COLLECTIVE BARGAINING AGREEMENT

between the

ALLENTOWN EDUCATION ASSOCIATION

and the

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
Allentown, Pennsylvania

2007-08 Through 2011-12

6/2/2011

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ARTICLE 1 — RECOGNITION

Section A. The Association is recognized as the exclusive representative for collective negotiations covering employees included within the classifications established by a certification of the Pennsylvania Labor Relations Board dated May 10, 1971, as amended by an order of the Pennsylvania Labor Relations Board dated November 14, 1975, and as certified by the PLRB as case number PERA-R-88-383-E including but not limited to all full-time and regular part-time professional employees including but not limited to classroom teachers, salaried substitute teachers, guidance counselors, school nurses, dental hygienists, psychologists, home and school visitors and consultants; and excluding all other substitute teachers, nonprofessional employees, management-level employees, supervisors, first-level supervisors, confidential employees and guards as defined in the Act.

Section B. This Agreement pertains to those employee classifications listed in the certification and amended certification referred to in Section A of this Article.

Section C. This Agreement includes employees in the classification of Elementary Absentee Specialist as defined by Memorandum of Agreement dated 8/28/90.

Section D. Definitions:

1. The term, Member of the Bargaining Unit, when used in this Agreement shall include all persons falling within the classifications listed in the certification and amended certification referred to in Section A of this Article.

2. The term, employee, when used in this Agreement shall refer to all temporary professional employees and to all tenured professional employees.

3. The term, Salaried Substitute, when used in this Agreement shall refer only to those persons to whom reference is made in Article 30 of this Agreement.

4. The term Elementary Absentee Specialist, when used in this Agreement, shall refer only to those persons to whom reference is made in Article 30 of this Agreement.

ARTICLE 2 — COMPLETE AGREEMENT

Section A. This Agreement is made by and between the Board of School Directors of the School District of Allentown, Pennsylvania (hereinafter referred to as the District) and the Allentown Education Association (hereinafter referred to as the Association).

Section B. The District and the Association firmly believe that the primary function of the District and its professional staff is to assure each student attending the Allentown schools the highest level of educational opportunities obtainable. The District recognizes teaching as a profession and believes with the Association that the objectives of an educational program are realized to the highest degree when mutual understanding and cooperation exist between the District and its professional staff.

Section C. The District and the Association acknowledge the District to be the only legally constituted body responsible for the determination of policies covering all aspects of the Allentown School District under and in accordance with pertinent statutory rules and

regulations promulgated by the Department of Education of the Commonwealth of Pennsylvania.

Section D. The District and the Association acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of the Public Employees Relations Act of the Commonwealth of Pennsylvania and constitutes the entire Agreement between the parties for the duration of the life of said Agreement each party waiving the right to bargain collectively with each other with reference to any subject, matter, issue or thing whether said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement. By mutual agreement, evidenced in writing signed by both parties, provisions of this Agreement may be renegotiated. The refusal by either party to renegotiate shall be deemed final and not be subject to the grievance procedure.

ARTICLE 3 — PEACE AND STABILITY

Section A. It is understood that there shall be no strike, as that term is defined under the Public Employee Relations Act and Act 88, during the life of this Agreement nor shall any officer, representative or official of the Association authorize, assist or encourage any such strike during the life of this Agreement.

Section B. If a strike in violation of Section A of this Article occurs, the Association shall publicly disavow such action.

Section C. The District and the Association recognize our responsibility to abide by the provisions of the strike and impasse procedures of Act 195 and Act 88.

Section D. It is understood that there shall be no lockout by the District, as that term is defined under the Public Employe Relations Act and Act 88, during the life of this Agreement, nor shall any officer, representative or official of the District authorize, assist or encourage any such lockout during the life of this Agreement.

ARTICLE 4 — RIGHTS AND OBLIGATIONS OF ASSOCIATION

Section A. The District shall deduct from the salary of the Members of the Bargaining Unit membership dues of the Association and transmit the deductions to the Association provided the District has been presented with cards signed by the individual authorizing such deductions.

Section B. The monies deducted in accordance with Section A of this Article shall be transmitted to the Association on a bi-weekly basis.

Section C. The Association shall indemnify, defend and save the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the District in reliance upon the payroll deduction authorization cards submitted by the Association to the District.

Section D. All payroll deduction authorization cards shall be collected and approved by the Association which shall submit the same to the District.

Section E. Payroll deduction authorization cards shall be printed at the expense of the Association in the following form and presented to the District.

AEA DUES AUTHORIZATION

I hereby authorize the Treasurer's Office of the Allentown School District to deduct unified professional association dues (AEA, PSEA, NEA) from my paychecks as agreed upon between the District and the Association. This authorization shall be valid while I remain in this District unless I notify the Association Treasurer in writing that this authorization is revoked. Such notice must be given 15 days prior to the expiration date of this agreement. If my employment terminates during any school year, I authorize the District to deduct the balance of my dues from any portion of earnings remaining after all other proper deductions.

Typed Name: _____

Teaching Position: _____

Address: _____

Group or Building: _____

Social Security Number: _____ Date: _____

Signature: _____

Approved by the Allentown Education Association:

By: _____

Section F. Wherever any representative of the Association or any Member of the Bargaining Unit participates in mutually scheduled conferences or meetings with the administration related to Association business, Member shall suffer no loss in pay. Negotiations and grievance proceedings shall normally be conducted outside of working hours.

Section G. Fair Share Provision:

1. Each Member in the Bargaining Unit represented by the Association who is not also a member of the Association shall be required to pay a fee to the Association in accordance with the provisions of the Act of July 13, 1988, P.6 493, No. 84, 71 P. S, 575.

2. The School District and the Association agree to comply with all provisions of said statute.

3. The Association agrees to extend to all non-members the opportunity to join the Association.

4. If any legal action is brought against the School District as a result of any actions it is requested to perform by the Association pursuant to this Article, the Association agrees to provide for the defense of the School District at the Association's expense and through counsel selected by the Association. The School District agrees to give the Association immediate notice of any such legal action brought against it and agrees to cooperate fully with the Association in the defense of the case. If the School District does not fully cooperate with the Association, any obligation of the Association to provide a defense under this Article shall cease.

5. The Association agrees in any action so defended, to indemnify and hold the School District harmless for any monetary damages the School District might be liable for as a consequence of its compliance with this Article; except that it is expressly understood that this save harmless provision will not apply to any legal action which may arise as a result of any willful misconduct by the School District or as a result of the School District's failure to properly perform its obligations under this Article.

Section H. The Association and its representatives shall be allowed the reasonable use of school buildings for meetings before or after school hours and during in-service days outside scheduled programs and provided such meetings are held during scheduled hours of custodial service. Arrangements for such meetings shall be made with the principal of the building in which the meeting is planned or with the staff member in charge of such building. After 5:00 p.m., the Business Manager shall have jurisdiction rather than the principal.

Section I. The District agrees to make available upon request such data as may be necessary for preparing proposals for negotiations or processing grievances provided subject material is neither privileged nor confidential and such request is neither unreasonable nor burdensome.

Section J. The Association shall have the use of a bulletin board in faculty lounges and/or teachers' dining rooms and will be assigned adequate space on the bulletin board in the central office for Association notices. A copy of all materials to be posted shall be given to the building principals. The Association shall also be allowed the use of regularly scheduled intra-District mail facilities subject to the provisions of the law and the present prohibition by the U.S. Supreme Court. The Association shall be allowed the use of school mailboxes and building principals shall be given a copy of any literature prior to placing therein. The District shall not grant the rights referred to in this Section J to any other teacher labor organization.

Section K. The Association shall be entitled to select representatives in each school building to meet with the principal of said building for the purpose of discussing and making recommendations on school problems, practices, and policies. Such meetings shall be

conducted monthly unless the principal and selected representatives agree otherwise. These meetings, however, may not infringe on instructional time.

Section L. The Association representatives shall meet with the Superintendent at least once a month, unless mutually agreed otherwise by the Superintendent and the Association, during the school year to review and discuss current school problems and practices and the administration of this Agreement.

Section M. A duly authorized representative of the Union who is on District premises for the purpose of assisting the union representatives in the adjustment of employee complaints, shall state the purpose and nature of his/her visit and follow visitor sign-in procedures.

ARTICLE 5 — PAYROLL OPTIONS

Section A. Members of the Bargaining Unit shall be paid in bi-weekly payments, beginning the first Thursday following the first teacher work day of each contract year. Bi-weekly payments will be on the annualized salary based on the applicable salary schedule.

Section B. Members of the Bargaining Unit shall have the following payroll options:

1. Twenty-six (26) bi-weekly payments, September through August.

2. Bi-weekly payments, September through June, each of which shall be based on 1/26 of the annualized salary rate, with pay on the last working day in June to include all of the monies which would normally have been paid in July and August. (Notice to exercise this option shall be made in writing to the Business Manager by May 1 of any year).

Section C. Direct deposit of payroll checks shall be mandatory. All financial institutions that have direct deposit capacity will be permitted.

Section D. The number of institutions to which the District will send deductions for 403b plans shall be five (5). The District shall meet and discuss with the Association which institutions shall comprise the five selected institutions.

ARTICLE 6 — ASSOCIATION DAYS

Officers and official representatives of the Association shall be granted a collective total of thirty-three (33) days during the school year to conduct Association business so long as the absences do not interfere with the orderly operation of the overall educational process. No single officer or official representative of the Association, with the exception of the President, may use more than seven (7) of the above mentioned days. Requests for such leave shall be submitted to the Superintendent at least five (5) days prior to the commencement of such leave or portion thereof. The Association shall reimburse the District for the pay of the daily substitutes based upon the current minimum daily substitute rate.

ARTICLE 7 — CONTRACT SECURITY

Section A. Nothing contained in this Agreement shall in any way abrogate or diminish the right of either party to seek equitable relief in the courts, including the right of either party to seek such relief if either believes a strike or lockout has occurred. The utilization of the

grievance procedure established in this Agreement shall not be considered a prerequisite for such recourse to the Court.

Section B. In the event that subject matter contained in this Agreement which is also provided for in the Public School Code and where said Public School Code has established a procedure for the resolution of any disputes which may arise concerning any subject matter, the procedures established by the School Code shall have precedence over the grievance procedure established in this Agreement. The grievance procedure of this Agreement shall not apply to disputes arising over the retention or non-retention of temporary professional employees and Salaried Substitutes. Such disputes shall be resolved in accordance with statutory and common law.

Section C. Nothing contained in this Agreement shall be so construed or implemented so as to be in derogation of any of the rights, duties, or obligations of the parties hereto and inconsistent or in conflict with, or in violation of the provisions of any statute or statutes enacted by a General Assembly of the Commonwealth of Pennsylvania.

Section D. The Personnel Policies handbook, developed jointly by the District and the Association and approved by the Board of Directors, may be changed in accordance with applicable law.

Section E. If any provision of this Agreement or its application thereof shall be held invalid for any reason, such invalidity shall not affect the other provisions or other applications of this Agreement which can be given effect without the invalid provision or application and to that end, all provisions of the Agreement are deemed to be severable.

ARTICLE 8 — NON-DISCRIMINATION

The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origins, age, sex, marital status, political affiliation, and place of residence.

ARTICLE 9 — DEDUCTION FRACTION

The fraction for determining deductions in each year of this Agreement for any Member of the Bargaining Unit will be 1/190.

ARTICLE 10 — JUST CAUSE

Section A. No employee shall be reprimanded in writing or disciplined without just cause.

Whenever:

1. The District has made a prior determination that it is considering disciplinary action against any Member of the Bargaining Unit, and

2. The District requests a Member of the Bargaining Unit to appear before any member of the Administration, the District shall clearly inform the Member of the nature of the meeting, and, in the event that the meeting is accusatory in nature, the District shall advise the Member of her/his right to representation and shall provide opportunity for the Member to obtain such representation.

Section B. No tenured professional employee shall be dismissed without just cause. A tenured professional employee who has been served with a statement of charges upon which his/her proposed dismissal is based pursuant to Section 1127 of the School Code may file a grievance provided that he/she simultaneously files a written and notarized statement, in the form attached hereto and marked Exhibit A, irrevocably electing the grievance procedure rather than his/her procedural and substantive rights under the Public School Code with respect to his/her proposed dismissal I.

1. Whenever any Member of the Bargaining Unit is required to appear before the Superintendent, Board, Committee, or member thereof, to answer written charges, the resolution of which may affect the continuation of any Member of the Bargaining Unit in his/her position or any salary or increment entitlements, Member shall be given prior written notice of the purpose for the meeting or interview and may have legal counsel of his/her own choice present to advise and represent Member during such meeting or interview. The Association shall have a representative present at this meeting or interview.

2. In the event that an employee is suspended pending a decision on said charges, the said employee shall receive his/her deferred or accrued earnings up to the date of any such suspension at the next following regular pay period. The District shall also maintain in force during the period of suspension the employee's medical, dental, and group life insurance.

3. If the employee is found innocent of all charges:

    a. he/she shall be paid, at the first regular pay period immediately following the employee's return from suspension, all earnings which normally would have been paid during his/her suspension, and

    b. he/she shall retain all seniority rights accrued during his/her suspension.

4. If the employee is found guilty of charges, he/she shall reimburse the District for the costs of medical, dental, and group life insurance coverage paid by the District during the period of employee's suspension.

Section C. The Association shall make a prompt designation of the representative to whom reference is made in Sections A and B (1) so as to facilitate the expeditious completion of the meeting or interview.

Section D. A Member of the Bargaining Unit shall have the right upon request to review the contents of his/her personnel file maintained in the Superintendent's Office, except for confidential material submitted by other agencies and/or persons, personal references, academic credentials, pre-employment reviews and other similar documents. Such Member may have a representative of the Association accompany him/her during such review.

Section E. No material derogatory to a Bargaining Unit Member's conduct, service, character, or personality, following election to a position in the District, shall be placed in his/her personnel file unless the Member shall acknowledge in writing that he/she has had an opportunity to review such material with the express understanding that such signature in no way indicates agreement with the contents thereof. The Member of the Bargaining Unit shall

also have the right to submit a written answer to such material and such reply shall be attached to the file copy.

Section F. Any criticism by an administrator or Board Member of a Member of the Bargaining Unit shall be made in confidence and not in the presence of students, parents, or at public gatherings unless the same is subject at a hearing provided by an applicable statute of this Commonwealth.

ARTICLE 11 — GRIEVANCE PROCEDURE

Section A. The parties hereto agree that an orderly and expeditious resolution of grievance arising out of the application and interpretation of the terms of this Agreement shall provide a four-level process for the disposition of any such grievance which process is set forth as follows:

Level I — Settlement shall be attempted informally on the form attached to this agreement among the aggrieved employee and union representative and the appropriate supervisor, or other appropriate administrator, within twenty-one (21) calendar days of the initial occurrence of the matter which is the basis of a complaint arising out of the interpretation or application of the terms of the contract through an informal meeting of the parties.

Level II — If no satisfactory settlement is reached within that time then any unit member who believes that a justifiable complaint has arisen out of the interpretation and application of the terms of this Agreement may file a grievance, in writing, and on a form attached hereto and marked Exhibit A. The Association shall present such grievance to the grievant's principal or supervisor within ten (10) calendar days of receiving an informal response at Level I.

The principal shall reply in writing to the grievant within ten (10) calendar days after the presentation of any grievance.

Level III — In the event the grievant is dissatisfied with the determinations of the principal, the grievant may, within ten (10) calendar days after receiving the written reply of such principal, submit such grievance to the Superintendent, or his designee, for resolution.

The Superintendent, or his designee, shall notify the grievant of his decision in writing ten (10) calendar days after receipt of grievance.

Level IV — If the decision of the Superintendent or his designee, fails to resolve the grievance to the satisfaction of the grievant, the grievant shall notify the Board in writing within ten (10) calendar days of the Superintendent's decision that the grievance be submitted to the Board at its next official Board meeting. The Board shall notify the party(ies) involved of its decision within ten (10) calendar days of such official Board meeting.

Level V — If the Association is not satisfied with the determination of the Board, the grievance shall be referred to binding arbitration, within ten (10) calendar days

of such notification, by a single arbitrator and in accordance with Section 903, Article IX of the Public Employee Relations Act.

If the last day for filing a grievance or reply at any step shall be a Saturday, Sunday, a school calendar holiday, or a legal holiday, the grievance or reply may be filed on the first business day thereafter.

Section B. If any grievant fails to meet the requirements as established in the procedures under Section A of this Article, the District shall notify the Association in writing at which time the grievant shall have ten (10) calendar days to respond. If a written response from the grievant is not received within this time limit, action on the grievance shall be deemed final. If the employer at any step fails to render its decision within the time periods established, the grievant shall notify the employer in writing at which time the employer shall have ten (10) calendar days to respond. If a written response from the employer is not received within this time limit, the grievant shall be granted the requested action, without prejudice to the District's future position. If the grievant does not proceed to the next step within the time limits after the employer has responded, then the grievance shall be resolved based upon the employer's answer.

Section C. If a grievance affects a group or class of Members of the Bargaining Unit working under different principals, the Association may submit such grievance in writing to the Superintendent instead of a principal and the processing of such grievance shall be implemented at Level II. The Association shall identify each Member of the group or class of Members of the Bargaining Unit in whose behalf such grievance is filed.

Section D. The arbitrator shall in no way alter, modify, change, amend, add to or subtract from the provisions of this Agreement.

Section E. The fees of the arbitrator and all costs incidental to the work of the arbitrators shall be shared equally between the parties.

Section F. Meetings and/or hearings connected with the grievance procedure shall not be open to the public.

Section G. The Association shall be represented at any step of the grievance procedure whether requested or not by the grievant.

ARTICLE 12 — SCHOOL YEAR

Section A.

1. Employees shall not be required to be on duty for more than 190 work days per school year.

2. Teachers new to the District shall be required to work two (2) additional days which shall be required for orientation.

3. Canceled days (snow emergency, etc.) will be made up as follows: .

a. Days needed to meet the requirement of 180 instructional days shall be made up as days of instruction for students, requiring employees to work.

b. Days not required to meet the requirement of 180 instructional days shall be made up as follows: one-half of the make-up time shall be directed by the District and one-half of the make-up time shall be self-directed by the individual professional employee engaged in professional work-related activities.

   Time shall be made up in full-day increments, if available. For example, in the event that one (1) day must be made up, the day shall be split in half, with the District directing one-half (1/2) of the day's program and the individual professional employee directing him/herself for the other one-half (1/2). In the event two (2) days must be made up, the District shall direct the program for one (1) of the days and the individual professional employee shall self-direct his/her activities for the other day.

c. It is understood that the individual professional employee will engage in professional activities on-site unless she/he receives approval from his/her building administrator to perform such duties at an alternate site.

ARTICLE 13 — SCHOOL DAY

Section A. The length of the work day for members of the Bargaining Unit shall be 7.25 hours. Effective with the 2008-2009 school year, the work day shall be increased by fifteen (15) non-instructional minutes for safety reasons bringing the total time to 7.50 hours. Effective the last day of this Agreement, the work day shall be increased by an additional fifteen (15) non-instructional minutes for safety reasons bringing the total time to 7.75 hours. On days of early closing (inclement weather), the following protocol will be followed:

a. Teachers will remain for no more than 30 minutes after students are released;

b. Principals will ask for 2 volunteers to stay until all students are picked up. If no one volunteers, then 2 teachers will be selected on a rotating basis of seniority beginning with the least senior teachers.

Section B. A thirty (30) minute duty free lunch period for Member of the Bargaining Unit shall be provided in accordance with the applicable provision of State Law. In the event the Member of the Bargaining Unit leaves the building during the Member of the Bargaining Unit lunch period, he/she is required to notify the Principal/designee.

Section C. Members of the Bargaining Unit will not be expected to work more than a total of twelve (12) hours per school year, in addition to the specified work day, on assigned duties. Exceptions to this restriction are monthly faculty meetings, open House, parent/teacher conferences for reporting elementary pupil progress, and school evaluation meetings (including but not limited to Middle States Evaluations of senior high and junior high/middle schools and elementary school evaluation). Junior high/middle school and elementary school evaluations will be conducted by Middle States Association or in a manner and/or frequency similar to a Middle States evaluation.

Section D Behavior Management Specialists (BMS) shall be required to work 7.25 hours per day which includes a thirty (30) minute duty free lunch break. Effective with the 2008-2009 school year, the work day shall be increased by fifteen (15) non-instructional minutes bringing the total time to 7.50 hours. Effective the last day of this Agreement, the work day shall be increased by an additional fifteen (15) non-instructional minutes bringing the total time to 7.75 hours. Regular, daily work hours for each BMS shall be scheduled by the building principal and shall include a ten (10) minute break in the morning and a ten (10) minute break in the afternoon.

Section E Summer hours required for secondary counselors will be covered by an 11 month contract and not by Article 49 with the additional four (4) weeks to be scheduled by the principal throughout the summer as follows: One (1) week at the end of the school year. One week prior to the start of the school year. Two weeks to be scheduled by the Principal after meeting and discussing with the Counselors. It is understood that the Principal's right to schedule those two weeks shall not, however, interfere with a counselor's right to two, uninterrupted weeks of vacation during the summer.

ARTICLE 14 — PREPARATION TIME

Section A. The District agrees to provide each secondary teacher with a minimum of five (5) preparation periods per week, preferably one (1) per day. The preparation period shall be duty free and teacher directed to the maximum extent possible.

Section B. The District agrees to provide to all members of pupil services, school nurses, consultants, a minimum of five (5) preparation periods per week, preferably one (1) per day.

Section C. The District agrees to schedule each elementary teacher with five (5) preparation periods per week, preferably one per day, whenever and wherever possible, total time not less than two hundred forty (240) minutes. Effective in the 2008-2009 school year, the District agrees to schedule each elementary teacher with five (5) preparations periods per week, at least one per day of no less than 30 consecutive minutes. It is understood that the District requires flexibility in scheduling said preparation time, but in no case shall the total number of non-student contact minutes each week be less than two hundred forty (240) minutes. The preparation periods shall be duty free and teacher directed to the maximum extent possible.

Section D. The District will compensate teachers $30.00 for each full preparation period which is lost due to the obligation to substitute. No teacher shall be entitled to compensation for preparation periods lost during inclement weather delays or early dismissals or ASD school closings.

ARTICLE 15 — CONDITIONS OF EMPLOYMENT

Section A. The District shall maintain all of the buildings within which Members of the Bargaining Unit work in accordance with the safety requirements established by applicable Local, State, Federal law.

Section B. Members of the Bargaining Unit shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

Section C. No Member of the Bargaining Unit shall be required to participate in a search for a bomb or other lethal instrument or to remain in that portion of a building in which he/she would be subject to either actual or threatened injury by reason of bomb, lethal instrument, or fire. Members of the Bargaining Unit shall supervise students during any such periods.

Section D. Insofar as permitted by the physical and financial resources of the District and in its sole discretion deems necessary, it shall provide sufficient typing, duplicating, stencil and mimeograph facilities for Members of the Bargaining Unit in their preparation of instructional material, desks, closet and storage space, chalkboards, audio and visual aid equipment, dictionaries, texts in use, grade books and other such materials required in the daily teaching responsibilities; lunchroom, restroom, lounge, and lavatory facilities exclusively for teachers' use.

Section E. The District, through its administrators, shall seek volunteers from among the Members of the Bargaining Unit within the buildings where such Members work for the performance of duties which shall include but not be limited to supervision of cafeterias, bus loading or unloading. The District, however, reserves unto itself and within its sole discretion to make assignments of Members of the Bargaining Unit for such duties where, in its judgment, there are no volunteers or insufficient volunteers to accomplish the same.

Members of the Bargaining Unit shall not be required to collect money for commercial enterprises as part of their teaching duties.

Section F. Every Member of the Bargaining Unit shall have the right to exercise the same authority as to the conduct and behavior over the pupils during the time they are in attendance as the parents, guardians, or persons in parental relationship to such pupils may exercise over them. The District shall not hold the Member guilty of any wrongdoing in the use of force in self-defense or in the restraining of a student to prevent harm to that student or others, provided that the degree of force utilized is lawful under the facts and circumstances involved. Furthermore, the District shall consider the Member innocent of any wrongdoing if he/she acts toward the student in a manner which is in keeping with or in compliance with the disciplinary policy adopted by the District.

Section G. The District shall request its Solicitor to represent any Member of the Bargaining Unit who is arrested on charges or allegations of cruelty or misconduct toward a student(s), if he/she has acted in a proper professional manner, as determined by a committee composed of one (1) member of the Association, one (1) administrator, and one (1) Board member. The District Solicitor shall be the legal advisor for this committee.

In case of assault upon a Member, the District shall, through its administration, advise the Member concerning his/her options with respect to such assault.

ARTICLE 16 — SENIORITY

Section A. The District will provide the Association with a seniority list upon request.

ARTICLE 17 — VACANCIES

Section A. Except as otherwise provided in this Article, vacancies shall be handled in accordance with the guidelines listed in Article 18 (Transfers). The selection of the person to fill any vacancy, however, shall be made by the sole discretion of the District and its administrators, and its decision shall be final and binding.

Section B. This Article does not apply to Behavior Management Specialists.

ARTICLE 18 — TRANSFERS

Section A. Except as otherwise provided in this Article, transfers shall be handled in accordance with the guidelines below:

1. On or before April 15 of each year, the School District shall post a notice of all vacancies it anticipates for the following school year, excepting those positions the School District is prohibited from filling with a permanent employee by the CBA or relevant law;
2. Vacancies required to be posted shall include positions held by salaried and non-salaried substitutes;
3. In the event that a vacancy occurs during the school year but before April 15 of that year, the School District shall immediately post the position unless the CBA or relevant law prohibits the School District from filling that position with a permanent employee;
4. Vacancies that occur on or after April 15 of the school year shall be considered as anticipated vacancies for the following school year only and not as vacancies for the current school year requiring immediate posting;
5. In order to be considered for a vacancy that occurs during the school year, bargaining unit members must submit a Declaration of Interest within ten (10) days of its posting specifying the vacancy for which he/she is applying;
6. In order to be considered for anticipated vacancies for the following year, bargaining unit members must submit a Declaration of Interest by May 30 but not before April 15 of the current year specifying the vacancy for which he/she is applying.
7. The School District shall continue until July 31 to post vacancies for the following school year on its website during the summer and allow Declarations of Interest to be submitted via said website within ten (10) days of their posting.
8. During the period of August 1 to September 1, the District shall have the right to fill positions for the upcoming school year without having to first make the position available to bargaining unit members.
9. All Declarations of Interest shall be discarded once the position(s) specified in the Declaration of Interest is filled.

Section B. The District, however, reserves the right to select the most qualified Employee and the right to provide staff balance within each school or group of schools.

Section C. This Article does not apply to Behavior Management Specialists.

ARTICLE 19 — FURLOUGH/RECALL

Section A. If it appears professional employee furloughs are necessary, the District shall meet with the Association prior to the notification of professional employee(s) involved for the purpose of discussing possible methods of avoiding professional employee(s) furlough(s) and possible means of minimizing the effect upon the professional employee(s) involved.

When it is necessary to reduce the tenured professional employee staff, the District shall attempt, by process of attrition, to avoid tenured professional employee furloughs. Finally, the District shall notify each professional employee involved by June 1.

Section B. The following guidelines shall apply to the reduction of the tenured professional staff as follows:

> Tenured professional employees shall be retained on the basis of seniority rights acquired through continuous tenured, professional service in the Allentown School District in any or all areas of certification.

Section C. Tenured professional employees scheduled to be furloughed in the subject area they are currently teaching may, at that time, use seniority rights in any area in which they are currently certificated. Such seniority rights shall prevail over only the least senior employee in such other subject area.

Section D. No furloughed tenured professional employee shall be prevented from engaging in another occupation during his/her period of furlough. Furloughed tenured professional employees shall be placed on a preferred re-call list and the District, in filling vacancies, shall give priority to furloughed tenured professional employee's certification and qualifications in the program, department, school or school entity in which the vacancy exists. The District shall not hire any new employee to fill any position for which there is available, on the preferred re-call list, a furloughed tenured professional employee who is properly certified to fill such vacancy.

Section E. The District may offer temporary vacancies, intended at the time of hire to have a duration of ninety (90) working days or less, to qualified tenured professional employee from the preferred re-call list.

Section F. The District shall offer temporary vacancies, intended at the time of hire to have a duration of more then ninety (90) working days, to qualified tenured professional employees from the preferred re-call list. The District shall pay the furloughed professional employee as though he/she were on the same salary step to which he/she would have been entitled had he/she been employed during the school year immediately following the year in which he/she was furloughed, plus all fringe benefits currently received by professional employees of the District.

Section G. If any temporary vacancy shall terminate, either by reason of the return to service of the Member of the Bargaining Unit who previously held such position or otherwise, the furloughed tenured professional employee shall be returned to the preferred re-call list.

Section H. Any tenured professional employee on the preferred re-call list may refuse any temporary vacancy intended at the time to have a duration of ninety (90) working days or less.

Any tenured professional employee on the preferred re-call list may refuse any temporary vacancy intended to have a duration of more than ninety (90) working days, provided, however, that any tenured professional employee who shall refuse two (2) such temporary vacancies shall be removed from the preferred re-call list.

Section I. No tenured professional employee holding a temporary vacancy shall be eligible for recall to any other temporary position for the duration of the temporary vacancy he/she is currently filling.

Section J. A tenured professional employee will be placed on the preferred re-call list for a minimum period of two (2) years. At the end of two (2) years from date of furlough, the tenured professional employee must notify the District that he/she desires to remain on the District preferred re-call list for an additional one (1) year. In the event that such notification is not received within thirty (30) calendar days of the tenured professional employee's name will be removed from the preferred re-call list. Copy of preferred re-call list shall be given to the Association by October 1 of each of the first two (2) years and kept current by the Association with additions/deletions supplied by the District.

Section K. The District shall send notice, by certified mail, of such vacancy to the furlough tenured professional employee at his/her last known address. In the event that the furloughed tenured professional employee either rejects such position or fails to respond within a fifteen (15) work-day period after the sending of notice, he/she shall be passed over for such vacancy and his/her name removed from the preferred re-call list. It shall be the duty of each furloughed tenured professional employee to notify the District, in writing, of his/her current address.

Section L. In the event that a furloughed tenured professional employee is re-called and accepts full-time employment with the District, he/she shall be placed upon the same salary step to which he/she would have been entitled had he/she been employed during the school year immediately following the year in which he/she was furloughed.

Section M. In the event that any provision of this furlough and re-call Article shall be in conflict with any provision of the School Laws of Pennsylvania as the same may be amended from time to time, the School Laws shall prevail.

Section N. This Article does not apply to Behavior Management Specialists.

ARTICLE 20 — NOTIFICATION OF TEACHING ASSIGNMENT

Section A. All employees whose subject assignments or assigned buildings are changed for the succeeding school year from their assignments in the current school year shall be given written notice of their assigned buildings and subject assignments no later than the 7th day of June. In the event that changes in assignments are made due to unforeseen circumstances or changes in conditions, all employees affected shall be notified with dispatch, and given opportunity to discuss the reassignment with the person responsible. Consideration shall be given to the preference of the employee, but the determination of the administration on the assignment or reassignment shall be deemed final and binding.

ARTICLE 21 — EVALUATION OF STUDENTS

Teachers shall determine grades of students. No grade shall be changed without consultation with the teacher. The principal shall have the right to promote/retain any student administratively and shall promptly notify the teacher. In the event a grade is changed or a student is promoted/retained administratively, the same shall be noted by the administrator on the student's record.

ARTICLE 22 — OBSERVATION AND EVALUATION OF MEMBERS

Section A. All monitoring or observations of the work performance of a Member of the Bargaining Unit shall be conducted openly and with full knowledge of the Member. At least two (2) formal observations shall be held each year for each non-tenured Member of the Bargaining Unit. The use of public address audio systems and similar devices for surveillance purposes shall be strictly prohibited.

Section B. The Member of the Bargaining Unit shall be evaluated and rated only by persons authorized to do so by the Public School Code of Pennsylvania (1949 as amended). Any form used for evaluation shall be made known to the Association prior to implementation.

Section C. Observations of Members of the Bargaining Unit which shall result in evaluations and ratings shall be conducted for a minimum of thirty (30) minutes.

Section D. At the time of evaluation and/or formal rating, a conference shall be held, if requested by either party. The Member of the Bargaining Unit shall be given a copy of his/her evaluation report or rating one (1) day prior to such conference.

Section E. Written comments may be made by the person rating and/or the Member. The Member's signature shall indicate only that he/she has seen the rating/evaluation. No rating/evaluation shall be placed in the personnel file of the Member of the Bargaining Unit without providing the Member with the opportunity for such conference. No written evaluative material may be offered at a hearing unless it had previously been placed in the personnel file of the Member of the Bargaining Unit with the individual's full knowledge of its content.

ARTICLE 23 — NONTEACHING DUTIES

Section A. Under the terms and conditions of Act 195, the District agrees to Meet and Discuss nonteaching duties and substitute teacher utilization on a regular basis.

ARTICLE 24 — TUITION REIMBURSEMENT

Section A. The District shall provide Tuition Reimbursement for Employees. (Effective dates – September 1 of any year to August 31 of succeeding year.)

Section B. An employee shall be eligible for Tuition Reimbursement for graduate credit only provided:

1. Employee has acquired six (6) graduate credits beyond the Bachelors Degree.

2. He/she had obtained prior written approval from the Superintendent of Schools for the subject credits to be taken at an institution accredited by one of the recognized

associations (example: The Middle States Association of Colleges and Secondary Schools).

3. The coursework is part of her/his approved Professional Development Plan. A committee comprised of equal members of the District and the Association shall develop guidelines for a Professional Development Plan. The Superintendent or her/his designee may grant an exception permitting a course to be eligible for tuition reimbursement although said course is not part of the employee's approved Professional Development Plan.

   a. No tuition reimbursement will be allowed for correspondence courses.

   b. On-line or distance learning courses from accredited colleges/universities shall not be excluded from coverage under this provision.

4. He/she shall have obtained a final grade of "B" or better for the subject credits.

5. Maximum tuition reimbursement will be for nine (9) graduate credits per year.

6. He/she shall be an Employee of record in the District throughout the complete school year immediately following the year in which the credits were acquired. If the Employee (except an Employee who shall be granted a leave of absence) fails to complete the school year immediately following that school year in which the credits were acquired, he/she shall refund to the District all tuition reimbursement received by him/her.

Section C. Upon prior approval of the Superintendent or her/his designee, undergraduate credits may be reimbursed as part of the Employee's Professional Development Plan, if the employee meets the conditions of Section B., subsections 3.-7. of this Article.

Section D. Each Employee requesting tuition reimbursement shall file a Request for Approval of Graduate Credits (available in Superintendent's and schools' offices) with the Superintendent prior to course registration.

Section E. Each Employee shall validate his/her eligibility for tuition reimbursement by filing (by certified mail or hand delivery) an official transcript and a receipted tuition bill in the office of the Superintendent of Schools no later than September 15 of the school year immediately following the school year in which the credits were acquired.

Section F. The maximum reimbursement per credit will be at the graduate credit rate of the State University system (Kutztown University, East Stroudsburg University, Bloomsburg University, et al).

Section G. An Employee taking additional course credits shall be reimbursed immediately following the filing to the office of the Superintendent of Schools of the following: a) the transcript proving the satisfactory completion of the course(s); and b) the receipted tuition bill.

Section H. All Employees who qualify for Professional Development Leave for study purposes shall have all college credits reimbursed during the Professional Development Leave.

ARTICLE 25 — TUITION REIMBURSEMENT

Behavior Management Specialists (BMS)

Section A. This Article shall only pertain to Behavior Management Specialists who have not completed their college preparation to become PA certified teachers.

Section B. The District shall provide Tuition Reimbursement for Behavior Management Specialists, (Effective dates — September 1 of any year to August 31 of succeeding year, except as noted herein).

Section C. A Behavior Management Specialist shall be eligible for Tuition Reimbursement provided:

1. He/She completes the course work in an approved **teacher** preparation program recognized by the PA Bureau of Teacher Certification and approved by the Assistant Superintendent (Deputy Superintendent) Human Resources and Operations for the course or courses to be taken.

2. He/She had obtained prior written approval from the Assistant Superintendent (Deputy Superintendent) Human Resources and Operations for the course or courses to be taken.

3. Online or distance learning courses from accredited colleges/universities may be included; however, correspondence courses shall not be included.

4. He/She provides evidence within his/her transcript of having completed a computer-related course of three (3) credits or more, before requesting tuition reimbursement.
5. He/She shall have obtained a final grade of “B” or better for the subject credits.

6. Maximum tuition reimbursement will be for twelve (12) credits per year.

7. Unless he/she shall be discontinued in employment by the ASD, he/she shall be an employee of record in the District, throughout the complete school year immediately following the year in which the credits were acquired. If he/she does not meet this condition, he/she shall refund to the ASD, all tuition reimbursement receive in the previous year.

8. If student teaching is required as part of one’s teacher certification program, it shall be completed under the supervision of an ASD cooperating teacher.

Section D. Maximum reimbursement per credit shall be $130 per graduate credit or $90 per undergraduate credit.

Section E. To validate his/her eligibility for tuition reimbursement, a Behavioral Management Specialist shall file an official transcript and a receipted tuition bill or other proof of payment, in the Office of the Assistant Superintendent (Deputy Superintendent) Human Resources and Operations.

Section F. All benefits in this Article shall sunset one (1) day prior to the expiration of this Agreement.

ARTICLE 26 — DISCIPLINE ACTION

Section A. If a teacher is not satisfied with a disciplinary action taken by the principal with respect to a pupil, he/she may, within two (2) teacher work days, so inform the Superintendent's designee through the Allentown Education Association president/designee. The Superintendent's designee shall study the teacher's report, make a determination, and inform the teacher and the Allentown Education Association president/designee of that determination as soon as possible after the receipt of the report.

Section B. If the teacher is not satisfied with the determination of the Superintendent's designee, he/she may, within two (2) teacher work days, so inform the Superintendent through the Allentown Education Association president/designee. The Superintendent shall study the teacher's report, make a determination, and inform the teacher and the Allentown Education Association president/designee of that determination as soon as possible after the receipt of the report.

ARTICLE 27 — TEACHER INDUCTION PROGRAM

Section A. The District will establish the use of a Support Teacher Card which may be submitted annually on or before April by any professional interested in serving as a support teacher for the following school year.

Section B. The term "inductee" shall be defined to mean any professional whom the District assigns to the Induction Program.

Section C. It is understood that the Support Teacher Meeting will be held in August and will be required for support teachers (mentors) . Teacher Orientation scheduled for August and seminars scheduled for August for new teachers (inductees) are all meetings for which support teacher attendance will be on a voluntary basis. New teachers (inductees) shall be required to attend Teacher Orientation Meetings in accordance with Article 12A(2).

Section D. Compensation for the support teacher shall be as follows:

1. For any and all time devoted to the Teacher Induction (see Exhibit C) Program to a maximum of thirty (30) hours. .179 Extra Pay Ration

2. Payment for any hours beyond the thirty (30) hours, subject to prior approval of the principal – to a maximum of fifteen (15) hours at the contractual hourly rate.

Section E. The inductee shall be compensated for any hours beyond the normal school day to a maximum of fifteen (15) hours.

Section F. When the induction year begins later than September 1 and thus carries over into the following school year, the payment shall be prorated on an annualized basis using the rate established for the school year during which the service is rendered.

Section G. Should more than one teacher serve as a Support Teacher for one inductee during a school year, each Support Teacher's compensation shall be prorated on an

annualized basis using the rate established for the school year during which the service is rendered.

ARTICLE 28 — COOPERATING TEACHER/STUDENT TEACHING PROGRAM

Section A. In April of each year, the “Cooperating Teacher Forms” shall be made available to every professional employee by the building principal and shall be returned to him/her when properly completed. The principal shall return the form to the Superintendent's designee and to the Association.

Section B. Student teacher assignments shall be made wherever and whenever possible at least two (2) weeks in advance of the date the student teacher is to report to the school.

Section C. Teachers who are required to attend District designated meetings because of their participation as cooperating teachers shall be paid at the contractual hourly rate.

ARTICLE 29 — ASSOCIATION PRESIDENT RELEASE TIME

For the term of this Agreement, the President shall be entitled to full released time from Professional duties to conduct Association business during the work day, without loss in wages, benefits or other contractual advantages. Any grants, stipends, awards or other alternative financial arrangements made between the AEA and PSEA/NEA for President's released time shall be remitted to the District.

ARTICLE 30 — SALARIED SUBSTITUTES/ELEMENTARY ABSENTEE SPECIALIST/SOCIAL WORKER

Section A. Salaried Substitutes

1. The District may hire Salaried Substitutes as needed. The number of Salaried Substitutes will not exceed the number of Employees on leaves such as maternity, sabbatical, or any other purpose granted by the District. Salaried Substitutes shall be hired for a period, intended at the time of hire, to last ninety (90) working days or more. Salaried Substitutes who have applied for certification, but have not received such, will be considered as day-by-day substitutes until the initial date on the certificate once issued. As of that date, they shall be classified as a salaried substitute as described in this Article.

2. Salaried Substitutes must meet the same qualifications as Employees. They will be supervised and evaluated by the same administrators who supervise and evaluate Employees. They are subject to the same rules and regulations and shall attend the same staff meetings as Employees.

3. Salaried Substitutes, if they quality, can receive retirement credit with the Pennsylvania School Employees' Retirement Board. They shall be paid on the same pay schedule as other Members of the Bargaining Unit.

4. All Salaried Substitutes will be hired at the starting salary for Employees with a bachelor's degree regardless of degree or credit level. Salaried Substitutes who are employed by the District for a second consecutive school year shall move to the appropriate step on the

bachelor's salary schedule determined by the number of days worked as a Salaried Substitute in the previous school year. Movement on the salary schedule for Salaried Substitutes will be limited to the bachelor's column.

5. The District may terminate the employment of a Salaried Substitute at any time after two (2) weeks notice or such lesser period as is appropriate.

Section B. Salaried Substitutes/Elementary Absenteeism Specialist/Social Worker

1. For the term of this Agreement, the District shall pay for the following fringe benefits up to and including the last day of the last month of employment:

    a. Medical Insurance
    b. Dental Insurance, including orthodontia for dependent children to age 19
    c. Vision Care
    d. Prescription Coverage
    e. Term Life Insurance
    f. Cost Containment Provisions as per Article 31, Section F; however, an employee in this category shall only be eligible for a pro-rata payment of $833.33.
    g. Personal Leave
    h. Bereavement Leave
    i. Subpoena Leave
    j. Military Leave

2. The District shall provide medical and dental insurance up to and including the last day of the last month of employment, as follows:

    a. The employee shall be subject to the same premium share and deductibles as all other teachers..

3. Sick leave will be granted at yearly rate of eleven (11) days, prorated for the term of his/her employment in the District, not cumulative from year to year.

4. Will not be eligible for income protection or leaves of absence, other than personal leave, bereavement leave, subpoena leave, and military leave.

ARTICLE 31 — MEDICAL BENEFITS

Section A. Dental Insurance

1. Basic (100%)
    a. Diagnostic (Routine oral exam and dental x-rays)
    b. Preventive (Routine prophylaxis, fluoride, and space maintenance)
    c. Restorative (Fillings for diseased or broken teeth)
    d. Endodontics (Root canal and pulpotomy)

2. Oral Surgery (80%)

3. Inlays, Onlays, and Crowns (80%)

4. Periodontics (80%)

5. Orthodontics (50% w/lifetime maximum of $2,500)

Section B. Prescription Insurance

The deductibles to be applied shall be:

Year	Generic	Preferred Brand (Formulary)	Non-preferred Brand (Non-formulary)
2007-08	5.00	25.00	45.00
2008-09	5.00	25.00	45.00
2009-10	8.00	25.00	45.00
2010-11	8.00	25.00	55.00
2011-12	8.00	25.00	55.00

3. Same deductibles as above apply to all prescriptions filled by mail order (30 day or more or 100 dose supplies as needed).

Section C. Vision Care

	Examination By Licensed Vision Care Practitioner		
Type		Frames	Lenses
Regular	$55.00	$24.00	$24.00
Bifocal	$55.00	$24.00	$36.00
Trifocal	$55.00	$24.00	$46.00
Aphakic	$55.00	$24.00	$72.00
All Contacts	$55.00	$——	$50.00

1. Reimbursement for examination by a licensed vision care practitioner, (ophthalmologist/optometrist).

2. The District shall distribute the vision care fund for each year on a first-applied, first-paid basis. There shall be no reimbursement to any employee who shall apply after the fund has been exhausted. The District reserves the right to self-insure.

3. Reimbursement to a Member of the Bargaining Unit or dependent for an examination or frames or lenses (including contacts) or combination of all three can occur once in a two-year period except for dependent children to age 16. This once-every-two-year reimbursement may be used to purchase Opti-Vision up to a maximum of thirty six dollars ($36).

4. Reimbursements require specific billing by the licensed vision care practitioner. No reimbursements will be made without specific documentation in each category for which reimbursement is sought.

5. Maximum Available Expenditure each year for the term of the collective bargaining agreement shall be $45,000 for all employees.

Section D. Except as set forth below the District shall pay the total annual premium for all Members of the Bargaining Unit:

Effective September 1, 2007, the employee shall contribute:

Traditional Plan

Premium Co-Pay	2007-08	2008-09	2009-10	2010-11	2011-12
Monthly	61.00	61.00	61.00	70.00	70.00
Yearly	732.00	732.00	732.00	840.00	840.00

a. Annual out-of-network deductibles of $250.00 per covered individual and $750.00 per family

PPO Plan

Premium Co-Pay	2007-08	2008-09	2009-10	2010-11	2011-12
Monthly	40.00	50.00	60.00	70.00	70.00
Yearly	480.00	600.00	720.00	840.00	840.00
Office Visit	20.00	20.00	20.00	20.00	20.00
ER	35.00	35.00	35.00	35.00	35.00

a. Annual out-of-network deductibles of $250.00 per covered individual and $750.00 per family
b. Annual in-network deductibles of $250 per covered individual and $500 per family

Benefits shall include those described in Section B., Section C. and Section D. And the Capital Blue Cross Traditional Plan, as it may be amended, or a comparable plan or the Capital Blue Cross PPO, as it may be amended, or a comparable Plan.

Section E. Except as set forth in Article 29, the District shall pay the total annual premium for all Salaried Substitutes/Elementary Absenteeism Specialists/Social Worker. Benefits shall include those described in Section B., Section C., and Section D.

Section F. Cost Containment Provisions

The following provisions have been agreed to for the purpose of assisting the District in containing the cost of providing medical and dental benefits to its employees and limiting the future increases in those costs:

1. Employees who are enrolled in family coverage under the District medical and dental plans and who are willing to discontinue that coverage at the start of any school year shall receive a one-time bonus payment of one thousand dollars ($1,000) at the time of such discontinuance in consideration of the cost savings to the District. To be eligible for the bonus payment, the disenrollment must be for a minimum period of one (1) year. If such employees later wish to reenroll in a District paid medical and dental plans, they may do so upon the condition that they contribute twenty-five percent (25%) of the total cost of the plan for the first twelve (12) months of their reenrollment. In the event an employee enrolled in other than family coverage is willing to discontinue that coverage under terms

similar to the above, a proportionate bonus payment based on the relative premium cost compared to family coverage will be made. Employees receiving a bonus who terminate employment with the District in less than one calendar year shall have deducted from final salary payments a pro rata portion of the bonus.

2. Employees who must re-enroll or newly enroll in the District medical and dental plans prior to a full year of disenrollment due to loss of alternative medical and dental coverage or other emergency circumstances may do so, subject only to limitations imposed by the medical insurance plan or carrier, and provided that the employee shall return to the District the pro rata portion of the bonus payment corresponding to the balance of the original year of disenrollment.

Section G. No employee eligible for health and medical insurance via the above sections and whose date of hire is July 1, 2007 or later, will be permitted to enroll their spouses if the spouse is eligible for similar, but not necessarily identical, health and medical insurance through his/her employer. The phrase "similar health and medical insurance" includes but is not limited to co-pays, deductibles, and benefit coverage. Spousal coverage will be provided only if the spouse shows certification annually that he/she is not eligible for coverage at his/her place of employment. Cobra qualifying and other life altering events such as death of a spouse, divorce, separation, the employee's spouse no longer has a job with healthcare coverage, or the employee's spouse's employer no longer provides health insurance covering the employee will negate this provision.

Section H. If, during the term of this Agreement, the Commonwealth of Pennsylvania passes legislation to include bargaining unit members in a state-wide medical insurance/health benefit plan, the District reserves the right to opt into that plan. In the unlikely event that the statewide medical insurance/health benefit terminates for any reason, the District agrees to reinstate the health insurance plan in effect when it opted into the statewide plan.

ARTICLE 32 — DISABILITY INCOME

Section A. Employees shall be entitled to Income Protection payments at one-half (1/2) salary for restoration of health. Income Protection shall be subject to the following terms and conditions:

1. A letter of application shall be submitted to the Superintendent.

2. Each applicant shall first exhaust all sick leave benefits and all benefits for which Employee may be eligible under Article 47 of this agreement.

3. Each applicant shall submit a written statement from the Chief School Physician of the District certifying that the applicant will be undergoing restoration of health during the period for which benefits are sought.

4. No Employee shall receive Income Protection payments unless he/she shall be absent for a minimum of ten (10) consecutive working days unless during that time all sick leave benefits are exhausted.

5. Any Employee who has had Income Protection payments made by the District at any time for a total of one hundred eighty (180) days will be required to return to work for ninety (90) consecutive working days before again being considered for this benefit.

6. A qualified Employee may apply for sabbatical leave either before or after applying for Income Protection.

7. An Employee returning from Income Protection shall present a certificate of good health to the Superintendent of Schools, from the Chief School Physician of the District, prior to resumption of his/her duties.

ARTICLE 33 — LIFE INSURANCE

Section A. The District shall provide term life insurance with accidental death and dismemberment benefits for all employees. The life insurance will be equivalent to the nearest $1,000 of salary up to a maximum of fifty thousand dollars ($50,000). The accidental death benefit shall be equal to the face value of the life insurance. The dismemberment benefit shall include: 100% of the face value of the life insurance for loss of two (2) hands, two (2) feet, the sight of both eyes or any combination thereof and 50% of the face value of the life insurance for loss of a hand, a foot, or the sight of an eye.

ARTICLE 34 — RETIREMENT BENEFITS

The following benefits shall be provided to qualified employees upon retirement.

Section A. All of the following Qualifying Standards must be met in order for a retiring employee to receive the benefits listed below.

1. Age Fifty-five (55) or older in the school year in which the employee retires

2. Sixteen (16) or more years of consecutive service in ASD at the conclusion of the school year in which the employee retires

3. Thirty (30) or more years of credited PSERS service at the conclusion of the school year in which the employee retires

4. Submit to the Superintendent or designee a letter of resignation severing his/her employment as of the end of the school year. This letter shall be received on or before March 1. The letter of retirement cannot be withdrawn except by Board approval. The requirement for the letter of retirement by March 1 may be waived by the Board for reasons of illness or other urgent circumstances, or for such reasons as the Board may determine, in its sole discretion, to be valid.

5. Not receiving a disability allowance from PSERS

6. Work for a full school year immediately preceding retirement, except if prevented from doing so by illness, urgent emergency circumstances, or for such other reasons as the Board may determine, in its sole discretion, to be valid.

7. Effective only at the end of a school year.

8. Must survive to the end of the school year.

9. Must submit final application for PSERS benefits on or before last work day of the school year

Section B. Sick Leave Cash Payments

1. In order to qualify for payment under this Article, a retiring employee must have more than sixty (60) days of unused sick leave.

2. If qualified, an employee will receive the following amount per unused sick day starting from the first unused sick day: 2007-08 $130 per unused sick day; 2008-09 $140 per unused sick day; 2009-2012 $150 per unused sick day.

3. The total payment noted in No. 2 above shall be paid in increments of One Thousand Dollars ($1,000.00) per month, beginning the first pay date in August in the year of retirement. Depending upon the total payment to be received, the final monthly payment shall be $1,000.00 or that lesser amount to which the retiree shall be entitled.

4. For eligible employees, payments for severance shall be made as an employer contribution into a 403(b) tax-sheltered annuity account, in accordance with IRC 403(b)(3) as it may be amended. This is a District contribution and the bargaining unit member will have no option to take a cash payment directly to the employee. This account must be established by the eligible employee directly with the District's provider of choice prior to separation of service. The District will make every effort to secure a provider(s) that will allow employees to transfer funds to other providers without any penalty. Failure to establish an account prior to any pre-set deposit date(s) will result in the forfeiture of the benefit.

Section C. Experience Cash Payments

1. For each year of service as a professional in the Allentown School District, the retiring employee shall receive a total payment equal to $700 times the number of years of District service.

2. The total payment noted in No. 1 above shall be paid in increments of One Thousand Dollars ($1,000.00) per month, beginning in the month of July, one (1) year following retirement. Depending upon the total payment to be received, the final monthly payment shall be $1,000.00 or that lesser amount to which the retiree shall be entitled.

3. For eligible employees, payments for severance shall be made as an employer contribution into a 403(b) tax-sheltered annuity account, in accordance with IRC 403(b)(3) as it may be amended. This is a District contribution and the bargaining unit member will have no option to take a cash payment directly to the employee. This account must be established by the eligible employee directly with the District's provider of choice prior to separation of service. The District will make every effort to secure a provider(s) that will allow employees to transfer funds to other providers without any penalty. Failure to establish an account prior to any pre-set deposit date(s) will result in the forfeiture of the benefit.

Section D. All benefits listed in this Article shall expire one (1) day prior to the expiration of this Agreement.

ARTICLE 35 — ADVANCEMENT COMPENSATION

Section A. All Members of the Bargaining Unit employed after September 1, 1985, will be required to have an earned Masters Degree to be entitled to advancement to the M+15, M+30, M+45 columns of the Salary Schedule.

Section B. Members of the Bargaining Unit employed prior to September 1, 1985, and who completed the requirements for Masters Equivalent prior to January 1, 1988, and who have Progressed beyond Masters Equivalent or achieved M+15, M+30, M+45 columns of the salary schedule are allowed to advance.

Section C. Employees completing graduate courses during the year or in the summer must submit transcripts of credits for such increments to be applicable and salary placement shall be at the beginning of Schedule 1 or Schedule 2 only. When transcripts for the recognition of credits are held up by problems beyond the employee's control such as the inability of the college to supply the necessary verification, a letter from a responsible official at the college will be accepted until a transcript can be secured.

ARTICLE 36 — SALARY CREDIT

Section A. Salary credit of $100.00 a year for Military Service may be allowed toward the negotiated starting salary of an employee not to exceed a total of $300.00.

Section B. Salary credit of $200.00 for teachers of Mentally and Physically Handicapped (Section 1142 of the School Laws of Pennsylvania). 2007-2008 $300; 2008-2009 $400; 2009-2012 $500 per year.

ARTICLE 37 — BEREAVEMENT LEAVE

Section A. In case of the death in immediate family (father, mother, parent-in-law, brother, sister, son, son-in-law, daughter, daughter-in-law, husband, wife, grandchild) absence with full pay will be allowed from the day of death to the morning of the second day following the funeral, but in no event shall the absence be less than three (3) days. Similar absence without deduction will be allowed in cases where near relative resides in same household or any person with whom the Member of the Bargaining Unit makes his/her home. In the case of absence due to death of near relative (first cousin, grandparent, aunt, uncle, niece, nephew, brother/sister-in-law), full pay shall be allowed for one (1) day which shall be the day of the funeral. When the funeral is held Saturday or Sunday, no working day is allowed.

Section B. In the case of the death of more than one member of the immediate family or near relative, additional bereavement days may be granted as needed upon written request of the employee.

ARTICLE 38 — MATERNITY LEAVE

The District shall provide Maternity Leave to all eligible Employees in accordance with the provisions of the Equal Opportunity Act of 1972, the Civil Rights Act of 1964, Human

Relations Commission regulations, and any and all applicable state and federal laws and/or regulations. Maternity Leave shall consist of childbearing and childrearing.

Section A. Childbearing shall only apply to females and is the time period certified by the attending physician as a temporary disability.

Section B. The District shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom as well as any other temporary disability related to pregnancy as well any other temporary disability for all job related purposes.

Section C. Employees eligible for childbearing leave are entitled to all benefits available to any other temporary disability.

Section D. Childrearing shall apply to all females and males at the termination of their temporary disability or sick leave due to pregnancy and childbirth of the employee, or the employee's spouse, or at the time of adoption of a child.

Section E. Childrearing shall be unpaid with no benefits available except tuition reimbursement.

Section F. Childrearing shall be defined for a time period not to exceed a portion of a semester and two (2) full semesters thereafter. Extensions to childrearing may be granted.

ARTICLE 39 — COURT APPEARANCE

Employees who are notified to be present as a party or witness in a court of record or at an arbitration in a court of record shall be excused from duty without loss of pay for the period of such attendance. A "Court of Record" is defined as any legally established judicial body or administrative tribunal including but not limited to a Magisterial Court, Court of Common Pleas, the Commonwealth Court, the Superior Court, and the Supreme Court.

> EXCEPTION: A Member of the Bargaining Unit who is required to be present as a party or witness in a judicial, administrative, or grievance proceeding in which the District or any of its Directors or administrative staff is an adversary party, shall not receive salary or personal leave for the period of absence unless the Member is present at such proceeding at the request of the District. If the Member's presence is requested by the District, the District shall pay the difference between the subpoena fee to which the Member is entitled and his/her regular salary.

ARTICLE 40 — JURY DUTY

Employees who shall be called for Jury Duty determined by random selection by a Court of Record as defined as any legally established judicial body or administrative tribunal including, but not limited to, a Magisterial Court, Court of Common Pleas, the Commonwealth Court, the Superior Court, and the Supreme Court shall be excused from duty without loss of pay for the period so required. Employees so called shall be paid their daily rate of pay. A "Court of Record" shall be any court as defined above. The District shall pay the difference between the subpoena fee to which the Member is entitled and his/her regular salary.

ARTICLE 41 — LEAVE FROM ASSIGNED DUTY

Section A. Requests by employees to be absent from the performance of regularly assigned duties may be approved at the discretion of the Superintendent/designee and all such requests must be made in writing at least two (2) weeks before the effective date of the absence. Such absences from work shall meet the following criteria:

1. The function for which the absence is granted cannot reasonably be accommodated at another time.

2. Absences of two (2) or more consecutive days shall not occur more than once in any three-year period.

3. Such leave shall be at loss of salary.

Section B. An employee will be granted leave from assigned duties to receive a degree, without loss of pay, to attend graduation exercises of a member of the immediate family receiving a degree upon application to the Superintendent. Such leaves shall be limited to the day of graduation.

Section C. The Superintendent shall have discretionary power to permit an employee to leave before the end of the school term when the employee plans to use this time for:

1. An approved professional growth activity.

2. To attend summer school.

The above is subject to the following restrictions:

1. Such early leave shall not interfere with the closing of the school term.

2. The employee shall make proper and formal request in writing to the Superintendent not less than one (1) month before the last day of the school term.

ARTICLE 42 — MILITARY LEAVE

Section A. A temporary military leave shall be granted to a Member of the Bargaining Unit who is involuntarily called to duty during the school year, up to and including fifteen (15) work days, at no loss of pay. All other military leaves provided by the Public School Code shall be granted under the terms and conditions set forth therein.

Section B. Military leave in excess of fifteen (15) days may be granted upon request by employees under the following conditions:

1. Employee must request an unpaid military leave of absence in writing to the Superintendent/Designee.

2. The leave request must be accompanied by official orders from the military.

3. The leave request must be at least two (2) weeks prior to the effective date of the absence whenever possible.

4. Such leave of absence shall be at loss of salary, at number of working days.

ARTICLE 43 — PERSONAL LEAVE

Section A. The Superintendent/Designee is authorized to grant leaves of absence not in excess of four (4) full days during any school year, without loss of pay to the employee.

Section B. Days requested shall be subject to the following:

1. Prior approval of Superintendent/Designee in order to assure a minimum of interference with the efficient and orderly operation of the school program. Requests will be considered in the order in which they are received.

2. Total school professional employees absent on personal leave on a given day may not exceed five percent (5%) of the professional staff assigned to a school.

3. In the event of a bona fide emergency, an employee's request for personal leave may be approved. It may be honored even though the request exceeds the five percent cap in 2. above. The decision as to what constitutes an emergency shall be final and may not be subject to the grievance process.

4. No more than two (2) days may be taken consecutively.

5. Requests for absence on the last regularly scheduled work day immediately preceding and/or the first regularly scheduled work day immediately following a holiday, as specified in the school calendar, will be granted only once in a two-year period.

6. No day granted may be used for any activity for which the employee is compensated or to pursue supplemental and/or alternative employment.

7. All requests shall be submitted in writing on the district's form. An emergency request must be submitted within five (5) days of its occurrence.

8. A request to which an employee is not entitled may be granted at loss of salary. Two or more consecutive days leave at a loss of pay may only be approved once in any three-year period.

9. At the conclusion of a school year, any personal leave not used by an employee will be added to his/her sick leave.

Section C. The number of days of entitlement shall be prorated for an employee hired for less than a school year.

Section D. A salaried substitute shall not be entitled to more than two (2) days in a semester. Her/his personal leave may not accumulate from semester to semester and any unused days will not be added to his/her sick leave.

Section E. A Behavior Management Specialist employed by the ASD as a salaried substitute shall not be entitled to more than two (2) days in a semester.

ARTICLE 44 — PUBLIC SERVICE LEAVE

Employees have all rights to become a candidate for political office. Upon submission of an appropriate application, the employee will be granted a leave of absence, without pay, to campaign and/or serve in a public or political office.

Furthermore, it is agreed that a block of time for political campaigning is available according to the terms of the contract. Said block of time for a primary election to be a minimum of two (2) weeks duration or, if more than two (2) weeks to extend to the end of the second (spring) semester or for a general election to be a minimum of two (2) weeks duration or, if more than four (4) weeks, to extend to the end of the first (fall) semester. In no event shall such leave extend beyond a three (3) year period (4 years for City/County Office), including leaves for campaigning and a leave to serve in an elected office for a maximum of two (2) years (4 years for City/County Office). An employee on leave to serve in an elected office will return to employment in the District at the beginning of the semester immediately following the end of the term of the political office to which he/she had been elected. It is further agreed that such unpaid leaves of absence as specified can be taken only once in any school year.

Such time spent, however, shall not be computed as service or experience in determining incremental entitlement or other benefits. All benefits to which an employee was entitled at the time the leave of absence commenced under the operation of this section, including but not limited to seniority and credits toward sabbatical leave eligibility shall be restored upon return to employment as fully as if said leave had never been taken.

ARTICLE 45 — QUARANTINE LEAVE

In case of quarantine, no deduction shall be made from employees' salaries provided said absence on account of quarantine shall be supported by a certificate from the Bureau of Health that such quarantine was mandatory.

ARTICLE 46 — SABBATICAL/PROFESSIONAL DEVELOPMENT LEAVE

All employees who have completed ten (10) years of satisfactory service in the Public Schools of the Commonwealth of Pennsylvania and at least five (5) consecutive years in the Allentown School District shall be entitled to a leave of absence for restoration of health, professional development or for other reasonable purposes under conditions as follows:

A. At least five (5) consecutive years of such service shall have been in the Allentown School District.

B. Such sabbatical/professional development leave of absence shall be for a half (1/2) or full school year, or for two (2) half school years during a period of two (2) years, at the option of the employee. However, the District will not grant any sabbatical leave or any portion of a sabbatical leave for a half year, full school year, or two (2) half school years during a two (2) year period for the purpose of travel.

C. Thereafter, one (1) sabbatical/professional development leave of absence for the reasons stated above shall be granted to all employees after each seven (7) years of service.

D. The employee on sabbatical/professional development leave shall receive fifty percent (50%) of his/her annual salary to which he/she would have been entitled had he/she remained in the school system that year.

E. The employee on sabbatical/professional development leave shall be provided with District-paid medical, dental, vision care, prescription, income protection, and group life insurance benefits to the extent provided to all active full-time employees.

F. All employees shall accrue seniority, salary increments, and sick leave credit of eleven (11) days for the period of sabbatical/professional development leave and shall participate fully in PSERS. Furthermore, the period of sabbatical/professional development leave shall be included in the employee's years of service in the Allentown School District.

G. An employee granted the sabbatical/professional development leave of absence shall receive at the time the sabbatical/professional development leave is granted a letter stating the conditions under which the leave was granted.

H. No leave of absence shall be granted unless such employee shall agree to return to his/her employment within the District for a period of not less than one (1) year after such leave of absence. Employee shall notify the Superintendent in writing of his/her intention to return not less than sixty (60) days prior to the expiration date of the leave.

   No such leave of absence shall be considered a termination or breach of the contract of employment, and the employee on leave shall be returned to the same or similar position in the same school or schools he/she occupied prior thereto.

   All employees returning from a sabbatical leave of absence for the restoration of health shall present a certificate of good health to the Superintendent of Schools from a physician and/or the Chief School Physician of the District prior to the resumption of his/her duties.

I. An employee wishing to change the type of leave or the length of the leave shall request approval from the Board of Directors.

J. A sabbatical/professional development leave shall become effective when approved by the Board of Directors.

ARTICLE 47 — SICK LEAVE

Section A.

1. Any unused sick leave credited to an employee shall be cumulative from year to year in the District without limitation. All or any part of such accumulated unused sick leave may be taken with full pay in any one or more school years. Sick leave will be granted at the rate of eleven (11) days per year.

2. All unused sick leave for employees will be recorded on the established sick leave individual records.

3. As of each September 1, eleven (11) days sick leave credit will be added to the above accumulated balances in A.2.

4. From the above sick leave balances, any sick leave days used shall be deducted during the fiscal year. The official record of such balances and deductions shall be maintained in the Payroll Department.

5. The District shall inform each employee by September 30 of each year the amount of sick leave he/she has accumulated.

6. Employees who sever their employment with one school district and enter into employment with the School District, City of Allentown, shall be entitled to full credit for accumulated sick leave to the extent allowed by School Code.

7. In case of accidental injury while on the job, and/or a District-assigned job, the Member of the Bargaining Unit will be paid for sick leave up to the maximum accumulation.

   If an injury is compensable under Workers' Compensation, the following shall apply:

   a. During the first seven (7) calendar days of absence after the injury, no deduction shall be made from the employee's accumulated sick leave account.

      (1) Employee keeps the Worker Comp check and receives no pay from the district.

      (2) Employee gives the Workers Comp check to the district, the district deducts 1/3 sick day, and the district pays employee regular day's wages (This option qualifies for PSERS); and,

      (3) If an employee fails to give the Worker's Compensation Check to the District, within seven (7) days of his/her receipt, the District will cease paying the employee his/her regular salary and assume the employee has elected option (a). Any salary paid after the seventh calendar day but before the District stops payment shall be considered used sick days. If the employee does give the Worker's Compensation check(s), or payment equal to the check(s), to the District more than seven days after his/her receipt, then the District shall consider him/her to have exercised option (b) retroactively.

      (4) In the event the disability extends beyond the accumulated sick leave, then the employee shall receive only the payments provided by the Worker's Compensation carrier.

   b. Only option b(2) is covered by PSERS.

   c. In the event the disability extends beyond accumulated sick leave, then the employee shall receive only the payments provided by the Workers' Compensation carrier.

   d. The District will not provide compensation under Workers' Compensation if the injury is attributable to employment outside District service.

8. A Member of the Bargaining Unit shall not lose any sick leave days or salary because of an injury resulting from an assault by a student if the Member of the Bargaining Unit acted in proper professional manner as determined by a committee composed of two (2) Members of the Association and two (2) Administrators.

9. The District will not make sick leave payments to any person whose injury or illness is attributable to employment outside the District Service, and the District reserves the right to repayment of the sick leave benefits by the employee in such circumstances.

Section B. Each Behavior Management Specialist shall be granted sick leave at the yearly rate of eleven (11) days, prorated for the term of his/her employment in the District, and these days shall not be cumulative from year to year.

ARTICLE 48 — TRAVEL ALLOWANCE

Section A. For the term of this Agreement, Members of the Bargaining Unit who are required in the course of their work to drive their personal vehicles from one building to another or on business for the District shall submit an account for reimbursement at the prevailing I.R.S. mileage rate in effect on July 1, which rate shall be reviewed annually and adjusted, if necessary on September 1 of each year for the duration of this Agreement. While on District business, secondary liability insurance will be provided by the Board which would be effective in accordance with applicable insurance law. A form verifying said coverage shall be made available to employees who use personal vehicles.

ARTICLE 49 — HOURLY RATE

The hourly rate for the term of this Agreement for summer school, adult education, homebound teaching, and hours beyond the school day shall be $30.00.

ARTICLE 50 — EXTRA PAY FOR EXTRA DUTY

The pay rate established for each position shall be based on twenty percent (20%) of the Bachelor's Starting Salary in each year of the Agreement. The Bachelor's Starting Salary shall change in accordance with annual changes to Exhibit D. These rates of pay are set forth in the schedules in Exhibit D. Instructional Support Facilitators will continue to work an additional hour beyond the teacher workday each day and ten (10) additional days in the summer.

ARTICLE 51 — SALARY

Salary schedules are set forth in Exhibit D.

Increase 4.5% per year, included any applicable increment. Schedules subject to mutual agreement.

Note 1. Elementary Absenteeism Specialist salaries shall be determined annually by negotiations between the parties. In the event that the District shall abolish any

of the positions, the District shall not be required to expend the sums allowed for such positions.

1. Starting Salary

   a. Behavior Management Specialists-same percentage increase

2. Salary Increases

a.	2007-08	4.5%
	2008-09	4.5%
	2009-10	4.5%
	2010-11	4.5%
	2011-12	4.5%

3. A Behavior Management Specialist providing proof of current and valid PA teaching certification shall be compensated as a Salaried Substitute.

Note 2. Single Salary Schedule

a. The Single Salary Schedule is based upon preparation, experience, and professional growth.

b. Employees shall receive the same salary at all grade levels, qualifications and services being equal.

c. Increments above the State mandated schedule are negotiated.

Note 3. Year - Step Column

Salary schedule as presented is applicable only for the duration of the contract. The numbers in the increment step column do not refer to years of service. They indicate steps and are for line identification.

ARTICLE 52 – EMPLOYEE COMMITTEE PARTICIPATION

In order to facilitate a greater degree of cooperation between the District and Association in addressing the many issues facing the District, the District agrees to allow the Association at least two (2) representatives on each of the following standing District Committees:

The Professional Development Committee for the Strategic Plan
The Teacher Induction Committee for the Strategic Plan
Chapter 4 Curriculum Committee for the Strategic Plan
Safety Task Force
Ball Foundation Partnership Team

It is understood that the Association shall have the exclusive right to select its representatives.

ARTICLE 53 — TERM

Section A. This Agreement shall become effective September 1, 2007, and shall continue through and including August 31, 2012, except as otherwise set forth herein. Notice of the desire to negotiate amendments to this Agreement shall be given in accordance with the provisions of the Act of Pennsylvania General Assembly, No. 195.

Section B. The District and the Association jointly agree to begin negotiations to a successor to this Agreement by January 10, 2012.

Section C. Copies of this Agreement shall be printed at the expense of the District within thirty (30) days after the Agreement is signed. Additional copies of this Agreement shall be printed at the expense of the District on a yearly basis for the duration of the Agreement. The Association shall distribute copies to all present members of the Bargaining Unit and those employed during the term of the this Agreement**.**

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their signatures this twenty-ninth day of November, 2007, by and through their authorized officers.

BOARD OF SCHOOL DIRECTORS	ALLENTOWN EDUCATION ASSOCIATION
By:	By:
_____	_____
President	President
_____	_____
Secretary	Secretary

AEA Bargaining Team Members

_____	_____
_____	_____
_____	_____

ALLENTOWN SCHOOL DISTRICT

Informal Record of Potential Grievance - Level I

Presented to: _____ **By:** _____

Received by: _____ **Date:** _____

Brief Summary of the Issue (Include date of incident):

What action is requested?

Date meeting held? _____ **Mutual Resolution Reached?** **Date**

Yes _____ **No** _____ _____

If "Yes", describe resolution:

If "No", will the formal grievance be used? **Yes** _____ **No** _____

Signatures:

_____ (Professional Employee)

_____ (Administrator)

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level II

To: _____ Date:_____

From:_____
(Professional Employee's Name)

GRIEVANCE: (Be specific)

WHAT ACTION EMPLOYEE IS REQUESTING:

To be presented within ten (10) calendar days of the Level I meeting with the supervisor.

Signed _____ Signed_____
Professional Employee AEA Representative

REPLY TO GRIEVANCE - Level II:

(To be made within ten (10) calendar days after receipt of grievance.)

Signed _____ Date_____ Time_____
Principal

School_____

Reply IS / IS NOT satisfactory

Signed _____
AEA Representative

Date_____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level III

To: Superintendent of Schools

From: _____ Date:_____

The reply to Level II Grievance submitted to _____

on _____ concerning _____

_____

is not satisfactory. Some of the reasons for this are:

To be presented within ten (10) calendar days from date of Principal's reply.

Signed_____
AEA Representative

Date_____

REPLY TO GRIEVANCE - Level III:

(To be made within ten (10) calendar days after receipt of grievance Level lll.)

Signed _____ Date _____
Superintendent

Reply IS / IS NOT satisfactory

Signed_____
AEA Representative

Date_____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level IV

To: Board of Directors

From:_____ Date _____

The reply to Level II Grievance submitted to the Superintendent of Schools on

(date)_____ concerning _____

_____

is not satisfactory. Some of the reasons for this are:

To be presented within ten (10) calendar days from date of Superintendent's reply to Level III.

Signed_____
AEA Representative

Date_____

ACTION OF THE BOARD OF DIRECTORS - Response to Level IV

Required within ten (10) calendar days after date of first official Board Meeting following submission date of Grievance Level III.

Signed _____
President, Board of School Directors

Date_____

Reply IS / IS NOT satisfactory

Signed_____
AEA Representative

Date_____

ALLENTOWN SCHOOL DISTRICT

Record of Grievance - Level V

To: Board of Directors

From: _____ Date_____

The decision reached by the Board of School Directors to Level III Grievance submitted on (date) _____ is not satisfactory. Therefore, I respectfully request that this grievance be submitted to binding arbitration.

To be presented within ten (10) calendar days from date of reply of Board of Directors to Level IV.

Signed_____
AEA Representative

Date_____

Sample Letter - EXHIBIT B

SCHOOL DISTRICT OF THE CITY OF ALLENTOWN
HUMAN RESOURCES OFFICE
2007-08 SCHOOL YEAR

Employee:

The Board of Directors approved your annualized salary effective for the start of the 2007-08 school year.

2007-08 Degree Level

Step on 2007-08 Salary Schedule

2007-08 Annualized Salary

DEGREE	STEP EXAMPLES
B0 = B	
B1 = B+12	023 IS STEP 2.3
B2 = B+24	
ME = M EQ	
M0 = M or M EQ	134 IS STEP 13.4
M1 = M+15	
M3 = M+30	
M4 = M+45	
R0 = D	

The following is a statement of your sick leave for the 2007-08 school year.

Sick Leave Days for the 2006-07 school year

Days used during the 2006-07 school year

2007-08 Credit

Transfer of 2006-07 unused personal days

Sick Leave Days for the 2007-08 school year

NOTES:

1. Special Education Teachers and Speech Clinicians receive additional stipends as follows: 2007-2008 - $300; 2008-2009 - $400; 2009-2012 - $500 per year.
2. This statement is subject to correction because of computational or other sources of error.
3. Should you have any questions regarding your salary or sick leave, please direct your inquiries **in writing** to the Human Resources Office.

Extra Pay for Extra Duty - EXHIBIT C

Position	#	%[1]	2007-08	2008-09	2009-10	2010-11	2011-12
Bachelor's Starting Salary			$39,039	$41,206	$42,306	$44,332	$45,114
Bachelor's Starting Salary (20%)			$7,808	$8,241	$8,461	$8,866	$9,023
Athletic Director	2	1.020	7,964	8,406	8,630	9,044	9,203
SH/HD Football	2	1.000	7,808	8,241	8,461	8,866	9,023
SH/HD Boys Basketball	2	0.897	7,004	7,392	7,590	7,953	8,093
SH/HD Girls Basketball	2	0.897	7,004	7,392	7,590	7,953	8,093
SH/HD Wrestling	2	0.743	5,801	6,123	6,287	6,588	6,704
SH/HD Soccer	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Field Hockey	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Boys Swimming	2	0.680	5,309	5,604	5,754	6,029	6,136
SH/HD Girls Swimming	2	0.680	5,309	5,604	5,754	6,029	6,136
SH/HD Boys Track	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Girls Track	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Baseball	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Softball	2	0.646	5,044	5,324	5,466	5,728	5,829
SH/HD Gymnastics	2	0.463	3,615	3,816	3,918	4,105	4,178
SH/HD Cheerleading	2	0.463	3,615	3,816	3,918	4,105	4,178
SH/HD Boys Volleyball	2	0.400	3,123	3,296	3,384	3,547	3,609
SH/HD Girls Volleyball	2	0.400	3,123	3,296	3,384	3,547	3,609
SH/HD Cross Country	2	0.508	3,966	4,187	4,298	4,504	4,584
SH/HD Golf	2	0.375	2,928	3,090	3,173	3,325	3,384
SH/HD Boys Tennis	2	0.375	2,928	3,090	3,173	3,325	3,384
SH/HD Girls Tennis	2	0.375	2,928	3,090	3,173	3,325	3,384
SH/HD Rifle	2	0.375	2,928	3,090	3,173	3,325	3,384
SH/A Football Max.	12	0.612	4,778	5,044	5,178	5,426	5,522
Min.		0.543	4,240	4,475	4,594	4,814	4,899
Total Available	2	3.603	28,132	29,693	30,486	31,946	32,509
SH/A Boys Basketball	4	0.537	4,193	4,426	4,544	4,761	4,845
SH/A Girls Basketball	4	0.537	4,193	4,426	4,544	4,761	4,845
SH/A Wrestling	4	0.475	3,709	3,915	4,019	4,212	4,286
SH/A Soccer	2	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Field Hockey	2	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Boys Swimming	2	0.380	2,967	3,132	3,215	3,369	3,429
SHA Girls Swimming	2	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Boys Track	2	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Girls Track	2	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Baseball	4	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Softball	4	0.380	2,967	3,132	3,215	3,369	3,429
SH/A Gymnastics	2	0.350	2,733	2,884	2,961	3,103	3,158
SH/A Cheerleading	2	0.350	2,733	2,884	2,961	3,103	3,158
SH/A Boys Volleyball	2	0.330	2,577	2,720	2,792	2,926	2,978

[1] All positions are based on a percentage paid as a portion of 20% of the Bachelor's Starting Salary in each year of the contract. For example, the Head Football Coach receives 100% (1.000) of 20% of the Bachelor's Starting Salary.

Position	#	%[1]	2007-08	2008-09	2009-10	2010-11	2011-12
SH/A Girls Volleyball	2	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Soccer	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Soccer --New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Boys Basketball	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Boys Basketball--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Girls Basketball	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Girls Basketball--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Wrestling	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Wrestling--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Swimming	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Swimming--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Gymnastics	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Gymnastics--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Field Hockey	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Field Hockey--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS/HD Volleyball	4	0.330	2,577	2,720	2,792	2,926	2,978
MS/HD Volleyball--New Hire		0.325	2,538	2,678	2,750	2,882	2,932
MS Athletic Director	1	0.472	3,685	3,890	3,994	4,185	4,259
MS Athletic Director--New Hire		0.438	3,420	3,610	3,706	3,883	3,952
Coordinators (1.8xDCV)	3	0.869	6,785	7,162	7,353	7,705	7,841
Faculty Clerk Bookroom	2	0.375	2,928	3,090	3,173	3,325	3,384
Principal's Aides	16	0.346	2,701	2,851	2,928	3,068	3,122
Secondary Librarians	6	0.144	1,124	1,187	1,218	1,277	1,299
Dept. Chair I (1-5)	2	0.369	2,881	3,041	3,122	3,272	3,329
Dept. Chair II (6-9)	7	0.392	3,061	3,231	3,317	3,476	3,537
Dept. Chair III (10-14)	9	0.415	3,240	3,420	3,511	3,680	3,744
Dept. Chair IV (15-19)	2	0.460	3,592	3,791	3,892	4,079	4,150
Dept. Chair V (20+)	2	0.483	3,771	3,980	4,087	4,282	4,358
Checking Supplies	2	0.375	2,928	3,090	3,173	3,325	3,384
Coaching College Boards	2	0.092	718	758	778	816	830
Director Student Activities	2	0.386	3,014	3,181	3,266	3,422	3,483
Director of Choir	2	0.235	1,835	1,937	1,988	2,084	2,120
Director SH Orchestra	2	0.223	1,741	1,838	1,887	1,977	2,012
Instr. Support Facilitators[2]	2	1.058	8,261	8,719	8,952	9,381	9,546
MHealth/BehaviorM. Spec.	9	1.058	8,261	8,719	8,952	9,381	9,546
Tech. Lead Teachers	23	0.354	2,764	2,917	2,995	3,139	3,194
Staff Development Coord.		0.354	2,764	2,917	2,995	3,139	3,194
Allen Intramurals	1	0.845	6,598	6,964	7,150	7,492	7,624
Allen Swimming	1	0.090	703	742	762	798	812
Dieruff Intramurals	1	0.845	6,598	6,964	7,150	7,492	7,624
Dieruff Swimming	1	0.090	703	742	762	798	812

[2] Instructional Support Facilitators must work 60 minutes extra each day and ten (10) additional days during the summer.

Position	#	%[1]	2007-08	2008-09	2009-10	2010-11	2011-12
H-M Intramurals	1	0.780	6,090	6,428	6,600	6,916	7,038
Raub Intramurals	1	0.780	6,090	6,428	6,600	6,916	7,038
S.M. Intramurals	1	0.780	6,090	6,428	6,600	6,916	7,038
Trexler Intramurals	1	0.780	6,090	6,428	6,600	6,916	7,038
Opr. + Mrg. Stadium	1	0.354	2,764	2,917	2,995	3,139	3,194
SH Band Leader	2	0.691	5,395	5,695	5,847	6,127	6,235
SH/A Band Leader	1	0.432	3,373	3,560	3,655	3,830	3,898
MS Band Leader	4	0.272	2,124	2,242	2,301	2,412	2,454
SH Bandfront	2	0.354	2,764	2,917	2,995	3,139	3,194
Asst. Ath. Trainer	4	0.800	6,246	6,593	6,769	7,093	7,218
Caretaker of Equipment	2	0.375	2,928	3,090	3,173	3,325	3,384
Club Listings							
Senior High School		%	2007-08	2008-09	2009-10	2010-11	2011-12
Level 5 Pay		0.170	1,327	1,401	1,438	1,507	1,534
Level 4 Pay		0.120	937	989	1,015	1,064	1,083
Level 3 Pay		0.090	703	742	762	798	812
Level 2 Pay		0.060	468	494	508	532	541
Level l Pay		0.030	234	247	254	266	271
Middle School							
Level 5 Pay							
Level 4 Pay		0.090	703	742	762	798	812
Level 3 Pay		0.060	468	494	508	532	541
Level 2 Pay		0.040	312	330	338	355	361
Level l Pay		0.020	156	165	169	177	180
Allen		3.795	29,631	31,275	32,110	33,648	34,242
Dieruff		2.992	23,361	24,658	25,316	26,528	26,996
Per Mid Sch.		0.795	6,207	6,552	6,727	7,049	7,173

Club or Activities will be placed on an appropriate pay level based on a point system.
Level 1 Clubs 5 – 7 points.
Level 2 Clubs 8 – 11 points.
Level 3 Clubs 12 – 15 points.
Level 4 Clubs 16 –19 points.
Level 5 Clubs 20+ points.

Factors to be taken into account when assigning clubs to an appropriate level.
A. Number of students involved or affected.
B. Frequency of meetings.
C. Length of season and/or competitive in nature.
D. Impact on School and Community.
E. Responsibility factors.

Points to be awarded are based on the above factors. Add appropriate points in each category. The total points awarded will indicate the level of the club.

FACTORS

Point Level	A	B	C	D	E
1 Point	Up to 30 students	Up to 10 meetings	Up to 2 months	Partial School No Community Involvement	Within the school boundary no fund raising
2 Points	31-59 students	11 to 15 meetings	3 to 4 months	Total School No Community Involvement	Within the school boundary with fund raising
3 Points	60-89 students	16 to 25 meetings	5 to 6 months	Total school involvement Community support.	Transportation of students. Night activities
4 Points	90-120 students	26 to 30 meetings	7 to 8 months	Total school and community involvement	Day trips outside Allentown
5 Points	120+ students	31+ meetings and competitions	9+ months	Both school and community participation. Competitions	Overnight trips Academic Competitions

In the event that the District shall, in the exercise of its discretion, establish additional Club Advisor positions, the compensation for such positions shall be determined by negotiation between the parties. In the event that the District shall abolish any of the existing positions, the District shall not be required to expend the sums allocated for such positions.

Club advisors will be notified of their club level by October 1.

SALARY - EXHIBIT D

2007-2008 Salary Schedule

2007-08 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	39,039	40,039	42,039	43,039	43,039	44,039	45,039	46,039	47,039
1.1	39,089	40,106	42,137	43,139	43,139	44,139	45,139	46,139	47,139
1.2	39,139	40,173	42,234	43,239	43,239	44,239	45,239	46,239	47,239
1.3	39,189	40,240	42,332	43,339	43,339	44,339	45,339	46,339	47,339
1.4	39,239	40,306	42,429	43,438	43,438	44,438	45,438	46,438	47,438
1.5	39,289	40,373	42,527	43,538	43,538	44,538	45,538	46,538	47,538
1.6	39,339	40,440	42,624	43,638	43,638	44,638	45,638	46,638	47,638
1.7	39,389	40,507	42,722	43,738	43,738	44,738	45,738	46,738	47,738
1.8	39,439	40,574	42,819	43,838	43,838	44,838	45,838	46,838	47,838
1.9	39,489	40,641	42,917	43,938	43,938	44,938	45,938	46,938	47,938
2	39,539	40,708	43,014	44,038	44,038	45,038	46,038	47,038	48,038
2.1	39,580	40,776	43,114	44,140	44,140	45,140	46,140	47,140	48,140
2.2	39,621	40,844	43,214	44,242	44,242	45,242	46,242	47,242	48,242
2.3	39,662	40,912	43,314	44,344	44,344	45,344	46,344	47,344	48,344
2.4	39,703	40,980	43,413	44,446	44,446	45,446	46,446	47,446	48,446
2.5	39,744	41,048	43,513	44,548	44,548	45,548	46,548	47,548	48,548
2.6	39,785	41,116	43,613	44,651	44,651	45,651	46,651	47,651	48,651
2.7	39,826	41,184	43,713	44,753	44,753	45,753	46,753	47,753	48,753
2.8	39,867	41,252	43,813	44,855	44,855	45,855	46,855	47,855	48,855
2.9	39,908	41,319	43,912	44,957	44,957	45,957	46,957	47,957	48,957
3	39,949	41,387	44,012	45,059	45,059	46,059	47,059	48,059	49,059
3.1	40,000	41,457	44,114	45,164	45,164	46,164	47,164	48,164	49,164
3.2	40,051	41,526	44,216	45,268	45,268	46,268	47,268	48,268	49,268
3.3	40,102	41,595	44,319	45,373	45,373	46,373	47,373	48,373	49,373
3.4	40,153	41,664	44,421	45,477	45,477	46,477	47,477	48,477	49,477
3.5	40,204	41,733	44,523	45,582	45,582	46,582	47,582	48,582	49,582
3.6	40,255	41,802	44,625	45,686	45,686	46,686	47,686	48,686	49,686
3.7	40,306	41,871	44,727	45,791	45,791	46,791	47,791	48,791	49,791
3.8	40,357	41,940	44,829	45,895	45,895	46,895	47,895	48,895	49,895
3.9	40,408	42,010	44,931	46,000	46,000	47,000	48,000	49,000	50,000
4	40,459	42,079	45,033	46,105	46,105	47,105	48,105	49,105	50,105
4.1	40,508	42,159	45,138	46,212	46,212	47,212	48,212	49,212	50,212
4.2	40,557	42,239	45,242	46,318	46,318	47,318	48,318	49,318	50,318
4.3	40,606	42,319	45,347	46,425	46,425	47,425	48,425	49,425	50,425
4.4	40,655	42,400	45,451	46,532	46,532	47,532	48,532	49,532	50,532
4.5	40,705	42,480	45,556	46,639	46,639	47,639	48,639	49,639	50,639
4.6	40,754	42,560	45,660	46,746	46,746	47,746	48,746	49,746	50,746
4.7	40,803	42,641	45,765	46,853	46,853	47,853	48,853	49,853	50,853
4.8	40,852	42,721	45,869	46,960	46,960	47,960	48,960	49,960	50,960
4.9	40,901	42,801	45,974	47,067	47,067	48,067	49,067	50,067	51,067
5	40,950	42,881	46,078	47,174	47,174	48,174	49,174	50,174	51,174
5.1	41,008	42,943	46,185	47,284	47,284	48,284	49,284	50,284	51,284
5.2	41,066	43,005	46,292	47,393	47,393	48,393	49,393	50,393	51,393
5.3	41,124	43,066	46,399	47,503	47,503	48,503	49,503	50,503	51,503
5.4	41,182	43,128	46,506	47,612	47,612	48,612	49,612	50,612	51,612
5.5	41,240	43,189	46,613	47,721	47,721	48,721	49,721	50,721	51,721
5.6	41,297	43,251	46,720	47,831	47,831	48,831	49,831	50,831	51,831
5.7	41,355	43,313	46,826	47,940	47,940	48,940	49,940	50,940	51,940
5.8	41,413	43,374	46,933	48,050	48,050	49,050	50,050	51,050	52,050

2007-08 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
5.9	41,471	43,436	47,040	48,159	48,159	49,159	50,159	51,159	52,159
6	41,529	43,497	47,147	48,269	48,269	49,269	50,269	51,269	52,269
6.1	41,579	43,570	47,256	48,381	48,381	49,381	50,381	51,381	52,381
6.2	41,629	43,643	47,366	48,493	48,493	49,493	50,493	51,493	52,493
6.3	41,679	43,715	47,475	48,605	48,605	49,605	50,605	51,605	52,605
6.4	41,729	43,788	47,585	48,717	48,717	49,717	50,717	51,717	52,717
6.5	41,779	43,861	47,694	48,829	48,829	49,829	50,829	51,829	52,829
6.6	41,829	43,933	47,803	48,941	48,941	49,941	50,941	51,941	52,941
6.7	41,879	44,006	47,913	49,052	49,052	50,052	51,052	52,052	53,052
6.8	41,929	44,079	48,022	49,164	49,164	50,164	51,164	52,164	53,164
6.9	41,979	44,151	48,132	49,276	49,276	50,276	51,276	52,276	53,276
7	42,029	44,224	48,241	49,388	49,388	50,388	51,388	52,388	53,388
7.1	42,083	44,298	48,353	49,503	49,503	50,503	51,503	52,503	53,503
7.2	42,137	44,372	48,465	49,618	49,618	50,618	51,618	52,618	53,618
7.3	42,192	44,445	48,577	49,732	49,732	50,732	51,732	52,732	53,732
7.4	42,246	44,519	48,689	49,847	49,847	50,847	51,847	52,847	53,847
7.5	42,300	44,593	48,801	49,961	49,961	50,961	51,961	52,961	53,961
7.6	42,354	44,667	48,912	50,076	50,076	51,076	52,076	53,076	54,076
7.7	42,408	44,741	49,024	50,191	50,191	51,191	52,191	53,191	54,191
7.8	42,463	44,815	49,136	50,305	50,305	51,305	52,305	53,305	54,305
7.9	42,517	44,889	49,248	50,420	50,420	51,420	52,420	53,420	54,420
8	42,571	44,962	49,360	50,534	50,534	51,534	52,534	53,534	54,534
8.1	42,771	45,038	49,475	50,651	50,651	51,651	52,651	53,651	54,651
8.2	42,971	45,113	49,589	50,769	50,769	51,769	52,769	53,769	54,769
8.3	43,172	45,188	49,704	50,886	50,886	51,886	52,886	53,886	54,886
8.4	43,372	45,263	49,818	51,003	51,003	52,003	53,003	54,003	55,003
8.5	43,572	45,338	49,933	51,120	51,120	52,120	53,120	54,120	55,120
8.6	43,772	45,413	50,047	51,238	51,238	52,238	53,238	54,238	55,238
8.7	43,972	45,488	50,162	51,355	51,355	52,355	53,355	54,355	55,355
8.8	44,173	45,563	50,276	51,472	51,472	52,472	53,472	54,472	55,472
8.9	44,373	45,638	50,391	51,589	51,589	52,589	53,589	54,589	55,589
9	44,573	45,713	50,505	51,707	51,707	52,707	53,707	54,707	55,707
9.1	44,647	45,790	50,622	51,827	51,827	52,827	53,827	54,827	55,827
9.2	44,721	45,866	50,740	51,947	51,947	52,947	53,947	54,947	55,947
9.3	44,795	45,942	50,857	52,067	52,067	53,067	54,067	55,067	56,067
9.4	44,869	46,019	50,974	52,186	52,186	53,186	54,186	55,186	56,186
9.5	44,943	46,095	51,091	52,306	52,306	53,306	54,306	55,306	56,306
9.6	45,017	46,171	51,208	52,426	52,426	53,426	54,426	55,426	56,426
9.7	45,091	46,248	51,325	52,546	52,546	53,546	54,546	55,546	56,546
9.8	45,165	46,324	51,443	52,666	52,666	53,666	54,666	55,666	56,666
9.9	45,239	46,400	51,560	52,786	52,786	53,786	54,786	55,786	56,786
10	45,313	46,477	51,677	52,906	52,906	53,906	54,906	55,906	56,906
10.1	45,392	46,554	51,797	53,029	53,029	54,029	55,029	56,029	57,029
10.2	45,471	46,632	51,917	53,152	53,152	54,152	55,152	56,152	57,152
10.3	45,550	46,710	52,037	53,274	53,274	54,274	55,274	56,274	57,274
10.4	45,629	46,787	52,157	53,397	53,397	54,397	55,397	56,397	57,397
10.5	45,708	46,865	52,276	53,520	53,520	54,520	55,520	56,520	57,520
10.6	45,786	46,942	52,396	53,643	53,643	54,643	55,643	56,643	57,643
10.7	45,865	47,020	52,516	53,765	53,765	54,765	55,765	56,765	57,765
10.8	45,944	47,098	52,636	53,888	53,888	54,888	55,888	56,888	57,888
10.9	46,023	47,175	52,756	54,011	54,011	55,011	56,011	57,011	58,011

2007-08 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
11	46,102	47,253	52,876	54,134	54,134	55,134	56,134	57,134	58,134
11.1	46,169	47,332	52,999	54,259	54,259	55,259	56,259	57,259	58,259
11.2	46,237	47,411	53,121	54,385	54,385	55,385	56,385	57,385	58,385
11.3	46,304	47,490	53,244	54,510	54,510	55,510	56,510	57,510	58,510
11.4	46,371	47,569	53,367	54,636	54,636	55,636	56,636	57,636	58,636
11.5	46,439	47,647	53,489	54,762	54,762	55,762	56,762	57,762	58,762
11.6	46,506	47,726	53,612	54,887	54,887	55,887	56,887	57,887	58,887
11.7	46,573	47,805	53,735	55,013	55,013	56,013	57,013	58,013	59,013
11.8	46,640	47,884	53,857	55,138	55,138	56,138	57,138	58,138	59,138
11.9	46,708	47,963	53,980	55,264	55,264	56,264	57,264	58,264	59,264
12	46,775	48,042	54,103	55,390	55,390	56,390	57,390	58,390	59,390
12.1	46,853	48,122	54,228	55,518	55,518	56,518	57,518	58,518	59,518
12.2	46,932	48,202	54,354	55,647	55,647	56,647	57,647	58,647	59,647
12.3	47,010	48,283	54,479	55,775	55,775	56,775	57,775	58,775	59,775
12.4	47,089	48,363	54,605	55,904	55,904	56,904	57,904	58,904	59,904
12.5	47,167	48,443	54,730	56,032	56,032	57,032	58,032	59,032	60,032
12.6	47,245	48,523	54,856	56,161	56,161	57,161	58,161	59,161	60,161
12.7	47,324	48,604	54,981	56,289	56,289	57,289	58,289	59,289	60,289
12.8	47,402	48,684	55,107	56,418	56,418	57,418	58,418	59,418	60,418
12.9	47,481	48,764	55,232	56,546	56,546	57,546	58,546	59,546	60,546
13	47,559	48,844	55,358	56,675	56,675	57,675	58,675	59,675	60,675
13.1	47,640	48,926	55,486	56,806	56,806	57,806	58,806	59,806	60,806
13.2	47,721	49,007	55,615	56,938	56,938	57,938	58,938	59,938	60,938
13.3	47,802	49,089	55,743	57,069	57,069	58,069	59,069	60,069	61,069
13.4	47,883	49,171	55,872	57,201	57,201	58,201	59,201	60,201	61,201
13.5	47,964	49,252	56,000	57,332	57,332	58,332	59,332	60,332	61,332
13.6	48,045	49,334	56,128	57,464	57,464	58,464	59,464	60,464	61,464
13.7	48,126	49,415	56,257	57,595	57,595	58,595	59,595	60,595	61,595
13.8	48,207	49,497	56,385	57,726	57,726	58,726	59,726	60,726	61,726
13.9	48,288	49,578	56,514	57,858	57,858	58,858	59,858	60,858	61,858
14	48,369	49,660	56,642	57,989	57,989	58,989	59,989	60,989	61,989
14.1	48,503	49,895	57,057	58,530	58,530	59,530	60,530	61,530	62,530
14.2	48,637	50,129	57,472	59,070	59,070	60,070	61,070	62,070	63,070
14.3	48,771	50,364	57,886	59,610	59,610	60,610	61,610	62,610	63,610
14.4	48,905	50,598	58,301	60,150	60,150	61,150	62,150	63,150	64,150
14.5	49,039	50,833	58,716	60,690	60,690	61,690	62,690	63,690	64,690
14.6	49,173	51,068	59,131	61,230	61,230	62,230	63,230	64,230	65,230
14.7	49,307	51,302	59,546	61,770	61,770	62,770	63,770	64,770	65,770
14.8	49,441	51,537	59,960	62,310	62,310	63,310	64,310	65,310	66,310
14.9	49,575	51,771	60,375	62,850	62,850	63,850	64,850	65,850	66,850
15	49,709	52,006	60,790	63,390	63,390	64,390	65,390	66,390	67,390
15.1	49,813	52,986	61,728	64,350	64,350	65,360	66,360	67,360	68,360
15.2	49,917	53,967	62,665	65,310	65,310	66,330	67,330	68,330	69,330
15.3	50,021	54,947	63,603	66,270	66,270	67,300	68,300	69,300	70,300
15.4	50,125	55,928	64,541	67,230	67,230	68,270	69,270	70,270	71,270
15.5	50,229	56,908	65,478	68,190	68,190	69,240	70,240	71,240	72,240
15.6	50,332	57,888	66,416	69,149	69,149	70,209	71,209	72,209	73,209
15.7	50,436	58,869	67,354	70,109	70,109	71,179	72,179	73,179	74,179
15.8	50,540	59,849	68,291	71,069	71,069	72,149	73,149	74,149	75,149
15.9	50,644	60,829	69,229	72,029	72,029	73,119	74,119	75,119	76,119
16	50,748	61,810	70,167	72,989	72,989	74,089	75,089	76,089	77,089

2008-2009 Salary Schedule[3]

2008-09 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	41,206	42,261	44,372	45,428	45,428	46,428	47,428	48,428	49,428
1.1	41,268	42,332	44,475	45,533	45,533	46,533	47,533	48,533	49,533
1.2	41,330	42,403	44,578	45,639	45,639	46,639	47,639	48,639	49,639
1.3	41,391	42,473	44,681	45,744	45,744	46,744	47,744	48,744	49,744
1.4	41,453	42,544	44,784	45,849	45,849	46,849	47,849	48,849	49,849
1.5	41,515	42,614	44,887	45,955	45,955	46,955	47,955	48,955	49,955
1.6	41,577	42,685	44,990	46,060	46,060	47,060	48,060	49,060	50,060
1.7	41,639	42,755	45,093	46,166	46,166	47,166	48,166	49,166	50,166
1.8	41,700	42,826	45,196	46,271	46,271	47,271	48,271	49,271	50,271
1.9	41,762	42,897	45,299	46,376	46,376	47,376	48,376	49,376	50,376
2	41,824	42,967	45,402	46,482	46,482	47,482	48,482	49,482	50,482
2.1	41,887	43,039	45,507	46,590	46,590	47,590	48,590	49,590	50,590
2.2	41,949	43,111	45,613	46,698	46,698	47,698	48,698	49,698	50,698
2.3	42,012	43,182	45,718	46,805	46,805	47,805	48,805	49,805	50,805
2.4	42,075	43,254	45,823	46,913	46,913	47,913	48,913	49,913	50,913
2.5	42,138	43,326	45,929	47,021	47,021	48,021	49,021	50,021	51,021
2.6	42,200	43,398	46,034	47,129	47,129	48,129	49,129	50,129	51,129
2.7	42,263	43,469	46,139	47,237	47,237	48,237	49,237	50,237	51,237
2.8	42,326	43,541	46,245	47,345	47,345	48,345	49,345	50,345	51,345
2.9	42,389	43,613	46,350	47,452	47,452	48,452	49,452	50,452	51,452
3	42,451	43,685	46,455	47,560	47,560	48,560	49,560	50,560	51,560
3.1	42,515	43,758	46,563	47,671	47,671	48,671	49,671	50,671	51,671
3.2	42,579	43,831	46,671	47,781	47,781	48,781	49,781	50,781	51,781
3.3	42,642	43,904	46,779	47,891	47,891	48,891	49,891	50,891	51,891
3.4	42,706	43,977	46,886	48,002	48,002	49,002	50,002	51,002	52,002
3.5	42,770	44,049	46,994	48,112	48,112	49,112	50,112	51,112	52,112
3.6	42,833	44,122	47,102	48,222	48,222	49,222	50,222	51,222	52,222
3.7	42,897	44,195	47,210	48,333	48,333	49,333	50,333	51,333	52,333
3.8	42,961	44,268	47,317	48,443	48,443	49,443	50,443	51,443	52,443
3.9	43,024	44,341	47,425	48,553	48,553	49,553	50,553	51,553	52,553
4	43,088	44,414	47,533	48,664	48,664	49,664	50,664	51,664	52,664
4.1	43,153	44,499	47,643	48,777	48,777	49,777	50,777	51,777	52,777
4.2	43,217	44,584	47,753	48,889	48,889	49,889	50,889	51,889	52,889
4.3	43,282	44,668	47,864	49,002	49,002	50,002	51,002	52,002	53,002
4.4	43,347	44,753	47,974	49,115	49,115	50,115	51,115	52,115	53,115
4.5	43,411	44,838	48,084	49,228	49,228	50,228	51,228	52,228	53,228
4.6	43,476	44,923	48,195	49,341	49,341	50,341	51,341	52,341	53,341
4.7	43,541	45,007	48,305	49,454	49,454	50,454	51,454	52,454	53,454
4.8	43,605	45,092	48,415	49,567	49,567	50,567	51,567	52,567	53,567
4.9	43,670	45,177	48,525	49,680	49,680	50,680	51,680	52,680	53,680
5	43,734	45,262	48,636	49,793	49,793	50,793	51,793	52,793	53,793
5.1	43,800	45,327	48,749	49,908	49,908	50,908	51,908	52,908	53,908
5.2	43,866	45,392	48,861	50,024	50,024	51,024	52,024	53,024	54,024
5.3	43,931	45,457	48,974	50,139	50,139	51,139	52,139	53,139	54,139
5.4	43,997	45,522	49,087	50,255	50,255	51,255	52,255	53,255	54,255

[3] Note that from Year 1 to Year 2 of this contract, the Steps are renumbered to permit the deletion of the Step 1 that would have occurred this year. This increases the starting salary more quickly during the contract term. As members move from Year 1 to Year 2, they receive a raise as if they had advanced a Step. However, the Step number remains the same for both Years 1 and 2. Step advancement begins again when moving to Year 3.

2008-09 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
5.5	44,062	45,587	49,200	50,370	50,370	51,370	52,370	53,370	54,370
5.6	44,128	45,652	49,313	50,486	50,486	51,486	52,486	53,486	54,486
5.7	44,194	45,717	49,426	50,601	50,601	51,601	52,601	53,601	54,601
5.8	44,259	45,782	49,538	50,717	50,717	51,717	52,717	53,717	54,717
5.9	44,325	45,847	49,651	50,832	50,832	51,832	52,832	53,832	54,832
6	44,390	45,912	49,764	50,948	50,948	51,948	52,948	53,948	54,948
6.1	44,447	45,989	49,880	51,066	51,066	52,066	53,066	54,066	55,066
6.2	44,504	46,065	49,995	51,184	51,184	52,184	53,184	54,184	55,184
6.3	44,560	46,142	50,110	51,302	51,302	52,302	53,302	54,302	55,302
6.4	44,617	46,219	50,226	51,421	51,421	52,421	53,421	54,421	55,421
6.5	44,673	46,295	50,341	51,539	51,539	52,539	53,539	54,539	55,539
6.6	44,730	46,372	50,457	51,657	51,657	52,657	53,657	54,657	55,657
6.7	44,787	46,449	50,572	51,775	51,775	52,775	53,775	54,775	55,775
6.8	44,843	46,525	50,688	51,893	51,893	52,893	53,893	54,893	55,893
6.9	44,900	46,602	50,803	52,012	52,012	53,012	54,012	55,012	56,012
7	44,956	46,679	50,919	52,130	52,130	53,130	54,130	55,130	56,130
7.1	45,014	46,757	51,037	52,251	52,251	53,251	54,251	55,251	56,251
7.2	45,071	46,834	51,155	52,372	52,372	53,372	54,372	55,372	56,372
7.3	45,129	46,912	51,273	52,493	52,493	53,493	54,493	55,493	56,493
7.4	45,186	46,990	51,391	52,614	52,614	53,614	54,614	55,614	56,614
7.5	45,243	47,068	51,509	52,735	52,735	53,735	54,735	55,735	56,735
7.6	45,301	47,146	51,627	52,855	52,855	53,855	54,855	55,855	56,855
7.7	45,358	47,224	51,746	52,976	52,976	53,976	54,976	55,976	56,976
7.8	45,416	47,302	51,864	53,097	53,097	54,097	55,097	56,097	57,097
7.9	45,473	47,380	51,982	53,218	53,218	54,218	55,218	56,218	57,218
8	45,531	47,458	52,100	53,339	53,339	54,339	55,339	56,339	57,339
8.1	45,599	47,537	52,221	53,463	53,463	54,463	55,463	56,463	57,463
8.2	45,667	47,617	52,342	53,587	53,587	54,587	55,587	56,587	57,587
8.3	45,736	47,696	52,463	53,710	53,710	54,710	55,710	56,710	57,710
8.4	45,804	47,775	52,583	53,834	53,834	54,834	55,834	56,834	57,834
8.5	45,872	47,854	52,704	53,958	53,958	54,958	55,958	56,958	57,958
8.6	45,940	47,934	52,825	54,082	54,082	55,082	56,082	57,082	58,082
8.7	46,009	48,013	52,946	54,205	54,205	55,205	56,205	57,205	58,205
8.8	46,077	48,092	53,067	54,329	54,329	55,329	56,329	57,329	58,329
8.9	46,145	48,171	53,188	54,453	54,453	55,453	56,453	57,453	58,453
9	46,214	48,251	53,309	54,577	54,577	55,577	56,577	57,577	58,577
9.1	46,283	48,331	53,432	54,703	54,703	55,703	56,703	57,703	58,703
9.2	46,352	48,412	53,556	54,830	54,830	55,830	56,830	57,830	58,830
9.3	46,422	48,492	53,680	54,957	54,957	55,957	56,957	57,957	58,957
9.4	46,491	48,573	53,803	55,083	55,083	56,083	57,083	58,083	59,083
9.5	46,560	48,654	53,927	55,210	55,210	56,210	57,210	58,210	59,210
9.6	46,630	48,734	54,051	55,336	55,336	56,336	57,336	58,336	59,336
9.7	46,699	48,815	54,174	55,463	55,463	56,463	57,463	58,463	59,463
9.8	46,768	48,895	54,298	55,590	55,590	56,590	57,590	58,590	59,590
9.9	46,838	48,976	54,422	55,716	55,716	56,716	57,716	58,716	59,716
10	46,907	49,056	54,545	55,843	55,843	56,843	57,843	58,843	59,843
10.1	46,977	49,138	54,672	55,972	55,972	56,972	57,972	58,972	59,972
10.2	47,048	49,220	54,798	56,102	56,102	57,102	58,102	59,102	60,102
10.3	47,118	49,302	54,925	56,232	56,232	57,232	58,232	59,232	60,232
10.4	47,188	49,384	55,052	56,361	56,361	57,361	58,361	59,361	60,361
10.5	47,259	49,466	55,178	56,491	56,491	57,491	58,491	59,491	60,491

2008-09 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
10.6	47,329	49,548	55,305	56,620	56,620	57,620	58,620	59,620	60,620
10.7	47,399	49,630	55,431	56,750	56,750	57,750	58,750	59,750	60,750
10.8	47,470	49,712	55,558	56,879	56,879	57,879	58,879	59,879	60,879
10.9	47,540	49,794	55,684	57,009	57,009	58,009	59,009	60,009	61,009
11	47,610	49,876	55,811	57,138	57,138	58,138	59,138	60,138	61,138
11.1	47,682	49,959	55,940	57,271	57,271	58,271	59,271	60,271	61,271
11.2	47,753	50,042	56,070	57,404	57,404	58,404	59,404	60,404	61,404
11.3	47,825	50,126	56,199	57,536	57,536	58,536	59,536	60,536	61,536
11.4	47,896	50,209	56,329	57,669	57,669	58,669	59,669	60,669	61,669
11.5	47,968	50,292	56,458	57,801	57,801	58,801	59,801	60,801	61,801
11.6	48,039	50,375	56,588	57,934	57,934	58,934	59,934	60,934	61,934
11.7	48,110	50,459	56,717	58,066	58,066	59,066	60,066	61,066	62,066
11.8	48,182	50,542	56,847	58,199	58,199	59,199	60,199	61,199	62,199
11.9	48,253	50,625	56,976	58,331	58,331	59,331	60,331	61,331	62,331
12	48,325	50,709	57,106	58,464	58,464	59,464	60,464	61,464	62,464
12.1	48,397	50,793	57,238	58,600	58,600	59,600	60,600	61,600	62,600
12.2	48,470	50,878	57,371	58,735	58,735	59,735	60,735	61,735	62,735
12.3	48,542	50,963	57,503	58,871	58,871	59,871	60,871	61,871	62,871
12.4	48,615	51,047	57,636	59,007	59,007	60,007	61,007	62,007	63,007
12.5	48,687	51,132	57,768	59,142	59,142	60,142	61,142	62,142	63,142
12.6	48,760	51,217	57,901	59,278	59,278	60,278	61,278	62,278	63,278
12.7	48,832	51,301	58,033	59,413	59,413	60,413	61,413	62,413	63,413
12.8	48,904	51,386	58,166	59,549	59,549	60,549	61,549	62,549	63,549
12.9	48,977	51,471	58,298	59,685	59,685	60,685	61,685	62,685	63,685
13	49,049	51,555	58,430	59,820	59,820	60,820	61,820	62,820	63,820
13.1	49,123	51,642	58,666	60,177	60,177	61,177	62,177	63,177	64,177
13.2	49,197	51,728	58,902	60,534	60,534	61,534	62,534	63,534	64,534
13.3	49,270	51,814	59,138	60,891	60,891	61,891	62,891	63,891	64,891
13.4	49,344	51,900	59,374	61,248	61,248	62,248	63,248	64,248	65,248
13.5	49,417	51,986	59,610	61,605	61,605	62,605	63,605	64,605	65,605
13.6	49,491	52,072	59,846	61,962	61,962	62,962	63,962	64,962	65,962
13.7	49,564	52,158	60,082	62,319	62,319	63,319	64,319	65,319	66,319
13.8	49,638	52,244	60,318	62,676	62,676	63,676	64,676	65,676	66,676
13.9	49,712	52,330	60,554	63,033	63,033	64,033	65,033	66,033	67,033
14	49,785	52,416	60,790	63,390	63,390	64,390	65,390	66,390	67,390
14.1	49,860	52,975	61,281	63,901	63,901	64,901	65,901	66,901	67,901
14.2	49,935	53,533	61,772	64,412	64,412	65,412	66,412	67,412	68,412
14.3	50,009	54,091	62,263	64,923	64,923	65,923	66,923	67,923	68,923
14.4	50,084	54,650	62,754	65,434	65,434	66,434	67,434	68,434	69,434
14.5	50,159	55,208	63,245	65,945	65,945	66,945	67,945	68,945	69,945
14.6	50,233	55,767	63,736	66,456	66,456	67,456	68,456	69,456	70,456
14.7	50,308	56,325	64,227	66,967	66,967	67,967	68,967	69,967	70,967
14.8	50,383	56,883	64,718	67,478	67,478	68,478	69,478	70,478	71,478
14.9	50,457	57,442	65,209	67,989	67,989	68,989	69,989	70,989	71,989
15	50,532	58,000	65,700	68,500	68,500	69,500	70,500	71,500	72,500
15.1	50,608	58,526	66,311	69,124	69,124	70,124	71,124	72,124	73,124
15.2	50,684	59,052	66,922	69,748	69,748	70,748	71,748	72,748	73,748
15.3	50,759	59,578	67,533	70,372	70,372	71,372	72,372	73,372	74,372
15.4	50,835	60,104	68,145	70,996	70,996	71,996	72,996	73,996	74,996
15.5	50,911	60,629	68,756	71,621	71,621	72,621	73,621	74,621	75,621
15.6	50,987	61,155	69,367	72,245	72,245	73,245	74,245	75,245	76,245

2008-09 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
15.7	51,063	61,681	69,978	72,869	72,869	73,869	74,869	75,869	76,869
15.8	51,138	62,207	70,589	73,493	73,493	74,493	75,493	76,493	77,493
15.9	51,214	62,733	71,200	74,117	74,117	75,117	76,117	77,117	78,117
16	51,290	63,259	71,812	74,741	74,741	75,741	76,741	77,741	78,741

2009-2010 Salary Schedule

2009-10 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	42,306	43,361	45,472	46,528	46,528	47,528	48,528	49,528	50,528
1.1	42,368	43,432	45,641	46,703	46,703	47,703	48,703	49,703	50,703
1.2	42,430	43,503	45,809	46,878	46,878	47,878	48,878	49,878	50,878
1.3	42,491	43,573	45,977	47,052	47,052	48,052	49,052	50,052	51,052
1.4	42,553	43,644	46,145	47,227	47,227	48,227	49,227	50,227	51,227
1.5	42,615	43,714	46,313	47,402	47,402	48,402	49,402	50,402	51,402
1.6	42,677	43,785	46,482	47,577	47,577	48,577	49,577	50,577	51,577
1.7	42,739	43,855	46,650	47,752	47,752	48,752	49,752	50,752	51,752
1.8	42,800	43,926	46,818	47,926	47,926	48,926	49,926	50,926	51,926
1.9	42,862	43,997	46,986	48,101	48,101	49,101	50,101	51,101	52,101
2	42,924	44,067	47,154	48,276	48,276	49,276	50,276	51,276	52,276
2.1	42,987	44,139	47,264	48,388	48,388	49,388	50,388	51,388	52,388
2.2	43,049	44,211	47,373	48,500	48,500	49,500	50,500	51,500	52,500
2.3	43,112	44,282	47,483	48,612	48,612	49,612	50,612	51,612	52,612
2.4	43,175	44,354	47,592	48,724	48,724	49,724	50,724	51,724	52,724
2.5	43,238	44,426	47,701	48,836	48,836	49,836	50,836	51,836	52,836
2.6	43,300	44,498	47,811	48,948	48,948	49,948	50,948	51,948	52,948
2.7	43,363	44,569	47,920	49,060	49,060	50,060	51,060	52,060	53,060
2.8	43,426	44,641	48,030	49,172	49,172	50,172	51,172	52,172	53,172
2.9	43,489	44,713	48,139	49,284	49,284	50,284	51,284	52,284	53,284
3	43,551	44,785	48,248	49,396	49,396	50,396	51,396	52,396	53,396
3.1	43,615	44,858	48,360	49,511	49,511	50,511	51,511	52,511	53,511
3.2	43,679	44,931	48,472	49,625	49,625	50,625	51,625	52,625	53,625
3.3	43,742	45,004	48,584	49,740	49,740	50,740	51,740	52,740	53,740
3.4	43,806	45,077	48,696	49,854	49,854	50,854	51,854	52,854	53,854
3.5	43,870	45,149	48,808	49,969	49,969	50,969	51,969	52,969	53,969
3.6	43,933	45,222	48,920	50,084	50,084	51,084	52,084	53,084	54,084
3.7	43,997	45,295	49,032	50,198	50,198	51,198	52,198	53,198	54,198
3.8	44,061	45,368	49,144	50,313	50,313	51,313	52,313	53,313	54,313
3.9	44,124	45,441	49,256	50,427	50,427	51,427	52,427	53,427	54,427
4	44,188	45,514	49,368	50,542	50,542	51,542	52,542	53,542	54,542
4.1	44,253	45,599	49,482	50,659	50,659	51,659	52,659	53,659	54,659
4.2	44,317	45,684	49,597	50,777	50,777	51,777	52,777	53,777	54,777
4.3	44,382	45,768	49,711	50,894	50,894	51,894	52,894	53,894	54,894
4.4	44,447	45,853	49,826	51,011	51,011	52,011	53,011	54,011	55,011
4.5	44,511	45,938	49,940	51,128	51,128	52,128	53,128	54,128	55,128
4.6	44,576	46,023	50,055	51,246	51,246	52,246	53,246	54,246	55,246
4.7	44,641	46,107	50,169	51,363	51,363	52,363	53,363	54,363	55,363
4.8	44,705	46,192	50,284	51,480	51,480	52,480	53,480	54,480	55,480
4.9	44,770	46,277	50,399	51,597	51,597	52,597	53,597	54,597	55,597
5	44,834	46,362	50,513	51,715	51,715	52,715	53,715	54,715	55,715
5.1	44,900	46,427	50,630	51,835	51,835	52,835	53,835	54,835	55,835
5.2	44,966	46,492	50,747	51,955	51,955	52,955	53,955	54,955	55,955

2009-10 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
5.3	45,031	46,557	50,865	52,075	52,075	53,075	54,075	55,075	56,075
5.4	45,097	46,622	50,982	52,195	52,195	53,195	54,195	55,195	56,195
5.5	45,162	46,687	51,099	52,315	52,315	53,315	54,315	55,315	56,315
5.6	45,228	46,752	51,216	52,434	52,434	53,434	54,434	55,434	56,434
5.7	45,294	46,817	51,333	52,554	52,554	53,554	54,554	55,554	56,554
5.8	45,359	46,882	51,451	52,674	52,674	53,674	54,674	55,674	56,674
5.9	45,425	46,947	51,568	52,794	52,794	53,794	54,794	55,794	56,794
6	45,490	47,012	51,685	52,914	52,914	53,914	54,914	55,914	56,914
6.1	45,547	47,089	51,805	53,037	53,037	54,037	55,037	56,037	57,037
6.2	45,604	47,165	51,925	53,160	53,160	54,160	55,160	56,160	57,160
6.3	45,660	47,242	52,045	53,283	53,283	54,283	55,283	56,283	57,283
6.4	45,717	47,319	52,165	53,405	53,405	54,405	55,405	56,405	57,405
6.5	45,773	47,395	52,284	53,528	53,528	54,528	55,528	56,528	57,528
6.6	45,830	47,472	52,404	53,651	53,651	54,651	55,651	56,651	57,651
6.7	45,887	47,549	52,524	53,774	53,774	54,774	55,774	56,774	57,774
6.8	45,943	47,625	52,644	53,896	53,896	54,896	55,896	56,896	57,896
6.9	46,000	47,702	52,764	54,019	54,019	55,019	56,019	57,019	58,019
7	46,056	47,779	52,884	54,142	54,142	55,142	56,142	57,142	58,142
7.1	46,114	47,857	53,007	54,268	54,268	55,268	56,268	57,268	58,268
7.2	46,171	47,934	53,129	54,393	54,393	55,393	56,393	57,393	58,393
7.3	46,229	48,012	53,252	54,519	54,519	55,519	56,519	57,519	58,519
7.4	46,286	48,090	53,375	54,644	54,644	55,644	56,644	57,644	58,644
7.5	46,343	48,168	53,497	54,770	54,770	55,770	56,770	57,770	58,770
7.6	46,401	48,246	53,620	54,896	54,896	55,896	56,896	57,896	58,896
7.7	46,458	48,324	53,743	55,021	55,021	56,021	57,021	58,021	59,021
7.8	46,516	48,402	53,866	55,147	55,147	56,147	57,147	58,147	59,147
7.9	46,573	48,480	53,988	55,273	55,273	56,273	57,273	58,273	59,273
8	46,631	48,558	54,111	55,398	55,398	56,398	57,398	58,398	59,398
8.1	46,699	48,637	54,236	55,527	55,527	56,527	57,527	58,527	59,527
8.2	46,767	48,717	54,362	55,655	55,655	56,655	57,655	58,655	59,655
8.3	46,836	48,796	54,488	55,784	55,784	56,784	57,784	58,784	59,784
8.4	46,904	48,875	54,613	55,912	55,912	56,912	57,912	58,912	59,912
8.5	46,972	48,954	54,739	56,041	56,041	57,041	58,041	59,041	60,041
8.6	47,040	49,034	54,864	56,169	56,169	57,169	58,169	59,169	60,169
8.7	47,109	49,113	54,990	56,298	56,298	57,298	58,298	59,298	60,298
8.8	47,177	49,192	55,115	56,426	56,426	57,426	58,426	59,426	60,426
8.9	47,245	49,271	55,241	56,555	56,555	57,555	58,555	59,555	60,555
9	47,314	49,351	55,366	56,683	56,683	57,683	58,683	59,683	60,683
9.1	47,383	49,431	55,495	56,815	56,815	57,815	58,815	59,815	60,815
9.2	47,452	49,512	55,623	56,946	56,946	57,946	58,946	59,946	60,946
9.3	47,522	49,592	55,752	57,078	57,078	58,078	59,078	60,078	61,078
9.4	47,591	49,673	55,880	57,209	57,209	58,209	59,209	60,209	61,209
9.5	47,660	49,754	56,009	57,341	57,341	58,341	59,341	60,341	61,341
9.6	47,730	49,834	56,137	57,472	57,472	58,472	59,472	60,472	61,472
9.7	47,799	49,915	56,265	57,604	57,604	58,604	59,604	60,604	61,604
9.8	47,868	49,995	56,394	57,735	57,735	58,735	59,735	60,735	61,735
9.9	47,938	50,076	56,522	57,867	57,867	58,867	59,867	60,867	61,867
10	48,007	50,156	56,651	57,998	57,998	58,998	59,998	60,998	61,998
10.1	48,077	50,238	56,782	58,133	58,133	59,133	60,133	61,133	62,133
10.2	48,148	50,320	56,914	58,268	58,268	59,268	60,268	61,268	62,268
10.3	48,218	50,402	57,045	58,402	58,402	59,402	60,402	61,402	62,402

2009-10 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
10.4	48,288	50,484	57,177	58,537	58,537	59,537	60,537	61,537	62,537
10.5	48,359	50,566	57,308	58,671	58,671	59,671	60,671	61,671	62,671
10.6	48,429	50,648	57,439	58,806	58,806	59,806	60,806	61,806	62,806
10.7	48,499	50,730	57,571	58,940	58,940	59,940	60,940	61,940	62,940
10.8	48,570	50,812	57,702	59,075	59,075	60,075	61,075	62,075	63,075
10.9	48,640	50,894	57,834	59,209	59,209	60,209	61,209	62,209	63,209
11	48,710	50,976	57,965	59,344	59,344	60,344	61,344	62,344	63,344
11.1	48,782	51,059	58,100	59,482	59,482	60,482	61,482	62,482	63,482
11.2	48,853	51,142	58,234	59,619	59,619	60,619	61,619	62,619	63,619
11.3	48,925	51,226	58,369	59,757	59,757	60,757	61,757	62,757	63,757
11.4	48,996	51,309	58,503	59,895	59,895	60,895	61,895	62,895	63,895
11.5	49,068	51,392	58,638	60,032	60,032	61,032	62,032	63,032	64,032
11.6	49,139	51,475	58,772	60,170	60,170	61,170	62,170	63,170	64,170
11.7	49,210	51,559	58,906	60,308	60,308	61,308	62,308	63,308	64,308
11.8	49,282	51,642	59,041	60,445	60,445	61,445	62,445	63,445	64,445
11.9	49,353	51,725	59,175	60,583	60,583	61,583	62,583	63,583	64,583
12	49,425	51,809	59,310	60,721	60,721	61,721	62,721	63,721	64,721
12.1	49,497	51,893	59,448	60,862	60,862	61,862	62,862	63,862	64,862
12.2	49,570	51,978	59,585	61,002	61,002	62,002	63,002	64,002	65,002
12.3	49,642	52,063	59,723	61,143	61,143	62,143	63,143	64,143	65,143
12.4	49,715	52,147	59,860	61,284	61,284	62,284	63,284	64,284	65,284
12.5	49,787	52,232	59,998	61,425	61,425	62,425	63,425	64,425	65,425
12.6	49,860	52,317	60,136	61,566	61,566	62,566	63,566	64,566	65,566
12.7	49,932	52,401	60,273	61,707	61,707	62,707	63,707	64,707	65,707
12.8	50,004	52,486	60,411	61,848	61,848	62,848	63,848	64,848	65,848
12.9	50,077	52,571	60,548	61,989	61,989	62,989	63,989	64,989	65,989
13	50,149	52,655	60,686	62,129	62,129	63,129	64,129	65,129	66,129
13.1	50,223	52,742	60,931	62,500	62,500	63,500	64,500	65,500	66,500
13.2	50,297	52,828	61,176	62,871	62,871	63,871	64,871	65,871	66,871
13.3	50,370	52,914	61,421	63,242	63,242	64,242	65,242	66,242	67,242
13.4	50,444	53,000	61,666	63,612	63,612	64,612	65,612	66,612	67,612
13.5	50,517	53,086	61,911	63,983	63,983	64,983	65,983	66,983	67,983
13.6	50,591	53,172	62,156	64,354	64,354	65,354	66,354	67,354	68,354
13.7	50,664	53,258	62,401	64,725	64,725	65,725	66,725	67,725	68,725
13.8	50,738	53,344	62,646	65,095	65,095	66,095	67,095	68,095	69,095
13.9	50,812	53,430	62,891	65,466	65,466	66,466	67,466	68,466	69,466
14	50,885	53,516	63,136	65,837	65,837	66,837	67,837	68,837	69,837
14.1	50,960	54,098	63,543	66,278	66,278	67,278	68,278	69,278	70,278
14.2	51,035	54,679	63,949	66,720	66,720	67,720	68,720	69,720	70,720
14.3	51,109	55,260	64,356	67,161	67,161	68,161	69,161	70,161	71,161
14.4	51,184	55,841	64,762	67,603	67,603	68,603	69,603	70,603	71,603
14.5	51,259	56,422	65,168	68,044	68,044	69,044	70,044	71,044	72,044
14.6	51,333	57,004	65,575	68,486	68,486	69,486	70,486	71,486	72,486
14.7	51,408	57,585	65,981	68,927	68,927	69,927	70,927	71,927	72,927
14.8	51,483	58,166	66,387	69,369	69,369	70,369	71,369	72,369	73,369
14.9	51,557	58,747	66,794	69,810	69,810	70,810	71,810	72,810	73,810
15	51,632	59,328	67,200	70,252	70,252	71,252	72,252	73,252	74,252
15.1	51,708	59,866	67,826	70,876	70,876	71,876	72,876	73,876	74,876
15.2	51,784	60,404	68,451	71,500	71,500	72,500	73,500	74,500	75,500
15.3	51,859	60,942	69,077	72,124	72,124	73,124	74,124	75,124	76,124
15.4	51,935	61,480	69,703	72,748	72,748	73,748	74,748	75,748	76,748

2009-10 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
15.5	52,011	62,018	70,328	73,373	73,373	74,373	75,373	76,373	77,373
15.6	52,087	62,556	70,954	73,997	73,997	74,997	75,997	76,997	77,997
15.7	52,163	63,094	71,579	74,621	74,621	75,621	76,621	77,621	78,621
15.8	52,238	63,632	72,205	75,245	75,245	76,245	77,245	78,245	79,245
15.9	52,314	64,170	72,831	75,869	75,869	76,869	77,869	78,869	79,869
16	52,390	64,708	73,456	76,493	76,493	77,493	78,493	79,493	80,493

2010-2011 Salary Schedule

2010-11 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	44,332	45,513	48,701	49,860	49,860	50,860	51,860	52,860	53,860
1.1	44,397	45,587	48,814	49,975	49,975	50,975	51,975	52,975	53,975
1.2	44,461	45,661	48,927	50,091	50,091	51,091	52,091	53,091	54,091
1.3	44,526	45,735	49,040	50,207	50,207	51,207	52,207	53,207	54,207
1.4	44,591	45,809	49,153	50,322	50,322	51,322	52,322	53,322	54,322
1.5	44,656	45,883	49,266	50,438	50,438	51,438	52,438	53,438	54,438
1.6	44,721	45,957	49,379	50,554	50,554	51,554	52,554	53,554	54,554
1.7	44,785	46,031	49,492	50,669	50,669	51,669	52,669	53,669	54,669
1.8	44,850	46,105	49,605	50,785	50,785	51,785	52,785	53,785	54,785
1.9	44,915	46,180	49,718	50,901	50,901	51,901	52,901	53,901	54,901
2	44,980	46,254	49,831	51,016	51,016	52,016	53,016	54,016	55,016
2.1	45,046	46,329	49,947	51,135	51,135	52,135	53,135	54,135	55,135
2.2	45,111	46,404	50,062	51,253	51,253	52,253	53,253	54,253	55,253
2.3	45,177	46,480	50,178	51,371	51,371	52,371	53,371	54,371	55,371
2.4	45,243	46,555	50,293	51,490	51,490	52,490	53,490	54,490	55,490
2.5	45,309	46,630	50,409	51,608	51,608	52,608	53,608	54,608	55,608
2.6	45,374	46,706	50,525	51,726	51,726	52,726	53,726	54,726	55,726
2.7	45,440	46,781	50,640	51,845	51,845	52,845	53,845	54,845	55,845
2.8	45,506	46,856	50,756	51,963	51,963	52,963	53,963	54,963	55,963
2.9	45,572	46,932	50,871	52,081	52,081	53,081	54,081	55,081	56,081
3	45,637	47,007	50,987	52,200	52,200	53,200	54,200	55,200	56,200
3.1	45,704	47,095	51,105	52,321	52,321	53,321	54,321	55,321	56,321
3.2	45,771	47,182	51,224	52,442	52,442	53,442	54,442	55,442	56,442
3.3	45,838	47,270	51,342	52,563	52,563	53,563	54,563	55,563	56,563
3.4	45,905	47,357	51,460	52,684	52,684	53,684	54,684	55,684	56,684
3.5	45,971	47,445	51,578	52,805	52,805	53,805	54,805	55,805	56,805
3.6	46,038	47,532	51,697	52,926	52,926	53,926	54,926	55,926	56,926
3.7	46,105	47,620	51,815	53,048	53,048	54,048	55,048	56,048	57,048
3.8	46,172	47,707	51,933	53,169	53,169	54,169	55,169	56,169	57,169
3.9	46,238	47,795	52,052	53,290	53,290	54,290	55,290	56,290	57,290
4	46,305	47,882	52,170	53,411	53,411	54,411	55,411	56,411	57,411
4.1	46,373	47,949	52,291	53,535	53,535	54,535	55,535	56,535	57,535
4.2	46,441	48,017	52,412	53,659	53,659	54,659	55,659	56,659	57,659
4.3	46,508	48,084	52,533	53,783	53,783	54,783	55,783	56,783	57,783
4.4	46,576	48,151	52,654	53,907	53,907	54,907	55,907	56,907	57,907
4.5	46,644	48,218	52,775	54,030	54,030	55,030	56,030	57,030	58,030
4.6	46,712	48,285	52,896	54,154	54,154	55,154	56,154	57,154	58,154
4.7	46,779	48,352	53,017	54,278	54,278	55,278	56,278	57,278	58,278
4.8	46,847	48,420	53,138	54,402	54,402	55,402	56,402	57,402	58,402
4.9	46,915	48,487	53,259	54,526	54,526	55,526	56,526	57,526	58,526
5	46,983	48,554	53,380	54,650	54,650	55,650	56,650	57,650	58,650

2010-11 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
5.1	47,041	48,633	53,504	54,777	54,777	55,777	56,777	57,777	58,777
5.2	47,099	48,712	53,628	54,904	54,904	55,904	56,904	57,904	58,904
5.3	47,158	48,791	53,752	55,030	55,030	56,030	57,030	58,030	59,030
5.4	47,216	48,871	53,876	55,157	55,157	56,157	57,157	58,157	59,157
5.5	47,275	48,950	53,999	55,284	55,284	56,284	57,284	58,284	59,284
5.6	47,333	49,029	54,123	55,411	55,411	56,411	57,411	58,411	59,411
5.7	47,392	49,108	54,247	55,538	55,538	56,538	57,538	58,538	59,538
5.8	47,450	49,187	54,371	55,664	55,664	56,664	57,664	58,664	59,664
5.9	47,509	49,267	54,495	55,791	55,791	56,791	57,791	58,791	59,791
6	47,567	49,346	54,619	55,918	55,918	56,918	57,918	58,918	59,918
6.1	47,626	49,426	54,745	56,048	56,048	57,048	58,048	59,048	60,048
6.2	47,686	49,507	54,872	56,177	56,177	57,177	58,177	59,177	60,177
6.3	47,745	49,587	54,999	56,307	56,307	57,307	58,307	59,307	60,307
6.4	47,804	49,668	55,125	56,437	56,437	57,437	58,437	59,437	60,437
6.5	47,864	49,748	55,252	56,567	56,567	57,567	58,567	59,567	60,567
6.6	47,923	49,829	55,379	56,696	56,696	57,696	58,696	59,696	60,696
6.7	47,982	49,909	55,506	56,826	56,826	57,826	58,826	59,826	60,826
6.8	48,042	49,990	55,632	56,956	56,956	57,956	58,956	59,956	60,956
6.9	48,101	50,070	55,759	57,085	57,085	58,085	59,085	60,085	61,085
7	48,160	50,151	55,886	57,215	57,215	58,215	59,215	60,215	61,215
7.1	48,231	50,233	56,015	57,348	57,348	58,348	59,348	60,348	61,348
7.2	48,301	50,315	56,145	57,481	57,481	58,481	59,481	60,481	61,481
7.3	48,372	50,396	56,275	57,613	57,613	58,613	59,613	60,613	61,613
7.4	48,442	50,478	56,404	57,746	57,746	58,746	59,746	60,746	61,746
7.5	48,513	50,560	56,534	57,879	57,879	58,879	59,879	60,879	61,879
7.6	48,583	50,642	56,664	58,012	58,012	59,012	60,012	61,012	62,012
7.7	48,654	50,724	56,793	58,144	58,144	59,144	60,144	61,144	62,144
7.8	48,724	50,806	56,923	58,277	58,277	59,277	60,277	61,277	62,277
7.9	48,795	50,888	57,053	58,410	58,410	59,410	60,410	61,410	62,410
8	48,866	50,969	57,182	58,543	58,543	59,543	60,543	61,543	62,543
8.1	48,937	51,053	57,315	58,678	58,678	59,678	60,678	61,678	62,678
8.2	49,009	51,136	57,448	58,814	58,814	59,814	60,814	61,814	62,814
8.3	49,080	51,219	57,580	58,950	58,950	59,950	60,950	61,950	62,950
8.4	49,152	51,302	57,713	59,086	59,086	60,086	61,086	62,086	63,086
8.5	49,223	51,385	57,846	59,222	59,222	60,222	61,222	62,222	63,222
8.6	49,295	51,469	57,978	59,357	59,357	60,357	61,357	62,357	63,357
8.7	49,367	51,552	58,111	59,493	59,493	60,493	61,493	62,493	63,493
8.8	49,438	51,635	58,244	59,629	59,629	60,629	61,629	62,629	63,629
8.9	49,510	51,718	58,376	59,765	59,765	60,765	61,765	62,765	63,765
9	49,581	51,802	58,509	59,901	59,901	60,901	61,901	62,901	63,901
9.1	49,654	51,886	58,645	60,040	60,040	61,040	62,040	63,040	64,040
9.2	49,727	51,971	58,780	60,179	60,179	61,179	62,179	63,179	64,179
9.3	49,799	52,055	58,916	60,318	60,318	61,318	62,318	63,318	64,318
9.4	49,872	52,140	59,052	60,457	60,457	61,457	62,457	63,457	64,457
9.5	49,945	52,225	59,188	60,596	60,596	61,596	62,596	63,596	64,596
9.6	50,017	52,309	59,323	60,735	60,735	61,735	62,735	63,735	64,735
9.7	50,090	52,394	59,459	60,874	60,874	61,874	62,874	63,874	64,874
9.8	50,163	52,478	59,595	61,013	61,013	62,013	63,013	64,013	65,013
9.9	50,235	52,563	59,731	61,151	61,151	62,151	63,151	64,151	65,151
10	50,308	52,648	59,866	61,290	61,290	62,290	63,290	64,290	65,290
10.1	50,382	52,734	60,005	61,433	61,433	62,433	63,433	64,433	65,433

2010-11 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
10.2	50,456	52,820	60,144	61,575	61,575	62,575	63,575	64,575	65,575
10.3	50,529	52,906	60,283	61,717	61,717	62,717	63,717	64,717	65,717
10.4	50,603	52,992	60,422	61,859	61,859	62,859	63,859	64,859	65,859
10.5	50,677	53,078	60,561	62,001	62,001	63,001	64,001	65,001	66,001
10.6	50,751	53,164	60,700	62,144	62,144	63,144	64,144	65,144	66,144
10.7	50,824	53,250	60,839	62,286	62,286	63,286	64,286	65,286	66,286
10.8	50,898	53,336	60,977	62,428	62,428	63,428	64,428	65,428	66,428
10.9	50,972	53,422	61,116	62,570	62,570	63,570	64,570	65,570	66,570
11	51,046	53,508	61,255	62,712	62,712	63,712	64,712	65,712	66,712
11.1	51,121	53,595	61,397	62,858	62,858	63,858	64,858	65,858	66,858
11.2	51,195	53,683	61,540	63,003	63,003	64,003	65,003	66,003	67,003
11.3	51,270	53,770	61,682	63,149	63,149	64,149	65,149	66,149	67,149
11.4	51,345	53,858	61,824	63,294	63,294	64,294	65,294	66,294	67,294
11.5	51,420	53,945	61,966	63,440	63,440	64,440	65,440	66,440	67,440
11.6	51,495	54,033	62,108	63,585	63,585	64,585	65,585	66,585	67,585
11.7	51,570	54,120	62,250	63,731	63,731	64,731	65,731	66,731	67,731
11.8	51,645	54,208	62,392	63,876	63,876	64,876	65,876	66,876	67,876
11.9	51,719	54,295	62,534	64,022	64,022	65,022	66,022	67,022	68,022
12	51,794	54,383	62,676	64,167	64,167	65,167	66,167	67,167	68,167
12.1	51,870	54,471	62,929	64,550	64,550	65,550	66,550	67,550	68,550
12.2	51,946	54,560	63,183	64,933	64,933	65,933	66,933	67,933	68,933
12.3	52,022	54,649	63,436	65,316	65,316	66,316	67,316	68,316	69,316
12.4	52,098	54,738	63,689	65,699	65,699	66,699	67,699	68,699	69,699
12.5	52,174	54,827	63,942	66,082	66,082	67,082	68,082	69,082	70,082
12.6	52,250	54,916	64,195	66,465	66,465	67,465	68,465	69,465	70,465
12.7	52,326	55,005	64,448	66,848	66,848	67,848	68,848	69,848	70,848
12.8	52,402	55,094	64,701	67,231	67,231	68,231	69,231	70,231	71,231
12.9	52,478	55,183	64,954	67,613	67,613	68,613	69,613	70,613	71,613
13	52,554	55,272	65,207	67,996	67,996	68,996	69,996	70,996	71,996
13.1	52,631	55,872	65,627	68,452	68,452	69,452	70,452	71,452	72,452
13.2	52,708	56,472	66,047	68,908	68,908	69,908	70,908	71,908	72,908
13.3	52,786	57,073	66,466	69,364	69,364	70,364	71,364	72,364	73,364
13.4	52,863	57,673	66,886	69,820	69,820	70,820	71,820	72,820	73,820
13.5	52,940	58,273	67,306	70,276	70,276	71,276	72,276	73,276	74,276
13.6	53,017	58,873	67,725	70,732	70,732	71,732	72,732	73,732	74,732
13.7	53,094	59,474	68,145	71,188	71,188	72,188	73,188	74,188	75,188
13.8	53,171	60,074	68,565	71,644	71,644	72,644	73,644	74,644	75,644
13.9	53,248	60,674	68,984	72,100	72,100	73,100	74,100	75,100	76,100
14	53,326	61,274	69,404	72,556	72,556	73,556	74,556	75,556	76,556
14.1	53,404	61,763	69,974	73,120	73,120	74,125	75,125	76,125	77,125
14.2	53,482	62,251	70,544	73,684	73,684	74,694	75,694	76,694	77,694
14.3	53,560	62,739	71,114	74,247	74,247	75,263	76,263	77,263	78,263
14.4	53,639	63,228	71,683	74,811	74,811	75,833	76,833	77,833	78,833
14.5	53,717	63,716	72,253	75,375	75,375	76,402	77,402	78,402	79,402
14.6	53,795	64,204	72,823	75,938	75,938	76,971	77,971	78,971	79,971
14.7	53,873	64,693	73,393	76,502	76,502	77,540	78,540	79,540	80,540
14.8	53,952	65,181	73,963	77,066	77,066	78,109	79,109	80,109	81,109
14.9	54,030	65,669	74,532	77,629	77,629	78,678	79,678	80,678	81,678
15	54,108	66,157	75,102	78,193	78,247	79,247	80,247	81,247	82,247

2011-2012 Salary Schedule

2011-12 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
1	45,114	47,342	50,659	51,864	51,864	52,864	53,864	54,864	55,864
1.1	45,179	47,419	50,776	51,984	51,984	52,984	53,984	54,984	55,984
1.2	45,244	47,496	50,894	52,105	52,105	53,105	54,105	55,105	56,105
1.3	45,308	47,573	51,011	52,225	52,225	53,225	54,225	55,225	56,225
1.4	45,373	47,651	51,129	52,345	52,345	53,345	54,345	55,345	56,345
1.5	45,438	47,728	51,246	52,465	52,465	53,465	54,465	55,465	56,465
1.6	45,503	47,805	51,364	52,586	52,586	53,586	54,586	55,586	56,586
1.7	45,568	47,882	51,482	52,706	52,706	53,706	54,706	55,706	56,706
1.8	45,633	47,959	51,599	52,826	52,826	53,826	54,826	55,826	56,826
1.9	45,697	48,036	51,717	52,947	52,947	53,947	54,947	55,947	56,947
2	45,762	48,113	51,834	53,067	53,067	54,067	55,067	56,067	57,067
2.1	45,828	48,191	51,954	53,190	53,190	54,190	55,190	56,190	57,190
2.2	45,894	48,270	52,075	53,313	53,313	54,313	55,313	56,313	57,313
2.3	45,960	48,348	52,195	53,436	53,436	54,436	55,436	56,436	57,436
2.4	46,025	48,427	52,315	53,560	53,560	54,560	55,560	56,560	57,560
2.5	46,091	48,505	52,435	53,683	53,683	54,683	55,683	56,683	57,683
2.6	46,157	48,583	52,556	53,806	53,806	54,806	55,806	56,806	57,806
2.7	46,223	48,662	52,676	53,929	53,929	54,929	55,929	56,929	57,929
2.8	46,288	48,740	52,796	54,052	54,052	55,052	56,052	57,052	58,052
2.9	46,354	48,818	52,916	54,175	54,175	55,175	56,175	57,175	58,175
3	46,420	48,897	53,037	54,298	54,298	55,298	56,298	57,298	58,298
3.1	46,487	48,988	53,160	54,424	54,424	55,424	56,424	57,424	58,424
3.2	46,553	49,079	53,283	54,550	54,550	55,550	56,550	57,550	58,550
3.3	46,620	49,170	53,406	54,676	54,676	55,676	56,676	57,676	58,676
3.4	46,687	49,261	53,529	54,802	54,802	55,802	56,802	57,802	58,802
3.5	46,753	49,352	53,652	54,928	54,928	55,928	56,928	57,928	58,928
3.6	46,820	49,443	53,775	55,054	55,054	56,054	57,054	58,054	59,054
3.7	46,887	49,534	53,898	55,180	55,180	56,180	57,180	58,180	59,180
3.8	46,953	49,625	54,021	55,306	55,306	56,306	57,306	58,306	59,306
3.9	47,020	49,716	54,144	55,432	55,432	56,432	57,432	58,432	59,432
4	47,087	49,807	54,267	55,558	55,558	56,558	57,558	58,558	59,558
4.1	47,155	49,877	54,393	55,687	55,687	56,687	57,687	58,687	59,687
4.2	47,222	49,947	54,519	55,816	55,816	56,816	57,816	58,816	59,816
4.3	47,290	50,017	54,645	55,945	55,945	56,945	57,945	58,945	59,945
4.4	47,358	50,087	54,771	56,074	56,074	57,074	58,074	59,074	60,074
4.5	47,425	50,156	54,897	56,202	56,202	57,202	58,202	59,202	60,202
4.6	47,493	50,226	55,023	56,331	56,331	57,331	58,331	59,331	60,331
4.7	47,561	50,296	55,148	56,460	56,460	57,460	58,460	59,460	60,460
4.8	47,628	50,366	55,274	56,589	56,589	57,589	58,589	59,589	60,589
4.9	47,696	50,436	55,400	56,718	56,718	57,718	58,718	59,718	60,718
5	47,764	50,506	55,526	56,847	56,847	57,847	58,847	59,847	60,847
5.1	47,832	50,588	55,655	56,979	56,979	57,979	58,979	59,979	60,979
5.2	47,901	50,670	55,784	57,111	57,111	58,111	59,111	60,111	61,111
5.3	47,969	50,753	55,913	57,243	57,243	58,243	59,243	60,243	61,243
5.4	48,038	50,835	56,041	57,374	57,374	58,374	59,374	60,374	61,374
5.5	48,107	50,918	56,170	57,506	57,506	58,506	59,506	60,506	61,506
5.6	48,175	51,000	56,299	57,638	57,638	58,638	59,638	60,638	61,638
5.7	48,244	51,082	56,428	57,770	57,770	58,770	59,770	60,770	61,770
5.8	48,313	51,165	56,557	57,902	57,902	58,902	59,902	60,902	61,902
5.9	48,381	51,247	56,685	58,034	58,034	59,034	60,034	61,034	62,034

2011-12 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
6	48,450	51,329	56,814	58,166	58,166	59,166	60,166	61,166	62,166
6.1	48,519	51,413	56,946	58,301	58,301	59,301	60,301	61,301	62,301
6.2	48,589	51,497	57,078	58,436	58,436	59,436	60,436	61,436	62,436
6.3	48,659	51,581	57,210	58,571	58,571	59,571	60,571	61,571	62,571
6.4	48,728	51,664	57,342	58,706	58,706	59,706	60,706	61,706	62,706
6.5	48,798	51,748	57,473	58,840	58,840	59,840	60,840	61,840	62,840
6.6	48,868	51,832	57,605	58,975	58,975	59,975	60,975	61,975	62,975
6.7	48,937	51,916	57,737	59,110	59,110	60,110	61,110	62,110	63,110
6.8	49,007	51,999	57,869	59,245	59,245	60,245	61,245	62,245	63,245
6.9	49,076	52,083	58,001	59,380	59,380	60,380	61,380	62,380	63,380
7	49,146	52,167	58,132	59,515	59,515	60,515	61,515	62,515	63,515
7.1	49,217	52,252	58,267	59,653	59,653	60,653	61,653	62,653	63,653
7.2	49,287	52,337	58,402	59,791	59,791	60,791	61,791	62,791	63,791
7.3	49,358	52,422	58,537	59,929	59,929	60,929	61,929	62,929	63,929
7.4	49,429	52,507	58,672	60,068	60,068	61,068	62,068	63,068	64,068
7.5	49,499	52,593	58,807	60,206	60,206	61,206	62,206	63,206	64,206
7.6	49,570	52,678	58,942	60,344	60,344	61,344	62,344	63,344	64,344
7.7	49,640	52,763	59,076	60,482	60,482	61,482	62,482	63,482	64,482
7.8	49,711	52,848	59,211	60,620	60,620	61,620	62,620	63,620	64,620
7.9	49,782	52,933	59,346	60,758	60,758	61,758	62,758	63,758	64,758
8	49,852	53,018	59,481	60,896	60,896	61,896	62,896	63,896	64,896
8.1	49,924	53,105	59,619	61,037	61,037	62,037	63,037	64,037	65,037
8.2	49,996	53,191	59,757	61,179	61,179	62,179	63,179	64,179	65,179
8.3	50,067	53,278	59,895	61,320	61,320	62,320	63,320	64,320	65,320
8.4	50,139	53,365	60,033	61,461	61,461	62,461	63,461	64,461	65,461
8.5	50,210	53,451	60,171	61,602	61,602	62,602	63,602	64,602	65,602
8.6	50,282	53,538	60,309	61,744	61,744	62,744	63,744	64,744	65,744
8.7	50,354	53,624	60,447	61,885	61,885	62,885	63,885	64,885	65,885
8.8	50,425	53,711	60,585	62,026	62,026	63,026	64,026	65,026	66,026
8.9	50,497	53,797	60,723	62,167	62,167	63,167	64,167	65,167	66,167
9	50,569	53,884	60,861	62,309	62,309	63,309	64,309	65,309	66,309
9.1	50,641	53,972	61,002	62,453	62,453	63,453	64,453	65,453	66,453
9.2	50,714	54,060	61,143	62,598	62,598	63,598	64,598	65,598	66,598
9.3	50,787	54,148	61,285	62,742	62,742	63,742	64,742	65,742	66,742
9.4	50,859	54,236	61,426	62,887	62,887	63,887	64,887	65,887	66,887
9.5	50,932	54,324	61,567	63,032	63,032	64,032	65,032	66,032	67,032
9.6	51,005	54,412	61,708	63,176	63,176	64,176	65,176	66,176	67,176
9.7	51,077	54,500	61,849	63,321	63,321	64,321	65,321	66,321	67,321
9.8	51,150	54,588	61,991	63,465	63,465	64,465	65,465	66,465	67,465
9.9	51,223	54,676	62,132	63,610	63,610	64,610	65,610	66,610	67,610
10	51,295	54,764	62,273	63,754	63,754	64,754	65,754	66,754	67,754
10.1	51,369	54,854	62,417	63,902	63,902	64,902	65,902	66,902	67,902
10.2	51,443	54,943	62,562	64,050	64,050	65,050	66,050	67,050	68,050
10.3	51,516	55,033	62,706	64,198	64,198	65,198	66,198	67,198	68,198
10.4	51,590	55,122	62,851	64,346	64,346	65,346	66,346	67,346	68,346
10.5	51,664	55,212	62,995	64,494	64,494	65,494	66,494	67,494	68,494
10.6	51,738	55,301	63,140	64,642	64,642	65,642	66,642	67,642	68,642
10.7	51,811	55,391	63,284	64,790	64,790	65,790	66,790	67,790	68,790
10.8	51,885	55,480	63,429	64,938	64,938	65,938	66,938	67,938	68,938
10.9	51,959	55,569	63,573	65,086	65,086	66,086	67,086	68,086	69,086
11	52,032	55,659	63,718	65,233	65,233	66,233	67,233	68,233	69,233
11.1	52,107	55,750	63,866	65,385	65,385	66,385	67,385	68,385	69,385

2011-12 Step	Bachelor	B+12	B+24	MEQ	Masters	M+15	M+30	M+45	D
11.2	52,182	55,841	64,013	65,536	65,536	66,536	67,536	68,536	69,536
11.3	52,257	55,932	64,161	65,687	65,687	66,687	67,687	68,687	69,687
11.4	52,331	56,023	64,309	65,839	65,839	66,839	67,839	68,839	69,839
11.5	52,406	56,114	64,457	65,990	65,990	66,990	67,990	68,990	69,990
11.6	52,481	56,205	64,605	66,141	66,141	67,141	68,141	69,141	70,141
11.7	52,556	56,296	64,753	66,293	66,293	67,293	68,293	69,293	70,293
11.8	52,631	56,387	64,900	66,444	66,444	67,444	68,444	69,444	70,444
11.9	52,705	56,478	65,048	66,595	66,595	67,595	68,595	69,595	70,595
12	52,780	56,569	65,196	66,747	66,747	67,747	68,747	69,747	70,747
12.1	52,856	56,661	65,459	67,145	67,145	68,145	69,145	70,145	71,145
12.2	52,932	56,754	65,723	67,543	67,543	68,543	69,543	70,543	71,543
12.3	53,008	56,846	65,986	67,942	67,942	68,942	69,942	70,942	71,942
12.4	53,083	56,939	66,249	68,340	68,340	69,340	70,340	71,340	72,340
12.5	53,159	57,031	66,512	68,738	68,738	69,738	70,738	71,738	72,738
12.6	53,235	57,124	66,776	69,137	69,137	70,137	71,137	72,137	73,137
12.7	53,311	57,216	67,039	69,535	69,535	70,535	71,535	72,535	73,535
12.8	53,387	57,309	67,302	69,933	69,933	70,933	71,933	72,933	73,933
12.9	53,463	57,401	67,565	70,331	70,331	71,331	72,331	73,331	74,331
13	53,539	57,494	67,829	70,730	70,730	71,730	72,730	73,730	74,730
13.1	53,615	58,118	68,265	71,204	71,204	72,204	73,204	74,204	75,204
13.2	53,692	58,742	68,702	71,678	71,678	72,678	73,678	74,678	75,678
13.3	53,769	59,367	69,138	72,153	72,153	73,153	74,153	75,153	76,153
13.4	53,846	59,991	69,575	72,627	72,627	73,627	74,627	75,627	76,627
13.5	53,923	60,616	70,011	73,101	73,101	74,101	75,101	76,101	77,101
13.6	54,000	61,240	70,448	73,576	73,576	74,576	75,576	76,576	77,576
13.7	54,077	61,864	70,885	74,050	74,050	75,050	76,050	77,050	78,050
13.8	54,154	62,489	71,321	74,524	74,524	75,524	76,524	77,524	78,524
13.9	54,231	63,113	71,758	74,999	74,999	75,999	76,999	77,999	78,999
14	54,308	63,738	72,194	75,473	75,473	76,473	77,473	78,473	79,473
14.1	54,386	64,125	72,650	75,926	75,926	76,926	77,926	78,926	79,926
14.2	54,464	64,512	73,105	76,378	76,378	77,378	78,378	79,378	80,378
14.3	54,542	64,898	73,560	76,831	76,831	77,831	78,831	79,831	80,831
14.4	54,620	65,285	74,016	77,284	77,284	78,284	79,284	80,284	81,284
14.5	54,698	65,672	74,471	77,737	77,737	78,737	79,737	80,737	81,737
14.6	54,776	66,059	74,926	78,189	78,189	79,189	80,189	81,189	82,189
14.7	54,854	66,446	75,382	78,642	78,642	79,642	80,642	81,642	82,642
14.8	54,932	66,833	75,837	79,095	79,095	80,095	81,095	82,095	83,095
14.9	55,010	67,220	76,293	79,547	79,547	80,547	81,547	82,547	83,547
15	55,088	67,607	76,748	80,000	80,000	81,000	82,000	83,000	84,000

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