48,975	51,386	53,911	56,682	59,458	61,484	62,207	65,633	68,788	69,262
7	45,736	47,986	50,436	52,965	55,570	58,374	61,268	63,354	64,099	67,632	70,785	71,260
8	47,117	49,449	51,858	54,506	57,227	60,147	63,117	65,265	66,034	69,673	72,826	73,301
9	48,502	50,912	53,475	56,164	58,968	61,879	64,964	67,177	67,970	71,713	74,865	75,341
10	49,881	52,409	55,055	57,820	60,666	63,772	66,978	69,261	70,074	73,936	77,089	77,565
11	51,461	54,030	56,716	59,600	62,522	65,544	68,994	71,346	72,183	76,158	79,310	79,786
12	53,004	55,613	58,414	61,336	64,378	67,719	71,049	73,467	74,334	78,428	81,581	82,055
13	54,586	57,348	60,112	63,155	66,391	69,694	73,101	75,591	76,482	80,694	83,847	84,323
14	56,201	59,008	62,007	65,049	68,329	71,748	75,362	77,931	78,849	83,190	86,343	86,818
15	57,901	60,746	63,826	66,985	70,341	73,964	77,663	80,311	81,253	85,730	88,883	89,360
16	59,639	62,643	65,760	69,036	72,515	76,139	79,922	82,645	83,619	88,225	91,379	91,853
17	61,454	64,457	67,659	71,091	74,648	78,476	82,431	85,238	86,244	90,992	94,146	94,620
18	63,232	66,469	69,750	73,304	76,937	80,853	84,770	87,660	88,689	93,577	96,730	97,205
19	65,128	68,406	71,840	75,438	79,268	83,148	87,360	90,336	91,397	96,431	99,584	100,060
20	67,143	70,500	74,013	77,728	81,599	85,686	89,990	93,055	94,150	99,339	102,492	102,966
21	69,117	72,595	76,228	80,098	84,007	88,263	92,701	95,861	96,986	102,330	105,483	105,959
22	71,210	74,765	78,516	82,426	86,533	90,924	95,454	98,707	99,867	105,369	108,522	108,997
23	73,395	77,018	80,822	84,955	89,142	93,705	98,373	101,723	102,922	108,590	111,743	112,219
24	75,518	79,347	83,297	87,443	91,870	96,443	101,209	104,657	105,886	111,721	114,874	115,350
25	77,847	81,717	85,744	90,052	94,554	99,383	104,290	107,844	109,112	115,125	118,278	118,754
26	80,215	84,086	88,392	92,815	97,435	102,365	107,412	111,072	112,378	118,570	121,723	122,198
27	82,545	86,691	90,998	95,577	100,357	105,386	110,660	114,431	115,774	122,150	125,304	125,778
28	85,033	89,302	93,804	98,385	103,320	108,608	113,987	117,870	119,256	125,828	128,981	129,456
29	87,601	91,945	96,526	101,423	106,480	111,833	117,397	121,395	122,823	129,590	132,742	133,218
30	90,247	94,712	99,410	104,428	109,640	115,097	120,972	125,094	126,566	133,538	136,692	137,167
31	92,934	97,594	102,451	107,548	112,918	118,641	124,530	128,772	130,287	137,464	140,618	141,092
32	95,660	100,517	105,531	110,825	116,316	122,227	128,245	132,617	134,175	141,567	144,721	145,197
33	98,542	103,518	108,691	114,182	119,830	125,892	132,149	136,651	138,259	145,873	149,028	149,503
34	101,504	106,638	111,968	117,542	123,424	129,642	136,177	140,815	142,474	150,320	153,476	153,950
35	104,582	109,878	115,288	121,056	127,097	133,589	140,205	144,978	146,686	154,766	157,921	158,395
36	107,705	113,078	118,765	124,729	130,928	137,535	144,352	149,271	151,026	159,348	162,501	162,977
37	110,942	116,472	122,279	128,439	134,839	141,686	148,707	153,775	155,585	164,155	167,309	167,784
38	114,301	119,989	125,992	132,272	138,906	145,954	153,146	158,362	160,228	169,052	172,205	172,680
39	117,701	123,582	129,745	136,300	143,093	150,265	157,791	163,164	165,087	174,181	177,334	177,808
40	121,253	127,337	133,694	140,288	147,397	155,103	162,517	168,052	170,029	179,397	182,550	183,025
41	124,846	131,124	137,641	144,511	151,741	159,692	167,324	173,024	175,059	184,704	187,856	188,333
42	128,637	134,996	141,749	148,820	156,282	164,485	172,378	178,250	180,351	190,281	193,434	193,909
43	132,431	139,104	146,018	153,322	161,025	169,441	177,556	183,606	185,764	195,998	199,151	199,627
44	136,417	143,249	150,437	157,985	165,843	174,516	182,897	189,127	191,353	201,895	205,047	205,522
45	140,567	147,554	154,903	162,631	170,779	179,713	188,364	194,780	197,071	207,926	211,080	211,555

Annual salaries are based on 2,080 hours. If a contract work year exceeds 2,080 hours, additional salary will be paid based on the daily/hourly rate of pay.

## **ADDITIONAL INFORMATION**

(Not a Part of the Negotiated Agreement)

### **LABOR MANAGEMENT COOPERATION**

The District and Association agree that it is in the best interest of professional employees and the school district to meet and discuss areas of concern or ideas for ways to improve what we are already doing. Therefore, the Association and the District will work together, during the term of the 2016-2017 labor agreement, on a forum for these discussions. These discussions are intended to address issues quickly by bringing people relevant to the discussion together in a forum to talk. Either the Association or the District can initiate these discussions. Both parties understand that to limit disruptions at the various work sites, participation in these discussions should be limited to small groups of people. This forum does not replace negotiations of contractual issues.

