

2009-2010

# Supplement

to the

## MASTER AGREEMENT

between the

**Board of Education of Baltimore County**

and the

**Baltimore (County Instructional) Assistants &  
Clerical Employees, Inc.  
(BACE)**

**(THIS SUPPLEMENT INCLUDES NEGOTIATED REVISIONS TO THE MASTER  
AGREEMENT AND REPLACES THE 2008-2009 SUPPLEMENT.)**

## **Article 4 – Negotiations Process**

### **4.1 Designation of Negotiators**

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, the name of the chairperson of its negotiating team.

Prior to September 15 of each year, the Board and the Association shall each designate in writing, to the other, not more than four (4) other official representatives to serve on its negotiating team. The negotiating teams of the Board and the Association may have four (4) consultants in attendance at any time during the negotiating sessions. By mutual consent, the number of consultants on any given subject may be expanded. Notwithstanding the above requirement, the Board and the Association shall retain the right to replace the chairperson or members of their teams at their individual discretion.

### **4.2 Proposals**

Requests by the Association and the Board to amend the existing agreement must be submitted in writing no later than September 30 of each school year in which the contract expires.

### **4.3 Time Limit - Impasse**

Negotiation of all items submitted must be completed by November 30, unless the impasse procedure provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland is used.

Should either party suggest an impasse, the procedures as provided in Title 6, Subtitle 5 of the Education Article of the Annotated Code of Maryland relating to impasse shall be followed.

If the parties are unable to agree upon a third panel member or obtain a commitment to serve within the specified period, a request for a list of qualified panel members shall be made to the American Arbitration Association. All costs involving the neutral party shall be shared by the Board and the Association.

If the panel is activated, said panel shall within thirty (30) calendar days render a report setting forth its recommendations for the resolution of the impasse. The parties agree to cooperate with the panel and provide such information and assistance as it may request.

## **Article 7 - Wages and Working Hours**

### **7.3 Overtime**

Any employee who obtains prior authorization from an appropriate administrator/supervisor to work in excess of his/her normal schedule shall be compensated by agreed upon compensatory time hour for hour or by cash payment as follows:

a. Up to forty (40) hours per work-week -- (1) cash payment at the employee's hourly rate or (2) compensatory time hour for hour.

b. Hours in excess of forty (40) hours per work-week -- (1) cash payment at time and one-half employee's hourly rate or (2) compensatory time at one and one-half hours per hour.

c. Any employee who earns compensatory time shall be provided the opportunity to use that compensatory time prior to the end of the school year for ten (10) month employees, or the end of the fiscal year for twelve (12) month employees. Unused compensatory time shall be paid to the employee at the end of the fiscal year.

## **Article 8 - Absences and Leaves**

### **8.7 Child Rearing Leave**

If an employee does not desire to return to her position as soon as she is physically able to do so, following the birth of a child, or a father wishes to remain home to rear a newborn child, he/she may apply for a child rearing leave under the following conditions:

1. Requests for Child Rearing Leave of Absence shall be made by completing and forwarding the form, *Application for Child Rearing Leave of Absence*, to the appropriate administrator as soon as possible, but prior to the last day of work before the birth of the child. In the event of a premature delivery (before the completion of the thirty-seventh (37<sup>th</sup>) week), where the employee has not yet filed for leave, the *Application for Child Rearing Leave of Absence* must be received in the Department of Human Resources no later than thirty (30) days from the date of birth of the child(ren).

## **Article 11 - Transportation Reimbursement**

The authorized use of an employee's personal car for transportation to accomplish his/her assigned duties shall be reimbursed at the rate established by the Internal Revenue Service. The use of a personal automobile may be authorized for:

- a. Attendance at a meeting called by an appropriate administrator.
- b. Banking and post office business.
- c. Travel from one work location to another at the direction of the appropriate administrator.
- d. Staff development activities held during the regular work day.
- e. Employees assigned to two (2) or more locations on any given day will be reimbursed for the total mileage incurred less the normal round-trip commuting distance to the closest school or office to which the employee is assigned.

Reimbursement forms will be submitted monthly, bi-monthly, or quarterly. No reimbursement of less than fifteen dollars (\$15.00) will be paid to an employee during any period of time, except for the final reimbursement of the fiscal year, which may be submitted for less than fifteen dollars (\$15.00). Final reimbursement reports must be submitted by June 30 for ten (10) month employees, or within seven (7) duty days of the close of the fiscal year for all other employees in order to receive reimbursement.

## **Article 18 - Salaries**

### **18.2 Longevity**

At the beginning of the 11<sup>th</sup>, 13<sup>th</sup>, 15<sup>th</sup>, 17<sup>th</sup>, 19<sup>th</sup>, 21<sup>st</sup>, 23<sup>rd</sup>, 25<sup>th</sup>, 27<sup>th</sup>, 29<sup>th</sup>, 31<sup>st</sup>, 33<sup>rd</sup>, 35<sup>th\*</sup>, 37<sup>th\*</sup>, and 40<sup>th\*</sup> year of permanent employment with the Board of Education, the employee shall receive longevity salary increments in accordance with the current salary schedule.

### **18.6 Summer Rates for Paraeducators**

Beginning with the summer of 2010, the rate of pay for paraeducators who perform summer work shall be equal to their current hourly rate of pay during the school year.

### **18.7 Extra Duty Activities\***

Individuals accepting an extra duty activity (EDA) responsibility shall be paid an hourly rate of pay based on the negotiated rates for the respective position(s) identified in the Master Agreement between TABCO and the Board of Education of Baltimore County (Board). Payment for these services shall be thirteen dollars (\$13.00) per hour, based on FY 09 rates. When, as a result of sponsoring an EDA, an employee exceeds forty (40) working hours during a regular work week, the rate of compensation for the EDA hours above forty hours will be time-and-one-half, or nineteen dollars and fifty cents (\$19.50).

In subsequent years, the same calculation formula as used in FY 09 will be used to determine the hourly rate and the overtime rate.

**\* Funding for longevity steps 35, 37, and 40 and for increases in EDA payments take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.**

### **Memorandum of Understanding**

It is agreed that for a one-year period of time (FY10), the following provisions will apply to Section 3.2, *Leave for Association Business*:

Leave for association business for any employee will be limited to ten (10) days for ten (10) month employees and twelve (12) days for twelve (12) month employees. Individuals elected to the MSTA or NEA Board of Directors will be permitted to use an additional five (5) days of leave for association business.

This MOU shall end on June 30, 2010. BACE or the Board may reintroduce this proposal during negotiations without using one of their three (3) openers.

### **Memorandum of Understanding**

It is agreed that representatives of the Board and the Association will meet to discuss the practice of permitting paraeducators to substitute for the classroom teacher. The following issues will be addressed and/or researched:

- The activities for which a paraeducator shall be compensated
- The method of payment, if any
- The manner in which paraeducators across the State of Maryland are compensated for substituting for teachers

Recommendations of the study committee shall be submitted to the Office of Staff Relations and to the BACE Board of Directors by September 30, 2009.

**APPENDIX A-1**

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**2009-2010 Salary Scale for Paraeducators**

Effective July 1, 2009

<b>Step</b>	<b>Grade 31 High School &lt; 30 Hours</b>	<b>Grade 32 High School Plus 30 Hours</b>	<b>Grade 33 High School Plus 60Hours</b>	<b>Grade 34 High School Plus 90 Hours</b>	<b>Grade 35 Bachelor's Degree</b>	<b>Step</b>
<b>01</b>	12.87	13.30	13.73	14.16	14.59	<b>01</b>
<b>02</b>	13.52	13.96	14.38	14.82	15.24	<b>02</b>
<b>03</b>	14.17	14.60	15.03	15.46	15.89	<b>03</b>
<b>04</b>	14.83	15.25	15.69	16.11	16.54	<b>04</b>
<b>05</b>	15.47	15.91	16.33	16.76	17.19	<b>05</b>
<b>06</b>	16.09	16.54	16.98	17.44	17.88	<b>06</b>
<b>07</b>	16.74	17.20	17.67	18.12	18.59	<b>07</b>
<b>08</b>	17.41	17.89	18.37	18.85	19.34	<b>08</b>
<b>09</b>	18.11	18.61	19.10	19.60	20.11	<b>09</b>
<b>10</b>	18.83	19.35	19.86	20.38	20.91	<b>10</b>

<b>Longevity Steps</b>	
<b>11 years =</b>	0.75
<b>13 years =</b>	1.12
<b>15 years =</b>	1.50
<b>17 years =</b>	1.87
<b>19 years =</b>	2.24
<b>21 years =</b>	2.61
<b>23 years =</b>	2.98
<b>25 years =</b>	3.36
<b>27 years =</b>	3.73
<b>29 years =</b>	4.11
<b>31 years =</b>	4.48
<b>33 years =</b>	5.22

**APPENDIX A-1**

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**2009-2010 Salary Scale for Paraeducators\***

<b>Step</b>	<b>Grade 31 High School &lt; 30 Hours</b>	<b>Grade 32 High School Plus 30 Hours</b>	<b>Grade 33 High School Plus 60 Hours</b>	<b>Grade 34 High School Plus 90 Hours</b>	<b>Grade 35 Bachelor's Degree</b>
<b>01</b>	14.17	14.60	15.03	15.46	15.89
<b>02</b>	14.83	15.25	15.69	16.11	16.54
<b>03</b>	15.47	15.91	16.33	16.76	17.19
<b>04</b>	16.09	16.54	16.98	17.44	17.88
<b>05</b>	16.74	17.20	17.67	18.12	18.59
<b>06</b>	17.41	17.89	18.37	18.85	19.34
<b>07</b>	18.11	18.61	19.10	19.60	20.11
<b>08</b>	18.83	19.35	19.86	20.38	20.91
<b>09</b>	19.58	20.12	20.65	21.20	21.75
<b>10</b>	20.36	20.92	21.48	22.05	22.62

<b>Longevity Steps</b>	
<b>11 years</b>	<b>= 0.75</b>
<b>13 years</b>	<b>= 1.12</b>
<b>15 years</b>	<b>= 1.50</b>
<b>17 years</b>	<b>= 1.87</b>
<b>19 years</b>	<b>= 2.24</b>
<b>21 years</b>	<b>= 2.61</b>
<b>23 years</b>	<b>= 2.98</b>
<b>25 years</b>	<b>= 3.36</b>
<b>27 years</b>	<b>= 3.73</b>
<b>29 years</b>	<b>= 4.11</b>
<b>31 years</b>	<b>= 4.48</b>
<b>33 years</b>	<b>= 5.22</b>
<b>35 years</b>	<b>= 5.96*</b>
<b>37 years</b>	<b>= 6.70*</b>
<b>40 years</b>	<b>= 7.44*</b>

**\* Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.**

**APPENDIX A-2**

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**2009-2010 Ten-Month Interpreters Salary Schedule**

**Effective July 1, 2009**

<b>Grade</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>Step</b>	<b>Hourly</b>	<b>Hourly</b>	<b>Hourly</b>
<b>01</b>	17.92	18.59	19.34
<b>02</b>	18.64	19.34	20.11
<b>03</b>	19.38	20.11	20.92
<b>04</b>	20.16	20.92	21.76
<b>05</b>	20.96	21.76	22.63
<b>06</b>	22.01	22.85	23.76
<b>07</b>	23.11	23.99	24.95
<b>08</b>	24.27	25.19	26.20
<b>10</b>	26.75	27.78	28.89
<b>31</b>	18.64	19.34	20.11
<b>32</b>	19.38	20.11	20.92
<b>33</b>	20.16	20.92	21.76
<b>34</b>	20.96	21.76	22.63
<b>35</b>	22.01	22.85	23.76
<b>36</b>	23.11	23.99	24.95
<b>37</b>	24.27	25.19	26.20
<b>38</b>	25.48	26.46	27.51
<b>39</b>	26.75	27.78	28.89
<b>40</b>	28.09	29.17	30.33
<b>61</b>	19.38	20.11	20.92
<b>62</b>	20.16	20.92	21.76
<b>63</b>	20.96	21.76	22.63
<b>64</b>	22.01	22.85	23.76
<b>65</b>	23.11	23.99	24.95
<b>66</b>	24.27	25.19	26.20
<b>67</b>	25.48	26.46	27.51
<b>68</b>	26.75	27.78	28.89
<b>69</b>	28.09	29.17	30.33
<b>70</b>	29.49	30.63	31.85

**Longevity Steps**

- 11 years = .75**
- 13 years = 1.12**
- 15 years = 1.50**
- 17 years = 1.87**
- 19 years = 2.24**
- 21 years = 2.61**
- 23 years = 2.98**
- 25 years = 3.36**
- 27 years = 3.73**
- 29 years = 4.11**
- 31 years = 4.48**
- 33 years = 5.22**

**Grade 12 = Not certified**

**Grade 13 = Possession of NAD-RID National Level II Interpreter Certification; or**

- NIC Generalist Certification; or**
- RID Certificate of Interpreting; or**
- RID Certificate of Transliteration.**

**Grade 14 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or**

- NAD-RID National Level IV or V Interpreter Certification; or**
- NIC Certified Master or Advanced Level Certification.**

**APPENDIX A-2**

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**2009-2010 Salary Schedule for Ten-Month Interpreters\***

<b>GRADE</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>STEP</b>			
<b>01</b>	19.38	20.11	20.92
<b>02</b>	20.16	20.92	21.76
<b>03</b>	20.96	21.76	22.63
<b>04</b>	22.01	22.85	23.76
<b>05</b>	23.11	23.99	24.95
<b>06</b>	24.27	25.19	26.20
<b>07</b>	25.48	26.46	27.51
<b>08</b>	26.75	27.78	28.89
<b>09</b>	27.93	29.00	30.16
<b>10</b>	29.16	30.28	31.49
<b>31</b>	20.16	20.92	21.76
<b>32</b>	20.96	21.76	22.63
<b>33</b>	22.01	22.85	23.76
<b>34</b>	23.11	23.99	24.95
<b>35</b>	24.27	25.19	26.20
<b>36</b>	25.48	26.46	27.51
<b>37</b>	26.75	27.78	28.89
<b>38</b>	27.93	29.00	30.16
<b>39</b>	29.16	30.28	31.49
<b>40</b>	30.44	31.61	32.88
<b>61</b>	20.96	21.76	22.63
<b>62</b>	22.01	22.85	23.76
<b>63</b>	23.11	23.99	24.95
<b>64</b>	24.27	25.19	26.20
<b>65</b>	25.48	26.46	27.51
<b>66</b>	26.75	27.78	28.89
<b>67</b>	27.93	29.00	30.16
<b>68</b>	29.16	30.28	31.49
<b>69</b>	30.44	31.61	32.88
<b>70</b>	31.78	33.00	34.33

**Longevity Steps:**

- 11 years = 0.75**
- 13 years = 1.12**
- 15 years = 1.50**
- 17 years = 1.87**
- 19 years = 2.24**
- 21 years = 2.61**
- 23 years = 2.98**
- 25 years = 3.36**
- 27 years = 3.73**
- 29 years = 4.11**
- 31 years = 4.48**
- 33 years = 5.22**
- 35 years = 5.96\***
- 37 years = 6.70\***
- 40 years = 7.44\***

**Grade 12 = Not certified**

**Grade 13 = Possession of NAD-RID National Level II Interpreter Certification; or**

- **NIC Generalist Certification; or**
- **RID Certificate of Interpreting; or**
- **RID Certificate of Transliteration**

**Grade 14 = Possession of RID Certificate of Interpreting and Certificate of Transliteration; or**

- **NAD-RID National Level IV or V Interpreter Certification; or**
- **NIC Certified Master or Advanced Level Certification**

**\* Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.**

**APPENDIX A-3**

**BALTIMORE COUNTY PUBLIC SCHOOLS  
2009-2010 Salary Scale for BACE-represented Office Professionals and Classified Employees**

**Effective July 1, 2009**

<b>STEP</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>STEP</b>
<b>01</b>	11.02	11.62	12.22	12.38	13.44	14.04	14.66	15.29	15.92	16.58	17.24	17.92	18.59	19.34	20.11	<b>01</b>
<b>02</b>	11.46	12.09	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	<b>02</b>
<b>03</b>	11.92	12.57	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	<b>03</b>
<b>04</b>	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	<b>04</b>
<b>05</b>	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>05</b>
<b>06</b>	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>06</b>
<b>07</b>	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>07</b>
<b>08</b>	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>08</b>
<b>09</b>	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>09</b>
<b>10</b>	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>10</b>
<b>31</b>	11.46	12.09	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	<b>31</b>
<b>32</b>	11.46	12.57	12.71	13.34	13.98	14.60	15.24	15.90	16.55	17.25	17.93	18.64	19.34	20.11	20.92	<b>32</b>
<b>33</b>	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	<b>33</b>
<b>34</b>	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>34</b>
<b>35</b>	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>35</b>
<b>36</b>	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>36</b>
<b>37</b>	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>37</b>
<b>38</b>	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>38</b>
<b>39</b>	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>39</b>
<b>40</b>	17.28	18.21	19.16	20.11	21.07	22.03	22.97	23.98	24.97	26.01	27.02	28.09	29.17	30.33	31.55	<b>40</b>
<b>61</b>	11.92	12.57	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	<b>61</b>
<b>62</b>	12.40	13.07	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	<b>62</b>
<b>63</b>	12.90	13.59	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>63</b>
<b>64</b>	13.55	14.27	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>64</b>
<b>65</b>	14.23	14.98	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>65</b>
<b>66</b>	14.94	15.73	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>66</b>
<b>67</b>	15.68	16.51	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>67</b>
<b>68</b>	16.46	17.34	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>68</b>
<b>69</b>	17.28	18.21	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	<b>69</b>
<b>70</b>	18.14	19.12	20.12	21.12	22.12	23.13	24.12	25.18	26.22	27.31	28.37	29.49	30.63	31.85	31.85	<b>70</b>

**Longevity Steps:**

<b>11 years = 0.65</b>	<b>21 years = 2.27</b>	<b>31 years = 3.88</b>
<b>13 years = 0.97</b>	<b>23 years = 2.59</b>	<b>33 years = 4.53</b>
<b>15 years = 1.29</b>	<b>25 years = 2.91</b>	
<b>17 years = 1.62</b>	<b>27 years = 3.23</b>	
<b>19 years = 1.94</b>	<b>29 years = 3.56</b>	

**APPENDIX A-3**

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**2009-2010 Salary Scale for BACE-represented Office Professionals and Classified Employees\***

<b>GRADE</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>Grade</b>
<b>STEP</b>														<b>STEP</b>
<b>01</b>	13.22	13.87	14.54	15.19	15.85	16.53	17.22	17.94	18.65	19.38	20.11	20.92	21.76	<b>01</b>
<b>02</b>	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	<b>02</b>
<b>03</b>	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>03</b>
<b>04</b>	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>04</b>
<b>05</b>	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>05</b>
<b>06</b>	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>06</b>
<b>07</b>	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>07</b>
<b>08</b>	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>08</b>
<b>09</b>	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	<b>09</b>
<b>10</b>	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	<b>10</b>
<b>31</b>	13.75	14.42	15.12	15.80	16.48	17.19	17.91	18.66	19.39	20.16	20.92	21.76	22.63	<b>31</b>
<b>32</b>	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>32</b>
<b>33</b>	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>33</b>
<b>34</b>	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>34</b>
<b>35</b>	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>35</b>
<b>36</b>	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>36</b>
<b>37</b>	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>37</b>
<b>38</b>	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	<b>38</b>
<b>39</b>	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	<b>39</b>
<b>40</b>	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19	<b>40</b>
<b>61</b>	14.30	15.00	15.73	16.43	17.14	17.88	18.63	19.40	20.17	20.96	21.76	22.63	23.54	<b>61</b>
<b>62</b>	15.01	15.75	16.51	17.25	18.00	18.78	19.56	20.37	21.18	22.01	22.85	23.76	24.72	<b>62</b>
<b>63</b>	15.76	16.54	17.34	18.12	18.90	19.72	20.53	21.39	22.24	23.11	23.99	24.95	25.96	<b>63</b>
<b>64</b>	16.55	17.37	18.21	19.03	19.85	20.71	21.56	22.46	23.35	24.27	25.19	26.20	27.26	<b>64</b>
<b>65</b>	17.38	18.24	19.12	19.98	20.84	21.75	22.64	23.58	24.51	25.48	26.46	27.51	28.62	<b>65</b>
<b>66</b>	18.25	19.15	20.07	20.98	21.88	22.84	23.78	24.77	25.73	26.75	27.78	28.89	30.05	<b>66</b>
<b>67</b>	19.05	19.99	20.95	21.90	22.84	23.84	24.83	25.86	26.86	27.93	29.00	30.16	31.37	<b>67</b>
<b>68</b>	19.89	20.87	21.87	22.86	23.84	24.89	25.92	27.00	28.04	29.16	30.28	31.49	32.75	<b>68</b>
<b>69</b>	20.77	21.79	22.83	23.87	24.89	25.99	27.06	28.19	29.27	30.44	31.61	32.88	34.19	<b>69</b>
<b>70</b>	21.68	22.75	23.83	24.92	25.99	27.13	28.25	29.43	30.56	31.78	33.00	34.33	35.69	<b>70</b>

**Longevity Steps:**

<b>11 years = 0.65</b>	<b>21 years = 2.27</b>	<b>31 years = 3.88</b>
<b>13 years = 0.97</b>	<b>23 years = 2.59</b>	<b>33 years = 4.53</b>
<b>15 years = 1.29</b>	<b>25 years = 2.91</b>	<b>35 years = 5.18*</b>
<b>17 years = 1.62</b>	<b>27 years = 3.23</b>	<b>37 years = 5.83*</b>
<b>19 years = 1.94</b>	<b>29 years = 3.56</b>	<b>40 years = 6.48*</b>

\* Funding for the salary schedule and longevity steps 35, 37, and 40 will take effect on January 1, 2010 for twelve-month employees and on January 21, 2010 for ten-month employees.

**APPENDIX B  
FLEXIBLE BENEFITS PLAN**

**Medical, Dental, & Vision Deductions for Full-Time Employees Effective 9/1/2009 - 8/31/2010**

<b>MEDICAL INSURANCE</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst BlueCross BlueShield Triple Choice/MPOS</b>				
Individual	\$ 6,552.96	5,897.76	\$ 655.20	\$ 32.76
Parent/Child	12,983.04	11,684.84	1,298.20	64.91
Two Adults	15,637.56	14,073.96	1,563.60	78.18
Family	17,630.88	15,867.88	1,763.00	88.15
<b>Kaiser Permanente HMO</b>				
Individual	\$ 5,629.56	5,066.76	\$ 562.80	\$ 28.14
Parent/Child(ren)	10,696.44	9,626.84	1,069.60	53.48
Two Adults	13,229.64	11,906.84	1,322.80	66.14
Family	16,888.68	15,199.88	1,688.80	84.44
<b>Keystone Health Plan HMO (PA residents only)</b>				
Individual	\$ 6,071.04	5,464.04	\$ 607.00	\$ 30.35
Parent/Child	11,838.60	10,654.80	1,183.80	59.19
Two Adults	13,357.08	12,021.48	1,335.60	66.78
Family	19,124.04	17,211.64	1,912.40	95.62
<b>DENTAL INSURANCE</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>CareFirst Regional Dental PPO</b>				
Individual	\$ 290.28	188.68	\$ 101.60	\$ 5.08
Parent/Child or Two Adults	628.80	408.60	220.20	11.01
Family	953.28	619.28	334.00	16.70
<b>CareFirst Regional Dental Traditional</b>				
Individual	\$ 328.92	188.72	\$ 140.20	\$ 7.01
Parent/Child or Two Adults	689.64	408.24	281.40	14.07
Family	1,158.24	619.04	539.20	26.96
<b>CIGNA Dental DHMO</b>				
Individual	\$ 376.56	188.76	\$ 187.80	\$ 9.39
Parent/Child(ren) or Two Adults	721.80	408.80	313.00	15.65
Family	1,085.16	619.76	465.40	23.27
<b>VISION INSURANCE</b>	<b>Total Premium or Equivalent</b>	<b>Board Annual Share</b>	<b>Your Annual Share</b>	<b>Your bi-weekly Deduction *</b>
<b>Vision Service Plan</b>				
Individual (Free if FTE is .5 or greater)	\$ 37.80	37.80	\$ -	\$ -
Family (includes Parent/Child and Two Adults)	144.96	37.96	107.00	5.35

\*All employee benefits deductions are taken from 20 pay periods between September and June.

