

**2014 - 2015**

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

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

**AND**

**PROFESSIONAL EMPLOYEES  
ASSOCIATION**

**January 1, 2014 through December 31, 2015**





SAINT PAUL PUBLIC SCHOOLS  
Independent School District No. 625

Board of Education

Mary Doran	Chair
Keith Hardy	Vice-Chair
John Brodrick	Clerk
Anne Carroll	Treasurer
Jean O'Connell	Director
Louise Seeba	Director
Chue Vue	Director

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## PREAMBLE

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

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

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

## ARTICLE 1. RECOGNITION

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

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

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

## ARTICLE 2. MANAGEMENT RIGHTS

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

## ARTICLE 3. MAINTENANCE OF STANDARDS

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

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

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

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

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

## ARTICLE 6. PROBATION

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

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

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

## ARTICLE 7. SENIORITY

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

## ARTICLE 8. WORKING OUT OF CLASSIFICATION

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



## ARTICLE 9. WAGES

- 9.1 The wage schedule for the purpose of this contract shall be Appendices A and C.
- 9.2 Salary Step Eligibility. Employees must meet the following conditions in order to be eligible for salary step advancement.
- 9.2.1 An employee must have received an overall rating of "satisfactory" on his/her most recent performance evaluation to receive any salary step advancement.
- 9.2.2 An employee must have been paid a minimum of 1,040 hours in the previous (12) twelve months (minimum hours requirement is prorated for part-time employees) to receive any salary step advancement.
- 9.2.3 Effective January 1, 2013, step increases will be frozen for a period of one year.
- 9.3 Salary Step Progression.
- 9.3.1 An employee who meets the eligibility requirements in 9.2 of this Section will advance one salary step at the beginning of the pay period nearest to January 1 each year up to Step 10 (nine-year step).
- 9.3.2 An employee who meets the eligibility requirements in 9.2 of this Section and who has completed fifteen (15) or more calendar years of service in the District will advance one (1) salary step at the beginning of the pay period nearest to January 1 each year, not to exceed Step 11 (fifteen-year step).
- 9.3.3 An employee who meets the eligibility requirements in 9.2 of this Section and who has completed twenty (20) or more calendar years of service in the District will advance one (1) salary step at the beginning of the pay period nearest to January 1 each year, not to exceed Step 12 (twenty-year step).
- 9.3.4 Years of classified service in the District and the City of St. Paul will be recognized in step placement and step advancement.
- 9.4 Correction of Compensation Errors. Employees should routinely review their bi-weekly pay check and immediately document any errors or inquiries by contacting the District's payroll department. Failure to notify the payroll department in a timely manner, or failure to routinely review the accuracy of his/her biweekly compensation may result in lost compensation.
- 9.4.1 District Authority. When underpayment errors are identified, the District will review the nature of the error and shall reimburse the employee in full up to a maximum retroactive period of two years. In the case of an overpayment, the District has the authority to deduct from the employee's check up to the full amount owed for a maximum retroactive period of two (2) years.
- 9.4.2 Procedure for Addressing Significant Overpayment Errors. In the case of a significant overpayment, deductions from biweekly compensation shall be based on a repayment schedule established by the District. The District, at its discretion, may limit the amount of repayment to less than the two (2) year retroactive period described above. The reduction of a reimbursement period will be based on the nature of the error and whether the employee took reasonable preventative action by routinely reviewing the accuracy of his/her biweekly compensation.

ARTICLE 10. PROFESSIONAL GROWTH

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

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

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

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

ARTICLE 11. HOLIDAYS

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

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

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

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

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

ARTICLE 12. VACATION

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

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

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

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

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

12.4 Sick Leave Conversion. If an employee has an accumulation of sick leave credits in excess of one hundred and eighty (180) days, he/she may convert any part of such excess to vacation at the rate of one-half (1/2) day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave in each calendar year under this provision.

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE

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

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

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE (continued)

- 13.1.2 Family Illness: Employees may use accumulated sick leave for hours off due to sudden sickness or disability of a parent or a member of his/her household or to make arrangements for the care of such sick or disabled persons up to a maximum of eight (8) hours sick leave per incident. Up to one hundred twenty (120) hours of accumulated sick leave may be used in a work year to allow the employee to care for and attend to the serious or critical illness of his/her spouse, parent, or member of household. These hours when used are deducted from sick leave.
  - 13.1.3 Sick Child Care Leave. Sick leave to care for a sick child shall be granted on the same terms as the employee is able to use sick leave for the employee's own illness. This leave shall only be granted pursuant to Minnesota Statute (M.S.) §181.9413 and shall remain available as provided in Statute.
  - 13.1.4 Bereavement Leave. A leave of absence with pay, not to exceed five (5) days, shall be granted because of the death of an employee's spouse, child or step-child, parent or step-parent, and regular members of the immediate household. Up to three (3) days shall be granted because of death of other members of the employee's immediate family. Other members of the immediate family shall mean sister or step-sister, brother or step-brother, grandparent, grandchild, parent-in-law, son-in-law or daughter-in-law. Leave of absence for one (1) day shall be granted because of death of other close relatives. Other close relatives shall mean uncle, aunt, nephew, niece, brother-in-law and sister-in-law.
  - 13.1.5 Travel Extension: If an employee is required to travel beyond a two-hundred (200) mile radius of Saint Paul for purposes related to eligible bereavement leave, two (2) additional days of sick leave may be used. Employee, if requested shall provide the Human Resource Department verification of the funeral location outside of Saint Paul.
  - 13.1.6 Adoption Leave and Father with Newborn Child. Up to thirty (30) days of accumulated sick leave may be used in a contract year to attend to adoption procedures or care for a newly-adopted child or for a father with a newborn child. Use of these thirty (30) days does not need to occur consecutively. The thirty (30) days of sick leave for fathers of newborns must be used within six (6) weeks surrounding the birth of the child. For adoption the thirty (30) days of sick leave may be used for adoption processes or up to six (6) weeks following the adoption. Upon completion of the adoption process additional sick leave may be allowed for the care of a sick child as required by M. S. §18.9413.
- 13.2 Court Duty Leave.
- 13.2.1 Court Cases. Any employee who is duly subpoenaed as a witness in any case in court shall be entitled to leave with pay for that purpose provided that the employee is not a party in the case, and provided that the case is not the result of litigation undertaken by the employee or the union against the District. In cases where the Board is a party in the litigation, the employee shall be entitled to pay while attending as a witness at the request of the Board or as a co-defendant in the case.
  - 13.2.2 Required Jury Duty. Any employee who is required to serve as a juror shall be granted leave with pay while serving on jury duty contingent upon the employee paying to the Board any fees received, minus travel allowance, for such jury service. The employee may seek to be excused from jury duty.

ARTICLE 13. COMPENSATORY LEAVES OF ABSENCE (continued)

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

ARTICLE 14. PARENTAL/MATERNITY LEAVE

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

## ARTICLE 15. EMPLOYEE BENEFITS

### SECTION 1. ACTIVE EMPLOYEE HEALTH INSURANCE

- 1.1 The Employer will continue for the period of this Agreement to provide for active employees such health and life insurance benefits as are provided by Employer at the time of execution of this Agreement.
- 1.2 Eligibility Waiting Period. One (1) full month of continuous regularly appointed service in the District will be required before an eligible employee can receive the District contribution to premium cost for health and life insurance provided herein.
- 1.3 Full-Time Status. For the purpose of this Section, full-time employment is defined as appearing on the payroll at least thirty-two (32) hours per week or at least sixty-four (64) hours per pay period, excluding overtime hours.
- 1.4 Half-Time Status. For the purpose of this Section, half-time employment is defined as appearing on the payroll at least twenty (20) hours but less than thirty-two (32) hours per week or at least forty (40) hours but less than sixty-four (64) hours per pay period, excluding overtime hours.
- 1.5 Employer Contribution Amount: Full-Time Employees. Effective July 1, 2013, for each eligible employee covered by this Agreement who is employed full time and who selects employee insurance coverage, the Employer agrees to contribute the cost of such coverage or \$638 per month, whichever is less. For each eligible full-time employee who selects family coverage, the Employer will contribute the cost of such family coverage or \$1,250 per month, whichever is less.
- 1.6 Employer Contribution Amount: Half-Time Employees. For each eligible employee covered by this Agreement who is employed half time, the Employer agrees to contribute fifty percent (50%) of the amount contributed for full-time employees for the insurance coverages in 1.5, 1.7, 1.8 and 1.9 of this Article.
- 1.7 Employer Contribution Amount: Active 10 Month Employees. The District agrees to continue contributions for benefits during months that 10 month employees are not actively at work.
- 1.8 Employer Contribution Amount: Married Couples. Employees who are married to another District employee and who are covered under their spouse's health plan may waive the single or family contribution to health insurance and receive up to \$200 per month toward their spouse's family premium. The combination of District contributions cannot exceed the full cost of family coverage and cannot be applied in cases where the spouse is receiving health insurance through the District's cafeteria benefits plan.
- 1.9 Life Insurance. Effective January 1, 1996, the District agrees to provide term life insurance in the amount of \$50,000 for each eligible employee. This amount of life insurance shall be reduced to \$5,000 upon early retirement and shall continue until the early retiree reaches age sixty-five (65), at which time the Employer paid life insurance shall be terminated.

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

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

SECTION 2. RETIREMENT HEALTH INSURANCE AND TRANSITIONAL BENEFIT

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

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

Years of regular service with the City of Saint Paul will continue to be counted toward meeting the service requirement of this Subdivision 1.1 B, C or D, but not for 1.1 E.

- 1.2 Employees hired into District service after January 1, 1996, must have completed twenty (20) years of service with the District. Time with the City of Saint Paul will not be counted toward this twenty (20) year requirement.

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

1.3 Eligibility requirements for all retirees.

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

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

2.1 Health Insurance Employer Contribution.

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

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

2.2 Life Insurance Employer Contribution.

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

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

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



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

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

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

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

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

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

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

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

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

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

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

## ARTICLE 16. SEVERANCE PAY

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

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

## ARTICLE 16. SEVERANCE PAY (continued)

16.3.3 Maximum Severance Pay. The maximum amount of severance pay that any employee may obtain through this Severance Plan, excluding pay for earned, unused vacation, is **\$23,000.**

16.4 Pay for Earned, Unused Vacation. Employees who meet the eligibility requirements of 16.2 of this Article, who qualify for severance pay per 16.3 of this Article, and who retire with earned, unused vacation shall receive pay for such vacation. Payment for earned, unused vacation shall be made to the Severance Plan. Nothing in this Article precludes an employee from receiving direct compensation for earned, unused vacation if he or she does not meet the severance pay eligibility requirements herein.

## ARTICLE 17. LEGAL SERVICES

17.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, Employer shall defend, save harmless and indemnify employee against any tort claim or demand, whether groundless or otherwise, arising out of alleged acts or omission occurring in the performance or scope of employee's duties.

17.2 Notwithstanding (17.1), the Employer shall not be responsible for paying any legal service fee or for providing any legal service arising from any legal action where the employee is the plaintiff.

## ARTICLE 18. DISCIPLINE

18.1 The Employer will discipline employees for just cause only. Discipline will be in the form of:

- 18.1.1 Written reprimand;
- 18.1.2 Suspension;
- 18.1.3 Reduction;
- 18.1.4 Discharge.

18.2 Suspensions, reductions, and discharges will be in written form.

18.3 Employees and the Association will receive copies of written reprimands and notices of suspension and discharge.

18.4 Employees may examine all information in their Employer personnel files that concerns work evaluations, commendations and/or disciplinary actions. Files may be examined at reasonable times under the direct supervision of the Employer.

18.5 Preliminary Review. Prior to issuing a disciplinary action of unpaid suspension, demotion, or discharge, the supervisor will make a recommendation to his/her supervisor regarding proposed discipline. That supervisor will then schedule a meeting with the employee prior to making a final determination of the proposed discipline. The employee shall have the opportunity to have union representation present and be provided the opportunity to speak on his/her behalf regarding the proposed action. If the employee is unable to meet with the supervisor, the employee and/or union will be given the opportunity to respond in writing.

ARTICLE 18. DISCIPLINE (continued)

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

ARTICLE 19. GRIEVANCE PROCEDURE

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

ARTICLE 19. GRIEVANCE PROCEDURE (continued)

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

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

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

ARTICLE 20. NON-DISCRIMINATION

- 20.1 The terms and conditions of this Agreement will be applied to employees equally without regard to or discrimination for or against any individual because of race, color, creed, sex, age, or because of membership or non-membership in the Association.
- 20.2 Employees will perform their duties and responsibilities in a non-discriminatory manner as such duties and responsibilities involve other employees and the general public.

ARTICLE 21. WORK STOPPAGE

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

ARTICLE 22. MILEAGE

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

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

ARTICLE 23. SAVING CLAUSE

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


ARTICLE 24. DURATION AND EFFECTIVE DATE

- 24.1 Except as herein provided, this Agreement shall be effective as of January 1, 2014, and shall continue in full force and effect through December 31, 2015, and thereafter until modified or amended by mutual agreement of the parties. Either party desiring to amend or modify this Agreement shall notify the other in writing so as to comply with the provisions of the Public Employment Labor Relations Act of 1971, as amended.
- 24.2 This constitutes a tentative agreement between the parties which will be recommended by the Negotiations/Employee Relations Manager, but is subject to the approval of the Board of Education of Independent School District No. 625 and is also subject to ratification by the Association.

WITNESSES:

INDEPENDENT SCHOOL DISTRICT NO. 625

THE CITY OF SAINT PAUL PROFESSIONAL  
EMPLOYEES ASSOCIATION

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


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

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

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

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

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date

**APPENDIX A**

**TITLES AND SALARIES**

	Year	1	2	3	4	5	6	7	8	9	10	11	12
Step	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 3</b>													
Fund Development Assistant													
Public Information Specialist 1													
12-28-13	\$38,829	\$40,792	\$42,795	\$44,987	\$47,214	\$49,622	\$52,030	\$53,804	\$54,437	\$57,434	\$58,583	\$59,469	\$59,923
12-27-14	\$39,606	\$41,608	\$43,651	\$45,887	\$48,158	\$50,614	\$53,071	\$54,880	\$55,526	\$58,583	\$61,658	\$62,121	
<b>Grade 5</b>													
Graphic Artist 1													
Grants Assistant													
Management Assistant 1													
Technical Training Assistant													
12-28-13	\$41,171	\$43,322	\$45,439	\$47,703	\$50,048	\$52,590	\$55,174	\$57,053	\$57,725	\$60,902	\$62,937	\$63,392	
12-27-14	\$41,994	\$44,188	\$46,348	\$48,657	\$51,049	\$53,642	\$56,277	\$58,194	\$58,880	\$62,120	\$65,196	\$65,660	
<b>Grade 6</b>													
Environmental Assistant (effective 8/21/12)													
12-28-13	\$42,455	\$44,608	\$46,836	\$49,142	\$51,557	\$54,208	\$56,862	\$58,799	\$59,491	\$62,768	\$64,804	\$65,258	
12-27-14	\$43,304	\$45,500	\$47,773	\$50,125	\$52,588	\$55,292	\$57,999	\$59,975	\$60,681	\$64,023	\$67,100	\$67,563	
<b>Grade 7</b>													
Accountant I													
Librarian I													
Public Information Specialist 2													
Research Analyst I													
12-28-13	\$43,739	\$45,891	\$48,234	\$50,653	\$53,144	\$55,825	\$58,593	\$60,588	\$61,300	\$64,678	\$66,714	\$67,168	
12-27-14	\$44,614	\$46,809	\$49,199	\$51,666	\$54,207	\$56,942	\$59,765	\$61,800	\$62,526	\$65,972	\$69,048	\$69,511	
<b>Grade 8</b>													
Workforce Management 1													
12-28-13	\$45,060	\$47,289	\$49,594	\$52,125	\$54,728	\$57,521	\$60,361	\$62,416	\$63,151	\$66,631	\$68,666	\$69,120	
12-27-14	\$45,961	\$48,235	\$50,586	\$53,168	\$55,823	\$58,671	\$61,568	\$63,664	\$64,414	\$67,964	\$71,039	\$71,502	



**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year	1	2	3	4	5	6	7	8	9	10	11	15	20
Step	0	1	2	3	4	5	6	7	8	9	10	11	11	12
<b>Grade 9</b>														
Accountability Assistant														
<b>Environmental Specialist 1 (Effective 1/21/2015)</b>														
Facilities Department Assistant														
Management Assistant 2														
Nutrition Specialist														
Security & Emergency Management Department Assistant (effective 1/23/13)														
12-28-13	\$46,384	\$48,689	\$51,141	\$53,712	\$56,393	\$59,177	\$62,127	\$64,244	\$65,002	\$68,582	\$70,617	\$70,617	\$71,072	
12-27-14	\$47,312	\$49,663	\$52,164	\$54,786	\$57,521	\$60,361	\$63,370	\$65,529	\$66,302	\$69,954	\$73,029	\$73,029	\$73,493	
<b>Grade 10</b>														
Contract Coordinator														
Energy Efficiency Coordinator														
Furniture and Move Coordinator														
Graphic Artist 2														
Human Resource Coordinator														
Research Analyst 2														
Security & Emergency Management Project Coordinator														
Student Information System Support Specialist														
Training Specialist														
12-28-13	\$47,703	\$50,121	\$52,651	\$55,296	\$58,017	\$60,988	\$64,054	\$66,237	\$67,015	\$70,708	\$72,743	\$72,743	\$73,198	
12-27-14	\$48,657	\$51,123	\$53,704	\$56,402	\$59,177	\$62,208	\$65,335	\$67,562	\$68,355	\$72,122	\$75,198	\$75,198	\$75,662	
<b>Grade 11</b>														
Accountant 2														
Architect 1														
Energy & Sustainability Coordinator														
12-28-13	\$49,214	\$51,671	\$54,239	\$56,998	\$59,792	\$62,682	\$65,981	\$68,231	\$69,031	\$72,833	\$74,868	\$74,868	\$75,323	
12-27-14	\$50,198	\$52,704	\$55,324	\$58,138	\$60,988	\$63,936	\$67,301	\$69,596	\$70,412	\$74,290	\$77,365	\$77,365	\$77,829	

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year	1	2	3	4	5	6	7	8	9	10	11	12
Step	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>Grade 12</b>													
Benefits Specialist 2													
Digital Editor (Effective 7/17/2013)													
Human Rights Investigator													
Nutrition and Custodial Services Purchasing Analyst													
Nutrition Coordinator (Effective 10/16/2013)													
Safety Specialist													
Systems Analyst 1													
Technology Construction Project Coordinator													
Value Analyst 1													
Workforce Management Specialist 2													
12-28-13	\$50,689	\$53,184	\$55,864	\$58,659	\$61,568	\$64,763	\$67,947	\$70,260	\$71,088	\$75,003	\$77,038	\$77,492	\$77,492
12-27-14	\$51,703	\$54,248	\$56,981	\$59,832	\$62,799	\$66,058	\$69,306	\$71,665	\$72,510	\$76,503	\$79,579	\$80,042	\$80,042
<b>Grade 13</b>													
<b>Environmental Specialist 2 (Effective 1/21/2015)</b>													
Fund Development Specialist													
Management Assistant 3													
Marketing Communications Senior Associate													
Senior Marketing and Development Specialist													
12-28-13	\$52,203	\$54,844	\$57,487	\$60,398	\$63,493	\$66,651	\$69,909	\$72,291	\$73,143	\$77,171	\$79,206	\$79,661	\$79,661
12-27-14	\$53,247	\$55,941	\$58,637	\$61,606	\$64,763	\$67,984	\$71,307	\$73,737	\$74,606	\$78,714	\$81,790	\$82,254	\$82,254
<b>Grade 14</b>													
Ombudsperson													
Research Analyst 3													
Recruitment and Diversity Specialist													
Safety Program Specialist													
Workforce Design Specialist													
Workforce Management Specialist 3													
12-28-13	\$53,748	\$56,432	\$59,300	\$62,209	\$65,345	\$68,616	\$72,072	\$74,528	\$75,406	\$79,558	\$81,593	\$82,047	\$82,047
12-27-14	\$54,823	\$57,561	\$60,486	\$63,453	\$66,652	\$69,988	\$73,513	\$76,019	\$76,914	\$81,149	\$84,225	\$84,688	\$84,688

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year	1	2	3	4	5	6	7	8	9	10	11	12
Step	0												

**Grade 15**

Accountant 3													
Architect 2													
Facilities Maintenance Planner													
Maintenance and Capital Improvement Planner													
12-28-13	\$55,374	\$58,094	\$61,039	\$64,061	\$67,271	\$70,735	\$74,273	\$76,805	\$77,706	\$81,987	\$84,022	\$84,477	
12-27-14	\$56,481	\$59,256	\$62,260	\$65,342	\$68,616	\$72,150	\$75,758	\$78,341	\$79,260	\$83,627	\$86,702	\$87,167	

**Grade 16**

Business Analyst (Effective 1/22/2014)													
Environmental Specialist 3 (Effective 1/21/2015)													
Facilities Data Coordinator													
Human Resource Consultant													
Human Resource Information Management Analyst (effective 3/22/13 title changed to PeopleSoft Information Management Analyst)													
Management Information Systems Analyst/Applications Support													
Network Specialist													
PeopleSoft Information Management Analyst													
Systems Analyst 2													
Systems Support Specialist 3													
Transportation Data Coordinator													
Value Analyst 2													
12-28-13	\$57,035	\$59,908	\$62,889	\$66,022	\$69,349	\$72,815	\$76,433	\$79,037	\$79,968	\$84,373	\$86,409	\$86,863	
12-27-14	\$58,176	\$61,106	\$64,147	\$67,342	\$70,736	\$74,271	\$77,962	\$80,618	\$81,567	\$86,060	\$89,137	\$89,600	

**Grade 17**

Business Operations & Systems Coordinator													
Emergency Preparedness Coordinator													
Operations Performance Enhancement Specialist													
12-28-13	\$58,772	\$61,643	\$64,705	\$67,987	\$71,389	\$75,050	\$78,832	\$81,517	\$82,478	\$87,020	\$89,055	\$89,509	
12-27-14	\$59,947	\$62,876	\$65,999	\$69,347	\$72,817	\$76,551	\$80,409	\$83,147	\$84,128	\$88,760	\$91,836	\$92,299	

**APPENDIX A (continued)**

**TITLES AND SALARIES**

Year	0	1	2	3	4	5	6	7	8	9	10	11	12	15	20
Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

**Grade 18**

Fund Development Coordinator  
 Human Resource Information Management Specialist (effective 2/26/13 title changed to PeopleSoft/ Oracle Information Systems Specialist)

Information Systems Management Specialist  
 Marketing and Media Relations Coordinator  
 PeopleSoft/ Oracle Information Systems Specialist (effective 2/26/13)

Public Relations Coordinator  
 Senior Budget Analyst  
 Senior Ombudsperson  
 Student Information System Support Analyst

12-28-13	\$60,472	\$63,567	\$66,704	\$70,103	\$73,577	\$77,323	\$81,070	\$83,832	\$84,817	\$89,491	\$91,526	\$91,981
12-27-14	\$61,681	\$64,838	\$68,038	\$71,505	\$75,049	\$78,869	\$82,691	\$85,509	\$86,513	\$91,281	\$94,357	\$94,821

**Grade 20**

Architect III  
 Assessment Specialist  
 Indoor Air Quality Coordinator (Effective 5/21/2014)

Mechanical Engineer 3  
 Systems Analyst 3

12-28-13	\$64,212	\$67,422	\$70,781	\$74,334	\$78,036	\$81,945	\$86,061	\$88,992	\$90,039	\$95,001	\$97,036	\$97,490
12-27-14	\$65,496	\$68,770	\$72,197	\$75,821	\$79,597	\$83,584	\$87,782	\$90,772	\$91,840	\$96,901	\$99,977	\$100,440

**Grade 22**

Human Resource Project Consultant (Effective 12/14/2014)

Program Evaluator

12-28-13	\$68,101	\$71,501	\$75,088	\$78,827	\$82,755	\$86,955	\$91,286	\$94,398	\$95,507	\$100,769	\$102,804	\$103,258
12-27-14	\$69,463	\$72,931	\$76,590	\$80,404	\$84,410	\$88,694	\$93,112	\$96,286	\$97,417	\$102,784	\$105,860	\$106,323

**Grade 25**

Business Intelligence Developer/ Administrator  
 People Soft Administrator (Effective 6/19/12)

12-28-13	\$74,448	\$78,149	\$82,000	\$86,120	\$90,425	\$95,044	\$99,736	\$103,135	\$104,348	\$110,098	\$112,133	\$112,588
12-27-14	\$75,937	\$79,712	\$83,640	\$87,842	\$92,234	\$96,945	\$101,731	\$105,198	\$106,435	\$112,300	\$115,376	\$115,840

**APPENDIX A (continued)**

**TITLES AND SALARIES**

	Year	1	2	3	4	5	6	7	8	9	10	11	15	20
	0													
	Step													
	1	2	3	4	5	6	7	8	9	10	11			12

**Grade 29**

Database Administrator (Effective 1/8/13)

12-28-13	\$83,776	\$87,931	\$92,312	\$96,995	\$101,831	\$106,951	\$112,272	\$116,095	\$117,461	\$123,932	\$125,967	\$126,422
12-27-14	\$85,452	\$89,690	\$94,158	\$98,935	\$103,868	\$109,090	\$114,517	\$118,417	\$119,810	\$126,411	\$129,486	\$129,950

**Grade 30**

Network/Information Systems Administrator

12-28-13	\$86,307	\$90,576	\$95,070	\$99,869	\$104,853	\$110,072	\$115,690	\$119,632	\$121,040	\$127,708	\$129,744	\$130,198
12-27-14	\$88,033	\$92,388	\$96,971	\$101,866	\$106,950	\$112,273	\$118,004	\$122,025	\$123,461	\$130,262	\$133,399	\$133,802

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

APPENDIX B

TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION

<u>Grades</u>	<u>Classified Titles</u>
Grade 7	Accountant 1
Grade 11	Accountant 2
Grade 15	Accountant 3
Grade 11	Architect 1
Grade 15	Architect 2
Grade 20	Architect 3
<b>Grade 16</b>	<b>Business Analyst (Effective 1/22/2014)</b>
Grade 25	Business Intelligence Developer/Administrator
Grade 6	Environmental Assistant (Effective 8/21/12)
<b>Grade 9</b>	<b>Environmental Specialist 1 (Effective 1/21/2015)</b>
<b>Grade 13</b>	<b>Environmental Specialist 2 (Effective 1/21/2015)</b>
<b>Grade 16</b>	<b>Environmental Specialist 3 (Effective 1/21/2015)</b>
Grade 5	Graphic Artist 1
Grade 10	Graphic Artist 2
<b>Grade 20</b>	<b>Indoor Air Quality Coordinator (Effective 5/21/2014)</b>
Grade 15	Maintenance and Capital Improvement Planner
Grade 5	Management Assistant 1
Grade 9	Management Assistant 2
Grade 13	Management Assistant 3
Grade 20	Mechanical Engineer 3
Grade 12	Multimedia Specialist
Grade 16	Network Specialist
Grade 12	Nutrition and Custodial Services Purchasing Analyst
Grade 25	PeopleSoft Administrator
Grade 3	Public Information Specialist 1
Grade 7	Public Information Specialist 2
Grade 7	Research Analyst 1
Grade 10	Research Analyst 2
Grade 14	Research Analyst 3
Grade 12	Safety Specialist
Grade 9	Security & Emergency Management Department Assistant (effective 1/23/13)
Grade 18	Senior Budget Analyst
Grade 12	Systems Analyst 1
Grade 16	Systems Analyst 2
Grade 20	Systems Analyst 3
Grade 10	Training Specialist
Grade 12	Value Analyst 1
Grade 16	Value Analyst 2

Appendix B (continued)

TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION

<u>Grades</u>	<u>Unclassified Titles</u>
Grade 9	Accountability Assistant
Grade 20	Assessment Specialist
Grade 12	Benefits Specialist 2
Grade 17	Business Operations and Systems Coordinator
Grade 12	Communications Specialist
Grade 10	Contract Coordinator
Grade 29	Database Administrator (Grade changed from 35 effective 1/8/13)
<b>Grade 12</b>	<b>Digital Editor (Effective 7/17/2013)</b>
Grade 17	Emergency Preparedness Coordinator
Grade 10	Energy Efficiency Coordinator
Grade 11	Energy & Sustainability Coordinator
Grade 16	Facilities Data Coordinator
Grade 9	Facilities Department Assistant
Grade 15	Facilities Maintenance Planner
Grade 3	Fund Development Assistant
Grade 18	Fund Development Coordinator
Grade 13	Fund Development Specialist
Grade 10	Furniture and Move Coordinator
Grade 16	Human Resource Consultant
Grade 10	Human Resource Coordinator
Grade 16	Human Resource Information Management Analyst (effective 3/22/13 title changed to PeopleSoft Information Management Analyst)
Grade 18	Human Resource Information Management Systems Specialist (effective 2/26/13 title changed to PeopleSoft/ Oracle Information Systems Specialist)
<b>Grade 22</b>	<b>Human Resources Project Consultant (Effective 12/17/2014)</b>
Grade 14	Human Resource Specialist
Grade 12	Human Rights Investigator
Grade 18	Marketing and Media Relations Coordinator
Grade 13	Marketing Communications Senior Associate
Grade 16	MIS Analyst/Application Support
Grade 30	Network/Information Systems Administrator
<b>Grade 12</b>	<b>Nutrition Coordinator (Effective 10/16/2013)</b>
Grade 9	Nutrition Specialist
Grade 14	Ombudsperson
Grade 17	Operations Performance Enhancement Specialist
Grade 16	PeopleSoft Information Management Analyst
Grade 18	PeopleSoft/ Oracle Information Systems Specialist
Grade 22	Program Evaluator
Grade 18	Public Relations Coordinator
Grade 14	Recruitment and Diversity Specialist
Grade 14	Safety Program Specialist
Grade 10	Security and Emergency Management Project Coordinator
Grade 13	Senior Marketing and Development Specialist
Grade 18	Senior Ombudsperson
Grade 18	Student Information System Support Analyst
Grade 10	Student Information System Support Specialist
Grade 16	Systems Support Specialist 3
Grade 5	Technical Training Assistant
Grade 12	Technology Construction Project Coordinator
Grade 16	Transportation Data Coordinator

Appendix B (continued)

**TITLES AND GRADES  
PROFESSIONAL EMPLOYEES' ASSOCIATION**

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



APPENDIX C

STANDARD RANGES, DECEMBER 28, 2014  
PROFESSIONAL EMPLOYEES' ASSOCIATION

Years	Start	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	15	20
Grade 1	36,639	38,413	40,340	42,419	44,456	46,771	49,043	50,713	51,310	54,136	56,171	56,626
2	37,734	39,584	41,587	43,626	45,855	48,161	50,576	52,299	52,915	55,829	57,864	58,319
3	38,829	40,792	42,795	44,987	47,214	49,622	52,030	53,804	54,437	57,434	59,469	59,923
4	40,000	41,962	44,119	46,344	48,650	51,046	53,640	55,467	56,121	59,213	61,249	61,703
5	41,171	43,322	45,439	47,703	50,048	52,590	55,174	57,053	57,725	60,902	62,937	63,392
6	42,455	44,608	46,836	49,142	51,557	54,208	56,862	58,799	59,491	62,768	64,804	65,258
7	43,739	45,891	48,234	50,653	53,144	55,825	58,593	60,588	61,300	64,678	66,714	67,168
8	45,060	47,289	49,594	52,125	54,728	57,521	60,361	62,416	63,151	66,631	68,666	69,120
9	46,384	48,689	51,141	53,712	56,393	59,177	62,127	64,244	65,002	68,582	70,617	71,072
10	47,703	50,121	52,651	55,296	58,017	60,988	64,054	66,237	67,015	70,708	72,743	73,198
11	49,214	51,671	54,239	56,998	59,792	62,682	65,981	68,231	69,031	72,833	74,868	75,323
12	50,689	53,184	55,864	58,659	61,568	64,763	67,947	70,260	71,088	75,003	77,038	77,492
13	52,203	54,844	57,487	60,398	63,493	66,651	69,909	72,291	73,143	77,171	79,206	79,661
14	53,748	56,432	59,300	62,209	65,345	68,616	72,072	74,528	75,406	79,558	81,593	82,047
15	55,374	58,094	61,039	64,061	67,271	70,735	74,273	76,805	77,706	81,987	84,022	84,477
16	57,035	59,908	62,889	66,022	69,349	72,815	76,433	79,037	79,968	84,373	86,409	86,863
17	58,772	61,643	64,705	67,987	71,389	75,050	78,832	81,517	82,478	87,020	89,055	89,509
18	60,472	63,567	66,704	70,103	73,577	77,323	81,070	83,832	84,817	89,491	91,526	91,981
19	62,284	65,420	68,704	72,144	75,807	79,518	83,546	86,392	87,407	92,221	94,256	94,711
20	64,212	67,422	70,781	74,334	78,036	81,945	86,061	88,992	90,039	95,001	97,036	97,490
21	66,100	69,425	72,900	76,601	80,339	84,410	88,654	91,675	92,752	97,863	99,898	100,353
22	68,101	71,501	75,088	78,827	82,755	86,955	91,286	94,398	95,507	100,769	102,804	103,258
23	70,190	73,655	77,293	81,246	85,250	89,614	94,078	97,282	98,428	103,849	105,884	106,339
24	72,221	75,882	79,660	83,625	87,859	92,232	96,790	100,088	101,264	106,843	108,878	109,333
25	74,448	78,149	82,000	86,120	90,425	95,044	99,736	103,135	104,348	110,098	112,133	112,588
26	76,713	80,415	84,533	88,763	93,180	97,895	102,723	106,223	107,472	113,393	115,428	115,882
27	78,941	82,907	87,025	91,405	95,975	100,785	105,828	109,435	110,720	116,818	118,853	119,307
28	81,321	85,403	89,708	94,089	98,809	103,867	109,010	112,724	114,049	120,334	122,370	122,824
29	83,776	87,931	92,312	96,995	101,831	106,951	112,272	116,095	117,461	123,932	125,967	126,422
30	86,307	90,576	95,070	99,869	104,853	110,072	115,690	119,632	121,040	127,708	129,744	130,198
31	88,876	93,333	97,978	102,852	107,988	113,461	119,093	123,150	124,599	131,463	133,498	133,952
32	91,483	96,128	100,924	105,986	111,237	116,891	122,646	126,827	128,318	135,386	137,422	137,876
33	94,239	98,998	103,946	109,196	114,599	120,396	126,379	130,685	132,223	139,505	141,540	141,995
34	97,073	101,982	107,079	112,410	118,035	123,981	130,231	134,668	136,253	143,758	145,794	146,248
35	100,017	105,080	110,255	115,771	121,548	127,756	134,084	138,649	140,282	148,009	150,045	150,499
36	103,003	108,140	113,579	119,283	125,212	131,530	138,050	142,754	144,432	152,390	154,425	154,880
37	106,099	111,387	116,940	122,831	128,952	135,500	142,215	147,061	148,792	156,988	159,024	159,478
38	109,311	114,750	120,491	126,497	132,842	139,581	146,460	151,448	153,233	161,671	163,706	164,160
39	112,563	118,186	124,080	130,349	136,845	143,704	150,902	156,041	157,878	166,575	168,611	169,065
40	115,959	121,777	127,857	134,163	140,962	148,331	155,422	160,715	162,606	171,565	173,600	174,054
41	119,395	125,399	131,631	138,202	145,117	152,720	160,019	165,470	167,417	176,639	178,674	179,129
42	123,021	129,102	135,561	142,323	149,459	157,303	164,852	170,468	172,476	181,974	184,009	184,463
43	126,649	133,031	139,642	146,628	153,995	162,043	169,804	175,589	177,654	187,440	189,475	189,930
44	130,461	136,995	143,870	151,087	158,602	166,896	174,912	180,870	182,998	193,080	195,115	195,569
45	134,429	141,112	148,139	155,530	163,323	171,867	180,140	186,275	188,467	198,848	200,883	201,338

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

APPENDIX C (continued)

STANDARD RANGES, DECEMBER 27, 2015  
PROFESSIONAL EMPLOYEES ASSOCIATION

Years	Start	1	2	3	4	5	6	7	8	9	15	20
Step	1	2	3	4	5	6	7	8	9	10	15	20
Grade 1	37,372	39,181	41,147	43,267	45,345	47,706	50,024	51,727	52,336	55,219	58,294	58,759
2	38,489	40,376	42,419	44,499	46,772	49,124	51,588	53,345	53,973	56,946	60,021	60,485
3	39,606	41,608	43,651	45,887	48,158	50,614	53,071	54,880	55,526	58,583	61,658	62,121
4	40,800	42,801	45,001	47,271	49,623	52,067	54,713	56,576	57,243	60,397	63,474	63,937
5	41,994	44,188	46,348	48,657	51,049	53,642	56,277	58,194	58,880	62,120	65,196	65,660
6	43,304	45,500	47,773	50,125	52,588	55,292	57,999	59,975	60,681	64,023	67,100	67,563
7	44,614	46,809	49,199	51,666	54,207	56,942	59,765	61,800	62,526	65,972	69,048	69,511
8	45,961	48,235	50,586	53,168	55,823	58,671	61,568	63,664	64,414	67,964	71,039	71,502
9	47,312	49,663	52,164	54,786	57,521	60,361	63,370	65,529	66,302	69,954	73,029	73,493
10	48,657	51,123	53,704	56,402	59,177	62,208	65,335	67,562	68,355	72,122	75,198	75,662
11	50,198	52,704	55,324	58,138	60,988	63,936	67,301	69,596	70,412	74,290	77,365	77,829
12	51,703	54,248	56,981	59,832	62,799	66,058	69,306	71,665	72,510	76,503	79,579	80,042
13	53,247	55,941	58,637	61,606	64,763	67,984	71,307	73,737	74,606	78,714	81,790	82,254
14	54,823	57,561	60,486	63,453	66,652	69,988	73,513	76,019	76,914	81,149	84,225	84,688
15	56,481	59,256	62,260	65,342	68,616	72,150	75,758	78,341	79,260	83,627	86,702	87,167
16	58,176	61,106	64,147	67,342	70,736	74,271	77,962	80,618	81,567	86,060	89,137	89,600
17	59,947	62,876	65,999	69,347	72,817	76,551	80,409	83,147	84,128	88,760	91,836	92,299
18	61,681	64,838	68,038	71,505	75,049	78,869	82,691	85,509	86,513	91,281	94,357	94,821
19	63,530	66,728	70,078	73,587	77,323	81,108	85,217	88,120	89,155	94,065	97,141	97,605
20	65,496	68,770	72,197	75,821	79,597	83,584	87,782	90,772	91,840	96,901	99,977	100,440
21	67,422	70,814	74,358	78,133	81,946	86,098	90,427	93,509	94,607	99,820	102,896	103,360
22	69,463	72,931	76,590	80,404	84,410	88,694	93,112	96,286	97,417	102,784	105,860	106,323
23	71,594	75,128	78,839	82,871	86,955	91,406	95,960	99,228	100,397	105,926	109,002	109,466
24	73,665	77,400	81,253	85,298	89,616	94,077	98,726	102,090	103,289	108,980	112,056	112,520
25	75,937	79,712	83,640	87,842	92,234	96,945	101,731	105,198	106,435	112,300	115,376	115,840
26	78,247	82,023	86,224	90,538	95,044	99,853	104,777	108,347	109,621	115,661	118,737	119,200
27	80,520	84,565	88,766	93,233	97,895	102,801	107,945	111,624	112,934	119,154	122,230	122,693
28	82,947	87,111	91,502	95,971	100,785	105,944	111,190	114,978	116,330	122,741	125,817	126,280
29	85,452	89,690	94,158	98,935	103,868	109,090	114,517	118,417	119,810	126,411	129,486	129,950
30	88,033	92,388	96,971	101,866	106,950	112,273	118,004	122,025	123,461	130,262	133,339	133,802
31	90,654	95,200	99,938	104,909	110,148	115,730	121,475	125,613	127,091	134,092	137,168	137,631
32	93,313	98,051	102,942	108,106	113,462	119,229	125,099	129,364	130,884	138,094	141,170	141,634
33	96,124	100,978	106,025	111,380	116,891	122,804	128,907	133,299	134,867	142,295	145,371	145,835
34	99,014	104,022	109,221	114,658	120,396	126,461	132,836	137,361	138,978	146,633	149,710	150,173
35	102,017	107,182	112,460	118,086	123,979	130,311	136,766	141,422	143,088	150,969	154,046	154,509
36	105,063	110,303	115,851	121,669	127,716	134,161	140,811	145,609	147,321	155,438	158,514	158,978
37	108,221	113,615	119,279	125,288	131,531	138,210	145,059	150,002	151,768	160,128	163,204	163,668
38	111,497	117,045	122,901	129,027	135,499	142,373	149,389	154,477	156,298	164,904	167,980	168,443
39	114,814	120,550	126,562	132,956	139,582	146,578	153,920	159,162	161,036	169,907	172,983	173,446
40	118,278	124,213	130,414	136,846	143,781	151,298	158,530	163,929	165,858	174,996	178,072	178,535
41	121,783	127,907	134,264	140,966	148,019	155,774	163,219	168,779	170,765	180,172	183,247	183,712
42	125,481	131,684	138,272	145,169	152,448	160,449	168,149	173,877	175,926	185,613	188,689	189,152
43	129,182	135,692	142,435	149,561	157,075	165,284	173,200	179,101	181,207	191,189	194,265	194,729
44	133,070	139,735	146,747	154,109	161,774	170,234	178,410	184,487	186,658	196,942	200,017	200,480
45	137,118	143,934	151,102	158,641	166,589	175,304	183,743	190,001	192,236	202,825	205,901	206,365

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

## **ADDITIONAL INFORMATION**

(Not a Part of the Negotiated Agreement)

### **LABOR MANAGEMENT COOPERATION**

The District and Association agree that it is in the best interest of professional employees and the school district to meet and discuss areas of concern or ideas for ways to improve what we are already doing. Therefore, the Association and the District will work together, during the term of the 2014-2015 labor agreement, on a forum for these discussions. These discussions are intended to address issues quickly by bringing people relevant to the discussion together in a forum to talk. Either the Association or the District can initiate these discussions. Both parties understand that to limit disruptions at the various work sites, participation in these discussions should be limited to small groups of people. This forum does not replace negotiations of contractual issues.

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