

UNION PROPOSAL

Madison Association of Support Personnel AFSCME Local 1445 and Madison District Public Schools

Unless specifically addressed below, all Articles, Appendices and Letters of Agreement currently contained in the 2005-2008 Contract shall remain unchanged and in effect.

ARTICLE 29 – TERMS AND DURATION

A. This Agreement shall be in effect from July 1, 2008 and remain in full force until 11:59 p.m. on June 30, 2009.

2010 P.F.C.

205
PFA
B. The parties agree that, in the event that school audit for the fiscal year ending June 30, 2009 results in a positive fund balance, the parties will negotiate a wage re-opener for the second year of the agreement.

PFA
C. The parties further agree that bargaining unit members remain on their current step as of June 12, 2008.

TENTATIVE AGREEMENT

Laura Lane
Colba K. Crouch
Jeanne Klobucher
Patti Palms
Synola Hurkett

Union: *Tony R. Stumer*
Date: *6-12-08*

Management: *Paul J. Angelo* *4pm*
Date: *6-12-08*

**COLLECTIVE
BARGAINING
AGREEMENT**

BETWEEN

**MADISON DISTRICT PUBLIC
SCHOOLS BOARD OF EDUCATION**

AND

**MADISON ASSOCIATION OF SUPPORT
PERSONNEL (AFSCME LOCAL 1445)**

2005 - 2008

Extended to 2010

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ARTICLE 1: RECOGNITION

A. Purpose

1. The parties hereby enter into this Agreement pursuant to the authority granted by Act 379 of the Michigan Public Acts of 1965, as amended.

B. Definitions

1. DISTRICT shall mean the Board of Education of the Madison District Public Schools.
2. UNION shall mean the Madison District Public Schools Paraprofessionals, Monitors and Support Personnel affiliated with AFSCME.
3. EMPLOYEE shall mean any member of the bargaining unit.
4. ADMINISTRATOR shall mean any employee of the District who holds an administrative position.
5. In the construction of the words used in the agreement whenever the singular is used it shall include the plural; whenever the feminine is used, it shall include the masculine.

C. Recognition

1. Pursuant to and in accordance with all applicable provisions of Public Employment Relations Act of 379 of the Public Acts of 1965 as amended, the Board of Education of the Madison District Public Schools does hereby recognize the Union as the exclusive bargaining representative for the purpose of collective bargaining of those employees of the District in the bargaining unit herein described. The bargaining unit includes all permanent, full-time and part-time Paraprofessionals (ECDD Assistants, Advantage Assistants, Alternative Education Assistant, Beginnergarten Assistants, Title I Assistants, Media Support Assistants, Special Education Assistants, and Special Needs Assistants), Head Caregiver, Caregivers, Hall Monitors, Security Coordinators, Office Assistants, Food Handlers, Lunchroom Assistants, and Bus Monitors.

C. The Union will defend, indemnify, and save harmless the Employer from any and all claims, demands, suits and other forms of liability at its own expense by reason of action taken by the employer to comply with this Article.

ARTICLE 4: DISTRICT RIGHTS

- A. The District, ~~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 constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the school system, its properties and facilities to direct the work and activities of its employees.
 2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees.
 3. To determine hours of employment, duties, responsibilities and assignments of all employees under this Agreement and the terms and conditions of employment.
 4. To determine the methods, means and personnel by which operations are to be conducted; maintain efficiency of operations; and take such actions as may be necessary to carry out its missions.
- B. The exercise of the foregoing power, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.

- K. Any work-related case of assault or personal injury upon an employee is to be reported to the administration immediately. If the employee elects to take legal action, the District may provide legal counseling to advise the employee of his/her rights and obligations.
- L. The District shall provide bulletin boards at each school for the use of the Union.
- M. Employees shall have the right to review their personnel files in accordance with the Bullard-Plawecki Act. If the employee believes the information is inaccurate, the employee shall have the privilege to submit a written response to any contents of such file. Such response shall be added to the personnel file.
- N. Instructional Assistants provide support to the certified teacher's instructional efforts. Assistants shall not originate instruction. Every effort shall be made to place a certified teacher in the classroom in the absence of the regular teacher. Except in cases of emergency, an instructional assistant shall not be left in the classroom in the absence of a certified teacher for more than fifteen (15 minutes) at a time. In case of emergency, the assistant will supervise students until a certified teacher arrives. This will not be abused by the District.
1. Assistants providing supervision in said emergencies shall be given compensatory time equal to the length of supervision provided. The record of said time shall be recorded by the building administrator, and all time accrued shall accumulate.
 2. Compensatory time may be used with the approval of the building administrator, and it shall not be unreasonably withheld. Time is to be used during the contract year that it was accrued.
- O. No employee shall, on a permanent basis, be required to perform work other than that designated by their job description. The District may assign employees, temporarily, to fill vacancies as needed. No employee shall receive a reduction in pay due to said temporary assignment.
- P. If Title I, Special Ed, Advantage, Alternative Ed., Beginnergarten, or Media Assistants lose one-half day or more work time on days when teachers are working a full day, they may elect to make up the time and be paid. There shall be no make up of time when the employee is replaced with a paid substitute, or uses a sick or personal business day. The employee must comply with all guidelines for the make up of time; and all make up time must be under the direction of the supervising administrator. Further, it is expressly understood that it is the intention of this section of the Agreement that "Make Up" work is work that would have been done had school been in session for a full day.
1. If employees are asked to attend field trips, and the time extends beyond the employee's scheduled work hours, the employee will be paid for said time.

ARTICLE 6: REPRESENTATION

- A. The District agrees to recognize a bargaining committee composed of a cross section of personnel. The committee will include a representative from Council 25.

E. Employees working six (6) or more hours per day, thirty (30) hours per week will be full time employees. Employees working two (2) to six (6) hours per day less than thirty (30) hours per week will be part time employees.

ARTICLE 9: SENIORITY

A. Seniority Provisions

1. Seniority of all bargaining unit members shall commence with the first day of regularly assigned non-substitute work.
2. All new personnel shall serve a ninety (90) working day probationary period. If the probation period is not completed by the end of the school year, the time remaining for its completion shall be served during the next school year. If the probation period is to be extended beyond ninety (90) days, the Union will be notified of such within ten (10) workdays after it takes effect, including the length of the extension.
3. During their probationary period, employees shall not receive or accrue paid sick and/or personal leave.
4. New employees, while in their probationary period, may be disciplined or terminated without recourse to the grievance procedure. The Union shall represent them for all purposes under this Agreement. However, during their probationary period, the District shall have sole discretion in matters of termination and discipline of such employees and no protest may be entered against termination and discipline during said probationary period, with the exception of concerted union activities.
5. In the circumstances of more than one (1) employee having the same effective date of employment, social security number shall be used to determine placement on the seniority list. Such employees shall be placed in order; the employee with the lowest social security number is to be listed first on the list. The employee with the lowest number shall have the higher seniority.
6. No later than December 1 and May 1, the District shall prepare a seniority list for each job classification (instructional and non-instructional) by date of hire, and shall post it in each building. Copies shall be furnished to the Union.
7. Employees spending any part of their work day in a position of Title I, Special Education, Alternative Education, Kindergartens, Office, Advantage, or Media Support shall be placed on the instructional assistant seniority list. Those employees not spending any part of their work day in a position listed above shall be placed on the non-instructional assistant seniority list.
8. Employees listed on the non-instructional assistant seniority list will take a basic skills test administered by the District and/or the WorkKeys test. An employee who has taken the WorkKeys test and has received a score of seventy-five percent (75%) or higher on the test will be placed on the instructional assistant seniority list. Upon successful completion

2. Filling Vacancies

a. Promotion

- (1) Promotion is the change in jobs to a higher classification and rate of pay.
- (2) If two (2) or more applicants are equally qualified, the District shall award the vacancy to the most senior employee who meets the minimum qualifications of the posting. An employee shall not be placed on a lower step of the salary schedule due to movement from one position to another within the bargaining unit.

b. Transfers

- (1) Transfer shall be defined as the movement from one location or department to another where a vacancy exists with no increase in rate of pay or classification.

c. Demotions

- (1) An involuntary transfer to a vacant position that carries a lower rate of pay constitutes a demotion.

3. Trial Period Conditions

- a. Employees promoted to a new position or granted a voluntary transfer shall complete a trial period of thirty (30) working days in the new position.
- b. During the trial period, the employees may at their option, return to their former position and location and pay rate without loss of status or seniority. If it is determined by the Employer that their services in their new classification are unsatisfactory, they shall be transferred back to their former classification and location without loss of seniority.

4. Job Postings

- a. The District will provide the President and Recording Secretary with notices of all postings within the bargaining unit, including summer postings, at the time of the posting.

E. New and Additional Postings

1. The District will have the right to establish new positions in the Bargaining Unit as may be required. The Administration shall meet with the Union upon creation of such position. The Union reserves the right to negotiate hours, wages, and working conditions of said. This would include all temporary and full time postings.

ARTICLE 10: LAYOFFS AND RECALL

- A. Layoff shall be defined as a reduction in the number of hours scheduled in a regular work week. Any employee having a reduction of hours in a regular work week, which results in less hours than those of a less senior employee in the same classification, may exercise bumping privileges.
- B. The District shall meet with the Union, no less than fifteen (15) calendar days, prior to the date layoff is to become effective to discuss the action to be taken. Notice of layoff shall be in writing, no less than ten (10) working days prior to the effective date. Notice shall be in writing to the employee with a copy to the Union.
- C. When it becomes necessary to reduce the working force by means of a layoff, temporary and probationary employees shall be laid off first, followed by the least senior employees in the classification that is being reduced. Any displaced employee, in the instructional assistant classification, who cannot displace an employee within said classification, shall displace any less senior employee in any non-instructional classification.
 - 1. Any assistant who exercises bumping rights must have the ability to perform the job that they are bumping into.
 - 2. Any employee, eligible to exercise bumping rights, may bump the least senior employee within the same classification, or lower classification, which results in the bumping employee being made whole.
 - 3. A laid off employee shall be considered on layoff until he/she is reinstated by the District, or when the length of the layoff reaches two (2) years.
 - 4. Seniority does not accrue during the time that an employee is on layoff.
- D. When the working force is increased after a layoff, employees shall be recalled according to seniority and must have the ability to perform the job that they are being recalled to fill.
 - 1. They will also be afforded any training necessary to perform the job, with the exception of a position requiring a CDA, which is subject to statutes.
 - 2. Employees, to be recalled from layoff, shall be contacted by telephone. If unable to contact them by telephone, the notification will be by certified letter, and mailed to the last known address. Failure of the employee to respond to the written notice within ten (10) working days shall be cause for his/her removal from the seniority list.
- E. The District agrees not to hire new employees, for a classification when there are laid off employees, without first offering to recall the laid off employees with the ability to perform the job.

ARTICLE 12: OFFICERS AND STEWARDS

- A. Each building shall have the right to designate one (1) person, who is employed within that building to act as the steward and representative for that building. Such designation shall be made in the manner which is determined by the Union. The steward for one (1) building shall not have any authority to act as a steward for any employee in any other building except in the absence of both the steward and alternate. When it becomes necessary to get a steward from another building because of absence of both the steward and alternate, the District will give the affected employee the right to choose from among stewards of other buildings.
- B. Each building shall have the right also to designate one (1) person who is employed in that building as an alternate steward to act in the place of the steward only in the event of the absence of the steward. If an alternate steward or steward from another building commences the processing of a grievance, the Union may elect to continue to have him/her process the grievance in subsequent steps or to have the regular steward resume this function.
- C. If an employee wishes the presence of his/her steward for the presentation of a grievance in accordance with the Grievance Procedure, the employee shall notify his/her own supervisor, who shall notify the steward's supervisor without unreasonable delay. The steward will be allowed to leave his/her regular job with pay for such purpose provided he/she first secures his/her regular job with pay for such purpose provided he/she first secures his/her supervisor's consent, which shall not be unreasonably withheld.
- D. Stewards, when acting as such, and the members of the Grievance Committee will be paid by the District at their regular straight time hourly rate of pay for working time lost by them in the presentation of grievances in accordance with the Grievance Procedure.
- E. If the steward or alternate is unable to attend the grievance hearing as indicated in the grievance steps because of extenuating circumstances, the President of the Local shall attend in his/her place.
- F. By the end of the first full week of each school year, or when a change of office takes place, the Union shall provide the Superintendent with a list of all current officers and stewards.

4. Step 4 of the Grievance Procedure

- a. If the grievant is not satisfied with Step 3 response, or if no response has been received with five (5) working days of the Step 3 grievance meeting, the grievant may submit the grievance to the Superintendent, with a copy to the Secretary of the Board of Education, within ten (10) working days. The Superintendent will meet with the grievant and the union steward within ten (10) working days of its submission. The Superintendent shall then have ten (10) working days in which to provide a written response to the grievance. Copies of the Superintendent's response to the grievance will be sent to the grievant and the union steward.

5. Step 5 of the Grievance Procedure

- a. If the grievant is not satisfied with Step 4 response, or if no response has been received with ten (10) working days of the Step 4 grievance meeting, the Union may file a demand for arbitration with the American Arbitration Association within thirty (30) working days. The power of the arbitrator stems solely from this Agreement, and his/her function shall be to interpret and apply this Agreement and pass upon alleged violations thereof. He/she shall have no power to add to, subtract from, disregard, alter, or modify any terms of this Agreement. The decision of the arbitrator shall be final and binding on the Board, the Union, and the grievant, and there shall be no appeal of the arbitrator's decision, unless such decision shall extend beyond the limits of the power and jurisdiction herein conferred upon such arbitrator. The costs for the arbitrator's services shall be borne equally by the parties.
- C. The time limits provided in this Article shall be strictly observed but may be extended only by written agreement of the parties. In the event that the grievant fails to appeal a grievance at any level within the particular time limit, the grievance shall be deemed to be abandoned and settled on the basis of the employer's last response. In the event that the employer shall fail to supply a response to a particular step within the specified time limits, the grievance shall be deemed automatically positioned for appeal to the next step within the time limit for exercising said appeal commencing with the expiration date of the employer's grace period for answering.

ARTICLE 15: LEAVES OF ABSENCE

A. For good cause, employees may request a leave of absence, for up to one (1) year, without pay. Requests should be submitted, in writing, to the Superintendent of Schools or his/her designee.

1. Upon return from such leave, the employee shall return to a comparable position in terms of hours, work week, and wages.
2. Seniority shall not accrue for leaves exceeding three (3) weeks, except for medical, child care, and workers compensation reasons.

B. Personal Leave

1. Once during each contract year, an employee may request a short term leave of absence for personal reasons. Such leave shall be unpaid, shall not exceed five (5) working days, and shall be subject to the approval of the Superintendent or his/her designee.
2. Requests for short term leaves are to be submitted, in writing, to the Superintendent or his/her designee.

C. Jury Duty

1. The District shall pay an amount equal to the difference between an employee's regular daily rate and the daily jury duty fee paid by the court. This does not include travel allowance or reimbursement of expenses paid to the employee by the court, is paid only for days when the employee reports for or performs jury duty, or for a court appearance for a subpoena as a witness in a case connected with the employee's employment. In addition, this only applies to when the employee would otherwise be scheduled to work.
2. If the court fee exceeds the employee's normal daily rate, there will be no reimbursement on the part of the District.

D. Union Leave

1. Leave, with pay, for elected Union delegates to attend Union conventions will be granted for up to a maximum of thirty-two (32) hours per year. Written notice must be submitted to the Superintendent at least two (2) weeks in advance of said leave.
2. When meeting with District Administrators, representatives of the Union shall be paid for hours that they normally would have worked.
3. Leave, without pay, for a period of one (1) year may be granted to the employee for the purpose of holding full-time elective, or appointed office with the Union.

H. Workers' Compensation

1. The District will comply with the Michigan Worker's Compensation Law. This includes, but is not limited to, compensation and medical expenses not being disputed. In the event of an injury on the job, an employee so injured shall be eligible for three (3) paid injury compensation days. Requests for such days must be approved by the Superintendent or his/her designee.

I. Military Leave

1. Leaves for military service and return to work from military leave shall be governed by the appropriate statutes.

ARTICLE 27: CONTINUITY OF OPERATION

- A. The District and the Union fully recognize that the statutes of the State of Michigan confer upon public school districts, public employees and their organizations, certain duties and responsibilities, including the duty to maintain and continue the functions of government, in this case, the operation of the public schools, without interference due to work interruptions.
- B. Accordingly, the District and the Union agree to abide by all provisions of Public Law 379 of 1965; Act 336 of 1947, as amended; General School Laws and amendments; and other applicable laws and regulations.

ARTICLE 25: EDUCATIONAL CREDIT

A. The District and the Union support the principle of continuing educational development through course work, certification, seminars, conferences, and in-services. Such educational development will be recognized and defined as below:

1. All course work/certification must have prior approval by the Superintendent or his/her designee.
2. Proof of successful completion must be submitted to the Human Resources Office before payment can be made. Upon submission by an employee to the Human Resources Office verification of applicable training received during the three years of the prior contract, said employee will receive credit for that training.
3. Stipend shall be paid in October of the contract year.
4. Employees receiving training/certification during the contract year shall have the stipend prorated, based upon the number of months remaining in the contract year after completion of said training/certification.
5. The amount of the stipend shall be based upon the total number of hours of training and the annual salary of the employee, per the following scale:

Hours of Training	% of Annual Income for the Contract Year
30 – 50	0.5%
51 – 100	1.0%
101—200	1.5%
201 – 300	2.0%
301 – 400	2.5%
over 400	3.0%

B. Any instructional assistant working in a classroom, holding either an Associates Degree or a valid CDA Certificate, shall receive additional compensation of sixty cents (\$0.60) per hour. Any instructional assistant holding a Bachelors Degree will receive additional compensation of seventy-five cents (\$0.75) per hour. This compensation shall be in addition to the employee's regular hourly rate, plus any compensation due from Article 25 of the Collective Bargaining Agreement.

ARTICLE 23: MISCELLANEOUS COMPENSATION

A. Mileage Reimbursement

1. Each assistant will be reimbursed by the District for job-related travel on behalf of the District. Job-related travel for reimbursement must have prior approval of the building administrator/immediate supervisor. Reimbursement will be computed at the current IRS rate.

B. Personal Expenses

1. Each assistant will be reimbursed by the District for job-related personal expenses on behalf of the District. Personal expenses may also be defined as out-of-pocket expenses. Such expenses must have prior approval of the building administrator/immediate supervisor.

ARTICLE 21: LONGEVITY

- A. All employees, having completed a minimum of ten (10) years of service to the Madison District, shall receive additional compensation of \$0.10 per hour longevity pay. Said pay shall be in addition to the employee's regular hourly rate, and shall commence with the pay immediately following the anniversary of their tenth (10th) year of employment. On the employee's fifteenth (15th) and twentieth (20th) anniversary of employment, an additional \$0.05 per hour will be added to the employee's hourly rate.

ARTICLE 19: LIABILITY INSURANCE

- A. Each employee, while acting within the scope of his/her official duties and District policy, shall be covered, subject to policy limitations, by the District's liability insurance coverage.

- E. If the employee is scheduled to work on a designated paid holiday, he/she shall receive compensatory time or be paid at time and one-half (1½) for all hours worked.
- F. After one (1) year of service, all fifty-two (52) week employees shall receive a one (1) week paid vacation. Each fifty-two (52) week employee shall receive one (1) additional vacation day for each year of employment in this bargaining unit. The days will accumulate to a maximum of ten (10) vacation days, which include the one week vacation the employee receives after one (1) year of service.
1. Requests for vacation dates shall be made in writing to the employee's immediate supervisor by May 1st each year, and must be completed by June 30th of the following calendar year. Final dates are subject to approval.
- G. For the purposes of this Article, a fifty-two (52) week employee is defined as any employee having a single work assignment which utilizes the employee throughout the entire contract year.
- H. For the 2005-06 school year, all ten month employees who work six (6) hours or more per day, in one assignment, shall receive one (1) week paid vacation. Vacation time is accrued during one contract year, and taken during the next contract year. Time is to be taken when school is not in session.
1. For the 2006-07 school year, all ten month employees who work six (6) hours or more per day, in one assignment, shall receive three (3) days paid vacation. Vacation time is accrued during one contract year, and taken during the next contract year. Time is to be taken when school is not in session.
 2. For the 2007-08 school year, all ten month employees who work six (6) hours or more per day, in one assignment, shall receive one (1) day paid vacation. Vacation time is accrued during one contract year, and taken during the next contract year. Time is to be taken when school is not in session.
 3. Effective with the expiration of this Agreement (i.e., commencing July 1, 2008), this provision providing vacation days for ten month employees shall be eliminated.
 4. Fifty-two (52) week employees receiving vacation time may also elect to be paid for up to five (5) unused days of vacation time at the end of the contract year.

ARTICLE 28: SPECIAL CONFERENCES

- A. A special conference may be requested by either the Local Union or the District for the consideration of matters which may constitute, or give rise to, a grievance, or an issue considered to be a problem. Such conference shall be arranged between the President of the local union and the Superintendent or his/her designated representative. The parties shall agree in advance as to the subject matters to be discussed.

SCHEDULE B: 2006-07 SALARY SCHEDULE

The salary schedule for the 2006-07 school year shall be determined as follows:

If the 2006-07 Madison District Public Schools per pupil foundation allowance from the State of Michigan increases by at least 2.5% over the 2005-06 per pupil foundation allowance, then there shall be an increase of 1% applied to the 2005-06 salary schedule for the first semester of the 2006-07 school year, and an additional increase of 1% applied to the resultant salary schedule for the second semester of 2006-07. If the 2006-07 Madison District Public Schools per pupil foundation allowance from the State of Michigan increases by less than 2.5% over the 2005-06 per pupil foundation allowance, then there shall be an increase of 1% applied to the 2005-06 salary schedule for 2006-07.

APPENDIX A: SUPPORT PERSONNEL EVALUATION FORM

Name of Employee: _____ Date: _____

Classification: _____ Building: _____

Every evaluation process should result in a clear understanding of both weaknesses and strengths and should lead to the greatest efficiency possible. This form should be completed by the employee's building administrator or immediate supervisor and reviewed by the employee. Any areas checked "Need Improvement" require comments by the evaluator.

	<u>Satisfactory</u>	<u>Needs Improvement</u>	<u>Not Applicable</u>
A. Follows directions/ handles assignments	[]	[]	[]
B. Prepares classroom materials/supplies	[]	[]	[]
C. Cooperates with supervisors	[]	[]	[]
D. Operates school equipment responsibly/efficiently	[]	[]	[]
E. Maintains student discipline	[]	[]	[]
F. Exhibits human relationship skills with students, staff, parents, and community	[]	[]	[]
G. Dependability	[]	[]	[]
H. Punctuality	[]	[]	[]
I. Accepts suggestions and/or criticisms in a positive manner	[]	[]	[]
J. Demonstrates enthusiasm in day to day activities	[]	[]	[]

Evaluator's Comments:

Employee signature _____ Date _____ Evaluator _____ Date _____

Employee signature denotes review and explanation by the evaluator. Employee may attach a rebuttal statement which will be part of this appraisal.

Distribution: 1 copy to employee
1 copy to administrator/supervisor
1 copy to personnel file

INSTRUCTIONAL ASSISTANTS

TITLE 1, ADVANTAGE, BEGINNERS, OFFICE ASSISTANTS

	05	increase	05-06 1st increase	05-06 2nd increase	06-07 (base)
First Year	8.24	0.00%	8.24	0.00%	8.32
Second Year	8.96	0.00%	8.96	0.00%	9.05
Third Year	10.23	0.75%	10.31	1.00%	10.51

SPECIAL EDUCATION/ECDD (was preprimary) ASSISTANTS

First Year	8.84	0.00%	8.84	0.00%	8.93
Second Year	9.60	0.00%	9.60	0.00%	9.70
Third Year	10.94	0.75%	11.02	1.00%	11.24

MEDIA SUPPORT PERSONNEL

First Year	9.60	0.00%	9.60	0.00%	9.70
Second Year	10.94	0.00%	10.94	0.00%	11.05
Third Year	11.47	0.75%	11.56	1.00%	11.79

ALTERNATIVE EDUCATION ASSISTANT

First Year	10.21	0.00%	10.21	0.00%	10.31
Second Year	11.68	0.00%	11.68	0.00%	11.80
Third Year	12.26	0.75%	12.35	1.00%	12.60

NON-INSTRUCTIONAL ASSISTANTS

CHILD CAREGIVERS (moved from Instructional)

First Year	7.88	0.00%	7.88	0.00%	7.96
Second Year	8.56	0.00%	8.56	0.00%	8.65
Third Year	9.65	0.75%	9.72	1.00%	9.92

LUNCH ASSISTANTS

First Year	7.88	0.00%	7.88	0.00%	7.96
Second Year	8.33	0.00%	8.33	0.00%	8.41
Third Year	8.87	0.75%	8.94	1.00%	9.12

FOOD HANDLERS

First Year	7.88	0.00%	7.88	0.00%	7.96
Second Year	8.56	0.00%	8.56	0.00%	8.65
Third Year	9.65	0.75%	9.72	1.00%	9.92

HEAD CAREGIVERS

First Year	8.88	0.00%	8.88	0.00%	8.97
Second Year	9.56	0.00%	9.56	0.00%	9.66
Third Year	10.65	0.75%	10.73	1.00%	10.95

HALL MONITORS, SECURITY COORDINATORS (added), BUS MONITORS (added)

First Year	8.24	0.00%	8.24	0.00%	8.32
Second Year	8.96	0.00%	8.96	0.00%	9.05
Third Year	10.23	0.75%	10.31	1.00%	10.51

ASSISTANTS 1% INCREASE EFFECTIVE JULY 1, 2007

					01A	01B	10	10A	10B	15	15A	15B	20	20A
Title 1, Advantage, Office Asst.														
	8.40	1.00%	0.084	\$8.48	9.08	9.23								
	9.14	1.00%	0.0914	\$9.23	9.83	9.98								
	10.62	1.00%	0.1062	\$10.73	11.33	11.48	10.83	11.43	11.58	10.88	11.48	11.63	10.93	11.53
Special Education														
	9.02	1.00%	0.0902	\$9.11	9.71	9.86								
	9.80	1.00%	0.098	\$9.90	10.50	10.65								
	11.35	1.00%	0.1135	\$11.46	12.06	12.21	11.56	12.16	12.31	11.61	12.21	12.36	11.66	12.26
Media Support Personnel														
	9.80	1.00%	0.098	\$9.90	10.50	10.65								
	11.16	1.00%	0.1116	\$11.27	11.87	12.02								
	11.91	1.00%	0.1191	\$12.03	12.63	12.78	12.13	12.73	12.88	12.18	12.78	12.93	12.23	12.83
Alternative Education Assistant														
	10.41	1.00%	0.1041	\$10.51	11.11	11.26								
	11.92	1.00%	0.1192	\$12.04	12.64	12.79								
	12.73	1.00%	0.1273	\$12.86	13.46	13.61	12.96	13.56	13.71	13.01	13.61	13.76	13.06	13.66
Child Care Givers														
	8.04	1.00%	0.0804	\$8.12	8.72	8.87								
	8.74	1.00%	0.0874	\$8.83	9.43	9.58								
	10.02	1.00%	0.1002	\$10.12	10.72	10.87	10.22	10.82	10.97	10.27	10.87	11.02	10.32	10.92
Lunch Assistants														
	8.04	1.00%	0.0804	\$8.12	8.72	8.87								
	8.49	1.00%	0.0849	\$8.57	9.17	9.32								
	9.21	1.00%	0.0921	\$9.30	9.90	10.05	9.40	10.00	10.15	9.45	10.05	10.20	9.50	10.10
Food Handlers														
	8.04	1.00%	0.0804	\$8.12	8.72	8.87								
	8.74	1.00%	0.0874	\$8.83	9.43	9.58								
	10.02	1.00%	0.1002	\$10.12	10.72	10.87	10.22	10.82	10.97	10.27	10.87	11.02	10.32	10.92
Head Caregivers														
	9.06	1.00%	0.0906	\$9.15	9.75	9.90								
	9.76	1.00%	0.0976	\$9.86	10.46	10.61								
	11.06	1.00%	0.1106	\$11.17	11.77	11.92	11.27	11.87	12.02	11.32	11.92	12.07	11.37	11.97
Hall Monitors, Security, Bus														
	8.40	1.00%	0.084	\$8.48	9.08	9.23								
	9.14	1.00%	0.0914	\$9.23	9.83	9.98								
	10.62	1.00%	0.1062	\$10.73	11.33	11.48	10.83	11.43	11.58	10.88	11.48	11.63	10.93	11.53