



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
ONE ASHBURTON PLACE, BOSTON, MA 02108

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PAUL DIETL
Chief Human Resources Officer

MEMORANDUM

TO: Cabinet Secretaries, Agency Heads and Departmental Human Resources, Labor Relations Directors, Payroll and Budget Staff, with Employees in Bargaining Units 8 & 10

FROM: Paul Dietl, Chief Human Resources Officer *Paul Dietl*

ISSUED IN CONJUNCTION WITH:

Michael Esmond, Budget Director, EOAF *MB*

Martin Benison, Comptroller *Martin J. Benison*

DATE: May 21, 2010

RE: Implementation of the January 1, 2009 – December 31, 2011 Commonwealth-Alliance/Local 509, SEIU, Units 8 & 10 Collective Bargaining Agreement – *Economic Provisions*

On December 4, 2009, the Alliance/Local 509, SEIU, Bargaining Units 8 & 10, signed a Memorandum of Agreement with the Human Resources Division (HRD) to increase the base salary rates for employees in those units. This Agreement is effective for the period January 1, 2009 – December 31, 2011. On April 28, 2010, an appropriation of funds (1599-4282) was approved to cover the incremental costs contained in the Agreement (Chapter 86 of the Acts of 2010). The purpose of this memorandum is to authorize the implementation of the economic provisions of the new Agreement effective **December 31, 2009**, unless otherwise indicated. Information and implementation instructions from the Human Resources Division (HRD), the Office of the Comptroller (CTR), and the Executive Office of Administration and Finance/Fiscal Affairs Division (ANF) are provided below.

The new agreement and this implementation memorandum will be posted on HRD's website (www.hrd.state.ma.us), as soon as administratively feasible.

INFORMATION AND INSTRUCTIONS FROM THE HUMAN RESOURCES DIVISION

Summary of Changes and Policy Information

The following changes apply to employees in bargaining units 8 & 10. For employees in confidential positions who would otherwise be included in this unit, or for intermittent or short-term employees who are incumbents of positions in titles assigned to this unit, please refer to the section entitled Confidential, Intermittent or Short-Term Employees at the end of the HRD portion of this memorandum.

Please see the HRD website for the implementation memorandum which authorizes changes to the non-economic provisions of the new Local 509, Units 8 & 10 agreement.

Article 12, Section 12. 1: Salary Rate Increases

The following shall apply to full-time employees:

- A. Effective **December 31, 2009**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a one percent (1%) increase in base salary.
 - If FY10 tax revenues equal or exceed **\$20.3 billion**, employees will receive an additional one percent (1%) increase in salary rate, for a total two percent increase effective **December 31, 2009**.
 - If FY10 tax revenues equal or exceed **\$21.4 billion**, employees will receive an additional two percent (2%) increase in salary rate, for a total three percent increase effective **December 31, 2009**.
 - In the event that the above revenue indices, or other revenue indices agreed to by the parties are reached in Fiscal Year 2010, HRD will issue a separate memorandum in Fiscal Year 2011, outlining the next steps necessary to make any additional payments to Unit 8 & 10 employees.
- B. Effective **December 31, 2010**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a three percent (3%) increase in salary rate.
- C. Effective **December 31, 2011**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a three percent (3%) increase in salary rate.
 - *Employees who received a "Below" EPRS rating on their annual performance evaluation for **Fiscal Year 2009**, are not eligible to receive the salary rate increase effective **December 31, 2009**, or any step increase(s) until their performance is rated "Meets" expectations. (For more detailed information see Article 24A, of the Unit 8 & 10 collective bargaining agreement).*
 - *Employees whose **FY 2009** performance was not evaluated shall not be denied the increase.*
 - *Employees on leave of absence as of **December 31, 2009**, shall also receive the salary increase payment, except for employees on so-called "leave from owned" status who were not employed in another Unit 8 or 10 position, as of **December 31, 2009**.*

Employees who meet the eligibility requirements, pursuant to Article 12 of the Agreement, will receive the *December 31, 2009*, 1% base salary rate increase with their pay advice **June 11, 2010**. Retroactive payments will be issued with the pay advices on **June 25, 2010**. Attached hereto, (Attachment A) is a memorandum notifying employees of the new 1% salary rate increase and retroactive payment. Please distribute a copy of the attached memorandum to each employee receiving the above referenced payments.

Article 13A, Section 13A. 2: Health and Welfare Fund

Effective the first pay period in January, 2011, the Employer agrees to contribute to the Fund on behalf of each full-time employee, an additional \$.50 per week. Effective the first pay period in July, 2011, the Employer agrees to contribute to the Fund on behalf of each full time employee, an additional \$.50 per week.

Article 30: Duration

The agreement is for a three year period, effective January 1, 2009 – December 31, 2011.

Health Insurance

The Commonwealth will reimburse Unit 8 & 10 employees for costs incurred as a result of co-pay and deductible increases approved by the Group Insurance Commission on November 20, 2009. A notice to all affected employees has been previously issued by HRD (HRD website here) detailing the implementation of this initiative.

Confidential, Intermittent or Short-Term Employees

In accordance with Section 46 of Chapter 30 of the Massachusetts General Laws, the *December 31, 2009* salary rate increase will apply to employees in confidential positions who would otherwise be included in these collective bargaining units and to intermittent and short-term employees who are incumbents of positions in titles assigned to this collective bargaining unit. ***Employees who are appointed to nine-hundred sixty (960) hour positions, (retirees occupying so-called PR position types), will not be eligible for the aforementioned salary rate increases.***

Questions regarding the provisions of the new Agreement should be directed to Matthew Hale, Assistant Director, Employee Relations at (617) 878-9795. Questions regarding the applicability of these provisions to confidential, intermittent or short-term employees should be directed to George Bibilos, Director, HRD/Organizational Development Group at 617-878-9727.

HR/CMS INSTRUCTIONS

All of the steps below will be automated in HR/CMS as outlined in the pay periods specified, except as noted:

HRD/ITD will provide departments with both predictive (report only-prior to the actual update) and updated (update-after the actual program runs) reports that will facilitate the identification of Bargaining Unit 8 & 10 employees as follows:

- **PPED June 5, 2010:** Base salary rates are increased to reflect the 1% increase for ***December 31, 2009***.

- a. On **May 26, 2010**, after 3:00pm, a predictive COLA report (HMCMP03B) will be available in Document Direct. There will be a separate report and run time for each BU 8 and 10 salary plan (08A, 08B, 10A, 10B, 10C, 10D, 10E and 10F).
- b. On **May 28, 2010** all eligible BU 8 & 10 employees will have a row inserted into their job record with an effective date of **May 23, 2010**, and an action/reason of Pay Rate Change/COL (Cost of Living).
- c. The comment "*L509 – COLA – Eff: 12/31/09*" will be added to the Note Pad on the 5/23/10 Pay Rate Change/COL (Cost of Living) row on the job record.
- d. On **May 28, 2010** a COLA report (HMCMP03B) will be available in document direct after 8:00 PM. There will be a separate report and run time for each BU 8 and 10 salary plan (08A, 08B, 10A, 10B, 10C, 10D, 10E and 10F).
- e. Departments should review and validate the reports. Employees with "Below" EPRS ratings, salary exceptions, or those that were "not updated" will need to be manually adjusted.
- f. Employees on a Leave of Absence or Suspended status will not be included in the COLA program and will need to be updated manually.
- g. Departments must make any necessary changes to the position and/or job record by the close of business **Friday, June 4, 2010**. In some cases it may be necessary for agencies to contact their HRD analyst for position or job record corrections.
- h. All eligible employees will receive the payment for the **December 31, 2009**, 1% salary increase in their pay advice on **Friday, June 11, 2010**.

Comments on the COLA report:

- Salary Exception: Employee's salary does not match current rate for their grade and step.
 - Has Future Row: Employee has a row in job with effective date of May 23, 2010, or greater.
 - Invalid Step: Current step is not valid for the current salary chart.
 - Future Dated Row: Employee was not in the plan before the COLA and has a row in job with an effective date of May 23, 2010 or higher.
- **PPED June 19, 2010: Retroactive Payments**: Employees will receive the 1% retroactive payment in their pay advice, **Friday, June 25, 2010**. All eligible employees in BU's 8 & 10 will be entitled to a 1% retroactive base salary payment effective **December 31, 2009** through **May 22, 2010**. For the pay period ending **January 2, 2010** retro will be prorated to 2/10 of eligible earnings. ITD will run a program that will automatically calculate the retro and post the retro payment in Additional Pay. No historical rows will be inserted into the employee's job record for these transactions. The retroactive amounts will appear as "Retro", "SICK" and "Vacation" earnings on the pay advice.
 - a. On **June 9, 2010**, after 3:00pm, two predictive retro pay reports (HMCMP07B) will be available in Document Direct. There will be a separate retro report for each unit (BU 8 & 10).
 - b. On **June 11, 2010**, after 9:00pm, a row will be inserted into Additional Pay, with an effective date of **June 6, 2010**, to pay retro (the reason field will display "retropay") on the following earnings:
 - Base salary (ROR) and/or overtime (ROT)
 - Comp and Furlough Buy-back (ROP)

- Sick Buy Back (SBA)
 - Vacation Buy Back (VIL)
 - Deceased Payments (DPL)
- c. Comment “CBA retro – 12/31/09-5/22/10” will be added in General Comments for the ROR, ROT, ROP, SBA, VIL and DPL payments.
 - d. Refer to *Attachment B* for a list of the valid HR/CMS earnings codes that were used to calculate the ROR, ROT, ROP, SBA, VIL and DPL payments.
 - e. Regular retro pay is subject to retirement. Overtime retro pay is not subject to retirement. Retro earnings codes are taxed at the supplemental rate of 25%.
 - f. A goal amount equal to the payment amount will be used to ensure the payment is only paid once.
 - g. Eligible employees on an unpaid LOA will be automatically paid upon their return from leave.
 - h. Refer to page 6 of this memorandum for instructions on how to stop Additional Pay payments.
 - i. On **June 11, 2010** after 9:00pm, two updated retro pay reports (HMCMP07B) will be available in Document Direct. There will be a separate retro report for each unit (BU 8 & 10).
 - j. Departments should review and validate the predictive and updated reports. Employees with “Below” EPRS ratings, salary exceptions, or those that were “not updated” will need to be manually adjusted.
 - k. Payroll staff is directed to the Comptroller section of this memorandum to process payments to deceased employees affected by this retroactive salary rate increase.

Comments on the Retro Pay Reports

- Updated: Retro earnings were successfully calculated and posted. (Zero dollar amounts indicate that the employee either had no earnings in that category from 12/31/09 – 5/22/10 or was not eligible for the payments).
- Updated - TWP: Retro earnings were successfully calculated and posted. However, the employee is on a TWP status and should be verified for accuracy.
- Updated - Dept Changed: Retro earnings were successfully calculated and posted. If an employee transferred from another department, their current department will pay their retro earnings.
- Not Updated - BU changed: The employee was entitled to the payments indicated, but is no longer in the BU being reported. Payment needs to be manually entered.
- Not Updated - Inactive: The employee is eligible for the payments indicated, however, the record is currently inactive and could not be updated. The employee needs to be rehired and the payment needs to be manually entered.
- Not Updated - Record already exists: The employee already has an active row of ROR and/or ROT in the current pay period, therefore, could not be updated. Payment needs to be manually entered.
- PPA: Employee has a prior pay period adjustment, which is included in the retro pay calculation.

Possible Manual Adjustments

- **The earning codes ADS, ADO, OPR, ROR, ROT, ROW, PAR, IPP and IAR (Industrial Accident Adjustments) posted between 12/31/09 and 5/22/10, will be included in this retro payment.** If these payments should not be included in this retro, departments are responsible for making the manual adjustments to the retro earnings
- Prior Period Adjustments (PPA's) processed after 12/31/09, for the period of 12/31/09 through 5/22/10 will be included in the predictive or updated reports. All employees who had prior period adjustments will be identified as a "PPA" in the comment section of the report.
- Prior Period Adjustments (PPA's) processed after 12/31/09 for a pay period PRIOR to 12/31/09 will not be included in this retro payment.
- Employees who were on Industrial Accident or had a check reversal processed due to a payroll refund receipt voucher should also have the figures double checked for accuracy, as they may need to be manually adjusted.

Employee Status Changes

Employees that change to/from BU 8 & 10 title (Mid-Pay Period): If an employee changes **TO** a BU 8 & 10 title mid pay period, (i.e. from a BU 2 title to a BU 8 & 10 title) all of the earnings for that entire pay period will be captured in the BU 8 & 10 retro pay calculation. If an employee changes **FROM** a BU 8 & 10 title mid pay period, (i.e. from a BU 8 & 10 title to a BU 2 title) none of the earnings for that pay period will be included in the retro pay calculation. The comment "Not Updated – BU Changed" will appear on the retro reports. The employee's retro pay earnings will need to be verified, manually calculated and/or re-entered into additional pay.

Employees on Leave Without Pay: The employee's retro pay earnings will be calculated (predictive report) but will not be paid until the employee returns from the leave of absence. The comment "Not Updated – employee inactive" will appear on the retro reports.

Inactive employees (terminated, retired): Employees who currently have an inactive record but were eligible for a retroactive payment, will have their retro pay earnings calculated but the comment "Not Updated – Inactive" will appear on the retro reports. These employees will need to be rehired and must have their retro payment manually entered in Additional Pay in the pay period the retro is being paid. Retirees that had a salary increase should have their new annual salary reported to the State Board of Retirement, as this could impact their pension. We understand that in many cases HRD will need to create new positions for these employees. Please contact your HRD Analyst for new positions.

Additional Pay Adjustments

To STOP/MODIFY a retroactive payment that was automatically entered in Additional Pay:

- 1) **Insert a row** in Additional Pay on the effective date of the appropriate earn code
- 2) Use an **effective date** equal to the second day of the current pay period
- 3) Either Stop or Modify the payment:

- a. to **STOP** the payment: Change the amount and goal amount to zero.
- b. to **MODIFY** the payment: Change the amount and the goal amount to the correct amount.

4) **Save**

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

In order to ensure that funding is fully allocated to departments for the purpose of supporting payments described in this memo, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday and Thursday and available on line via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S Predictive Insufficient Funds Payroll Details
- NLCFAR2S Predictive Insufficient Funds Account Details
- NLCMASDS Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HRCMS. The posting date for Additional pay entries is the current open pay period.

If the reserve funding is allocated to the employing department then agencies can distribute the charge to proper department account. However, if an exception is needed, departments may charge applicable retroactive earnings back to the former department by use of an LCM Cross Department rule and distribution.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

HR/CMS Pay Instructions – Deceased Employees

Departments need to follow the instructions on deceased employee payments to beneficiaries. If your employee is due a retroactive payment, the beneficiary needs to be paid using DPL. If the payment cannot be made from HR/CMS because the record has been terminated, then the payment should be made from MMARS.

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 86 of the Acts of 2010 included an appropriation (1599-4282) to fund the incremental costs of the Commonwealth/Units 8 & 10 agreement which may not be absorbed within departments' existing funds.

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Per standard ANF practice, we will evaluate the need for reserve dollars to fund the FY2010 incremental costs of the collective bargaining agreements. If necessary, specific directions will be issued separately by ANF to affected departments. Where determined necessary, a reserve draw will be processed in MMARS to ensure funding is provided to the appropriate departments.

For FY2011, if desired, agencies should request funding for the incremental costs of the contract extension in their spending plans that were submitted to Administration and Finance (ANF) during the summer/fall of 2010. The costs identified and requested via the spending plans will be verified by ANF. Once the FY2011 mid-year review is complete, reserve draws will be processed in MMARS as needed. Please address questions on Administration and Finance practice to Mike Esmond at 617-727-2081 x 35472.

Attachment A

To: Employees in Bargaining Units 8 & 10, Alliance/Local 509, SEIU

From: *Agency Head Name*

Date: June 11, 2010

Re: Collective Bargaining Increases

I am pleased to inform you that the pay advice that you receive today, contains a 1% salary rate increase provided by the Commonwealth/Alliance/Local 509, SEIU, Units 8 & 10 collective bargaining agreement, effective December 31, 2009. Additionally, the pay advice you will receive on June 25, 2010, will contain any retroactive amounts due you effective December 31, 2009, through May 22, 2010.

If you have any questions regarding this payment, please contact your payroll office.

Thank you for the services that you and your colleagues provide to the Commonwealth.

Attachment B

Earn Code	Earnings Description	Payment Code		Earn Code	Earnings Description	Payment Code
ADS	Additional Pay Straight Time	ROR		ADO	Additional Pay Overtime	ROT
ATD	Annual Tour of Duty	ROR		CBP	Call Back Pay - Premium	ROT
BCA	Bonus Comp Days - Amounts	ROR		CBS	Call Back Pay - Straight	ROT
BCD	Bonus Comp Days	ROR		OOT	Out of Title Pay - Overtime	ROT
BCH	Bonus Comp Day – Hours	ROR		OTP	OT Premium	ROT
BLD	Red Cross Blood Donation	ROR		OTS	OT Straight	ROT
BRL	Bereavement Leave	ROR		ROT	Retro Overtime Pay	ROT
CMU	Comp Time Taken	ROR		SIP	Snow and Ice OT Premium	ROT
EDP	Education Leave Paid	ROR		SIS	Snow and Ice OT Straight	ROT
ESL	Emergency Service Leave	ROR				
HCC	Holiday Pd in Lieu Comp All	ROR		CBA	Comp Time Buy Back - Amounts	ROP
HLN	Holiday Pay Normal	ROR		CBB	Comp Time Buy Back - Hours	ROP
HOL	Holiday Worked Paid - Straight	ROR		PCI	Personal Leave Cash Out	ROP
IAR	IA Adjustment	ROR				
ILD	Injured in the line of duty	ROR		SBA	Sick Leave Buy Back - Amt	SBA
IPP	Injured by Patient or Prisoner	ROR		SBB	Sick Leave Buy Back - Hrs	SBA
JDP	Jury Duty PD	ROR				
LWP	Leave with Pay	ROR		VIL	Vacation In Lieu - Hours	VIL
MLP	Military Pay – Leave	ROR		VLA	Vacation In Lieu - Amounts	VIL
OPR	Overpayment Recovery	ROR				
OST	Out of Title Pay - StraightTim	ROR		DPL	Deceased Employ LumpSum No Ret	DPL
					Deceased Employ LumpSum with	DPL
PAR	Partial Reversal Adjustment	ROR		DPR	RET	
PER	Personal Leave – Paid	ROR				
PES	PersLve ILO Sic/ReducePersonal	ROR				
REG	Regular Pay	ROR				
RGO	Regular – Other	ROR				
ROR	Retro Regular Pay	ROR				
ROW	Retro Holiday Pay (A10)	ROR				
SBU	Sick Bank Used	ROR				
SIC	Sick Time Paid Normal	ROR				
SLC	Certified Sick Leave	ROR				
SUB	Sick Used Bank [EILB]	ROR				
SUP	Suspension – paid	ROR				
UNP	Union Leave PD	ROR				
VAC	Vacation Leave – paid	ROR				
VAS	Vac Leave in lieu of Sick Time	ROR				
XAM	Oral Examination	ROR				

Appendix A-1
Schedule of Biweekly Salary Rates
Units 8 & 10
Effective 12/31/09

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$839.63	\$853.63	\$867.93	\$882.44	\$897.25	\$912.29	\$927.60	\$943.26	\$959.13	\$975.35	\$994.86	\$1,014.74
02	\$854.85	\$868.86	\$883.11	\$897.68	\$912.47	\$927.52	\$942.86	\$958.44	\$974.36	\$990.53	\$1,010.36	\$1,030.54
03	\$867.67	\$883.49	\$899.53	\$915.98	\$932.73	\$949.84	\$967.19	\$985.00	\$1,003.06	\$1,021.54	\$1,041.97	\$1,062.83
04	\$890.11	\$905.88	\$922.01	\$938.46	\$955.23	\$972.27	\$989.66	\$1,007.45	\$1,025.52	\$1,043.94	\$1,064.80	\$1,086.08
05	\$904.24	\$921.35	\$938.80	\$956.63	\$974.82	\$993.36	\$1,012.31	\$1,031.65	\$1,051.38	\$1,071.51	\$1,092.92	\$1,114.79
06	\$934.41	\$951.58	\$969.07	\$986.90	\$1,005.12	\$1,023.66	\$1,042.59	\$1,061.90	\$1,081.60	\$1,101.68	\$1,123.70	\$1,146.16
07	\$956.73	\$975.43	\$994.53	\$1,014.05	\$1,033.95	\$1,054.27	\$1,075.08	\$1,096.23	\$1,117.91	\$1,140.00	\$1,162.82	\$1,186.06
08	\$977.61	\$997.79	\$1,018.41	\$1,039.54	\$1,061.13	\$1,083.21	\$1,105.75	\$1,128.78	\$1,152.35	\$1,176.48	\$1,199.98	\$1,224.01
09	\$1,012.31	\$1,034.36	\$1,056.93	\$1,080.06	\$1,103.65	\$1,127.85	\$1,152.62	\$1,177.96	\$1,203.89	\$1,230.42	\$1,255.05	\$1,280.13
10	\$1,049.09	\$1,072.60	\$1,096.60	\$1,121.19	\$1,146.42	\$1,172.19	\$1,198.60	\$1,225.68	\$1,254.76	\$1,284.84	\$1,310.54	\$1,336.75
11	\$1,083.42	\$1,109.00	\$1,135.22	\$1,162.08	\$1,189.61	\$1,217.88	\$1,247.84	\$1,279.34	\$1,311.61	\$1,344.72	\$1,371.61	\$1,399.01
12	\$1,128.33	\$1,155.26	\$1,182.82	\$1,211.09	\$1,240.68	\$1,272.26	\$1,304.58	\$1,337.76	\$1,371.79	\$1,406.64	\$1,434.77	\$1,463.47
12A	\$1,162.18	\$1,189.91	\$1,218.30	\$1,247.42	\$1,277.90	\$1,310.43	\$1,343.71	\$1,377.90	\$1,412.95	\$1,448.84	\$1,477.82	\$1,507.37
13	\$1,187.87	\$1,216.33	\$1,246.46	\$1,278.29	\$1,310.85	\$1,344.29	\$1,378.52	\$1,413.68	\$1,449.70	\$1,486.67	\$1,516.40	\$1,546.71
14	\$1,234.81	\$1,270.00	\$1,306.18	\$1,343.43	\$1,381.69	\$1,421.07	\$1,461.57	\$1,503.24	\$1,546.09	\$1,590.12	\$1,621.92	\$1,654.34
14A	\$1,271.85	\$1,308.10	\$1,345.37	\$1,383.74	\$1,423.15	\$1,463.70	\$1,505.41	\$1,548.33	\$1,592.47	\$1,637.82	\$1,670.58	\$1,703.97
15	\$1,297.17	\$1,335.34	\$1,374.64	\$1,415.11	\$1,456.73	\$1,499.59	\$1,543.74	\$1,589.15	\$1,635.91	\$1,684.10	\$1,717.77	\$1,752.13
16	\$1,367.31	\$1,408.94	\$1,451.76	\$1,495.96	\$1,541.50	\$1,588.40	\$1,636.75	\$1,686.56	\$1,737.91	\$1,790.75	\$1,826.59	\$1,863.14
17	\$1,449.70	\$1,493.01	\$1,537.63	\$1,583.62	\$1,630.90	\$1,679.60	\$1,729.81	\$1,781.53	\$1,834.78	\$1,889.63	\$1,927.41	\$1,965.96
17A	\$1,507.69	\$1,552.73	\$1,599.13	\$1,646.96	\$1,696.14	\$1,746.79	\$1,799.00	\$1,852.79	\$1,908.18	\$1,965.22	\$2,004.51	\$2,044.60
18	\$1,519.06	\$1,565.23	\$1,612.74	\$1,661.70	\$1,712.14	\$1,764.16	\$1,817.71	\$1,872.91	\$1,929.75	\$1,988.39	\$2,028.15	\$2,068.73
19	\$1,597.71	\$1,646.74	\$1,697.32	\$1,749.42	\$1,803.11	\$1,858.46	\$1,915.57	\$1,974.35	\$2,034.93	\$2,097.45	\$2,139.40	\$2,182.18
19A	\$1,661.62	\$1,712.61	\$1,765.21	\$1,819.40	\$1,875.23	\$1,932.79	\$1,992.19	\$2,053.32	\$2,116.33	\$2,181.35	\$2,224.97	\$2,269.47
20	\$1,683.57	\$1,734.22	\$1,786.45	\$1,840.19	\$1,895.53	\$1,952.61	\$2,011.37	\$2,071.92	\$2,134.28	\$2,198.49	\$2,242.47	\$2,287.33
21	\$1,761.80	\$1,815.67	\$1,871.13	\$1,928.38	\$1,987.30	\$2,048.08	\$2,110.70	\$2,175.18	\$2,241.66	\$2,310.19	\$2,356.39	\$2,403.54
21A	\$1,832.27	\$1,888.30	\$1,945.98	\$2,005.51	\$2,066.79	\$2,130.01	\$2,195.13	\$2,262.19	\$2,331.32	\$2,402.60	\$2,450.64	\$2,499.68
22	\$1,849.28	\$1,906.12	\$1,964.82	\$2,025.29	\$2,087.62	\$2,151.89	\$2,218.11	\$2,286.37	\$2,356.75	\$2,429.25	\$2,477.86	\$2,527.39
23	\$1,943.93	\$2,002.52	\$2,062.88	\$2,125.06	\$2,189.07	\$2,255.06	\$2,323.02	\$2,393.05	\$2,465.15	\$2,539.43	\$2,590.23	\$2,642.03
24	\$2,031.86	\$2,093.25	\$2,156.44	\$2,221.54	\$2,288.72	\$2,357.80	\$2,429.05	\$2,502.39	\$2,578.00	\$2,655.83	\$2,708.93	\$2,763.12
25	\$2,119.73	\$2,184.14	\$2,250.53	\$2,318.99	\$2,389.48	\$2,462.10	\$2,536.95	\$2,614.12	\$2,693.57	\$2,775.45	\$2,830.96	\$2,887.57
26	\$2,197.99	\$2,265.21	\$2,334.40	\$2,405.78	\$2,479.31	\$2,555.11	\$2,633.19	\$2,713.69	\$2,796.63	\$2,882.14	\$2,939.77	\$2,998.58
C19	\$1,696.00	\$1,748.04	\$1,801.74	\$1,857.05	\$1,914.03	\$1,972.79	\$2,033.42	\$2,095.82	\$2,160.11	\$2,226.48	\$2,271.01	\$2,316.43
C20	\$1,780.80	\$1,835.45	\$1,891.82	\$1,949.90	\$2,009.74	\$2,071.42	\$2,135.09	\$2,200.61	\$2,268.12	\$2,337.80	\$2,384.57	\$2,432.25
C22	\$1,963.69	\$2,023.74	\$2,085.56	\$2,149.35	\$2,215.03	\$2,282.78	\$2,352.59	\$2,424.45	\$2,498.54	\$2,574.93	\$2,626.41	\$2,678.97

Appendix A-2
Schedule of Biweekly Salary Rates
BU 08 & 10 Department of Early and Secondary Education-Educational Specialist Titles Only
Effective 12/31/09

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$1,683.57	\$1,734.22	\$1,786.45	\$1,840.19	\$1,895.53	\$1,952.61	\$2,011.37	\$2,071.91	\$2,134.27	\$2,198.50	\$2,242.46	\$2,287.33
21	\$1,761.79	\$1,815.67	\$1,871.14	\$1,928.37	\$1,987.30	\$2,048.09	\$2,110.71	\$2,175.19	\$2,241.65	\$2,310.19	\$2,356.39	\$2,403.54
22	\$1,849.28	\$1,906.12	\$1,964.81	\$2,025.29	\$2,087.62	\$2,151.89	\$2,218.11	\$2,286.38	\$2,356.74	\$2,429.25	\$2,477.86	\$2,527.39
22A	\$1,904.76	\$1,963.31	\$2,023.76	\$2,086.05	\$2,150.25	\$2,216.44	\$2,284.65	\$2,354.97	\$2,427.45	\$2,502.13	\$2,552.20	\$2,603.22
24	\$2,031.87	\$2,093.26	\$2,156.44	\$2,221.55	\$2,288.72	\$2,357.79	\$2,429.05	\$2,502.39	\$2,577.99	\$2,655.83	\$2,708.93	\$2,763.12
24A	\$2,092.82	\$2,156.05	\$2,221.13	\$2,288.19	\$2,357.38	\$2,428.53	\$2,501.92	\$2,577.46	\$2,655.33	\$2,735.50	\$2,790.20	\$2,846.01
25	\$2,119.73	\$2,184.15	\$2,250.53	\$2,318.99	\$2,389.48	\$2,462.11	\$2,536.95	\$2,614.12	\$2,693.57	\$2,775.45	\$2,830.96	\$2,887.57
25A	\$2,225.71	\$2,293.35	\$2,363.06	\$2,434.94	\$2,508.95	\$2,585.21	\$2,663.80	\$2,744.83	\$2,828.25	\$2,914.22	\$2,972.51	\$3,031.95
25B	\$2,268.11	\$2,337.04	\$2,408.07	\$2,481.32	\$2,556.74	\$2,634.45	\$2,714.53	\$2,797.11	\$2,882.12	\$2,969.73	\$3,029.13	\$3,089.70
26	\$2,197.98	\$2,265.21	\$2,334.40	\$2,405.78	\$2,479.32	\$2,555.12	\$2,633.19	\$2,713.69	\$2,796.63	\$2,882.14	\$2,939.78	\$2,998.58
26A	\$2,263.92	\$2,333.16	\$2,404.43	\$2,477.95	\$2,553.70	\$2,631.77	\$2,712.19	\$2,795.10	\$2,880.53	\$2,968.60	\$3,027.97	\$3,088.54
27A	\$2,393.27	\$2,466.47	\$2,541.81	\$2,619.53	\$2,699.61	\$2,782.14	\$2,867.15	\$2,954.80	\$3,045.11	\$3,138.21	\$3,200.98	\$3,265.00
27B	\$2,438.86	\$2,513.45	\$2,590.23	\$2,669.43	\$2,751.03	\$2,835.13	\$2,921.76	\$3,011.08	\$3,103.11	\$3,197.99	\$3,261.95	\$3,327.19

Appendix A-3
Schedule of Biweekly Salary Rates
BU 08 & 10 Teacher Titles
Effective 12/31/09

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,407.37	\$1,500.78	\$1,594.20	\$1,687.63	\$1,781.03	\$1,874.44	\$1,967.88	\$2,061.28	\$2,154.69	\$2,248.12
90B	\$1,520.83	\$1,624.07	\$1,727.30	\$1,830.53	\$1,933.80	\$2,037.01	\$2,140.25	\$2,243.50	\$2,346.74	\$2,449.97
90C	\$1,618.34	\$1,725.33	\$1,832.35	\$1,939.32	\$2,046.31	\$2,153.33	\$2,260.30	\$2,367.29	\$2,474.28	\$2,581.27
92A	\$3,034.95									
93A	\$1,548.12	\$1,650.85	\$1,753.63	\$1,856.37	\$1,959.14	\$2,061.88	\$2,164.64	\$2,267.39	\$2,370.16	\$2,472.93
93B	\$1,672.91	\$1,786.46	\$1,900.04	\$2,013.60	\$2,127.15	\$2,240.71	\$2,354.27	\$2,467.86	\$2,581.41	\$2,694.96
93C	\$1,780.19	\$1,897.86	\$2,015.56	\$2,133.26	\$2,250.95	\$2,368.64	\$2,486.32	\$2,604.03	\$2,721.71	\$2,839.40

**Appendix B-1
Schedule of Biweekly Salary Rates
Units 8 & 10
Effective 12/31/10**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$864.82	\$879.23	\$893.97	\$908.92	\$924.17	\$939.65	\$955.42	\$971.56	\$987.90	\$1,004.61	\$1,024.71	\$1,045.18
02	\$880.49	\$894.93	\$909.60	\$924.61	\$939.84	\$955.35	\$971.14	\$987.19	\$1,003.60	\$1,020.24	\$1,040.67	\$1,061.46
03	\$893.70	\$910.00	\$926.52	\$943.46	\$960.71	\$978.34	\$996.21	\$1,014.54	\$1,033.15	\$1,052.19	\$1,073.23	\$1,094.71
04	\$916.81	\$933.06	\$949.68	\$966.62	\$983.88	\$1,001.43	\$1,019.35	\$1,037.68	\$1,056.28	\$1,075.26	\$1,096.75	\$1,118.66
05	\$931.36	\$948.99	\$966.96	\$985.33	\$1,004.07	\$1,023.16	\$1,042.68	\$1,062.60	\$1,082.93	\$1,103.65	\$1,125.71	\$1,148.23
06	\$962.44	\$980.13	\$998.14	\$1,016.50	\$1,035.27	\$1,054.37	\$1,073.87	\$1,093.76	\$1,114.05	\$1,134.73	\$1,157.41	\$1,180.54
07	\$985.43	\$1,004.69	\$1,024.36	\$1,044.47	\$1,064.97	\$1,085.90	\$1,107.33	\$1,129.11	\$1,151.44	\$1,174.20	\$1,197.71	\$1,221.64
08	\$1,006.94	\$1,027.72	\$1,048.96	\$1,070.73	\$1,092.96	\$1,115.71	\$1,138.92	\$1,162.65	\$1,186.93	\$1,211.78	\$1,235.97	\$1,260.73
09	\$1,042.68	\$1,065.39	\$1,088.64	\$1,112.47	\$1,136.76	\$1,161.68	\$1,187.20	\$1,213.30	\$1,240.01	\$1,267.34	\$1,292.70	\$1,318.53
10	\$1,080.56	\$1,104.77	\$1,129.49	\$1,154.83	\$1,180.81	\$1,207.36	\$1,234.56	\$1,262.45	\$1,292.40	\$1,323.38	\$1,349.86	\$1,376.86
11	\$1,115.92	\$1,142.27	\$1,169.27	\$1,196.94	\$1,225.30	\$1,254.41	\$1,285.28	\$1,317.72	\$1,350.96	\$1,385.06	\$1,412.75	\$1,440.98
12	\$1,162.18	\$1,189.91	\$1,218.30	\$1,247.42	\$1,277.90	\$1,310.43	\$1,343.71	\$1,377.90	\$1,412.95	\$1,448.84	\$1,477.82	\$1,507.37
12A	\$1,197.05	\$1,225.61	\$1,254.85	\$1,284.84	\$1,316.24	\$1,349.74	\$1,384.02	\$1,419.23	\$1,455.34	\$1,492.31	\$1,522.15	\$1,552.59
13	\$1,223.51	\$1,252.82	\$1,283.86	\$1,316.64	\$1,350.17	\$1,384.62	\$1,419.88	\$1,456.10	\$1,493.19	\$1,531.27	\$1,561.89	\$1,593.11
14	\$1,271.85	\$1,308.10	\$1,345.37	\$1,383.74	\$1,423.15	\$1,463.70	\$1,505.41	\$1,548.33	\$1,592.47	\$1,637.82	\$1,670.58	\$1,703.97
14A	\$1,310.01	\$1,347.34	\$1,385.73	\$1,425.25	\$1,465.84	\$1,507.61	\$1,550.58	\$1,594.78	\$1,640.24	\$1,686.96	\$1,720.69	\$1,755.08
15	\$1,336.08	\$1,375.41	\$1,415.88	\$1,457.56	\$1,500.43	\$1,544.58	\$1,590.06	\$1,636.82	\$1,684.99	\$1,734.62	\$1,769.31	\$1,804.69
16	\$1,408.33	\$1,451.21	\$1,495.32	\$1,540.84	\$1,587.74	\$1,636.06	\$1,685.86	\$1,737.16	\$1,790.05	\$1,844.48	\$1,881.39	\$1,919.03
17	\$1,493.19	\$1,537.80	\$1,583.76	\$1,631.13	\$1,679.83	\$1,729.99	\$1,781.70	\$1,834.98	\$1,889.83	\$1,946.32	\$1,985.23	\$2,024.94
17A	\$1,552.92	\$1,599.31	\$1,647.11	\$1,696.37	\$1,747.02	\$1,799.19	\$1,852.97	\$1,908.38	\$1,965.42	\$2,024.18	\$2,064.64	\$2,105.93
18	\$1,564.64	\$1,612.19	\$1,661.12	\$1,711.55	\$1,763.51	\$1,817.08	\$1,872.24	\$1,929.09	\$1,987.65	\$2,048.04	\$2,089.00	\$2,130.79
19	\$1,645.64	\$1,696.14	\$1,748.24	\$1,801.90	\$1,857.20	\$1,914.21	\$1,973.03	\$2,033.58	\$2,095.98	\$2,160.37	\$2,203.58	\$2,247.65
19A	\$1,711.46	\$1,763.99	\$1,818.17	\$1,873.98	\$1,931.49	\$1,990.78	\$2,051.96	\$2,114.92	\$2,179.82	\$2,246.79	\$2,291.72	\$2,337.55
20	\$1,734.08	\$1,786.25	\$1,840.04	\$1,895.40	\$1,952.39	\$2,011.19	\$2,071.71	\$2,134.08	\$2,198.30	\$2,264.45	\$2,309.74	\$2,355.94
21	\$1,814.65	\$1,870.14	\$1,927.27	\$1,986.23	\$2,046.92	\$2,109.53	\$2,174.02	\$2,240.44	\$2,308.91	\$2,379.50	\$2,427.08	\$2,475.65
21A	\$1,887.24	\$1,944.95	\$2,004.36	\$2,065.68	\$2,128.80	\$2,193.91	\$2,260.99	\$2,330.06	\$2,401.26	\$2,474.68	\$2,524.16	\$2,574.67
22	\$1,904.75	\$1,963.31	\$2,023.76	\$2,086.05	\$2,150.25	\$2,216.45	\$2,284.65	\$2,354.97	\$2,427.45	\$2,502.13	\$2,552.20	\$2,603.22
23	\$2,002.25	\$2,062.60	\$2,124.76	\$2,188.81	\$2,254.74	\$2,322.71	\$2,392.71	\$2,464.84	\$2,539.11	\$2,615.62	\$2,667.93	\$2,721.29
24	\$2,092.82	\$2,156.05	\$2,221.13	\$2,288.19	\$2,357.38	\$2,428.53	\$2,501.92	\$2,577.46	\$2,655.34	\$2,735.50	\$2,790.20	\$2,846.01
25	\$2,183.32	\$2,249.67	\$2,318.05	\$2,388.56	\$2,461.16	\$2,535.97	\$2,613.06	\$2,692.54	\$2,774.37	\$2,858.71	\$2,915.89	\$2,974.20
26	\$2,263.93	\$2,333.17	\$2,404.44	\$2,477.95	\$2,553.69	\$2,631.77	\$2,712.19	\$2,795.10	\$2,880.53	\$2,968.60	\$3,027.97	\$3,088.54
C19	\$1,746.88	\$1,800.48	\$1,855.79	\$1,912.76	\$1,971.46	\$2,031.97	\$2,094.42	\$2,158.69	\$2,224.91	\$2,293.27	\$2,339.15	\$2,385.92
C20	\$1,834.22	\$1,890.51	\$1,948.58	\$2,008.39	\$2,070.03	\$2,133.57	\$2,199.14	\$2,266.63	\$2,336.16	\$2,407.93	\$2,456.10	\$2,505.22
C22	\$2,022.60	\$2,084.45	\$2,148.13	\$2,213.83	\$2,281.49	\$2,351.26	\$2,423.16	\$2,497.18	\$2,573.50	\$2,652.18	\$2,705.21	\$2,759.34

Appendix B-2
Schedule of Biweekly Salary Rates
BU 08 & 10 Department of Early and Secondary Education-Educational Specialist Titles Only
Effective 12/31/10

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$1,734.08	\$1,786.25	\$1,840.04	\$1,895.40	\$1,952.39	\$2,011.19	\$2,071.72	\$2,134.07	\$2,198.30	\$2,264.45	\$2,309.74	\$2,355.95
21	\$1,814.65	\$1,870.14	\$1,927.27	\$1,986.22	\$2,046.92	\$2,109.53	\$2,174.03	\$2,240.44	\$2,308.90	\$2,379.50	\$2,427.08	\$2,475.64
22	\$1,904.76	\$1,963.31	\$2,023.76	\$2,086.05	\$2,150.25	\$2,216.44	\$2,284.65	\$2,354.97	\$2,427.45	\$2,502.13	\$2,552.20	\$2,603.22
22A	\$1,961.90	\$2,022.21	\$2,084.47	\$2,148.63	\$2,214.76	\$2,282.94	\$2,353.19	\$2,425.62	\$2,500.27	\$2,577.19	\$2,628.77	\$2,681.31
24	\$2,092.82	\$2,156.05	\$2,221.13	\$2,288.19	\$2,357.38	\$2,428.53	\$2,501.92	\$2,577.46	\$2,655.33	\$2,735.50	\$2,790.20	\$2,846.01
24A	\$2,155.61	\$2,220.73	\$2,287.77	\$2,356.84	\$2,428.10	\$2,501.38	\$2,576.98	\$2,654.78	\$2,734.99	\$2,817.57	\$2,873.91	\$2,931.39
25	\$2,183.32	\$2,249.67	\$2,318.05	\$2,388.56	\$2,461.16	\$2,535.97	\$2,613.06	\$2,692.55	\$2,774.38	\$2,858.71	\$2,915.89	\$2,974.20
25A	\$2,292.49	\$2,362.15	\$2,433.95	\$2,507.99	\$2,584.22	\$2,662.77	\$2,743.71	\$2,827.17	\$2,913.09	\$3,001.65	\$3,061.68	\$3,122.91
25B	\$2,336.15	\$2,407.15	\$2,480.31	\$2,555.76	\$2,633.44	\$2,713.49	\$2,795.97	\$2,881.02	\$2,968.58	\$3,058.82	\$3,120.00	\$3,182.39
26	\$2,263.92	\$2,333.16	\$2,404.43	\$2,477.95	\$2,553.70	\$2,631.77	\$2,712.19	\$2,795.10	\$2,880.53	\$2,968.60	\$3,027.97	\$3,088.54
26A	\$2,331.84	\$2,403.16	\$2,476.57	\$2,552.29	\$2,630.31	\$2,710.72	\$2,793.55	\$2,878.95	\$2,966.94	\$3,057.66	\$3,118.81	\$3,181.19
27A	\$2,465.07	\$2,540.47	\$2,618.07	\$2,698.12	\$2,780.59	\$2,865.60	\$2,953.16	\$3,043.44	\$3,136.46	\$3,232.36	\$3,297.01	\$3,362.95
27B	\$2,512.02	\$2,588.86	\$2,667.94	\$2,749.51	\$2,833.56	\$2,920.19	\$3,009.42	\$3,101.41	\$3,196.21	\$3,293.93	\$3,359.81	\$3,427.01

Appendix B-3
Schedule of Biweekly Salary Rates
BU 08 & 10 Teacher Titles
Effective 12/31/10

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,449.59	\$1,545.80	\$1,642.03	\$1,738.26	\$1,834.46	\$1,930.67	\$2,026.92	\$2,123.12	\$2,219.33	\$2,315.56
90B	\$1,566.46	\$1,672.79	\$1,779.12	\$1,885.45	\$1,991.82	\$2,098.12	\$2,204.46	\$2,310.81	\$2,417.14	\$2,523.47
90C	\$1,666.89	\$1,777.09	\$1,887.32	\$1,997.50	\$2,107.70	\$2,217.92	\$2,328.11	\$2,438.31	\$2,548.51	\$2,658.71
92A	\$3,126.00									
93A	\$1,594.56	\$1,700.38	\$1,806.24	\$1,912.06	\$2,017.91	\$2,123.74	\$2,229.58	\$2,335.42	\$2,441.27	\$2,547.12
93B	\$1,723.09	\$1,840.06	\$1,957.04	\$2,074.00	\$2,190.96	\$2,307.94	\$2,424.89	\$2,541.90	\$2,658.85	\$2,775.81
93C	\$1,833.59	\$1,954.80	\$2,076.03	\$2,197.26	\$2,318.48	\$2,439.69	\$2,560.91	\$2,682.15	\$2,803.36	\$2,924.58

**Appendix C-1
Schedule of Biweekly Salary Rates
Units 8 & 10
Effective 12/31/11**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$890.77	\$905.61	\$920.78	\$936.18	\$951.90	\$967.84	\$984.09	\$1,000.70	\$1,017.54	\$1,034.75	\$1,055.45	\$1,076.54
02	\$906.91	\$921.78	\$936.89	\$952.35	\$968.04	\$984.01	\$1,000.28	\$1,016.81	\$1,033.70	\$1,050.85	\$1,071.89	\$1,093.30
03	\$920.51	\$937.30	\$954.31	\$971.77	\$989.53	\$1,007.69	\$1,026.09	\$1,044.98	\$1,064.15	\$1,083.75	\$1,105.42	\$1,127.55
04	\$944.31	\$961.05	\$978.17	\$995.62	\$1,013.40	\$1,031.48	\$1,049.93	\$1,068.81	\$1,087.97	\$1,107.52	\$1,129.65	\$1,152.22
05	\$959.31	\$977.46	\$995.97	\$1,014.89	\$1,034.19	\$1,053.86	\$1,073.96	\$1,094.48	\$1,115.41	\$1,136.76	\$1,159.48	\$1,182.68
06	\$991.31	\$1,009.53	\$1,028.09	\$1,047.00	\$1,066.33	\$1,086.00	\$1,106.08	\$1,126.57	\$1,147.47	\$1,168.77	\$1,192.13	\$1,215.96
07	\$1,014.99	\$1,034.83	\$1,055.09	\$1,075.81	\$1,096.92	\$1,118.48	\$1,140.55	\$1,162.99	\$1,185.99	\$1,209.43	\$1,233.64	\$1,258.29
08	\$1,037.15	\$1,058.55	\$1,080.43	\$1,102.85	\$1,125.75	\$1,149.18	\$1,173.09	\$1,197.53	\$1,222.53	\$1,248.13	\$1,273.05	\$1,298.55
09	\$1,073.96	\$1,097.35	\$1,121.30	\$1,145.84	\$1,170.86	\$1,196.53	\$1,222.81	\$1,249.70	\$1,277.21	\$1,305.36	\$1,331.48	\$1,358.09
10	\$1,112.98	\$1,137.92	\$1,163.38	\$1,189.47	\$1,216.24	\$1,243.58	\$1,271.59	\$1,300.32	\$1,331.17	\$1,363.09	\$1,390.35	\$1,418.16
11	\$1,149.40	\$1,176.53	\$1,204.35	\$1,232.85	\$1,262.05	\$1,292.04	\$1,323.83	\$1,357.25	\$1,391.49	\$1,426.61	\$1,455.14	\$1,484.21
12	\$1,197.05	\$1,225.61	\$1,254.85	\$1,284.84	\$1,316.24	\$1,349.74	\$1,384.02	\$1,419.23	\$1,455.34	\$1,492.31	\$1,522.15	\$1,552.59
12A	\$1,232.96	\$1,262.38	\$1,292.50	\$1,323.39	\$1,355.72	\$1,390.23	\$1,425.55	\$1,461.81	\$1,499.00	\$1,537.08	\$1,567.82	\$1,599.17
13	\$1,260.21	\$1,290.41	\$1,322.37	\$1,356.14	\$1,390.68	\$1,426.15	\$1,462.47	\$1,499.78	\$1,537.99	\$1,577.21	\$1,608.75	\$1,640.90
14	\$1,310.01	\$1,347.34	\$1,385.73	\$1,425.25	\$1,465.84	\$1,507.61	\$1,550.58	\$1,594.78	\$1,640.24	\$1,686.96	\$1,720.69	\$1,755.08
14A	\$1,349.31	\$1,387.76	\$1,427.30	\$1,468.01	\$1,509.82	\$1,552.84	\$1,597.09	\$1,642.63	\$1,689.45	\$1,737.56	\$1,772.31	\$1,807.74
15	\$1,376.16	\$1,416.67	\$1,458.35	\$1,501.29	\$1,545.45	\$1,590.91	\$1,637.76	\$1,685.93	\$1,735.54	\$1,786.66	\$1,822.39	\$1,858.83
16	\$1,450.58	\$1,494.74	\$1,540.18	\$1,587.06	\$1,635.37	\$1,685.14	\$1,736.43	\$1,789.27	\$1,843.75	\$1,899.81	\$1,937.83	\$1,976.60
17	\$1,537.99	\$1,583.93	\$1,631.27	\$1,680.06	\$1,730.22	\$1,781.89	\$1,835.15	\$1,890.03	\$1,946.52	\$2,004.71	\$2,044.79	\$2,085.68
17A	\$1,599.51	\$1,647.29	\$1,696.52	\$1,747.26	\$1,799.43	\$1,853.17	\$1,908.56	\$1,965.63	\$2,024.38	\$2,084.90	\$2,126.58	\$2,169.11
18	\$1,611.58	\$1,660.56	\$1,710.96	\$1,762.90	\$1,816.41	\$1,871.59	\$1,928.41	\$1,986.97	\$2,047.28	\$2,109.48	\$2,151.67	\$2,194.72
19	\$1,695.01	\$1,747.02	\$1,800.68	\$1,855.96	\$1,912.92	\$1,971.64	\$2,032.22	\$2,094.59	\$2,158.86	\$2,225.19	\$2,269.69	\$2,315.08
19A	\$1,762.81	\$1,816.90	\$1,872.71	\$1,930.20	\$1,989.43	\$2,050.50	\$2,113.51	\$2,178.37	\$2,245.21	\$2,314.19	\$2,360.48	\$2,407.68
20	\$1,786.10	\$1,839.84	\$1,895.25	\$1,952.26	\$2,010.96	\$2,071.53	\$2,133.87	\$2,198.10	\$2,264.25	\$2,332.38	\$2,379.03	\$2,426.62
21	\$1,869.09	\$1,926.25	\$1,985.09	\$2,045.82	\$2,108.33	\$2,172.81	\$2,239.25	\$2,307.65	\$2,378.17	\$2,450.88	\$2,499.89	\$2,549.92
21A	\$1,943.85	\$2,003.29	\$2,064.49	\$2,127.65	\$2,192.66	\$2,259.73	\$2,328.82	\$2,399.96	\$2,473.30	\$2,548.92	\$2,599.89	\$2,651.91
22	\$1,961.90	\$2,022.21	\$2,084.48	\$2,148.63	\$2,214.76	\$2,282.94	\$2,353.19	\$2,425.61	\$2,500.27	\$2,577.19	\$2,628.77	\$2,681.31
23	\$2,062.32	\$2,124.47	\$2,188.51	\$2,254.47	\$2,322.38	\$2,392.39	\$2,464.49	\$2,538.79	\$2,615.28	\$2,694.09	\$2,747.97	\$2,802.93
24	\$2,155.60	\$2,220.73	\$2,287.77	\$2,356.83	\$2,428.10	\$2,501.39	\$2,576.98	\$2,654.78	\$2,735.00	\$2,817.57	\$2,873.91	\$2,931.39
25	\$2,248.82	\$2,317.16	\$2,387.59	\$2,460.21	\$2,534.99	\$2,612.04	\$2,691.45	\$2,773.32	\$2,857.60	\$2,944.47	\$3,003.36	\$3,063.42
26	\$2,331.84	\$2,403.16	\$2,476.57	\$2,552.29	\$2,630.30	\$2,710.72	\$2,793.55	\$2,878.95	\$2,966.95	\$3,057.66	\$3,118.81	\$3,181.19
C19	\$1,799.28	\$1,854.50	\$1,911.46	\$1,970.14	\$2,030.60	\$2,092.93	\$2,157.26	\$2,223.45	\$2,291.66	\$2,362.07	\$2,409.32	\$2,457.50
C20	\$1,889.25	\$1,947.22	\$2,007.04	\$2,068.65	\$2,132.13	\$2,197.57	\$2,265.12	\$2,334.63	\$2,406.24	\$2,480.17	\$2,529.79	\$2,580.38
C22	\$2,083.28	\$2,146.98	\$2,212.58	\$2,280.25	\$2,349.93	\$2,421.80	\$2,495.86	\$2,572.09	\$2,650.71	\$2,731.75	\$2,786.36	\$2,842.12

Appendix C-2
Schedule of Biweekly Salary Rates
BU 08 & 10 Department of Early and Secondary Education-Educational Specialist Titles Only
Effective 12/31/11

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$1,786.10	\$1,839.83	\$1,895.24	\$1,952.26	\$2,010.97	\$2,071.53	\$2,133.87	\$2,198.09	\$2,264.25	\$2,332.39	\$2,379.03	\$2,426.63
21	\$1,869.09	\$1,926.24	\$1,985.09	\$2,045.81	\$2,108.32	\$2,172.82	\$2,239.25	\$2,307.66	\$2,378.17	\$2,450.88	\$2,499.89	\$2,549.91
22	\$1,961.90	\$2,022.21	\$2,084.47	\$2,148.63	\$2,214.76	\$2,282.94	\$2,353.19	\$2,425.62	\$2,500.27	\$2,577.19	\$2,628.77	\$2,681.31
22A	\$2,020.76	\$2,082.87	\$2,147.00	\$2,213.09	\$2,281.20	\$2,351.42	\$2,423.79	\$2,498.39	\$2,575.28	\$2,654.51	\$2,707.63	\$2,761.75
24	\$2,155.61	\$2,220.73	\$2,287.77	\$2,356.84	\$2,428.10	\$2,501.38	\$2,576.98	\$2,654.78	\$2,734.99	\$2,817.57	\$2,873.91	\$2,931.39
24A	\$2,220.28	\$2,287.36	\$2,356.40	\$2,427.54	\$2,500.95	\$2,576.43	\$2,654.29	\$2,734.42	\$2,817.04	\$2,902.09	\$2,960.12	\$3,019.33
25	\$2,248.82	\$2,317.16	\$2,387.59	\$2,460.22	\$2,535.00	\$2,612.05	\$2,691.45	\$2,773.32	\$2,857.61	\$2,944.47	\$3,003.36	\$3,063.42
25A	\$2,361.26	\$2,433.02	\$2,506.97	\$2,583.23	\$2,661.75	\$2,742.65	\$2,826.02	\$2,911.99	\$3,000.49	\$3,091.70	\$3,153.53	\$3,216.59
25B	\$2,406.24	\$2,479.36	\$2,554.72	\$2,632.43	\$2,712.45	\$2,794.89	\$2,879.85	\$2,967.46	\$3,057.64	\$3,150.59	\$3,213.60	\$3,277.86
26	\$2,331.84	\$2,403.16	\$2,476.57	\$2,552.29	\$2,630.31	\$2,710.72	\$2,793.55	\$2,878.95	\$2,966.94	\$3,057.66	\$3,118.81	\$3,181.19
26A	\$2,401.79	\$2,475.25	\$2,550.87	\$2,628.86	\$2,709.22	\$2,792.05	\$2,877.36	\$2,965.32	\$3,055.95	\$3,149.39	\$3,212.37	\$3,276.63
27A	\$2,539.02	\$2,616.68	\$2,696.61	\$2,779.06	\$2,864.01	\$2,951.57	\$3,041.76	\$3,134.75	\$3,230.56	\$3,329.33	\$3,395.92	\$3,463.84
27B	\$2,587.39	\$2,666.52	\$2,747.98	\$2,832.00	\$2,918.56	\$3,007.79	\$3,099.70	\$3,194.46	\$3,292.09	\$3,392.75	\$3,460.60	\$3,529.82

Appendix C-3
Schedule of Biweekly Salary Rates
BU 08 & 10 Teacher Titles
Effective 12/31/11

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$1,493.08	\$1,592.17	\$1,691.29	\$1,790.41	\$1,889.50	\$1,988.59	\$2,087.73	\$2,186.81	\$2,285.91	\$2,385.03
90B	\$1,613.45	\$1,722.98	\$1,832.49	\$1,942.01	\$2,051.57	\$2,161.07	\$2,270.59	\$2,380.13	\$2,489.66	\$2,599.17
90C	\$1,716.90	\$1,830.41	\$1,943.94	\$2,057.42	\$2,170.93	\$2,284.46	\$2,397.95	\$2,511.46	\$2,624.97	\$2,738.47
92A	\$3,219.78									
93A	\$1,642.40	\$1,751.39	\$1,860.43	\$1,969.42	\$2,078.45	\$2,187.45	\$2,296.46	\$2,405.48	\$2,514.51	\$2,623.53
93B	\$1,774.79	\$1,895.26	\$2,015.75	\$2,136.22	\$2,256.69	\$2,377.17	\$2,497.64	\$2,618.15	\$2,738.62	\$2,859.09
93C	\$1,888.60	\$2,013.44	\$2,138.31	\$2,263.18	\$2,388.04	\$2,512.89	\$2,637.74	\$2,762.61	\$2,887.46	\$3,012.32