

2007 CHANGES PROPOSED BY THE SCHOOL BOARD and SRPE

Tentative Approval on 12/04/2007

ARTICLE II: ASSOCIATION AND EMPLOYEE RIGHTS

~~G. The Board agrees to furnish at actual cost of reproduction (including material and labor) to the Association those items, used in routine operation, which are considered, according to law, public records.~~

G. All public records pursuant to Florida Statutes shall be available for inspection or copying at reasonable times during normal office hours of the District office or other offices in which records are maintained. Copies of public records may be obtained by making a request to the lawful custodian of the records. Upon receipt of such public records as it has requested, the Association agrees to remit the actual cost of production to the Board.

If the Association's request for access to a public record is denied, the denial will be made in writing with the precise statutory citation authorizing the denial of access. The written denial will be provided in good faith and with reasonable promptness.

P. The Association shall designate individual(s) to monitor and conduct all school site elections in which employee representation is required. The designee(s) shall assist during the ballot count.

Q. If a member of the Association is to be part of a investigatory interview with administration, the Association member has the right to decline participation within the same until their choice of Association representative is present at the meeting. Until this representative arrives, the Association member may choose not to participate in the meeting. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

ARTICLE VI: INSTRUCTIONAL AND PROFESSIONAL DEVELOPMENT

C. It is expected that there will be fair representation of the directly affected personnel within the school district level committees investigating, recommending and/or modifying actions or procedures, policies, and the like, the Association has the right to exercise a membership role in the committee makeup, whether or not the Association has in the past. The School District has a duty to make known to the Association any established or to be established committee.

ARTICLE VII: WORKING HOURS

II-Educational Support Professionals (ESP)

B. Overtime

2. Exempt ESPs.

- a. No payment shall be made for overtime hours in activities such as attendance at training courses and travel to and from work assignments unless required by the

provisions of the FLSA.

- b. Overtime shall be recognized by granting the ESP compensatory leave credits on an hour for hour basis for each hour of overtime worked. Any ESP that is required to be on standby duty shall be allowed to accumulate regular compensatory leave credits for hours of required standby duty.
- c. Payment for any type of unused compensatory leave credits will be made if the employee ends employment. When an employee accrues any type of compensatory leave, the employee shall use this leave in lieu of annual leave credits.

(The above was omitted when the contract was being converted for ESP's)

ARTICLE IX: EMPLOYEE'S AUTHORITY AND PROTECTION

- F. ~~No action against an employee shall be taken by the administrative staff or School Board on the basis of a complaint by a parent or student, or other individual, nor any reference thereto shall be included in the employee's personnel file, unless the matter is first reported to the employee and he/she is furnished with a written copy of any such reference.~~

Anyone who has a complaint about a Board employee may submit his or her complaint to the Superintendent, an Assistant Superintendent, appropriate Director, or another administrator. The complainant must identify him or herself and submit the complaint in writing if possible. The administrator will take written notes of the specific information and investigate or forward to another appropriate administrator for investigation. No action, including a letter to the employee's personnel file, shall be taken by the administrative staff or Board on the basis of a complaint, unless the matter is first reported to the employee, and he or she is furnished with a written copy of the complaint.

ARTICLE X: PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

- B. No person shall be employed or continue to be employed in an instructional capacity as a regular teacher who does not hold or who is not eligible to hold a valid Florida certificate except as provided in Florida Statutes, Chapters ~~236.0711 and 231.15~~ 1012.55 and 1012.24.
- F. ~~After August 12, 2003, if a teacher who is not certified or endorsed in ESOL completes 300 in-service hours or 15 college semester hours for ESOL certification or endorsement he/she shall receive a one-time stipend of \$900.00.~~
- F. ESOL stipends:

- 1. Teachers who successfully complete the requirements for either ESOL certification or endorsement after August 10, 2007 shall receive a one-time stipend of \$1,000.00 after their certificate reflects the addition. However teachers who obtain ESOL certification solely by passing the K-12 ESOL Subject Area test shall receive a stipend of \$600.00 on receipt of certification and an additional stipend of \$400.00 when the additional 120 points/hours are obtained, if they are obtained within 3 years from the time the ESOL certification was obtained.

2. Teachers identified as Area of Assignment II in the “Preservice Agreement to Complete ESOL Training” who successfully complete the requirements for Area II after August 10, 2007 shall receive a one-time stipend of \$200.00.

3. Teachers identified as Area of Assignment III in the “Preservice Agreement to Complete ESOL Training” who successfully complete the requirements for Area III after August 10, 2007 shall receive a one-time stipend of \$60.00.

~~G.. After August 12, 2003, if a middle or high school teacher who is not certified or endorsed in reading completes the reading certification or endorsement he/she shall receive a one-time stipend of \$900.00.~~

G. Middle or high school teachers who successfully complete the requirements for either reading certification or endorsement after August 10, 2007 shall receive a one-time stipend of \$1000.00 after their certificate reflects the addition.

ARTICLE XII: TRANSFERS AND REASSIGNMENTS

TRANSFER: The movement of an employee from one work site to another work site.

TRANSFER PERIOD: A ten (10) working day period beginning twenty (20) working days prior to the end of the school year.

- ~~2. During the last five (5) working days at the close of school and the following five (5) working days (for a total of ten (10) working days) transfer period an administrator may fill a vacancy from his/her school's pool of transfer applicants before the position is advertised to the public~~
- ~~3. After the five (5) working day period immediately following the close of school and until the close of the next school year Following the transfer period of one school year and before the beginning of the transfer period of the next school year, an administrator may fill a vacancy from their transfer applicants or an outside applicant.~~
- ~~5. After the five (5) working day period immediately following the close of school and until the close of the next school year Following the transfer period of one school year and before the beginning of the transfer period of the next school year, the transfer must be agreed to by both administrators--the one losing the employee as well as the one receiving the employee.~~

ARTICLE XIII: VACANCIES

TRANSFER PERIOD: A ten (10) working day period beginning twenty (20) working days prior to the end of the school year.

- A. Within three (3) working days after being notified by a principal/administrator that a vacancy exists, the Superintendent or a designee shall provide a written listing of such vacancy. The listing shall include the job title, required certification, job site, and contact person and shall be sent to the following: (1) each work site to be posted by the principal or their designee in a designated area and (2) SRPE office. An electronic copy of the listing

shall satisfy these requirements. Vacancies will also be ~~placed on the job line and~~ posted on the School Board web site.

Instructional vacancies which occur at the end of the school year will be opened first as transfers for current employees ~~for the last five (5) working days at the close of school and the following five (5) working days (for a total of ten (10) working days) during the transfer period.~~ Following said ten (10) working days until the close of the next school year – the transfer period of one school year and before the beginning of the transfer period of the next school year vacancies will be open to anyone.

ARTICLE XIV: EMPLOYEE EVALUATION

- E. In an effort to preserve the appearance of openness, ethical fairness and fair labor practices for employees, the Board recognizes the need for an alternative designated evaluator to evaluate an employees that is either a spouse, child, parent, sibling or in-law of the primary evaluator.

ARTICLE XVII: LEAVE OF ABSENCE

A. Sick Leave

- 1.
- 2.

3. Terminal Pay Benefits – An employee will be paid terminal pay for accumulated sick leave at retirement, participation in DROP, or to his/her beneficiary if service is terminated by death. Payment will be in month following effective retirement date unless (e) is selected or (f) is applicable. Investment plan participants will be eligible for terminal sick leave pay only if the participant meets the normal retirement age or years of service as defined in paragraph b.(1)(a) below. No payment for sick leave will be made to investment plan participants under the early retirement criteria for pension plan participants as listed in paragraph b.(2)(a) below except by specific School Board action for retirement incentives for all employees.

- a. Any employee entitled to terminal pay benefits shall have been under contract to render services for the period immediately preceding retirement or death and shall not be under suspension from duty except for reasons pertaining to health, or have any charges pending which could result in dismissal from employment.
- b. Retirement as used in this section shall be defined as (1) the filing with the Board resignation forms that have been signed and notarized and (2) the filing of the proper paperwork with the Division of Retirement with an effective retirement date within six (6) months of separation date from school board.
 - (1) Normal retirement age or date is the time the employee is first eligible to receive a retirement benefit without a reduction of benefit because of employee age.
 - (a) Under the Florida Retirement System, this is where the employee has at least 10 years of creditable service if employed before July 1, 2001, or six (6) years of creditable service if employed or continued employment on or after July 1, 2001 and age 62 or the employee has at least 30 years of creditable service, regardless of age. (This can include credit for military service.)

- (b) Under the Teacher Retirement System - Plan E, this is where the employee has reached age 62 with 10 years of service if membership was on or after July 1, 1963 or age 60 with 10 years of service if membership was prior to July 1, 1963, or 30 years of creditable service, regardless of age.
- (2) Early Retirement
 - (a) Early retirement under Florida Retirement Service is when the employee has at least 10 years of creditable service if employed before July 1, 2001, or six (6) years of creditable service if employed or continued employment on or after July 1, 2001 but has not reached normal retirement age or date (age 62 or 30 years of service).
 - (b) Early retirement under Teacher Retirement, Plan E, is when the employee has completed 10 years of service and has attained age 55.
- c. Daily rate of pay shall be calculated by taking the regular contract salary of the individual and dividing by the days in the contract period. Supplemental pay or pay for part-time additional jobs shall not be used in calculating daily rate of pay.

F. Temporary Duty

An employee may be assigned to be temporarily absent from his/her regular duty and place of employment for the purpose of performing other educational services and other duties.

1. Temporary duty may be assigned as hereinafter provided:
 - a. Where the employee is under the supervision of a principal and a substitute employee is not required and where such absence will not exceed a school day, the principal of the school may assign temporary duty; provided that such assignment is reported to the Superintendent in writing.
 - b. Where the employee of any school will be absent for more than one day, or away overnight, or where a substitute employee will be required, the principal shall obtain the approval of the Superintendent for assignment of temporary duty.
 - c. When an employee will be absent from regular duty in excess of one day, or overnight, or if a substitute will be required, the principal and the Superintendent shall complete the required form for temporary duty.
 - ~~d. All authorizations shall be reviewed by the School Board at its next regular or special meeting and made a part of the official minutes.~~

4. A. The Association president or his/her designee shall be allowed a maximum of 20 days of temporary duty in any school year to engage in Association activities subject to the following conditions.
 1. The Association shall pay the cost of the substitute teacher.
 2. The maximum number of days allowed for any one person shall be 15.
 3. The minimum time of any leave request shall be 3.75 hours.
 4. No single class can be missed more than 15 times in any school year.

- B. In lieu of the above section 4.A, the Association president may be granted three (3) continuous hours per day of released time for a full school year provided the Association pays the Board for the full cost of a replacement teacher for such released time. The Association must also notify the Board in writing by July 1 of the year in which they wish to make use of this paragraph.

- C. Section 4.C is in lieu of sections 4.A and 4.B. The Santa Rosa Professional Educators Association's President will be a full-time release position (12month for applicable ESP or

a 10 and 2 instructional position) or like a TSA position to engage in Association activities. SRPE will pay the school board the total cost for the funding of this position. This cost will include all benefits that the Board provides for this position including life insurance, health insurance, retirement, and workers compensation. Beginning in June 2008, any additional money will be paid on the extra curricular pay scale and will be included in the total cost for reimbursement by SRPE.

The President is an elected position and the release time would coincide with the two year term (beginning after the close of one school and extending to the close of the next school year). In the event the SRPE president is unable to continue at the end of his/her term in office he/she will be provided the opportunity to return to his/her vacated position at the beginning of the following school year

5. Representatives of Santa Rosa Professional Educators, not to exceed two (2) from any one school; not to exceed ~~ten (10)~~ seventeen (17) in the district; not to exceed three (3) successive days, excluding travel time; not to exceed six (6) days per school year for any one employee, excluding travel time; may be granted temporary duty for attending activities benefiting the Santa Rosa County School System, if approved by the Superintendent; and provided that the Association pay the cost of substitutes if they are required.
6. Duly certified representatives of the Association, not to exceed ten (10) percent of Association members per school or five (5) percent for the district, may be granted temporary duty, without travel or per diem expenses, up to two (2) days, excluding travel time, to attend the annual Association state meeting. It shall be the responsibility of the Association president to present a certified list of representatives to the Superintendent or his/her designee ten (10) days prior to the effective date of leave for approval.

G4. Military Leave—~~Teachers~~

1. Military leave will be granted to ~~a teacher~~ an employee who is required to serve in the armed forces of the United States or of the State of Florida in fulfillment of obligations incurred under the selective service laws or because of membership in the reserves of the armed forces or the National Guard. ~~When a teacher enters voluntarily into any branch of the armed services for temporary or an extended period of service, military leave will be granted at the discretion of the Board and except in unusual cases will be denied to a member of the instructional staff when he/she is expected to be engaged in the work of the~~
2. ~~A teacher~~ An employee granted military leave for extended active duty, shall, upon completion of the tour of duty, be returned to duty employment without prejudice provided an application for re-employment is filed in compliance with the Uniformed Services Employment and Reemployment Rights Act, within six (6) months following the date of discharge or release from active military duty. ~~Following receipt of the application for re-employment, the School Board shall have a reasonable time, not to exceed six (6) months, to reassign the teacher to duty in the school.~~
3. Compensation allowed during military leave shall not exceed seventeen (17) days as provided in Section 115.4 07, Florida Statutes. Military leave shall not be counted for allocation of Florida Education Finance Program funds or in determining a year of service for continuing or professional services contract purposes.
4. Extended Active Duty During National/Regional Emergency
 - a.. District employees who are reserve members of the armed forces or National Guard, shall

be granted benefits as stated below provided the following conditions are met:

1. The appropriate federal or state authority has declared a national or regional emergency.
2. The employee called to active duty provides a copy of his/her official orders for active duty.
3. The period of active duty exceeds seventeen (17) days.

b. Salary:

For the first thirty (30) days of active duty, the employee shall receive all district salary and benefits regardless of compensation received from the active duty service.

For any period exceeding an initial thirty days of active duty for up to eighteen (18) months, the employee shall be entitled to receive from the District salary/wages equal to the difference between the employee's military pay and the employee's district salary provided the employee's military pay does not exceed his/her district salary/wages. The employee must provide the district with all documentation necessary to permit the aforementioned computation prior to the expiration of the initial thirty (30) day period.

Employees who do not request district pay or who fail to provide the documentation required in the above paragraph shall not be entitled to receive any district salary or wages as set forth in that paragraph.

c. Benefits:

If the employee provides documentation of orders for active duty and requests benefit continuance in writing, the employee shall be entitled to continue to receive district health or other insurance benefits. The Board's contribution toward benefits will continue. The employee will continue to pay the employee portion of all premiums.

d. Continued Employment:

Notwithstanding any other provision in Board rules or policy, employees called to active duty pursuant to this section shall be granted military leave for period of active duty without loss of seniority and shall be entitled to re-employment upon release of active duty as provided in School Board Policies.

5. An employee who enters active military service shall be governed by the provisions of Section 115.09, 115.14, 121.111, and 250.341, Florida Statutes.

~~G2. Military Leave—ESPs~~

~~—PermanentRegular, non-probationary employees shall, upon presentation of a copy of their official orders, be granted leave with pay not to exceed three (3) days for the purpose of taking their physical examination for induction into the military service. Such leave shall not be deducted from the employees sick or annual leave credits. Employees who by reason of membership in the United States Military Reserve or the National Guard, are ordered by the appropriate authority to attend a training period or encampment shall, upon presentation of a copy of their official orders, be granted leave for such training not to exceed seventeen (17) calendar days in any twelve (12) month period. Any employee inducted into the Military service shall be covered by Federal and State laws.~~

I. Witness Duty

Where an employee is under subpoena as a witness in connection with his/her official duties or in a court action in which he/she is not a party to the litigation he/she may make application for temporary duty elsewhere. If the application is approved he/she shall receive his/her regular salary. Any employee who is a party to litigation may request emergency leave, personal leave, or vacation leave. Leave for witness duty may be authorized by the Superintendent ~~subject to approval of the School Board.~~

K. Vacation Leave

9. Any employee resigning in good standing with the Santa Rosa County School Board shall be entitled to terminal pay for accrued vacation leave up to a maximum of ~~62.5~~ sixty (60) days. Payment shall be made in the last regular paycheck for the employee except in the case where an employee enters DROP, and then payment shall be made in the last paycheck before the effective beginning date of DROP.

O. Leave Related to Domestic Violence

1. An employee, who has been employed by the District for at least three (3) calendar months, may request and shall be granted up to three (3) days of unpaid personal leave within a twelve (12) month period if he/she has been a victim of domestic violence or if a family or household member has been a victim of domestic violence.
2. The leave must be used for one or more of the following purposes:
 - a. To seek an injunction for protection against domestic violence or for protection in cases of repeat violence, dating violence or sexual violence;
 - b. To obtain medical care and/or mental health counseling for the employee or a family or household member;
 - c. To obtain services from a victim-services organization;
 - d. To make the employee's home secure from the perpetrator or to seek new housing; and/or
 - e. To seek legal assistance related to the violence.
3. All records related to such leave will be considered confidential.
4. This leave shall be noncumulative and shall be requested in advance except in the case of an emergency.
5. If an employee elects to be on paid leave, he/she may request personal leave chargeable to sick leave provided that the employee is eligible to be on such leave or he/she may request annual (vacation) leave provided that the employee accrues annual leave and has an annual leave balance.

ARTICLE XX: INSURANCE

The Board will purchase a minimum of \$50,000 of group term life insurance on all ~~permanent~~ regular employees who are employed 17.5 hours or more per week. The Board will purchase an additional \$50,000 of group term life insurance for those employees who do not take the board group medical plan. The cost of this additional \$50,000 of life insurance will be considered as income to the employee for federal tax purposes.

ARTICLE XXI: MISCELLANEOUS

D. ~~Any public information contained in the Superintendent's office and pertaining to schools may be obtained by Santa Rosa Professional Educators, the certified bargaining agent, from the Superintendent's office. If material and labor is required in preparing information, Santa Rosa Professional Educators, upon requesting and receiving such information, will be required to pay a reasonable charge for services rendered.~~ New members of the School Advisory Council shall be elected by their respective peer group, except for business and community representatives and the school principal.

ARTICLE XXII: SICK LEAVE BANK

- A. Two sick leave banks shall be established by the Board; One for use by participating teachers and one for use by participating ~~ESP's~~ educational support employees. The teacher committees will be comprised of:
1. Two (2) Association members appointed by the Association president.
 2. One (1) employee appointed by the Superintendent.
 3. The Assistant Superintendent of Human Resources.

The educational support employees committee will be comprised of:

1. For school year 2007-2008 only, Two (2) Association members appointed by the Association president.
Beginning in July 2008, One (1) SRPE member appointed by the president of SRPE and one (1) Blue Collar member appointed by the president of the Carpenters Industrial Council, United Brotherhood of Carpenters and Joiners of America.
2. One (1) employee appointed by the Superintendent.
3. The Assistant Superintendent of Human Resources.

- B. To be eligible for membership in the Sick Leave Bank, the employee:
1. Shall have completed one year of employment as a full-time employee of the Board.
 2. Be a full-time employee of the Board at the time of application.
 3. Have a minimum of nine (9) days of accumulated sick leave and/or annual leave at the date of application.
 4. Shall apply for membership on an approved form during the enrollment period. This form shall be submitted to the Assistant Superintendent Human Resources. Participation in the bank shall be voluntary on the part of each employee.

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- I. Employees who have earned annual leave must deplete all annual leave before they shall be eligible to draw from the bank.

ARTICLE XXIII: WAIVER PROCEDURE

The following shall constitute the sole process at each school site for the waiver of any portion or provision of this Master Contract between the Santa Rosa Professional Educators (SRPE) and the Santa Rosa County School Board (SRCSB).

~~A. For 1993-94 only, each School Advisory Committee (SAC) seeking a waiver shall contain at least one SRPE member elected by SRPE members at that school. After the 1993-94 school year, teachers shall elect teachers to the School Advisory Committee (SAC).~~

Renumber remaining paragraphs beginning with 'A.'

~~B~~A. Any waiver must be in writing and must specify the contractual provision(s) to be waived, the nature and duration of the waiver and the employees affected by the waiver. Such waiver shall originate within and be approved by the SAC.

~~C~~B. There shall be a duly called meeting of all bargaining unit members to fully explain the proposed waiver.

~~D~~C. There shall be a 36-hour minimum between the full disclosure meeting and any waiver vote.

~~E~~D. There shall be a secret ballot vote of all bargaining unit members to approve or disapprove said waiver. Such vote shall include a signature sheet(s). The waiver shall require an 80% approval of the total bargaining unit membership in order to move forward. A valid vote shall not be rescinded.

~~F~~E. SRPE shall designate individual(s) to monitor and assist in the conducting of ~~A-E~~ D above. The SRPE designee shall be present at the secret ballot vote.

~~G~~F. The waiver shall then be presented to the SRCSB and to the SRPE Executive Board for final approval. A duly elected SAC representative shall be available to address questions and concerns prior to the final approval vote.

~~H~~G. Waivers shall not extend beyond the school year in which they originally take effect.

~~I~~H. Waivers may be extended one year at a time if there are no changes in the waiver. Extensions would require the 80% secret ballot approval and final approval of the SRPE Executive Board and the SRCSB.

~~J~~I. If an individual disagrees with an approved waiver and can find a certified bargaining unit member willing to exchange positions at a different school, said transfer shall be considered and an effort made to facilitate the transfer.

APPENDIX D—Teacher Salary Schedule

SANTA ROSA COUNTY

INSTRUCTIONAL SALARY SCHEDULE - - 2007-2008

Step	INDEX	Bachelor	Masters	Spec.	Doctor
0	1.000	32,092	34,575	35,817	37,059
1	1.025	32,891	35,374	36,616	37,858
2	1.050	33,705	36,188	37,430	38,672
3	1.076	34,534	37,017	38,259	39,501
4	1.102	35,378	37,861	39,103	40,345
5	1.129	36,238	38,721	39,963	41,205
6	1.156	37,114	39,597	40,839	42,081
7	1.184	38,006	40,489	41,731	42,973
8	1.213	38,915	41,398	42,640	43,882
9	1.241	39,842	42,325	43,567	44,809
10	1.271	40,786	43,269	44,511	45,753
11	1.301	41,748	44,231	45,473	46,715
12	1.331	42,729	45,212	46,454	47,696
13	1.363	43,729	46,212	47,454	48,696
14	1.394	44,749	47,232	48,474	49,716
15	1.427	45,788	48,271	49,513	50,755
16	1.460	46,849	49,332	50,574	51,816
17	1.494	47,930	50,413	51,655	52,897
18	1.528	49,033	51,516	52,758	54,000
19	1.563	50,158	52,641	53,883	55,125
20	1.599	51,306	53,789	55,031	56,273
21	1.635	52,477	54,960	56,202	57,444
22	1.672	53,672	56,155	57,397	58,639
23	1.710	54,891	57,374	58,616	59,858
24	1.749	56,135	58,618	59,860	61,102
25	1.844	59,181	61,664	62,906	64,148

BASE FOR ADVANCED DEGREE =		\$31,042		
MASTERS = BACHELORS +	(0.08 x BASE)	=		2,483
SPECIALIST = BACHELORS +	(0.12 x BASE)	=		3,725
DOCTORATE = BACHELORS +	(0.16 X BASE)	=		4,967

The \$1776.00 stipend is included in Step 25

Beginning with the 2002-2003 school year, teachers shall be eligible to receive performance pay based on the Santa Rosa County School District Performance Pay Initiative document for teachers. This document was devised by a joint committee of teachers and administrators and approved by the school board.

Effective July 1, 2005, the salary schedule increments shall be converted from years of experience to steps. Current teachers will be moved to the new schedule at the step that corresponds to their current years of experience on the old schedule. All personnel hired on or after July 1, 2005 will be placed on the schedule at the step that corresponds to the number of years of full-time public school teaching service earned and for which the teacher received a satisfactory performance evaluation. All personnel shall progress a step on the schedule for each year of full-time service in Santa Rosa County for which the teacher received a satisfactory performance evaluation. Satisfactory means any rating other than unsatisfactory. If a teacher receives an unsatisfactory evaluation the administrator shall initiate a Professional Improvement Plan as defined in the Teacher Assessment System.

1. Personnel employed as of August 9, 1993, who are receiving, or are eligible to receive, credit on the salary schedule for all or part of an advanced degree shall receive full credit for the degree.
2. In order for instructional personnel to receive credit on the salary schedule for an advanced degree, the degree must:
 - a. be reflected on an official transcript (and)
 - b. be from an accredited college or university recognized by the Florida Department of Education, (and)
 - c. (1) be in an area of certification that is maintained by the teacher (or)
(2) add a certification area to the teacher's certificate based on the advanced degree (or)
(3) be issued by a college of education (defined as Master's/Specialist/Doctorate of Education), if not eligible for certification under c(1) or c(2) above.

Personnel employed as of June 30, 2003, who are receiving credit on the salary schedule for an advanced degree shall continue receiving that credit without regards to the 2003 changes in the Master Contract.

3. Certificated personnel working the eleventh or twelfth month in the summer program shall be paid on the above salary schedule according to their degrees and contractual status.
4. Part-time instructors in the adult schools who are certificated shall be paid on an hourly basis on the above salary schedule according to their degrees and contractual status.
5. Effective August 11, 1987, up to 3 years of honorable active duty military time may be used for credit for years experience on the salary schedule, provided the teacher has successfully completed 22 years of service in Santa Rosa County. Military time shall not be credited more than one time. Application and proof of military service must be made by September 1 of the year credit is being granted.
6. Personnel employed as a result of a contract with an outside agency shall be paid as specified in said contract, or from the regular salary schedule in the Master Contract based on degree and experience, whichever amount is greater.
7. Ten month teachers with 12 monthly payments will receive their three summer checks on or before normal June payday.
8. For teachers hired before January 7, 2003, a maximum of five (5) years of verified experience outside the State of Florida or in private school will be allowed upon initial employment in Santa Rosa County. For each additional year of full-time teaching experience earned in Santa Rosa

County, one (1) additional year of out-of-state or private school experience will be credited until a maximum of ten (10) years is reached. However, all out-of-state or private school experience allowed for salary purposes must meet the criteria below:

- a. Credit for prior teaching experience outside the State of Florida shall be given for 1) public schools; 2) special state supported schools; 3) state colleges or universities; 4) state supported community junior or senior colleges and 5) schools and colleges supported by the Federal government and possessions of the United States.
 - b. Credit will be given for prior teaching experience in a private school provided the school is accredited by the Southern Association of Colleges and Schools or another regional association of colleges and schools or the state where the experience was received.
9. For teachers hired on or after July 1, 2001, for purposes of pay, the Santa Rosa County School Board shall recognize and accept each year of full-time public school teaching service earned in the state of Florida which the teacher received a satisfactory performance evaluation. It shall be the responsibility of the teacher to (a) verify all public teaching experience and (b) provide documentation of evaluations for all of the years of verified experience.
 10. For teachers hired on or after January 7, 2003, for purposes of pay, the Santa Rosa County School Board shall recognize and accept each year of full-time public school teaching service earned outside the state of Florida and for which the teacher received a satisfactory performance evaluation. It shall be the responsibility of the teacher to (a) verify all public teaching experience and (b) provide documentation of evaluations for all of the years of verified experience.
 11. One thousand seven hundred seventy six dollars (\$1,776.00) shall be added to Step 25 each year **after** the salary schedule has been created through the normal indexing process.
 12. Re-employed retirees of any state's retirement system that includes teachers hired after September 30, 1994 shall be allowed a maximum of five (5) years of verified experience upon initial employment in Santa Rosa County. For each additional year of full-time teaching experience earned in Santa Rosa County, one (1) additional year of verified experience will be credited until a maximum of ten (10) years is reached.

In August of 1997 a Memorandum of Agreement was signed to allow the School Board to recognize the ***“Educational Leadership: Education & Training Management Subspecialty in Instructional Technology”*** master's program at the University of West Florida for the purpose of receiving credit for a master's degree on the salary schedule.

The money stated by the board under the Safety Incentive Plan approved by the Board on August 28, 2003, shall be paid to eligible teachers in the form of a check with the board paying the required employee/employer social security and Medicare taxes in addition to the amount stated in the program.

Beginning with the 2007-2008 school year, the first regular pay date for ten month employees shall be no later than the 27th working day of the year beginning with the first day of pre-planning.

The following positions will no longer be supplemented. However, personnel who were receiving one of these supplements as of August 22, 1985, shall be eligible to continue receiving the supplement as long as they retain that position.

Home Economics	.05	D.C.T.	.08
Speech therapist	.10	Curriculum Coordinator	.10
Guidance Personnel	.10	Psychologist	.08

1. All percentages shall be based on the prior year beginning salary for Bachelors Degree. (\$ 31,042.00 for 2007-2008).
2. All supplements for 10-month personnel are based on a 196-day work year, those for 12-month personnel are based on a 245-day work year.
3. All personnel receiving supplements shall be required to sign a contract covering the responsibilities for supplemental pay. Job descriptions covering responsibilities are included in the contract.
4. Department heads or grade level chairpersons responsible for as many as five (5) teachers should be provided one (1) period of duty time daily to attend to departmental or grade level affairs.
5. Junior and senior sponsors should be provided with duty time commensurate with demands upon the sponsor.
6. Club sponsorship is considered a part of regular teaching duties.

Speech Therapists (Speech and Language Pathologists) who hold a Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association will receive a supplement of \$4000.00 in addition to their regular salary. Personnel receiving this supplement cannot also receive the supplement for Speech Therapists.

ESE teacher assistants who perform one or more of the following daily duties of (1) cleaning trachea tubes, or (2) gastric tube feeding, or (3) changing diapers of students will receive a supplement of ten (10) percent based on Range 7, Step 1 of the prior year ESP salary schedule. (\$14,998.50 for 2007-2008).

APPENDIX G—ESP Salary Schedule

CS001

S A N T A R O S A C O U N T Y S C H O O L B O A R D
2007-2008 EDUCATION SUPPORT PAY SCALE

12/04/07

PAGE- 1

		1 STEP EACH YR & SATISFACTORY PERFORMANCE										
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
12 MONTHS	EQUALS 252	X 8.0	X	HOURLY RATE								
CAFE MGR	EQUALS 197	X 8.0	X	HOURLY RATE								
TCHR ASST	EQUALS 198	X 7.5	X	HOURLY RATE								
OVERTIME	EQUALS	1.5	X	HOURLY RATE								
RANGE-01	HOURLY	8.15	8.49	8.86	9.23	9.63	10.05	10.49	10.72	10.95	11.19	
12 MONTHS	ANNUAL	16,430.40	17,115.84	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	21,611.52	22,075.20	22,559.04	
CAFE MGR	ANNUAL	12,844.40	13,380.24	13,963.36	14,546.48	15,176.88	15,838.80	16,532.24	16,894.72	17,257.20	17,635.44	
TCHR ASST	ANNUAL	12,102.75	12,607.65	13,157.10	13,706.55	14,300.55	14,924.25	15,577.65	15,919.20	16,260.75	16,617.15	
OVERTIME	HOURLY	12.23	12.74	13.29	13.85	14.45	15.08	15.74	16.08	16.43	16.79	
RANGE-01	HOURLY	11.44	11.69	11.95	12.22	12.49	12.77	13.06	13.36			
12 MONTHS	ANNUAL	23,063.04	23,567.04	24,091.20	24,635.52	25,179.84	25,744.32	26,328.96	26,933.76			
CAFE MGR	ANNUAL	18,029.44	18,423.44	18,833.20	19,258.72	19,684.24	20,125.52	20,582.56	21,055.36			
TCHR ASST	ANNUAL	16,988.40	17,359.65	17,745.75	18,146.70	18,547.65	18,963.45	19,394.10	19,839.60			
OVERTIME	HOURLY	17.16	17.54	17.93	18.33	18.74	19.16	19.59	20.04			
RANGE-02	HOURLY	8.49	8.86	9.23	9.63	10.05	10.49	10.95	11.19	11.43	11.69	
12 MONTHS	ANNUAL	17,115.84	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	22,559.04	23,042.88	23,567.04	
CAFE MGR	ANNUAL	13,380.24	13,963.36	14,546.48	15,176.88	15,838.80	16,532.24	17,257.20	17,635.44	18,013.68	18,423.44	
TCHR ASST	ANNUAL	12,607.65	13,157.10	13,706.55	14,300.55	14,924.25	15,577.65	16,260.75	16,617.15	16,973.55	17,359.65	
OVERTIME	HOURLY	12.74	13.29	13.85	14.45	15.08	15.74	16.43	16.79	17.15	17.54	
RANGE-02	HOURLY	11.95	12.21	12.49	12.77	13.05	13.35	13.65	13.96			
12 MONTHS	ANNUAL	24,091.20	24,615.36	25,179.84	25,744.32	26,308.80	26,913.60	27,518.40	28,143.36			
CAFE MGR	ANNUAL	18,833.20	19,242.96	19,684.24	20,125.52	20,566.80	21,039.60	21,512.40	22,000.96			
TCHR ASST	ANNUAL	17,745.75	18,131.85	18,547.65	18,963.45	19,379.25	19,824.75	20,270.25	20,730.60			
OVERTIME	HOURLY	17.93	18.32	18.74	19.16	19.58	20.03	20.48	20.94			
RANGE-03	HOURLY	8.86	9.23	9.63	10.05	10.49	10.95	11.43	11.68	11.94	12.21	
12 MONTHS	ANNUAL	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	23,546.88	24,071.04	24,615.36	
CAFE MGR	ANNUAL	13,963.36	14,546.48	15,176.88	15,838.80	16,532.24	17,257.20	18,013.68	18,407.68	18,817.44	19,242.96	
TCHR ASST	ANNUAL	13,157.10	13,706.55	14,300.55	14,924.25	15,577.65	16,260.75	16,973.55	17,344.80	17,730.90	18,131.85	
OVERTIME	HOURLY	13.29	13.85	14.45	15.08	15.74	16.43	17.15	17.52	17.91	18.32	
RANGE-03	HOURLY	12.48	12.76	13.05	13.34	13.64	13.95	14.27	14.59			
12 MONTHS	ANNUAL	25,159.68	25,724.16	26,308.80	26,893.44	27,498.24	28,123.20	28,768.32	29,413.44			
CAFE MGR	ANNUAL	19,668.48	20,109.76	20,566.80	21,023.84	21,496.64	21,985.20	22,489.52	22,993.84			
TCHR ASST	ANNUAL	18,532.80	18,948.60	19,379.25	19,809.90	20,255.40	20,715.75	21,190.95	21,666.15			
OVERTIME	HOURLY	18.72	19.14	19.58	20.01	20.46	20.93	21.41	21.89			

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X HOURLY RATE										
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE										
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE										
OVERTIME	EQUALS 1.5 X HOURLY RATE										
RANGE-04	HOURLY	9.23	9.63	10.05	10.49	10.95	11.43	11.93	12.20	12.47	12.75
12 MONTHS	ANNUAL	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	24,595.20	25,139.52	25,704.00
CAFE MGR	ANNUAL	14,546.48	15,176.88	15,838.80	16,532.24	17,257.20	18,013.68	18,801.68	19,227.20	19,652.72	20,094.00
TCHR ASST	ANNUAL	13,706.55	14,300.55	14,924.25	15,577.65	16,260.75	16,973.55	17,716.05	18,117.00	18,517.95	18,933.75
OVERTIME	HOURLY	13.85	14.45	15.08	15.74	16.43	17.15	17.90	18.30	18.71	19.13
RANGE-04	HOURLY	13.04	13.33	13.63	13.94	14.26	14.58	14.92	15.26		
12 MONTHS	ANNUAL	26,288.64	26,873.28	27,478.08	28,103.04	28,748.16	29,393.28	30,078.72	30,764.16		
CAFE MGR	ANNUAL	20,551.04	21,008.08	21,480.88	21,969.44	22,473.76	22,978.08	23,513.92	24,049.76		
TCHR ASST	ANNUAL	19,364.40	19,795.05	20,240.55	20,700.90	21,176.10	21,651.30	22,156.20	22,661.10		
OVERTIME	HOURLY	19.56	20.00	20.45	20.91	21.39	21.87	22.38	22.89		
RANGE-05	HOURLY	9.63	10.05	10.49	10.95	11.43	11.93	12.47	12.75	13.03	13.33
12 MONTHS	ANNUAL	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	25,704.00	26,268.48	26,873.28
CAFE MGR	ANNUAL	15,176.88	15,838.80	16,532.24	17,257.20	18,013.68	18,801.68	19,652.72	20,094.00	20,535.28	21,008.08
TCHR ASST	ANNUAL	14,300.55	14,924.25	15,577.65	16,260.75	16,973.55	17,716.05	18,517.95	18,933.75	19,349.55	19,795.05
OVERTIME	HOURLY	14.45	15.08	15.74	16.43	17.15	17.90	18.71	19.13	19.55	20.00
RANGE-05	HOURLY	13.63	13.94	14.25	14.58	14.91	15.25	15.60	15.96		
12 MONTHS	ANNUAL	27,478.08	28,103.04	28,728.00	29,393.28	30,058.56	30,744.00	31,449.60	32,175.36		
CAFE MGR	ANNUAL	21,480.88	21,969.44	22,458.00	22,978.08	23,498.16	24,034.00	24,585.60	25,152.96		
TCHR ASST	ANNUAL	20,240.55	20,700.90	21,161.25	21,651.30	22,141.35	22,646.25	23,166.00	23,700.60		
OVERTIME	HOURLY	20.45	20.91	21.38	21.87	22.37	22.88	23.40	23.94		
RANGE-06	HOURLY	10.05	10.49	10.95	11.43	11.93	12.47	13.03	13.32	13.62	13.93
12 MONTHS	ANNUAL	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	26,853.12	27,457.92	28,082.88
CAFE MGR	ANNUAL	15,838.80	16,532.24	17,257.20	18,013.68	18,801.68	19,652.72	20,535.28	20,992.32	21,465.12	21,953.68
TCHR ASST	ANNUAL	14,924.25	15,577.65	16,260.75	16,973.55	17,716.05	18,517.95	19,349.55	19,780.20	20,225.70	20,686.05
OVERTIME	HOURLY	15.08	15.74	16.43	17.15	17.90	18.71	19.55	19.98	20.43	20.90
RANGE-06	HOURLY	14.24	14.57	14.90	15.24	15.59	15.95	16.31	16.69		
12 MONTHS	ANNUAL	28,707.84	29,373.12	30,038.40	30,723.84	31,429.44	32,155.20	32,880.96	33,647.04		
CAFE MGR	ANNUAL	22,442.24	22,962.32	23,482.40	24,018.24	24,569.84	25,137.20	25,704.56	26,303.44		
TCHR ASST	ANNUAL	21,146.40	21,636.45	22,126.50	22,631.40	23,151.15	23,685.75	24,220.35	24,784.65		
OVERTIME	HOURLY	21.36	21.86	22.35	22.86	23.39	23.93	24.47	25.04		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,062.72	28,707.84	29,352.96
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	16,532.24	17,257.20	18,013.68	18,801.68	19,652.72	20,535.28	21,449.36	21,937.92	22,442.24	22,946.56
OVERTIME	EQUALS 1.5 X HOURLY RATE	15,577.65	16,260.75	16,973.55	17,716.05	18,517.95	19,349.55	20,210.85	20,671.20	21,146.40	21,621.60
RANGE-07	HOURLY	10.49	10.95	11.43	11.93	12.47	13.03	13.61	13.92	14.24	14.56
12 MONTHS	ANNUAL	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,062.72	28,707.84	29,352.96
CAFE MGR	ANNUAL	16,532.24	17,257.20	18,013.68	18,801.68	19,652.72	20,535.28	21,449.36	21,937.92	22,442.24	22,946.56
TCHR ASST	ANNUAL	15,577.65	16,260.75	16,973.55	17,716.05	18,517.95	19,349.55	20,210.85	20,671.20	21,146.40	21,621.60
OVERTIME	HOURLY	15.74	16.43	17.15	17.90	18.71	19.55	20.42	20.88	21.36	21.84
RANGE-07	HOURLY	14.89	15.23	15.58	15.94	16.30	16.68	17.06	17.46		
12 MONTHS	ANNUAL	30,018.24	30,703.68	31,409.28	32,135.04	32,860.80	33,626.88	34,392.96	35,199.36		
CAFE MGR	ANNUAL	23,466.64	24,002.48	24,554.08	25,121.44	25,688.80	26,287.68	26,886.56	27,516.96		
TCHR ASST	ANNUAL	22,111.65	22,616.55	23,136.30	23,670.90	24,205.50	24,769.80	25,334.10	25,928.10		
OVERTIME	HOURLY	22.34	22.85	23.37	23.91	24.45	25.02	25.59	26.19		
RANGE-08	HOURLY	10.95	11.43	11.93	12.47	13.03	13.61	14.23	14.55	14.88	15.22
12 MONTHS	ANNUAL	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,332.80	29,998.08	30,683.52
CAFE MGR	ANNUAL	17,257.20	18,013.68	18,801.68	19,652.72	20,535.28	21,449.36	22,426.48	22,930.80	23,450.88	23,986.72
TCHR ASST	ANNUAL	16,260.75	16,973.55	17,716.05	18,517.95	19,349.55	20,210.85	21,131.55	21,606.75	22,096.80	22,601.70
OVERTIME	HOURLY	16.43	17.15	17.90	18.71	19.55	20.42	21.35	21.83	22.32	22.83
RANGE-08	HOURLY	15.57	15.93	16.29	16.67	17.05	17.45	17.85	18.27		
12 MONTHS	ANNUAL	31,389.12	32,114.88	32,840.64	33,606.72	34,372.80	35,179.20	35,985.60	36,832.32		
CAFE MGR	ANNUAL	24,538.32	25,105.68	25,673.04	26,271.92	26,870.80	27,501.20	28,131.60	28,793.52		
TCHR ASST	ANNUAL	23,121.45	23,656.05	24,190.65	24,754.95	25,319.25	25,913.25	26,507.25	27,130.95		
OVERTIME	HOURLY	23.36	23.90	24.44	25.01	25.58	26.18	26.78	27.41		
RANGE-09	HOURLY	11.43	11.93	12.47	13.03	13.61	14.23	14.88	15.22	15.56	15.92
12 MONTHS	ANNUAL	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,998.08	30,683.52	31,368.96	32,094.72
CAFE MGR	ANNUAL	18,013.68	18,801.68	19,652.72	20,535.28	21,449.36	22,426.48	23,450.88	23,986.72	24,522.56	25,089.92
TCHR ASST	ANNUAL	16,973.55	17,716.05	18,517.95	19,349.55	20,210.85	21,131.55	22,096.80	22,601.70	23,106.60	23,641.20
OVERTIME	HOURLY	17.15	17.90	18.71	19.55	20.42	21.35	22.32	22.83	23.34	23.88
RANGE-09	HOURLY	16.29	16.66	17.05	17.44	17.84	18.26	18.68	19.12		
12 MONTHS	ANNUAL	32,840.64	33,586.56	34,372.80	35,159.04	35,965.44	36,812.16	37,658.88	38,545.92		
CAFE MGR	ANNUAL	25,673.04	26,256.16	26,870.80	27,485.44	28,115.84	28,777.76	29,439.68	30,133.12		
TCHR ASST	ANNUAL	24,190.65	24,740.10	25,319.25	25,898.40	26,492.40	27,116.10	27,739.80	28,393.20		
OVERTIME	HOURLY	24.44	24.99	25.58	26.16	26.76	27.39	28.02	28.68		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,998.08	31,348.80	32,074.56	32,820.48	33,566.40
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	18,801.68	19,652.72	20,535.28	21,449.36	22,426.48	23,450.88	24,506.80	25,074.16	25,657.28	26,240.40
OVERTIME	EQUALS 1.5 X HOURLY RATE	17.90	18.71	19.55	20.42	21.35	22.32	23.33	23.87	24.42	24.98
RANGE-10		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
CAFE MGR	ANNUAL	34,352.64	35,138.88	35,945.28	36,792.00	37,638.72	38,525.76	39,412.80	40,340.16		
TCHR ASST	ANNUAL	25,304.40	25,883.55	26,477.55	27,101.25	27,724.95	28,378.35	29,031.75	29,714.85		
OVERTIME	HOURLY	25.56	26.15	26.75	27.38	28.01	28.67	29.33	30.02		
RANGE-11		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	ANNUAL	26,855.04	27,469.68	28,100.08	28,762.00	29,423.92	30,117.36	30,810.80	31,535.76		
TCHR ASST	ANNUAL	18,517.95	19,349.55	20,210.85	21,131.55	22,096.80	23,091.75	24,160.95	24,710.40	25,289.55	25,868.70
OVERTIME	HOURLY	18.71	19.55	20.42	21.35	22.32	23.33	24.41	24.96	25.55	26.13
RANGE-11		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
CAFE MGR	ANNUAL	35,925.12	36,771.84	37,618.56	38,485.44	39,392.64	40,320.00	41,247.36	42,215.04		
TCHR ASST	ANNUAL	26,462.70	27,086.40	27,710.10	28,348.65	29,016.90	29,700.00	30,383.10	31,095.90		
OVERTIME	HOURLY	26.73	27.36	27.99	28.64	29.31	30.00	30.69	31.41		
RANGE-12		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	ANNUAL	26,268.48	27,437.76	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,098.56	35,904.96	36,751.68
TCHR ASST	ANNUAL	19,349.55	20,210.85	21,131.55	22,096.80	23,091.75	24,160.95	25,274.70	25,853.85	26,447.85	27,071.55
OVERTIME	HOURLY	19.55	20.42	21.35	22.32	23.33	24.41	25.53	26.12	26.72	27.35
RANGE-12		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
CAFE MGR	ANNUAL	37,598.40	38,465.28	39,372.48	40,279.68	41,227.20	42,194.88	43,182.72	44,210.88		
TCHR ASST	ANNUAL	27,695.25	28,333.80	29,002.05	29,670.30	30,368.25	31,081.05	31,808.70	32,566.05		
OVERTIME	HOURLY	27.98	28.62	29.30	29.97	30.68	31.40	32.13	32.90		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X HOURLY RATE										
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE										
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE										
OVERTIME	EQUALS 1.5 X HOURLY RATE										
RANGE-13	HOURLY	13.61	14.23	14.88	15.55	16.27	17.02	17.80	18.22	18.64	19.07
12 MONTHS	ANNUAL	27,437.76	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	36,731.52	37,578.24	38,445.12
CAFE MGR	ANNUAL	21,449.36	22,426.48	23,450.88	24,506.80	25,641.52	26,823.52	28,052.80	28,714.72	29,376.64	30,054.32
TCHR ASST	ANNUAL	20,210.85	21,131.55	22,096.80	23,091.75	24,160.95	25,274.70	26,433.00	27,056.70	27,680.40	28,318.95
OVERTIME	HOURLY	20.42	21.35	22.32	23.33	24.41	25.53	26.70	27.33	27.96	28.61
RANGE-13	HOURLY	19.52	19.97	20.44	20.92	21.41	21.91	22.43	22.96		
12 MONTHS	ANNUAL	39,352.32	40,259.52	41,207.04	42,174.72	43,162.56	44,170.56	45,218.88	46,287.36		
CAFE MGR	ANNUAL	30,763.52	31,472.72	32,213.44	32,969.92	33,742.16	34,530.16	35,349.68	36,184.96		
TCHR ASST	ANNUAL	28,987.20	29,655.45	30,353.40	31,066.20	31,793.85	32,536.35	33,308.55	34,095.60		
OVERTIME	HOURLY	29.28	29.96	30.66	31.38	32.12	32.87	33.65	34.44		
RANGE-14	HOURLY	14.23	14.88	15.55	16.27	17.02	17.80	18.63	19.06	19.51	19.96
12 MONTHS	ANNUAL	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	38,424.96	39,332.16	40,239.36
CAFE MGR	ANNUAL	22,426.48	23,450.88	24,506.80	25,641.52	26,823.52	28,052.80	29,360.88	30,038.56	30,747.76	31,456.96
TCHR ASST	ANNUAL	21,131.55	22,096.80	23,091.75	24,160.95	25,274.70	26,433.00	27,665.55	28,304.10	28,972.35	29,640.60
OVERTIME	HOURLY	21.35	22.32	23.33	24.41	25.53	26.70	27.95	28.59	29.27	29.94
RANGE-14	HOURLY	20.43	20.91	21.40	21.90	22.42	22.94	23.49	24.04		
12 MONTHS	ANNUAL	41,186.88	42,154.56	43,142.40	44,150.40	45,198.72	46,247.04	47,355.84	48,464.64		
CAFE MGR	ANNUAL	32,197.68	32,954.16	33,726.40	34,514.40	35,333.92	36,153.44	37,020.24	37,887.04		
TCHR ASST	ANNUAL	30,338.55	31,051.35	31,779.00	32,521.50	33,293.70	34,065.90	34,882.65	35,699.40		
OVERTIME	HOURLY	30.65	31.37	32.10	32.85	33.63	34.41	35.24	36.06		
RANGE-15	HOURLY	14.88	15.55	16.27	17.02	17.80	18.63	19.50	19.95	20.42	20.90
12 MONTHS	ANNUAL	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	40,219.20	41,166.72	42,134.40
CAFE MGR	ANNUAL	23,450.88	24,506.80	25,641.52	26,823.52	28,052.80	29,360.88	30,732.00	31,441.20	32,181.92	32,938.40
TCHR ASST	ANNUAL	22,096.80	23,091.75	24,160.95	25,274.70	26,433.00	27,665.55	28,957.50	29,625.75	30,323.70	31,036.50
OVERTIME	HOURLY	22.32	23.33	24.41	25.53	26.70	27.95	29.25	29.93	30.63	31.35
RANGE-15	HOURLY	21.39	21.89	22.40	22.93	23.47	24.03	24.60	25.18		
12 MONTHS	ANNUAL	43,122.24	44,130.24	45,158.40	46,226.88	47,315.52	48,444.48	49,593.60	50,762.88		
CAFE MGR	ANNUAL	33,710.64	34,498.64	35,302.40	36,137.68	36,988.72	37,871.28	38,769.60	39,683.68		
TCHR ASST	ANNUAL	31,764.15	32,506.65	33,264.00	34,051.05	34,852.95	35,684.55	36,531.00	37,392.30		
OVERTIME	HOURLY	32.09	32.84	33.60	34.40	35.21	36.05	36.90	37.77		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	42,094.08	43,081.92	44,110.08
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	24,506.80	25,641.52	26,823.52	28,052.80	29,360.88	30,732.00	32,166.16	32,906.88	33,679.12	34,482.88
OVERTIME	EQUALS 1.5 X HOURLY RATE	23,091.75	24,160.95	25,274.70	26,433.00	27,665.55	28,957.50	30,308.85	31,006.80	31,734.45	32,491.80
		23.33	24.41	25.53	26.70	27.95	29.25	30.62	31.32	32.06	32.82
RANGE-16 HOURLY		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
12 MONTHS	ANNUAL	45,138.24	46,206.72	47,295.36	48,404.16	49,553.28	50,722.56	51,932.16	53,161.92		
CAFE MGR	ANNUAL	35,286.64	36,121.92	36,972.96	37,839.76	38,738.08	39,652.16	40,597.76	41,559.12		
TCHR ASST	ANNUAL	33,249.15	34,036.20	34,838.10	35,654.85	36,501.30	37,362.60	38,253.60	39,159.45		
OVERTIME	HOURLY	33.59	34.38	35.19	36.02	36.87	37.74	38.64	39.56		
RANGE-17 HOURLY		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	ANNUAL	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	44,069.76	45,118.08	46,186.56
CAFE MGR	ANNUAL	25,641.52	26,823.52	28,052.80	29,360.88	30,732.00	32,166.16	33,663.36	34,451.36	35,270.88	36,106.16
TCHR ASST	ANNUAL	24,160.95	25,274.70	26,433.00	27,665.55	28,957.50	30,308.85	31,719.60	32,462.10	33,234.30	34,021.35
OVERTIME	HOURLY	24.41	25.53	26.70	27.95	29.25	30.62	32.04	32.79	33.57	34.37
RANGE-17 HOURLY		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
12 MONTHS	ANNUAL	47,275.20	48,384.00	49,533.12	50,702.40	51,912.00	53,141.76	54,391.68	55,702.08		
CAFE MGR	ANNUAL	36,957.20	37,824.00	38,722.32	39,636.40	40,582.00	41,543.36	42,520.48	43,544.88		
TCHR ASST	ANNUAL	34,823.25	35,640.00	36,486.45	37,347.75	38,238.75	39,144.60	40,065.30	41,030.55		
OVERTIME	HOURLY	35.18	36.00	36.86	37.73	38.63	39.54	40.47	41.45		
RANGE-18 HOURLY		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	ANNUAL	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	46,146.24	47,234.88	48,363.84
CAFE MGR	ANNUAL	26,823.52	28,052.80	29,360.88	30,732.00	32,166.16	33,663.36	35,255.12	36,074.64	36,925.68	37,808.24
TCHR ASST	ANNUAL	25,274.70	26,433.00	27,665.55	28,957.50	30,308.85	31,719.60	33,219.45	33,991.65	34,793.55	35,625.15
OVERTIME	HOURLY	25.53	26.70	27.95	29.25	30.62	32.04	33.56	34.34	35.15	35.99
RANGE-18 HOURLY		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
12 MONTHS	ANNUAL	49,492.80	50,682.24	51,871.68	53,101.44	54,371.52	55,661.76	56,992.32	58,343.04		
CAFE MGR	ANNUAL	38,690.80	39,620.64	40,550.48	41,511.84	42,504.72	43,513.36	44,553.52	45,609.44		
TCHR ASST	ANNUAL	36,456.75	37,332.90	38,209.05	39,114.90	40,050.45	41,000.85	41,980.95	42,975.90		
OVERTIME	HOURLY	36.83	37.71	38.60	39.51	40.46	41.42	42.41	43.41		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFE MGR	EQUALS 197 X 8.0 X	HOURLY RATE									
TCHR ASST	EQUALS 198 X 7.5 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-19	HOURLY	17.80	18.63	19.50	20.41	21.36	22.37	23.42	23.97	24.54	25.12
12 MONTHS	ANNUAL	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	48,323.52	49,472.64	50,641.92
CAFE MGR	ANNUAL	28,052.80	29,360.88	30,732.00	32,166.16	33,663.36	35,255.12	36,909.92	37,776.72	38,675.04	39,589.12
TCHR ASST	ANNUAL	26,433.00	27,665.55	28,957.50	30,308.85	31,719.60	33,219.45	34,778.70	35,595.45	36,441.90	37,303.20
OVERTIME	HOURLY	26.70	27.95	29.25	30.62	32.04	33.56	35.13	35.96	36.81	37.68
RANGE-19	HOURLY	25.72	26.33	26.95	27.60	28.25	28.93	29.62	30.33		
12 MONTHS	ANNUAL	51,851.52	53,081.28	54,331.20	55,641.60	56,952.00	58,322.88	59,713.92	61,145.28		
CAFE MGR	ANNUAL	40,534.72	41,496.08	42,473.20	43,497.60	44,522.00	45,593.68	46,681.12	47,800.08		
TCHR ASST	ANNUAL	38,194.20	39,100.05	40,020.75	40,986.00	41,951.25	42,961.05	43,985.70	45,040.05		
OVERTIME	HOURLY	38.58	39.50	40.43	41.40	42.38	43.40	44.43	45.50		
RANGE-20	HOURLY	18.63	19.50	20.41	21.36	22.37	23.42	24.53	25.11	25.70	26.31
12 MONTHS	ANNUAL	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	50,621.76	51,811.20	53,040.96
CAFE MGR	ANNUAL	29,360.88	30,732.00	32,166.16	33,663.36	35,255.12	36,909.92	38,659.28	39,573.36	40,503.20	41,464.56
TCHR ASST	ANNUAL	27,665.55	28,957.50	30,308.85	31,719.60	33,219.45	34,778.70	36,427.05	37,288.35	38,164.50	39,070.35
OVERTIME	HOURLY	27.95	29.25	30.62	32.04	33.56	35.13	36.80	37.67	38.55	39.47
RANGE-20	HOURLY	26.94	27.58	28.24	28.91	29.60	30.31	31.03	31.78		
12 MONTHS	ANNUAL	54,311.04	55,601.28	56,931.84	58,282.56	59,673.60	61,104.96	62,556.48	64,068.48		
CAFE MGR	ANNUAL	42,457.44	43,466.08	44,506.24	45,562.16	46,649.60	47,768.56	48,903.28	50,085.28		
TCHR ASST	ANNUAL	40,005.90	40,956.30	41,936.40	42,931.35	43,956.00	45,010.35	46,079.55	47,193.30		
OVERTIME	HOURLY	40.41	41.37	42.36	43.37	44.40	45.47	46.55	47.67		
RANGE-21	HOURLY	19.50	20.41	21.36	22.37	23.42	24.53	25.69	26.30	26.92	27.56
12 MONTHS	ANNUAL	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	53,020.80	54,270.72	55,560.96
CAFE MGR	ANNUAL	30,732.00	32,166.16	33,663.36	35,255.12	36,909.92	38,659.28	40,487.44	41,448.80	42,425.92	43,434.56
TCHR ASST	ANNUAL	28,957.50	30,308.85	31,719.60	33,219.45	34,778.70	36,427.05	38,149.65	39,055.50	39,976.20	40,926.60
OVERTIME	HOURLY	29.25	30.62	32.04	33.56	35.13	36.80	38.54	39.45	40.38	41.34
RANGE-21	HOURLY	28.22	28.89	29.58	30.29	31.02	31.76	32.52	33.30		
12 MONTHS	ANNUAL	56,891.52	58,242.24	59,633.28	61,064.64	62,536.32	64,028.16	65,560.32	67,132.80		
CAFE MGR	ANNUAL	44,474.72	45,530.64	46,618.08	47,737.04	48,887.52	50,053.76	51,251.52	52,480.80		
TCHR ASST	ANNUAL	41,906.70	42,901.65	43,926.30	44,980.65	46,064.70	47,163.60	48,292.20	49,450.50		
OVERTIME	HOURLY	42.33	43.34	44.37	45.44	46.53	47.64	48.78	49.95		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	20.41	21.36	22.37	23.42	24.53	25.69	26.91	27.55	28.20	28.88
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	55,540.80	56,851.20	58,222.08
OVERTIME	EQUALS 1.5 X HOURLY RATE	32,166.16	33,663.36	35,255.12	36,909.92	38,659.28	40,487.44	42,410.16	43,418.80	44,443.20	45,514.88
		30,308.85	31,719.60	33,219.45	34,778.70	36,427.05	38,149.65	39,961.35	40,911.75	41,877.00	42,886.80
		30.62	32.04	33.56	35.13	36.80	38.54	40.37	41.33	42.30	43.32
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-22	HOURLY	29.57	30.27	31.00	31.74	32.50	33.28	34.08	34.90		
12 MONTHS	ANNUAL	59,613.12	61,024.32	62,496.00	63,987.84	65,520.00	67,092.48	68,705.28	70,358.40		
CAFE MGR	ANNUAL	46,602.32	47,705.52	48,856.00	50,022.24	51,220.00	52,449.28	53,710.08	55,002.40		
TCHR ASST	ANNUAL	43,911.45	44,950.95	46,035.00	47,133.90	48,262.50	49,420.80	50,608.80	51,826.50		
OVERTIME	HOURLY	44.36	45.41	46.50	47.61	48.75	49.92	51.12	52.35		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-23	HOURLY	21.36	22.37	23.42	24.53	25.69	26.91	28.19	28.86	29.55	30.26
12 MONTHS	ANNUAL	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	58,181.76	59,572.80	61,004.16
CAFE MGR	ANNUAL	33,663.36	35,255.12	36,909.92	38,659.28	40,487.44	42,410.16	44,427.44	45,483.36	46,570.80	47,689.76
TCHR ASST	ANNUAL	31,719.60	33,219.45	34,778.70	36,427.05	38,149.65	39,961.35	41,862.15	42,857.10	43,881.75	44,936.10
OVERTIME	HOURLY	32.04	33.56	35.13	36.80	38.54	40.37	42.29	43.29	44.33	45.39
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-23	HOURLY	30.98	31.72	32.48	33.26	34.06	34.88	35.72	36.58		
12 MONTHS	ANNUAL	62,455.68	63,947.52	65,479.68	67,052.16	68,664.96	70,318.08	72,011.52	73,745.28		
CAFE MGR	ANNUAL	48,824.48	49,990.72	51,188.48	52,417.76	53,678.56	54,970.88	56,294.72	57,650.08		
TCHR ASST	ANNUAL	46,005.30	47,104.20	48,232.80	49,391.10	50,579.10	51,796.80	53,044.20	54,321.30		
OVERTIME	HOURLY	46.47	47.58	48.72	49.89	51.09	52.32	53.58	54.87		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-24	HOURLY	22.37	23.42	24.53	25.69	26.91	28.19	29.53	30.24	30.96	31.71
12 MONTHS	ANNUAL	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	60,963.84	62,415.36	63,927.36
CAFE MGR	ANNUAL	35,255.12	36,909.92	38,659.28	40,487.44	42,410.16	44,427.44	46,539.28	47,658.24	48,792.96	49,974.96
TCHR ASST	ANNUAL	33,219.45	34,778.70	36,427.05	38,149.65	39,961.35	41,862.15	43,852.05	44,906.40	45,975.60	47,089.35
OVERTIME	HOURLY	33.56	35.13	36.80	38.54	40.37	42.29	44.30	45.36	46.44	47.57
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-24	HOURLY	32.47	33.25	34.04	34.86	35.70	36.56	37.44	38.35		
12 MONTHS	ANNUAL	65,459.52	67,032.00	68,624.64	70,277.76	71,971.20	73,704.96	75,479.04	77,313.60		
CAFE MGR	ANNUAL	51,172.72	52,402.00	53,647.04	54,939.36	56,263.20	57,618.56	59,005.44	60,439.60		
TCHR ASST	ANNUAL	48,217.95	49,376.25	50,549.40	51,767.10	53,014.50	54,291.60	55,598.40	56,949.75		
OVERTIME	HOURLY	48.71	49.88	51.06	52.29	53.55	54.84	56.16	57.53		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	23.42	24.53	25.69	26.91	28.19	29.53	30.95	31.69	32.45	33.23
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	63,887.04	65,419.20	66,991.68
OVERTIME	EQUALS 1.5 X HOURLY RATE	36,909.92	38,659.28	40,487.44	42,410.16	44,427.44	46,539.28	48,777.20	49,943.44	51,141.20	52,370.48
		34,778.70	36,427.05	38,149.65	39,961.35	41,862.15	43,852.05	45,960.75	47,059.65	48,188.25	49,346.55
		35.13	36.80	38.54	40.37	42.29	44.30	46.43	47.54	48.68	49.85
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-25	HOURLY	34.02	34.84	35.68	36.54	37.42	38.33	39.25	40.20		
12 MONTHS	ANNUAL	68,584.32	70,237.44	71,930.88	73,664.64	75,438.72	77,273.28	79,128.00	81,043.20		
CAFE MGR	ANNUAL	53,615.52	54,907.84	56,231.68	57,587.04	58,973.92	60,408.08	61,858.00	63,355.20		
TCHR ASST	ANNUAL	50,519.70	51,737.40	52,984.80	54,261.90	55,568.70	56,920.05	58,286.25	59,697.00		
OVERTIME	HOURLY	51.03	52.26	53.52	54.81	56.13	57.50	58.88	60.30		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-26	HOURLY	24.53	25.69	26.91	28.19	29.53	30.95	32.43	33.21	34.00	34.82
12 MONTHS	ANNUAL	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	66,951.36	68,544.00	70,197.12
CAFE MGR	ANNUAL	38,659.28	40,487.44	42,410.16	44,427.44	46,539.28	48,777.20	51,109.68	52,338.96	53,584.00	54,876.32
TCHR ASST	ANNUAL	36,427.05	38,149.65	39,961.35	41,862.15	43,852.05	45,960.75	48,158.55	49,316.85	50,490.00	51,707.70
OVERTIME	HOURLY	36.80	38.54	40.37	42.29	44.30	46.43	48.65	49.82	51.00	52.23
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-26	HOURLY	35.66	36.52	37.40	38.30	39.23	40.18	41.15	42.15		
12 MONTHS	ANNUAL	71,890.56	73,624.32	75,398.40	77,212.80	79,087.68	81,002.88	82,958.40	84,974.40		
CAFE MGR	ANNUAL	56,200.16	57,555.52	58,942.40	60,360.80	61,826.48	63,323.68	64,852.40	66,428.40		
TCHR ASST	ANNUAL	52,955.10	54,232.20	55,539.00	56,875.50	58,256.55	59,667.30	61,107.75	62,592.75		
OVERTIME	HOURLY	53.49	54.78	56.10	57.45	58.85	60.27	61.73	63.23		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-27	HOURLY	25.69	26.91	28.19	29.53	30.95	32.43	33.99	34.80	35.64	36.50
12 MONTHS	ANNUAL	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	70,156.80	71,850.24	73,584.00
CAFE MGR	ANNUAL	40,487.44	42,410.16	44,427.44	46,539.28	48,777.20	51,109.68	53,568.24	54,844.80	56,168.64	57,524.00
TCHR ASST	ANNUAL	38,149.65	39,961.35	41,862.15	43,852.05	45,960.75	48,158.55	50,475.15	51,678.00	52,925.40	54,202.50
OVERTIME	HOURLY	38.54	40.37	42.29	44.30	46.43	48.65	50.99	52.20	53.46	54.75
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-27	HOURLY	37.38	38.28	39.21	40.15	41.13	42.12	43.14	44.19		
12 MONTHS	ANNUAL	75,358.08	77,172.48	79,047.36	80,942.40	82,918.08	84,913.92	86,970.24	89,087.04		
CAFE MGR	ANNUAL	58,910.88	60,329.28	61,794.96	63,276.40	64,820.88	66,381.12	67,988.64	69,643.44		
TCHR ASST	ANNUAL	55,509.30	56,845.80	58,226.85	59,622.75	61,078.05	62,548.20	64,062.90	65,622.15		
OVERTIME	HOURLY	56.07	57.42	58.82	60.23	61.70	63.18	64.71	66.29		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
12 MONTHS EQUALS 252 X 8.0 X HOURLY RATE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
CAFE MGR	EQUALS 197 X 8.0 X HOURLY RATE	26.91	28.19	29.53	30.95	32.43	33.99	35.62	36.48	37.36	38.26
TCHR ASST	EQUALS 198 X 7.5 X HOURLY RATE	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	73,543.68	75,317.76	77,132.16
OVERTIME	EQUALS 1.5 X HOURLY RATE	42,410.16	44,427.44	46,539.28	48,777.20	51,109.68	53,568.24	56,137.12	57,492.48	58,879.36	60,297.76
RANGE-28	HOURLY	39,961.35	41,862.15	43,852.05	45,960.75	48,158.55	50,475.15	52,895.70	54,172.80	55,479.60	56,816.10
		40.37	42.29	44.30	46.43	48.65	50.99	53.43	54.72	56.04	57.39
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-28	HOURLY	39.18	40.13	41.10	42.10	43.12	44.16	45.24	46.33		
12 MONTHS	ANNUAL	78,986.88	80,902.08	82,857.60	84,873.60	86,929.92	89,026.56	91,203.84	93,401.28		
CAFE MGR	ANNUAL	61,747.68	63,244.88	64,773.60	66,349.60	67,957.12	69,596.16	71,298.24	73,016.08		
TCHR ASST	ANNUAL	58,182.30	59,593.05	61,033.50	62,518.50	64,033.20	65,577.60	67,181.40	68,800.05		
OVERTIME	HOURLY	58.77	60.20	61.65	63.15	64.68	66.24	67.86	69.50		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-29	HOURLY	28.19	29.53	30.95	32.43	33.99	35.62	37.34	38.24	39.16	40.11
12 MONTHS	ANNUAL	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	75,277.44	77,091.84	78,946.56	80,861.76
CAFE MGR	ANNUAL	44,427.44	46,539.28	48,777.20	51,109.68	53,568.24	56,137.12	58,847.84	60,266.24	61,716.16	63,213.36
TCHR ASST	ANNUAL	41,862.15	43,852.05	45,960.75	48,158.55	50,475.15	52,895.70	55,449.90	56,786.40	58,152.60	59,563.35
OVERTIME	HOURLY	42.29	44.30	46.43	48.65	50.99	53.43	56.01	57.36	58.74	60.17
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-29	HOURLY	41.08	42.07	43.09	44.14	45.21	46.31	47.43	48.59		
12 MONTHS	ANNUAL	82,817.28	84,813.12	86,869.44	88,986.24	91,143.36	93,360.96	95,618.88	97,957.44		
CAFE MGR	ANNUAL	64,742.08	66,302.32	67,909.84	69,564.64	71,250.96	72,984.56	74,749.68	76,577.84		
TCHR ASST	ANNUAL	61,003.80	62,473.95	63,988.65	65,547.90	67,136.85	68,770.35	70,433.55	72,156.15		
OVERTIME	HOURLY	61.62	63.11	64.64	66.21	67.82	69.47	71.15	72.89		
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
RANGE-30	HOURLY	29.53	30.95	32.43	33.99	35.62	37.34	39.14	40.09	41.06	42.05
12 MONTHS	ANNUAL	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	75,277.44	78,906.24	80,821.44	82,776.96	84,772.80
CAFE MGR	ANNUAL	46,539.28	48,777.20	51,109.68	53,568.24	56,137.12	58,847.84	61,684.64	63,181.84	64,710.56	66,270.80
TCHR ASST	ANNUAL	43,852.05	45,960.75	48,158.55	50,475.15	52,895.70	55,449.90	58,122.90	59,533.65	60,974.10	62,444.25
OVERTIME	HOURLY	44.30	46.43	48.65	50.99	53.43	56.01	58.71	60.14	61.59	63.08
		STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
RANGE-30	HOURLY	43.07	44.11	45.18	46.28	47.41	48.56	49.74	50.95		
12 MONTHS	ANNUAL	86,829.12	88,925.76	91,082.88	93,300.48	95,578.56	97,896.96	100,275.84	102,715.20		
CAFE MGR	ANNUAL	67,878.32	69,517.36	71,203.68	72,937.28	74,718.16	76,530.56	78,390.24	80,297.20		
TCHR ASST	ANNUAL	63,958.95	65,503.35	67,092.30	68,725.80	70,403.85	72,111.60	73,863.90	75,660.75		
OVERTIME	HOURLY	64.61	66.17	67.77	69.42	71.12	72.84	74.61	76.43		