

Article 13 — Layoff and Recall

The District shall determine when a layoff is necessary and which programs will be affected. However, the District agrees that such layoff shall be implemented in accordance with the following procedure: Whenever the Board determines that a layoff is necessary, it shall notify the Council. Such notice shall be in writing and shall include the specific positions to be affected, the proposed time schedule and the reasons for the proposed action. Reasons shall not be grievable. Affected employees shall be notified at least thirty (30) calendar days prior to the effective date of the layoff. In the event of school closure due to lack of funds, however, the notice shall be ten (10) calendar days.

In the implementation of a layoff or recall, the District shall consider in order:

- A. **COMPLIANCE.** Since ORS 342.934 (1) states that reduction of teaching staff shall be as provided therein, the parties agree that in the event of a conflict, ambiguity or inconsistency between its provisions and the provisions of this Agreement, the statutory provisions will prevail. Where applicable, the parties will retain qualified teachers with cultural or linguistic expertise in accordance with ORS 342.934(4).

B. **LAYOFF.**

1. The District shall determine the number of positions to be reduced within the following programs.

PROGRAM: AUDIOLOGY

POSITION(S): Audiologist

PROGRAM: ASSISTIVE TECHNOLOGY

POSITION(S): Assistive Technology Specialist

PROGRAM: STEPS

POSITIONS: Vocational Specialist
Lead Teacher – Multiple & Severe Disabilities
Teacher, Mentally Multiply Disabled
Registered Nurse

Transition Specialist

PROGRAM: REGIONAL PROGRAMS

POSITIONS: Teacher of Visually Impaired
Autism Spectrum Disorders Consultant
Physical Therapist
Occupational Therapist
Teacher of Deaf/Hard of Hearing
EI Therapy Specialist

PROGRAM: TECHNOLOGY AND MEDIA SERVICES

POSITIONS: Media Specialist

PROGRAM: PSYCHOLOGICAL SERVICES

POSITIONS: School Psychologist

PROGRAM: SCHOOL IMPROVEMENT

POSITIONS: School Improvement Specialist
School Improvement Technology Integration Specialist

PROGRAM: SPEECH

POSITIONS: Speech-Language Pathologist
Augmentative Communication Specialist
Feeding/Swallowing Specialist

PROGRAM: EARLY CHILDHOOD

POSITIONS: EI Specialist
EI/ECSE Behavior Specialist
EI/ECSE Evaluation Specialist
Lead Speech Language Pathologist

2. Upon determination of the least senior bargaining unit member within the above-identified programs, those identified individuals will be placed in the transfer pool.
3. Persons with three (3) years or more service shall be transferred to positions within the programs listed in B (1) above provided such position is held by a person with fewer years of seniority and provided the person is qualified and endorsed to fill such position and the person replaced shall be placed in the transfer pool

C. **TRANSFER POOL**

1. Every reasonable effort will be made to transfer persons identified in B above to other positions for which they are endorsed and qualified. Bargaining unit members subject to layoff shall have the right to refuse a transfer to a position outside of their current assignment area. Assignment areas are defined as: Douglas County, Jackson/Josephine Counties, and Klamath County.
2. Seniority shall be defined as length of current continuous service to the District beginning with the first paid contracted day of service. Ties shall be broken by drawing lots.
 - a. The foregoing may be modified to the extent the District determined competence and merit as the same are defined in ORS 342.934 (9) and implemented in ORS 342.934 (4).
3. The District shall be required to confer and consult with the Council representatives prior to notification of the person to be laid off; however, the final determination shall be made by the District subject to the grievance procedure of the Agreement. However the decision of the District to reduce the work force shall not be grievable, arbitrable, nor subject to an unfair labor practice complaint for breach of contract (ORS 243.672(1)(g)).

reprisal provided they have contacted their immediate supervisor prior to the scheduled meeting, whenever possible.

2. In the event of a classroom teacher's absence, the teacher to be replaced shall be given the opportunity to recommend a substitute whenever possible; however, the decision shall rest with the supervisor.
3. The District will provide each bargaining unit member with a copy of the employee's job description. The job description will be of sufficient specificity that the bargaining unit member's immediate supervisor can read and assign tasks in accordance with it. The bargaining unit member's job description will become a part of the employee's contract. Assigned tasks and responsibilities shall be related to the job description.
4. When an assigned facility is inadequate, the bargaining unit members will report the inadequacy to the immediate E.S.D. supervisor. If no solution is reached within ten (10) working days, the immediate E.S.D. supervisor will submit to the local building principal and District Superintendent a written statement of the problem and a request for a conference, including, but not limited to, the bargaining unit member, the employee's supervisor, the program coordinator or the director, whichever is next in line of authority, and the local building principal in an attempt to remedy the problem. The decision of the E.S.D. will not be subject to grievance.
5. The District will make every effort to provide each bargaining unit member with the supplies and materials necessary for the appropriate program. If a financial freeze is necessitated, the District shall meet with the Association in order to prioritize purchasing of essential instructional materials.
6. With prior approval from the employee's supervisor a bargaining unit member may request to work from home up to three (3) times a year not to exceed eight (8) hours in a day. This is not an option which can be used during inclement weather. If there is a need to work from home beyond the time outlined above, the employee and the supervisor may submit a request to the Superintendent for approval.

D. **PREPARATION TIME.** Bargaining unit members will adhere to the preparation time schedule followed in the school District to which the employee is assigned. Bargaining unit members working in more than one district in the course of a day will, with the immediate supervisor, mutually decide upon schedule preparation time.

1. Bargaining unit members shall be on duty at the site designated by their supervisor or on assigned work-related business during the time assigned. The total length of the workday will normally not be more than eight (8) hours. The duty-free lunch period will be at least thirty (30) minutes in length in accordance with the specifications of the individual district.
2. Bargaining unit members may leave their work sites without requesting permission if permitted by the building and local districts during the scheduled duty-free lunch period after notifying the appropriate supervisor and in accordance with the specifications of individual districts.
3. Upon request of the bargaining unit member, the District shall provide a mutually agreed upon release time from the bargaining unit member's classroom or from their caseload

Package Association third Proposal 6/7/2022

assignments to do required paperwork. The bargaining unit member's request will provide a written statement of the paperwork needing completion.

Article 17 — Working Conditions

A. Normally bargaining unit members will be contracted for 190 days except for the following positions ~~whose job descriptions will be written to~~ which contain contract days in excess of 190: Audiologist, EI Specialist, EI/ECSE Evaluation Specialist, Lead Speech-Language Pathologist, School Improvement Specialist, School Improvement Technology Integration Specialist. Other ~~positions~~ job descriptions may be added to the list by mutual agreement of the parties. When other positions are requested, the Association will respond within a timely manner. Staff may work more than 190 days on a timesheet for short-term projects or needs. Volunteers will be solicited District wide for short term assignments. If the District seeks employees to volunteer for short term work, and no employee(s) are available, the District may contract with an outside entity to fill the position. Compensation for bargaining unit members whose contracts exceeds 190 days will be prorated accordingly based on 1/190 of the bargaining unit member's basic 190-day contract for each day of the adjustment. The contract shall include student contact days, inservice days, and legal holidays which are included within the contract period.

B. **LENGTH OF DAY AND WEEK.** The normal workweek for all employees in the bargaining unit will be 40 hours. The parties recognize the desirability of flexible scheduling and it is their intent to continue reasonable flexibility in the workday and workweek for the duration of the Agreement. While employees will normally follow a work schedule as described in (1) and (2) below, the specific hours worked on any given day will be arranged by mutual agreement with the appropriate supervisor. Each employee shall receive a paid duty-free lunch period and breaks. The bargaining unit member's immediate supervisor shall make appropriate arrangements so that unit members are relieved of all student responsibilities in order to achieve the above.

1. Licensed bargaining unit members will normally work eight (8) hours per day including a thirty (30) minute duty free lunch. These staff will follow the school or district work schedule to which they are primarily assigned. These staff will attend a broad range of meetings including, but not limited to, IEP, eligibility, parent conferences, school staff meetings, and E.S.D. program staff meetings that may occur before or extend after the school's regular hours.
2. Bargaining unit members may work more than 40 hours per week with the approval of the immediate supervisor and shall be allowed flexible time off on an hour for hour basis when such time would not interfere with educational activities as determined by mutual agreement with the immediate supervisor. Otherwise, employees will be reimbursed on an hour for hour basis as an extra duty assignment as defined in Article 20, J.
3. When workload issues arise for an employee that exceed their normal work week, the employee shall discuss the issue with their supervisor. If the resolution of the workload issue would affect one or more constituent districts, the SOESD administration will be responsible to have that discussion.

C. **RESPONSIBILITY AND ASSIGNMENTS**

1. Bargaining unit members shall attend scheduled staff meetings outside of working hours when and as required by the Superintendent and immediate supervisor. Meetings shall be held during working hours when reasonably possible. Meeting hours and related work schedules may be arranged by consultation with the appropriate supervisor. Employees unable to attend such meetings because of commitment directly related to their work such as, but not limited to, staffings, parent conferences and visitations, shall not be subject to

Article 18 — Holidays

- A. The following shall be paid holidays for bargaining unit members. Part-time staff or those hired mid-year shall receive the appropriate prorated paid holidays.

Labor Day

Veterans' Day

Thanksgiving Day

Day after Thanksgiving Day

Christmas Day

New Year's Day

Martin Luther King Day

Memorial Day

Juneteenth (only if the employee works eighty (80) hours or more during the month of June and the employee works both before and after the holiday)

Independence Day (only if the employee works eighty (80) hours or more during the month of July)

Article 20 — Professional Compensation

- A. **SALARY SCHEDULE.** The salary schedule is attached hereto and marked as Appendix A and Appendix B. The increment between steps will remain the same at 3.35%.

There will be a salary increase of four and a half percent (4.5%) for ~~2019-2020~~2022-2023, ~~three percent (3%) for 2020-2021~~, three and one third percent (3.3%) for 2023-24, and ~~three~~three and one third percent (3.3%) for ~~2021-2022~~2024-2025.

The SOBC and ESD agree to consider historical and present economic data of the ESD component school Districts prior to negotiations.

- B. Employees shall be awarded full credit for educational experience ~~up to a maximum of eight (8) years. This maximum may be exceeded at the discretion of the District. The Council will be notified in each case when the maximum is exceeded.~~ When in doubt, credit shall be consistent with the years worked data reported to the Oregon Department of Education for the Experience Factor in Accordance with the Oregon Staff Position Manual. Employees working less than one hundred thirty-five (135) days in a calendar year or as an intern shall receive a half a year's credit. Service performed in education of one hundred thirty-five (135) days or more in a calendar year shall count as a year of service regardless of the position.
- C. Employees will be paid by the 20th of each month, unless it is a Sunday, in which case they will be paid on the 21st; for the month of December paychecks will be issued on the last working day before Christmas vacation.
- D. Upon returning from mandatory military service, credit experience in the armed services of the United States will be allowed as credit "elsewhere" up to five (5) years. A year of military service is defined to include not less than nine (9) months of any twelve (12) month period. The dates of induction and separation from active duty will determine the period of service.
- E. During the term of this Agreement, placement on the salary schedule for each employee (in regard to columnar placement) will be based upon:
1. Notification by May 15 of the preceding year of intent to attend summer school and earn sufficient credits to change columns on the scale. Courses must be in the employee's present or proposed areas of licensing.
 2. When a unit member has earned the right of a higher salary column by reason of increased professional training, the change shall be made effective for the next pay period after receipt by the District of an official transcript or official grade slip, provided it is received at least fifteen (15) calendar days prior to payday. The new higher pay level for increased training shall not be retroactive.
 3. For movement to the master's column of the salary schedule, the master's degree must be as described in the job description of the job held or to be held by the staff member or otherwise related to the job function to be performed as determined by the District.

This provision is not applicable to bargaining unit members presently placed in the master's column.

Package Association third Proposal 6/7/2022

- F. Each employee employed for 190 workdays or more shall be paid on the basis of twelve (12) equal payments.
- G. Vertical movement shall be granted for each additional year of experience. The parties recognize that such vertical increment may be withheld if an employee's performance is unsatisfactory, subject to review through the grievance procedure.
- H. The District shall continue to pay the entire employee's contribution to the Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP).
- I. Licensed staff will receive a pro-rated annual stipend of \$6,500 per 1.0 FTE for each year of the contract. This does not prevent the District from enacting Article 13, or the parties bargaining an alternative agreement.

J. EXTRA COMPENSATORY PAY

1. **ASSIGNMENT**

- a. Acceptance of a new extra-comp assignment shall be voluntary.
- b. The person currently holding an extra-comp position shall have first priority in retaining said position, if performance has been deemed satisfactory.
- c. All extra-comp responsibilities shall have a job description available upon request. Extra-comp assignments will first be offered in writing by May 1st and accepted or rejected by May 15th.

2. **RESIGNATION FROM EXTRA-COMP POSITION.** A bargaining unit member may resign from extra-comp positions by notifying the employee's supervisor in writing by April 15th.

3. **EVALUATION**

- a. Each member's performance in an extra-comp position will be evaluated annually by the respective supervisor or the supervisor's designee who is not a bargaining unit member.
- b. Two evaluation conferences will be held; the first prior to January 31st, the second prior to April 30th. A formal written evaluation shall be completed by May 1st. The content of the written evaluation is not grievable, arbitrable, nor subject to an unfair labor practice complaint for breach of contract (ORS 243.672(1)(g)).
- c. The evaluation conferences shall include a review of hours worked and any additional compensation shall be included in the following pay period.

4. **COMPENSATION**

Department Chair/Lead Teacher: Assist the department administrator with goal setting, policy, staff development, inservices, communications, staff consultation, technical assistance, and program review and assessment.

- a. Department chairs with 0 to 10 bargaining unit members shall annually receive .078 of bargaining unit member base salary for three (3) hours of work per week.

If additional hours are needed per week, they shall be compensated at the rate of .026 of bargaining unit member base salary for each additional hour of work.

- b. Department chairs with 11 or more bargaining unit members shall annually receive .084 of bargaining unit member base salary for three (3) hours of work per week. If additional hours are needed per week, they shall be compensated at the rate of .028 of bargaining unit member base salary for each additional hour of work.
 - c. Any hours in excess of the three (3) hours per week shall require prior written program administrator approval.
 - d. There will be no substantial increase in responsibilities or duties during the year unless additional compensation is provided.
 - e. If department chair is required to be out of classroom because of department chair duties, a substitute will be hired.
5. For those positions for which the District requires a license in addition to the license required on the job description, the District will reimburse each member up to \$300 of the cost of the renewal fee.

JK. **EXTRA-DUTY ASSIGNMENTS**

This shall include but is not limited to supervising interns and assisting other bargaining unit members in attaining licensure.

Extra-duty assignments requiring a full day's work will be compensated, pro rata, based upon 1/190th of the bargaining unit member's base salary.

Extra-duty assignments requiring less than a full day's work will be compensated at the hourly rate of the employee's salary.

K. PREMIUM SERVICE PAY

- 1. Premium Service Pay (PSP) is compensation for those employees who have long term service with the District. In order to be eligible for PSP, employees:
 - a. Must have completed fifteen (15) years of service with the District with a break in service of not greater than two (2) years.
 - (1) The amount of time while an employee is on an approved leave, a recall list, or those years when the employee's full-time equivalence (FTE) is less than 0.5 FTE, will not count towards the necessary accumulation of years of service for PSP. While these events will not count toward the service requirement for PSP, they will not constitute a break in service.
 - (2) A year shall be defined as 135 work days in a contract year in a position that is 0.5 FTE or greater.
 - a. Must have completed one (1) year on the last step of the BA or MA column of the salary schedules.

2. Employees who qualify for PSP shall receive the following compensation:
 - a. During the first year of eligibility employees will receive a stipend equal to one (1.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$20 per month.
 - b. During the second year of eligibility employees will receive a stipend equal to two (2.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$30 per month.
 - c. During the third and remaining years of eligibility employees will receive a stipend equal to three (3.0%) percent of the employee's placement column base salary (BA Step 1 or MA Step 1). The District will also increase its contribution toward the purchase of insurance premiums by \$40 per month.

Article 21 — Insurance

- A. On ~~October~~ July 1, ~~2022~~2019 the District contribution for insurance shall be up to ~~\$637~~647 per month for Employee only coverage; ~~\$1,377~~1,399 per month for Employee/Spouse coverage; ~~\$1,210~~1,245 per month for Employee/Children coverage; and ~~\$1,960~~2,002 for Family coverage per eligible employee if employed half time or more for medical insurance, dental insurance, vision insurance and life insurance.

On October 1, ~~2022~~2020 and each October thereafter the District contribution for insurance shall be increased to cover the cost of the “OEBB MODA Plan 6”, “OEBB Moda Vision VSP”, and “OEBB Dental Willamette” per month (or the HSA complaint plan equivalent), per eligible employee if employed half time or more for medical insurance, dental insurance, and life insurance. This amount shall not exceed three and four-tenths percent (3.4%) increase per year. ~~the District contribution for insurance shall be up to \$590 per month for Employee only coverage; \$1,275 per month for Employee/Spouse coverage; \$1,120 per month for Employee/Children coverage; and \$1,815 for Family coverage per eligible employee if employed half time or more for medical insurance, dental insurance, vision insurance and life insurance.~~

~~On October 1, 2021 the District contribution for insurance shall be up to \$637 per month for Employee only coverage; \$1,377 per month for Employee/Spouse coverage; \$1,210 per month for Employee/Children coverage; and \$1,960 for Family coverage per eligible employee if employed half time or more for medical insurance, dental insurance, vision insurance and life insurance.~~

The SOBC and ESD agree to consider historical and present economic data of the ESD component school Districts prior to negotiations.

- B. An employee who can show proof of other group health insurance and opts-out of health, vision, and dental plans shall receive ~~\$350~~425 per month. (An employee must opt-out of all three insurances in order to be eligible for this benefit.)

If the opt-out language in any way violates the rules under the Affordable Healthcare Act, IRS, or the insurance carrier, the parties agree the opt-out provision shall be immediately corrected to an allowable amount.

- C. Members will pay the full premium for long term disability insurance and any other offered supplemental insurance. Enrollment in any supplemental insurance plan authorizes automatic payroll deduction for the monthly premium costs.

- D. Effective October 1, 2019 the ESD shall contribute one hundred dollars (\$100) to a Health Savings Plan (HSA) for employees who select a HSA qualifying plan offered by the District.

- E. Domestic Partners

The District will allow coverage for domestic partners as allowed and determined by the insurance carrier as long as insurance is purchased using tiered rates.

- F. Oregon Educators Insurance Pool

The parties recognize state law requires the District to purchase insurance through a statewide insurance pool entitled the Oregon Educators Benefits Board.

Article 22 — Mileage Reimbursement for In-District Travel

- A. Reimbursement is set at the IRS rate which is known to the District at the time of payment.
- B. Mileage will be computed for reimbursement as follows:
 - a. Staff will have a designated "Work Base Location." Mileage will be reimbursed from the designated work base location for district related travel to and from the work sites.
 - b. Commute mileage from home to the designated work base location will be determined. Commute mileage will not be reimbursed.
 - c. When traveling from home directly to a work site, the commute mileage will be subtracted from total miles traveled for that work day. If the staff member left directly from home and returned to home at the end of the day, the round trip commute mileage as determined in (b) will be subtracted from the submitted mileage for that day. If only one way was directly from/to home, then $\frac{1}{2}$ of the round trip commute mileage as determined in (b) will be subtracted.

Article 26 — Re-Employment of Retired Employees

Retirees

Bargaining Unit members who retire under PERS/OPSRP and who are subsequently rehired will continue to be members of the bargaining unit until. The District is under no obligation to re-employ retired employees and has the sole discretion over hiring decisions. Upon request by the employee the district will advise mid-year retirees whether or not the district will rehire the employee for the rest of the school year. Rehired retirees will not have a promise of employment beyond the end of the school year.

Rehired retired bargaining unit members shall have the benefit of the provisions of this agreement except as follows:

1. Bargaining unit members shall give sixty (60) days' notice of retirement to the District in order to be eligible for rehire.
2. Insurance benefits shall be provided as per Article 25 Early Retirement Incentive unless the rehire does not qualify. In the event that the employee does not qualify, insurance benefits will be provided as outlined in Article 21 – Insurance.

3. Paid Leaves – Mid Year Retirees

Sick Leave: Retirees will be eligible to use any remaining annual sick leave days earned in the year of retirement. For example: ~~ten (10)~~ ~~nine (9)~~ days granted at beginning of year and retiree used ~~five-six~~ (~~56~~) days before date of retirement. Retiree would be eligible to use four (4) days.

a. ~~For Tier I and II employees~~ the remaining eligible days will be deducted ~~from what is and~~ reported to PERS. ~~The retiree will not accumulate additional sick leave.~~

~~a.~~ b. For OPSRP employees the employee will retain their days and remain eligible to use them.

Discretionary Leave: Any unused discretionary leave days at the time of retirement will carry forward to the year end.

4. Rehired retirees shall be hired on limited duration contracts. The termination of the employee's limited duration assignment in completing the school year shall not be considered discipline or dismissal and shall not grant the employee rights under Article 13 – Layoff and recall.
5. Rehired retirees will be considered "probationary" for the purposes of dismissal and will not have rights to appeal dismissal through the Fair Dismissal Appeals Board (FDAB) or through arbitration.
6. No PERS/OPSRP contributions will be made after the retirement date, unless required by law.
7. After retirement, and for the entire period during which they are re-employed by the District, bargaining unit members will work within the hours limits established by PERS. Employees will be required to keep accurate records of hours work and submit said record to payroll monthly.

Article 27— Job Sharing

- A. A maximum of five (5) full time positions for the purpose of the job sharing may be made available:
 - 1. At the discretion of the Board;
 - 2. Upon recommendation of the Superintendent;
 - 3. With the approval of the Coordinator in whose program shared positions will be located, and;
 - 4. Within the allocated staff positions for the current school year.
- B. For the purpose of this Agreement, job sharing shall mean the voluntary occupation of a single classroom position by two (2) individuals. In order for a shared position to be approved, the two (2) individuals must complete an application for such, on a form agreed upon by the Board with bargaining unit member input, or agree to such a position subject to the conditions of this Article if contacted by the Superintendent.
- C. The Board may approve shared positions to a maximum of five (5) for the current school year dependent upon the following:
 - 1. The bargaining unit member must not file for unemployment benefits while employed in a shared position. Failure to comply with this provision will result in assigning said bargaining unit member as a substitute to provide for full employment.
 - 2. When a shared position is terminated, each bargaining unit member will be assigned to a full-time position for which they are qualified within the county in which they have been assigned.
 - 3. Actual teaching schedules and preparation time schedules will be jointly developed by each partner with the Coordinator's approval. Such schedules may be altered at any time with the Coordinator's approval.
 - 4. Bargaining unit member partners having joint responsibility for the same students will attempt to reciprocate substituting up to a maximum of three (3) days. In no event shall either partner be obligated by the other for more than three (3) days.
 - 5. The bargaining unit member partners having attained permanent status in the District.
 - 6. An agreement by the bargaining unit member partners that joint planning will be undertaken whenever they have joint responsibility for the same students. In order to accommodate this requirement, individual arrangements will be made with the administration prior to implementation.
 - 7. No bargaining unit member in the District shall be involuntarily transferred in order to create shared time positions.
 - 8. Job sharing assignments shall terminate at the end of each school year.

D. Shared time positions will be compensated as follows:

1. Teaching salary will be fifty percent (50%) of each bargaining unit member's regular annual salary. The experience and educational step for the bargaining unit member will be the same as the employee would be entitled to if employed on a full time basis. This step will determine the base salary from which the salary fraction will be computed.
2. Seniority will accrue to a person in a shared time position.
3. Leaves will accrue on a percentage basis but proportionate to number of hours worked.
4. Division of the fringe benefit package shall be by written agreement between the teaching partners. The District shall not be liable for more than one fringe benefit package amount.

Article 28 — Supervision of Student Teachers

- A. The District reserves the right to assign student teachers, however, supervision of all student teachers shall be on a voluntary basis.
- B. All financial compensation received by the District as compensation for direct supervision of a student teacher, less necessary withholding, will be paid to the cooperating bargaining unit member.

Not accurate

Appendix A

Salary Schedule ~~2019-2020~~ 2022-2023

	BA	MA
Step		
1	\$54,040.00 \$43,495.00	\$60,336.00 \$48,563.00
2	\$55,850.00 \$44,952.00	\$62,357.00 \$50,190.00
3	\$57,721.00 \$46,458.00	\$64,446.00 \$51,871.00
4	\$59,655.00 \$48,014.00	\$66,605.00 \$53,609.00
5	\$61,653.00 \$49,623.00	\$68,836.00 \$55,405.00
6	\$63,718.00 \$51,285.00	\$71,142.00 \$57,261.00
7	\$65,853.00 \$53,003.00	\$73,525.00 \$59,179.00
8	\$68,059.00 \$54,779.00	\$75,988.00 \$61,161.00
9	\$70,339.00 \$56,614.00	\$78,534.00 \$63,210.00
10	\$72,695.00 \$58,510.00	\$81,165.00 \$65,328.00
11	\$75,130.00 \$60,470.00	\$83,884.00 \$67,516.00
12	\$77,647.00 \$62,496.00	\$86,694.00 \$69,778.00
13	\$80,248.00 \$64,590.00	\$89,598.00 \$72,116.00
14	\$82,936.00 \$66,754.00	\$92,600.00 \$74,532.00
15	\$85,714.00 \$68,990.00	\$95,702.00 \$77,028.00
16	\$88,585.00 \$71,301.00	\$98,908.00 \$79,609.00

INCREMENT: 3.35%

Appendix B

Salary Schedule ~~2020-2021~~ 2023-2024

	BA	MA
Step		
1	\$56,202.00 \$ 44,800.00	\$62,749.00 \$ 50,020.00
2	\$58,085.00 \$ 46,301.00	\$64,851.00 \$ 51,696.00
3	\$60,031.00 \$ 47,852.00	\$67,024.00 \$ 53,428.00
4	\$62,042.00 \$ 49,455.00	\$69,269.00 \$ 55,218.00
5	\$64,120.00 \$ 51,112.00	\$71,590.00 \$ 57,068.00
6	\$66,268.00 \$ 52,824.00	\$73,988.00 \$ 58,980.00
7	\$68,488.00 \$ 54,594.00	\$76,467.00 \$ 60,956.00
8	\$70,782.00 \$ 56,423.00	\$79,029.00 \$ 62,998.00
9	\$73,153.00 \$ 58,313.00	\$81,676.00 \$ 65,108.00
10	\$75,604.00 \$ 60,266.00	\$84,412.00 \$ 67,289.00
11	\$78,137.00 \$ 62,285.00	\$87,240.00 \$ 69,543.00
12	\$80,755.00 \$ 64,372.00	\$90,163.00 \$ 71,873.00
13	\$83,460.00 \$ 66,528.00	\$93,183.00 \$ 74,281.00
14	\$86,256.00 \$ 68,757.00	\$96,305.00 \$ 76,769.00
15	\$89,146.00 \$ 71,060.00	\$99,531.00 \$ 79,341.00
16	\$92,132.00 \$ 73,441.00	\$102,865.00 \$ 81,999.00

INCREMENT: 3.35%

Appendix C

Salary Schedule 2021-2022

	BA	MA
	-	-
Step	-	-
1	\$ 46,144.00	\$ 51,521.00
2	\$ 47,690.00	\$ 53,247.00
3	\$ 49,288.00	\$ 55,031.00
4	\$ 50,939.00	\$ 56,875.00
5	\$ 52,645.00	\$ 58,780.00
6	\$ 54,409.00	\$ 60,749.00
7	\$ 56,232.00	\$ 62,784.00
8	\$ 58,116.00	\$ 64,887.00
9	\$ 60,063.00	\$ 67,061.00
10	\$ 62,075.00	\$ 69,308.00
11	\$ 64,155.00	\$ 71,630.00
12	\$ 66,304.00	\$ 74,030.00
13	\$ 68,525.00	\$ 76,510.00
14	\$ 70,821.00	\$ 79,073.00
15	\$ 73,194.00	\$ 81,722.00
16	\$ 75,646.00	\$ 84,460.00

INCREMENT: 3.35%