

AGREEMENT

Between the

ALBION BOARD OF EDUCATION

And The

PARAPROFESSIONAL CHAPTER OF LOCAL #2826
Affiliated with the American Federation of State, County and
Municipal Employees, AFL-CIO, Michigan Council 25

July 1, 2012 - June 30, 2013

ALBION PUBLIC SCHOOLS
Albion, Michigan

AGREEMENT

This agreement entered into on this 1st day of July 2012, between Albion Public Schools (herein after referred to as the Employer) and Albion Public Schools Paraprofessionals, Chapter of Local 2826, affiliated with MI AFSCME Council 25, AFL-CIO (herein after referred to as the Union).

ARTICLE 1

Recognition

SECTION 1. Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining for the term of this agreement for all Employees of the Employer included in the bargaining unit described below:

- A. All full-time and part-time paraprofessionals employed by the Albion Public School District Board of Education.
- B. Excluding all Employees not specifically named in paragraph A.

Full-time paraprofessional staff shall be considered those who regularly work at least 30 hours per week. Part-time paraprofessional staff shall be considered those who regularly work at least 15 hours per week.

SECTION 2. Day-to-day call-in substitutes are not part of the bargaining unit.

ARTICLE 2

Union Security and Dues Check Off

SECTION 1. Membership in the Union is not compulsory. Employees have the right to join or not to join the Union.

SECTION 2. Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue to be members in good standing in the Union for the duration of this Agreement.

SECTION 3. All present employees who are not members of the Union shall, within thirty (30) days after commencing employment, pay a service fee to the Union for the term of the agreement, either directly or through payroll authorization, on the following basis:

The service fee shall be equivalent to the cost of membership as provided by the Union's Constitution and Bylaws.

SECTION 4. The Board and/or the Superintendent of Schools or his designated representative shall be notified in writing by the Union of any employee who is sixty (60) days in arrears in payment of the monthly service fee.

A signed copy of the Union's notice to the Board and/or the Superintendent of Schools or his designated representative will be sent to the employee by the Union.

The Board and/or Superintendent of Schools or his designated representative, upon receiving the Union's notice, shall notify the employee that unless the requirement set forth in Subsection 3 above is complied with, within thirty (30) days, his/her employment shall be terminated.

SECTION 5. In cases where the payroll deduction is made that duplicates a payment or where a payroll deduction is not in conformity with the provisions of the Union constitution and Bylaws, refunds to the employees will be made by the local Union.

SECTION 6. The Board and/or Superintendent of Schools or his designated representative, agrees to remit by the 10th of each succeeding month to the Secretary-Treasurer of the local AFSCME, AFL-CIO, all monies deducted by the operation of this Section.

SECTION 7. The Union shall indemnify and save the Board and/or the Superintendent of Schools or his designated representative, harmless against any claims, demands, suits and other forms of liability that may arise from any acts of the Board which result from its reliance on a representation of facts presented by the Union in conformity with Section 4.

The District shall immediately comply with any law prohibiting any dues deduction or collection by the District.

ARTICLE 3

Board Management Rights

SECTION 1. The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of school systems and its properties and facilities, and the activities of its employees while on employer's time.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- C. To decide upon the duties responsibilities, and assignments of employees, and the terms and conditions of employment.

SECTION 2. The exercise of the foregoing powers, rights, authorities, duties, responsibilities by the Board; the adoption of policies, rules, regulations and practices in furtherance thereof; and, the use of judgment and discretion in conduction therewith, shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the constitution and laws of the State of Michigan and the Constitution and laws of the United States.

ARTICLE 4

Union Representation

SECTION 1. The employees covered by this agreement will be represented by one chapter chairperson and two (2) stewards to be selected by the Union.

SECTION 2. The Union may designate alternate stewards who will represent Employees only in the absence of a regular steward.

SECTION 3. The Union will notify the Employer of the name of stewards and designated alternates.

SECTION 4. Official Union business including investigating and presenting grievances to the Employer is not to be conducted during the member's working hours accept with approval of the Superintendent or a designated representative.

ARTICLE 5

Special Meetings

Special meetings between the Union and the Employer may be called by mutual agreement for the purpose of discussing important matters. Normally the arrangements for the special meetings will be made between the Chapter Chairman and the Superintendent or his/her designate. Such arrangements will include an agenda, and a specified time and place for the meeting, and the names of the persons to be invited. If there is agreement to hold the meeting during regular working hours, employees participating shall not suffer a loss of pay for the time spent in attending the meeting.

ARTICLE 6

Grievance Procedure

SECTION 1. Grievance shall be defined as an alleged violation of a specific article or section of this agreement. Employees are encouraged to seek informal resolution of their grievances prior to use of the procedure outlined in this article

SECTION 2. Grievances shall be processed in the following manner:

Step 1.

- A. An employee having a grievance shall present it within three (3) working days of the occurrence, to his/her supervising administrator either directly or accompanied by a Union representative.
- B. Within three (3) working days after the presentation of the grievance, the supervising administrator shall answer the grievance orally to the employee.

Step 2.

- A. Within five (5) working days of the oral answer, if the grievance is not resolved, it shall be stated in writing, signed by the grievant and Union representative and lodged with the supervising administrator. In no event shall a written grievance be filed more than ten (10) working days after the incidence giving rise to the grievance.
- B. The statement of grievance shall name the employee involved, shall state the facts giving rise to the grievance, shall identify all appropriate provisions of the contract allege to be violated, shall state the contention of the Union with respect to these provisions, and shall indicate the specific relief requested.
- C. Within five (5) working days after receiving the grievance, the supervising administrator shall communicate his/her answer in writing to the grievant and Union representative.

Step 3.

- A. If the grievance is not resolved in Step 2, the grievant may, within seven (7) working days of receipt of the supervising administrator's answer, submit to the Superintendent, or designee, a written statement of grievance signed by the grievant and union representative.
- B. The Superintendent or designee, shall give the grievant an answer in writing no later than seven (7) working days after receipt of the written grievance.

SECTION 3

- A. Any hearings held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend. Such hearings will be conducted during non-working hours unless there is mutual agreement for other arrangements.
- B. Time limits provided in this procedure may be extended by mutual agreement in writing by both parties.
- C. Any grievance not advanced from one step to the next within the time limits of that step shall be deemed resolved by the answer at the previous step. Failure of an administrator to respond to a grievance shall be deemed a denial and shall permit

the grievance to be advanced to the next level if applicable.

- D. No probationary employee may use the grievance procedure in any way to appeal discharge.
- E. No employee shall use the grievance procedure to appeal any decision of the Board or Administration if such decision is subject to a State or Federal Regulatory Commission or agency.
- F. Nothing contained in this agreement shall deny to any employee his rights under State or Federal constitutions and laws.
- G. Should a grievant voluntarily terminate his employment while a grievant is in process, it shall be deemed withdrawn and no further proceedings instituted.

STEP 4 ARBITRATION

- A. Within twenty (20) working days after receipt of the decision of the Superintendent or his designated representative, the Union or the Superintendent or his designated representative, upon written notice to the other, may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association.
- B. The arbitration procedure shall not apply to:
 - 1. A claim by an employee who desires to assert his legal right to present such grievance directly to the Employer and have it adjusted without the intervention of the Union, provided that the adjustment is not inconsistent with the terms of this Agreement and provided further that the Union is given the opportunity to be present at such adjustment.
 - 2. The discipline, suspension or discharge of a probationary employee.
 - 3. Employee evaluations.
 - 4. Any grievance on which proceedings are pending before any administrative tribunal, agency or court.
 - 5. Prohibited subjects of bargaining.
- C. POWERS OF THE ARBITRATOR It shall be the function of the arbitrator and he shall be empowered except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific Articles and Sections of this Agreement.
 - 1. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.

2. He shall have no power to establish salary structures or change any salary of the existing Agreement.
3. He shall have no power to rule on any of the following:
 - a. Any claim or complaint for which there is another remedial procedure or course established by law or regulation having the force of law.
 - b. Any matter involving employee evaluation or prohibited subjects of bargaining.
4. The decision of the arbitrator shall be final and binding upon the Union and the Board.
5. Any fees and expenses of the arbitrator shall be shared equally by the Board and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

SECTION 4. Steward or other Union representatives present at a grievance hearing at any step will not lose time or pay as result of representing Employees in grievance matters providing advance approval from the Superintendent or designee is obtained as outlined in Article V - Special Meetings.

ARTICLE 7

Discharge and Disciplinary Action

SECTION 1. The Employer will provide a discharged Union member and the Union notice of discharge with reasons therefore in writing at, or prior to the time of discharge.

SECTION 2. If requested, the Employer will discuss the reasons for discharge with the discharged Union member. The Union will be notified and may have a representative present.

SECTION 3. The Employer shall not discharge employees or take other disciplinary action without just cause. Should the Union member believe he/she has been discharged or disciplined without just cause, a grievance may be submitted at the Superintendent Step (step 3) of the grievance procedure.

ARTICLE 8

Claims for Back Wages

No claim for back wages shall exceed the amount of wages the Employee would otherwise have earned.

ARTICLE 9

Re-employment Rights of Veterans

The re-employment rights of veterans will be in accordance with all applicable laws and regulations.

ARTICLE 10

Seniority

SECTION 1. Seniority is an Employee's length of continuous service with the Albion Public Schools.

SECTION 2. All new employees shall be probationary employees for the first sixty (60) calendar days of employment. During this probationary period, the Employee shall have no seniority status, and may be laid off or have employment terminated at the sole discretion of the Employer. Probationary periods may be extended beyond 60 days, if deemed appropriate by the Employer but in no event shall it be extended more than 60 days. The Union will be provided with the reasons for the extension of the probationary period.

SECTION 3. Upon satisfactory completion of the probationary period, the Employee's name shall be entered on the seniority list as of the most recent date of hire.

SECTION 4. Following execution of this Agreement, an up-to-date seniority list shall be prepared by the Employer and presented to the Union within 30 calendar days. If two or more employees have the same hiring date, their names shall appear on the seniority list alphabetically - last name first. The Chapter Chairperson and Steward shall head the seniority list of the unit during their term of office for the purpose of layoff and recall. Super-Seniority is granted to the president and the steward in recognition that they are directly involved in the grievance procedures and labor relations so that their presence is necessary during the District's operating hours.

The Employer will provide the Union with an up-to-date copy of the seniority list annually as of July 1. Objections to the seniority list shall be filed within ten (10) days of provision of the list. Thereafter, the list shall be final and conclusive.

SECTION 5. Employees shall lose seniority for any one or more of the following reasons:

- A. If an employee quits or retires.
- B. If an employee is discharged.
- C. Failure to return to work when recalled from layoff or leave of absence. Failure to return within five (5) consecutive working days following receipt of notification by certified mail shall be considered failure to return from lay-off or leave of absence.
- D. Lay-off for twelve (12) or more consecutive months.
- E. Accepting assignment with the Employer to a position outside the bargaining unit, after holding that position for sixty (60) calendar days.
- F. If an employee is absent without notice for more than three (3) consecutive days.

- G. If an employee is convicted of a felony or a listed offense (whether misdemeanor or felony) as defined by the Revised School Code.

ARTICLE 11

Layoff and Recall

SECTION 1. In the event of a layoff, probationary employees will be terminated in the number necessary. Further reductions shall be on the basis of employees' seniority within one of the two aforementioned classifications and considering their seniority, certifications, qualifications, satisfactory evaluations and their ability to perform the work of the classification.

SECTION 2. The most senior, qualified and able employee with satisfactory evaluations shall be recalled first within his/her classification, provided that the employee is qualified and able to perform the duties of the position being filled.

SECTION 3. The employee shall respond to the Superintendent within three (3) consecutive working days from the date of the receipt of the notice of recall or personal service, and then the employee shall report to work within ten (10) working days of being recalled, unless an extension is granted in writing by the Employer. If notice to another Employer is required, the employee shall report within ten (10) working days of being recalled, unless an extension is granted in writing by the Employer. If the employee fails to timely report for work upon being recalled, the employee shall be considered a voluntary quit and shall automatically terminate his employment relationship with the Employer. The obligation of the Employer to recall a laid off employee shall terminate one (1) year following layoff.

SECTION 4. It shall be the responsibility of each employee to notify the Employer of any change of address. The address, as it appears on the Employer's record, shall be conclusive.

SECTION 5. When recalling a laid off employee, the following steps shall be followed:

- A. Telephone the employee to be recalled.
- B. Confirm the telephone conversation with a letter and send a copy of the letter to the Union.
- C. If unable to reach the employee by telephone, send a certified letter with a copy to the Union (Local Chapter Chairperson).

SECTION 6. Seniority accumulated during a layoff shall be applicable only for the purposes of layoff and recall and not eligibility establishment for any employee benefits provided hereinafter elsewhere in this Agreement Eligibility for and the right to such benefits shall be temporarily suspended at the time an employee is laid off. The Board will give an employee who is to be laid off, a two (2) week notice of such layoff or equivalent in wages.

SECTION 7. The above procedure does not apply to the normal reduction of the force during any time school is not in session due to emergency situations.

ARTICLE 12

Transfers

SECTION 1. The Employer shall have the right to transfer Employees in order to promote efficiency, meet the needs of students, or to meet emergency situations. Prior to making such transfers, the Employer shall notify the affected employee and shall provide the employee with the reasons for the transfer if so requested.

SECTION 2. In case of an emergency, the Employer may use non-bargaining unit employees as may be needed. Non-bargaining unit employees will not be used when bargaining unit employees are laid off, except in case of emergency.

SECTION 3. If an Employee is transferred from the bargaining unit to a position outside the unit, and is transferred back into the bargaining unit within a 60-day period, he/she shall retain his/her previously accumulated seniority in the bargaining unit, but shall not accumulate seniority while outside the bargaining unit.

ARTICLE 13

Vacancies

SECTION 1. A permanently vacant or newly created position within the bargaining unit shall be posted for five (5) working days. Employees desiring to apply for a vacancy must make written application within the posting period.

Any paraprofessional job posting will be given to the building level steward at the time the job is posted. During the time when school is not in session copies will be sent to the Union President.

SECTION 2. Management reserves the right to make the determination as to the filling of any vacant position. Upon request, the Employer shall meet with an Employee not selected for a vacancy to discuss the reasons for not being selected.

ARTICLE 14

Leaves of Absence

SECTION 1. SICK LEAVE DAYS ALLOWANCE Full pay for personal illness, injury and quarantine will be one (1) day per month worked up to eleven (11) days per year. Such sick leave to be accumulated at the rate of one (1) day per month worked. Those employees who have not accumulated enough sick leave to cover illness will not receive sick leave pay. Of these eleven (11) days, three (3) may be used for personal business (see Section 2 below), two (2) days used for sickness in family, two (2) days may be used for emergency leave, and up to three (3) days for death in family to be deducted from accumulated leave. Up to three (3) days for death of current spouse or natural or adopted child not to be deducted from accumulated leave.

SECTION 2. PERSONAL LEAVE Each employee may use three (3) of the accumulated sick leave days per year for the purpose of personal business. Personal leave must be applied for 24 hours in advance. Personal leave will not be granted for the following:

- A. First day of work
- B. Last day of work
- C. Work days preceding or following holidays and/or vacations

SECTION 3. JURY DUTY LEAVE An employee who has acquired seniority and who is summoned and reports for jury duty, shall be paid the difference between jury duty pay and their regular pay for the time spent on *jury* duty.

Employees subpoenaed to testify in a court proceeding, not his/her own, will be paid the difference between their witness fee and their pay for time actually spent for a maximum of five (5) days. If the time required for such service on any one (1) day is four hours or less, the employee will be required to return to work for the remainder of the day.

Such compensation will be payable only if the Employee:

- A. Gives the Superintendent or designee prior notice of such service, and;
- B. Presents proper evidence as to the service performed and the fee received.

SECTION 4. All absences from duty must be reported to the supervising administrator and to the Central Administration office at 629-9166. All absences shall be reported at least one hour prior to the start of the work day.

SECTION 5. MILITARY LEAVE Employees required to perform active duty, training or to perform emergency duty in the Armed forces of the United States or National Guard shall be granted a leave of absence without pay or benefits for the period of such training or emergency duty upon request and the presentation of proper documentation from the employee's commanding officer. The seniority and re-employment rights of any employee who performs such active duty or who is inducted into the Armed Forces of the United States shall be in accordance with federal and state laws governing such re-employment rights in effect at the time the individual seeks re-employment with the Employer.

ARTICLE 15

Bulletin Board Space

The Employer will provide bulletin board space at each building where bargaining unit members work which may be used by the Union for posting notices pertaining to Union business.

ARTICLE 16

No Strike Clause

SECTION 1. It is the intent of the parties of this Agreement that the grievance procedure herein shall serve as a means for the peaceable settlement of all disputes that may arise between them.

Recognizing this fact, the Union agrees that during the life of this Agreement, neither the Union, its agents, nor its members will authorize, instigate, aid or engage in a work stoppage, slow down or a strike against the Board of Education of the Albion Public Schools.

SECTION 2. NO LOCKOUT CLAUSE No lockout of employees shall be instituted by the Employer during the term of the Agreement. No members of the Union will strike or engage in concerted refusal to work overtime, slow down, or otherwise interfere with or suspend work to which they are assigned. The Union agrees that it will not cause, engage in, or authorize its members to engage in any action or interfere with the services rendered by the Employer and its employees. This restriction shall apply to the Employer and the Union even though all steps of the grievance procedures have been exhausted and shall pertain to any dispute or difference of opinion between the Employer and the Union or between the parties to enforce their demands.

ARTICLE 17

Work Schedules

SECTION 1. Work schedules and hours for paraprofessional employees shall be determined by the Superintendent or designated representative. Lunch periods shall be determined by the employee's supervising administrator as designated by the employer in writing. Lunch periods shall be not less than 30 minutes in length outside work hours.

SECTION 2. Paraprofessional employees shall be entitled to a 15 minute relief period within the building in the morning and in the afternoon. The scheduling of such relief periods will be accomplished at the relevant buildings as follows:

A meeting will be held at the beginning of the school year between the building principal, teachers and Para-professionals to resolve the protocol of Para-professional breaks. Issues concerning Para-professional breaks will first be discussed between the Para-professional and classroom teacher. If not resolved, the building principal will resolve the issue. The Assistant Superintendent shall resolve any remaining issues. Relief periods shall not be cumulative unless agreed to by the supervising administrator for a specific purpose.

SECTION 3. OVERTIME Employees must be authorized to work overtime. Employees shall receive time and one-half their regular rate of pay for all hours worked in excess of forty (40) hours worked in an established seven (7) day work week.

ARTICLE 18

Salary Schedule WAGES

The Employees shall be paid pursuant to the wage schedule attached to this Agreement and identified as Article 19, Salary Schedule.

TERMINAL LEAVE PAY

In recognition of service to the school district, the following terminal leave payments shall be paid to an employee upon their retirement: \$500 to employees employed by the school district for not less than a total of 20 continuous years and \$750 to employees employed by the school district for not less than a total of 30 continuous years.

DEGREE STATUS

1. BA Degree Level 4
2. Associate Degree or more than sixty (60) Level 3
semester hours of college credit without a degree
3. Thirty (30) semester hours of college credit Level 2
4. High School Diploma Level 1

At no time for the duration of this agreement shall any paraprofessional who possesses the appropriate qualifications be paid at a level lower than as outlined in #1, 2, or 3 above. Pay for the new level shall begin at the start of the pay period after proof of qualification for the level change is presented to the Assistant Superintendent for Instruction, (transcript(s), diploma, etc.).

EXPERIENCE STATUS -As a Paraprofessional

1. Less than 2 years Level 1
2. 2 - 3 years Level 2
3. 4 -5 years Level 3
4. 6 years or more Level

4 ANNIVERSARY DATE:

1. Two (2) dates each year for Paraprofessionals to be moved on Salary Schedule -
Beginning of each semester.

ARTICLE 19

Holiday Provisions/Job Related Professional Development

SECTION 1. All regularly employed paraprofessional personnel will receive their daily rate of pay for the following holidays provided the employee has worked the last preceding scheduled work day and the first scheduled work day following the holiday:

Labor Day
 Thanksgiving
 Day after Thanksgiving
 Christmas Eve Day
 Christmas Day
 New Year's Eve Day
 New Year's Day
 Martin Luther King Day
 Good Friday (if school is not in session)
 Memorial Day

*Employees shall be paid for the first two snow or Act of God Days during any school year should such days occur. If more than two (2) such days occur within any school year, the additional days will not be paid but may be rescheduled by the Board. If an employee works on a rescheduled day, they will be paid at their regular rate of pay for the hours worked.

SECTION 2. Paraprofessional employees will not be scheduled to work on professional development days, unless it is determined, within the superintendent's discretion, that paraprofessional employees will directly benefit from the professional development program.

ARTICLE 20

Health Insurance Package

The annual medical reimbursement allotment schedule is as follows:

<u>Fiscal Year</u>	<u>Allotment</u>
2012-2013	\$1,750.00
	\$1,750.00
	\$1,750.00

Reimbursements are pro-rated for part-time employees. Bills are to be submitted quarterly to the Business Office. The Employer shall directly pay allowable medical expenses, which are seventy-five dollars (\$75.00) or more. The employee, spouse and dependents may incur reimbursable expenses, including health insurance premiums paid by employees. Amounts not used within 45 days of the fiscal year-end are forfeited. The Employer will provide to each eligible member a card showing proof of reimbursement policy and who to send bill for medical expenses in excess of \$75.00 (Seventy-Five Dollars).

Allowable expenses include:

Optical
 Dental
 Medical
 Chiropractic

Prescription drugs

Life Insurance

Upon application by a permanent and full time employee who has completed the probationary period, the Board shall provide \$20,000 worth of Term Life Insurance with the Board of Education paying full premium cost. The amount of life insurance will be paid to the employee's designated beneficiary. In the event of accidental death, the insurance will pay double the specified amount.

ARTICLE 21

Miscellaneous

SECTION 1. Field Trips. Excluding overnight trips, paraprofessionals on field trips extending more than 15 minutes beyond the normal workday will be paid their regular hourly rate of pay up to 12:00 midnight of that day.

SECTION 2. Absence of Classroom Teacher. In the absence of a classroom teacher, paraprofessional personnel may not be given full responsibility for instruction except for those who meet the qualifications to be a substitute teacher and who agree to substitute if asked. Administration will follow established protocol to provide a qualified substitute teacher as quickly as possible. Administration will provide a teacher or other equally qualified personnel to regularly monitor and provide necessary direction to the classroom until a substitute teacher arrives.

SECTION 3. Contributions to Association Political Action Committees shall not be deducted from an employees' paycheck or otherwise processed by the district in any way.

SECTION 4. Agreement. The Board agrees to make available a copy of this Agreement to each employee, and to provide a copy of the same Agreement to all new employees.

SECTION 5. If an emergency financial manager is appointed by the state under PA 4 of 2011, Fiscal Accountability Act, the emergency manager may reject, modify, or terminate the collective bargaining agreement in his/her sole discretion. This authority is a prohibited subject of bargaining under the Public Employment Relations Act (PERA).

ARTICLE 22

Termination and Modification

This Agreement shall continue in full force and effect until June 30, 2013.

- A. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.
- B. The Employer shall provide written notice to the Association and to the Michigan Council 25, AFSCME/AFL-CIO of the June 30, 2012 expiration. Failure to provide notice does not affect the expiration of the Agreement.

IN WITNESS WHEREOF the parties have executed this Agreement this 15th day of January, 2013.

FOR THE UNION:

FOR THE BOARD OF EDUCATION:

Cheryl Jones
Michael [unclear] Co. 25
Chief Negotiator

Jennifer [unclear]
Chief Negotiator

ARTICLE 23

Salary Schedule — 2012-2013

	Instruction		
Level 1	8.43		
Level 2	9.04		
Level 3	9.80		
Level 4	10.40		
Longevity			
L1	10.82		(After 10 years of continuous service - 104% of
L2	11.13		(After 15 years of continuous service - 107% of
L3	11.44		(After 20 years of continuous service - 110% of
L4	11.75		(After 25 years of continuous service - 113% of