

Auburn Public Schools
Auburn, Massachusetts

AGREEMENT BETWEEN

THE AUBURN PUBLIC SCHOOLS

AND THE

APPLIED BEHAVIOR ANALYSIS ASSISTANTS (ABAs)

2021-2022

2022-2023

2023-2024

THIS AGREEMENT IS MADE AND ENTERED INTO ON THE

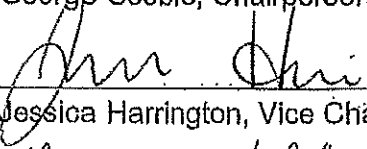
17th DAY OF JUNE BY AND BETWEEN

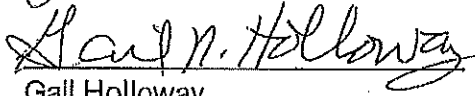
AUBURN SCHOOL COMMITTEE AND

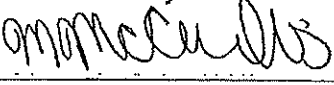
THE ABA INSTRUCTIONAL ASSISTANTS

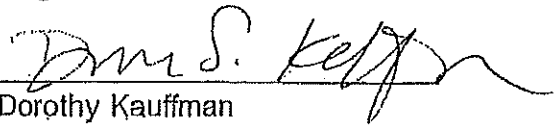
AUBURN SCHOOL COMMITTEE


George Scobie, Chairperson

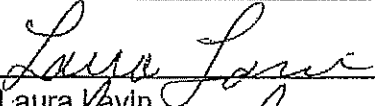

Jessica Harrington, Vice Chairperson


Gall Holloway



Meghan McCrillis


Dorothy Kauffman

ABA ASSISTANTS OF APS


Laura Lavin


Laurie LeBeau


Kim Riley

PREAMBLE

We the parties of this Agreement declare that:

- A. Under the laws of the Commonwealth of Massachusetts, the Auburn School Committee as elected by the citizens of Auburn has final responsibility for establishing the educational policies of the public schools of Auburn and in all matters not expressly noted in this contract.
- B. The Superintendent of Schools of Auburn (hereinafter referred to as the Superintendent) has the responsibility for carrying out the policies so established.
- C. The ABA Assistants have the responsibility for providing the support educational services in the public schools of Auburn, which will result in a full instructional program of the highest possible quality.
- D. To give these declarations, the following principles and procedures are hereby adopted:

ARTICLE I
RECOGNITION

The Auburn School Committee (hereinafter referred to as the Committee) recognizes for the purposes of this agreement the Auburn ABA Assistants (ABAs).

ARTICLE II
WORKDAY AND WORK YEAR

A. Workday and Work Year:

1. All ABA Assistants shall be paid for two hundred sixteen (214) days per year (unless as agreed to or scheduled otherwise as indicated in #2 below), which shall consist of the following: the days contained in the school calendar, starting the day before school opens and working the day after school closes (at 7.00 hours per day), twenty (20) extended school year program days (at four (4) hours per day), two (2) staff development days and twelve (12) holidays (at 7.00 hours per day), as detailed in #7 below. The two designated professional development days will be held prior to the start of the school year and after the end of the school year. With notice of 30 calendar days being given to ensure ABA's availability, ABA's may be required to attend 1 or more of the remaining 4 professional development days. ABAs would submit a timesheet for any such days and at their hourly rate. Professional development days may range from 6 hours to 7 hours in length.
2. All ABA staff will be required to work the summer extended school year program. Nonparticipation in the ESY program would warrant the presence of extenuating circumstances such as significant health issues. These requests shall be submitted in writing to the Director of Pupil Services, when possible, by May 1st of the school year. Written correspondence will be sent to the requesting ABA approving or denying such requests within 2 weeks of receipt.
3. The work hours for all ABA Assistants shall be seven (7.00) hours per day for a total not to exceed thirty-five (35.00) hours per week. This will include a fifteen-minute break each day, and a duty-free lunch break commensurate with that of the students. Fifteen minutes of each workday, outside of the student day, will be utilized for preparation of materials, data analysis, meetings with the BCBA and/or classroom teacher. The daily hours of each ABA staff member in a building will be determined in collaboration with the classroom teacher with some

staff starting their day 15 minutes prior to student arrival and some staff ending their day 15 minutes after dismissal or any combination of such that best supports the classroom.

4. With the approval of the Superintendent or her/his designee, the regular workday of an ABA Assistant may be reduced or extended to meet student needs. The district reserves the rights to increase the length of the extended school year program including the number of days and the length of each day, should it be determined that it is in students' best interest to do so. Advance notice of at least sixty (60) days will be provided to ABAs to ensure their availability.
5. ABAs may be required to attend beyond the school day meetings with the special educator or principal/designee, such time to be paid at the ABA's hourly rate and on a timesheet.

The Committee and the ABAs recognize that, due to their primary responsibility of providing ABA support to one or more students, their workday may not always end exactly when scheduled. One reason for this issue is the time needed for ABAs to support students getting on the bus at the end of the day and some fluctuations in the arrival of each bus is to be expected. If an ABA is required to stay longer than 10 minutes a day for more than 3 days in any given week, he or she must bring the issue forward to her/his immediate supervisor, to give her/him the opportunity to correct the issue. If, after two weeks, the administrator is unable to correct the issue, the ABA may complete a timesheet, noting the number of minutes (10 minutes is the minimum amount of time) she or he is required to stay beyond his/her scheduled day.

B.

1. An employee shall be considered a probationary employee for the first school year worked.
2. Wages shall be paid as noted in Appendix A.
3. If an ABA is hired from within another department of the Auburn Public Schools, such transfer will not cause the employee's pay to be reduced.
4. Overtime rate at time and one half will be paid for all time worked more than forty (40) hours in one calendar week.
5. ABA Assistants may be required to cover occasional parent meetings and other short-term absences. The time worked by the ABA Assistants to cover

occasional parent meetings and other short-term absences of the regular classroom teacher during the day will not be eligible for additional payment.

6. ABA Assistants will be compensated for twelve (12) holidays during the school year. These holidays will include:

| | |
|-------------------------|------------------------|
| Columbus Day | Veterans' Day |
| Thanksgiving Day | Day after Thanksgiving |
| Christmas Day | New Year's Day |
| Martin Luther King Day | Presidents' Day |
| Patriots' Day | Memorial Day |
| 4 th of July | Labor Day |

7. After completing 5 years of full-time employment as an ABA, the employee shall be granted 1 paid vacation day. After completing 10 years of full-time employment as an ABA, the employee shall be granted 2 paid vacation days. After completing 15 years of full-time employment as an ABA, the employee shall be granted 3 paid vacation days. Vacation days must be used in the fiscal year they are awarded and cannot accumulate. ABAs must request the use of a vacation day at least 30 days prior to its intended use. The use of vacation days may not extend long weekends or holiday breaks. The administration reserves the right to deny vacation days if doing so will compromise student safety in any way, with ABAs required to select alternate date(s). Such denials are not subject to the grievance procedure.

ARTICLE III VACANCIES

1. Whenever a vacancy occurs in any ABA Assistant's position, which the Committee intends to fill, the position vacancy will be publicized by means of a notice placed on the bulletin board in every school.
2. No vacancy will be filled, except on a temporary basis, within ten (10) calendar days, but in no event less than six (6) school days from the date the notice is posted in the school or the giving of notification to the ABA Assistants/ Instructional Assistants. A shorter posting period may be allowed in the case of an emergency.

3. The Committee may leave a position vacant but is required to give notice of any position it does not intend to fill.
4. On filling vacancies, careful consideration will be given to qualified ABA Assistants already employed by the Committee.
5. All new hires must complete an appropriate training specific to the essential functions of the ABA's job. This may include shadowing a highly qualified ABA, as scheduled by the building principal and/or the Director of Pupil Services.
6. All ABAs are required to complete a district-approved training curriculum within the first year of employment. The district will provide the training materials at no cost to the employee.
7. All ABAs must be restraint trained and maintain certification throughout her/his employment in the Auburn Public Schools. All newly hired ABAs must be restraint trained within 6 months of employment or during the first training session provided, whichever occurs first.
8. Administration reserves the right to reassign ABAs as needed, in keeping with its mission of providing the best educational program possible for its students. The experiences of the ABA, to include the age group with whom the ABA has worked most successfully, will be considered by administration when assignments are made. Such changes may result in an ABA being removed from this unit and transferred to an available Instructional Assistant position if, as determined by administration, such a move is in the best interest of students and the district's education program. Such transfers are not subject to the grievance procedure.

ARTICLE IV
LEAVES OF ABSENCE

- A. ABAs shall accrue fourteen (14) sick days annually up to a maximum of one hundred (100) days. Employees of a previous year are entitled to sick leave even if they are unable to begin active service in September, if their late entrance is due to personal illness.
- B. An ABA Assistant who works only part of the year by reason of late entrance shall be granted a sick day allowance of one (1) day per month after ninety (90)

calendar days of service. Sick day entitlement shall be available to new employees three (3) months after entry into active service.

- C. The Superintendent of Schools may require that a doctor's certificate be obtained to substantiate the claim that the day of absence was the direct result of illness. Failure to provide such a certificate may result in salary deductions and possible disciplinary action.
- D. Sick leave may only be used in the event of personal illness to the employee, which makes her/him unable to perform her/his usual work duties.
- E. The Committee and the ABA Assistants recognize that from time-to-time situations beyond the control of the employee may arise, which require her/his presence away from work during the period when school is in session. This temporary leave of absence with pay provides the remedy for such difficult situations. Any misuse of the temporary leave of absence with pay shall be considered as fraud and the Committee shall take appropriate disciplinary action, which shall not be subject to the grievance procedure. Use of paid temporary leave will only be allowed in the following instances:
 - a. Personal business, not to exceed three (3) days per year providing that the request for the day is submitted in writing, includes the reason for the request, and is approved by the Superintendent of Schools. If on June 30th of any fiscal year an ABA has any remaining personal days, he or she may carry one forward, but it must be used by August 15th, or it is eliminated. Requests for the use of personal days during the extended school year program, must be submitted for approval, at least 30 days in advance, to the Director of Pupil Services. Emergent issues requiring a personal day outside of the 30-day notice period will be considered. Requests may be denied if it impacts student safety in the ESY program.
 - b. ABA Assistants may be granted up to three (3) days leave of absence with pay per year for the care of a family member who is seriously ill.
 - c. Bereavement leaves not to exceed five (5) days in the event of a death in the immediate family. The immediate family shall include spouse, grandparents, parents, children, brothers, and sisters of the ABA Assistant or her/his spouse. The last leave day shall not exceed one (1) day beyond the funeral. Bereavement leaves not to exceed one (1) day shall

be granted in the event of the death of an aunt, uncle, nephew, niece, or cousin.

- d. An employee will be granted a temporary leave of absence for jury service. The School Committee will pay the employee's full salary for the first three days of jury service.
- e. A full-time or part-time employee who has completed the probationary period will be granted an eight (8) week maternity leave without pay providing said request is submitted two (2) months in advance of the anticipated date of departure and include notice of the employee's intention to return. At the expiration of the maternity leave, the employee will be restored to her previous position or a similar position, except as otherwise provided by Chapter 149, Section 105D of the Massachusetts General Laws. If an employee has accrued sick leave at the commencement of her maternity leave, she may use the time for which she is eligible under sick leave.
- f. Upon application by the employee, the Superintendent or her/his designee may grant an unpaid leave of absence, if she/he wishes to grant it, and it is also approved by the School Committee.
- g. Temporary leaves of absence may be granted, either at the request of the employee or at the direction of the building administrator, if the ABA is unable to satisfactorily perform the essential functions of her/his job.

SICK LEAVE BANK

Except as noted in this article, the administration of the Sick Leave Bank shall be a function of the Sick Bank Committee.

A. Membership

1. Membership in the Sick Leave Bank shall be voluntary and available to ABAs. Each member shall make the initial contribution of two (2) days.
2. When the number of unused days in the bank reaches a critical level, the Sick Bank Committee may require an additional contribution from participating members who wish to continue their membership. Members shall not be assessed more than four (4) days in any work year.
3. Days placed in the Bank and unused at the end of the year shall remain in the bank and shall accumulate from year to year.

4. The enrollment period shall be limited to the first ten (10) days of the work year. The Sick Bank Committee may grant an exception to those persons who begin work after the September enrollment period. Such personnel must request membership within ten (10) days of their employment.

B. Sick Bank Committee

1. A three-member committee shall administer the Sick Leave Bank:
 - a. The Chairman of the ABA bargaining group or her/his designee.
 - b. The Superintendent or her/his designee.
 - c. The Assistant Superintendent.
2. All applications for participation and benefits must be made on a form approved by the Sick Bank Committee.
3. Decisions of the Sick Bank Committee shall not be subject to the grievance procedure.

C. Entitlement

Sick days are considered days for which the individual would have been compensated if she/he had not exhausted her/his sick leave.

1. All members have an initial entitlement of twelve (12) days plus the two (2) days donated to the bank. Total number of days: fourteen (14).
2. Entitlement shall accumulate at the rate of four (4) days per year
3. Maximum entitlement shall not exceed ninety (90) days.
4. At no time shall Sick Leave Bank entitlements and any other benefits noted in this Agreement exceed the existing base salary rate of the ABAs.
5. In no case shall the Sick Bank Committee award more than twelve (12) workdays to any applicant at any one time.

D. Benefits

Benefits of the Sick Bank are extended to any actively participating member who has fulfilled the requirements for eligibility and whose sick leave loan application has been approved by a majority of the Sick Bank Committee.

1. To be eligible for Sick Leave Bank benefits, the applicant must be incapacitated for twelve (12) consecutive workdays and have used all his/her own accrued sick leave.
2. Application for Sick Bank benefits may be made not more than twelve (12) workdays in advance of the anticipated termination date of earned sick leave.

3. Participating members must make a written application to the Sick Bank Committee requesting Sick Bank Benefits, using the prescribed forms. This must be accompanied by a medical statement by the attending physician, stating the exact nature of the incapacitation and the projected time of recovery beyond the member's own accrued sick leave. The Sick Bank Committee may request a review by a physician of its choosing.
4. There will be a waiting period of three (3) days between the end of the applicant's current allowance of sick days and the beginning of withdrawal of Sick Bank Days.
5. If a member is incapacitated for at least twelve (12) days in any one year and there is an additional incapacitation which appears to be a recurrence or an immediate result of the same illness or accident, then the twelve (12) day eligibility requirement and the three (3) day waiting period could be waived at the discretion of the Sick Bank Committee by the attending physician.
6. A person who is receiving Sick Bank benefits in June may continue to receive benefits in September for the same illness, a recurrence or associated illness.

ARTICLE V
NOTICE OF RESIGNATION

Any ABA intending to leave the employment of the Auburn Public Schools must give a minimum of thirty (30) days' notice to allow time for a replacement to be hired.

ARTICLE VI
EVALUATION

Evaluation of performance is essential to the continuing improvement of individual ABA Assistants.

1. All ABA Assistants will have the right to review the contents of their personnel file.
2. Each ABA Assistant will be given a copy of the written evaluative reports prepared by the immediate supervisor and will have the right to submit a written response to any material placed in her/his folder. The Superintendent of Schools shall review a copy of such response.

3. Any formal or written complaint made by any parent, student, principal, or other person will promptly be brought to the attention of the ABA Assistant involved.
4. If any employee covered by this agreement is unable to fill a temporary job in a satisfactory manner, she/he may be removed within thirty (30) school days. She/he shall then be returned to her/his former position or to a comparable position at her/his former rate of compensation.
5. All disciplinary action must be for good cause. Disciplinary action may consist of a reprimand, a verbal warning, a written warning, suspension with or without pay, discharge or such other action as may be appropriate in the special circumstances. An orderly appeals procedure shall follow the administrative chain; an appeal from the School Committee shall be exempted from the grievance procedure.
6. Ongoing supervision will be provided by the building principal; however, the principal reserves the right to enlist the support of a staff member experienced in discrete trials to provide technical assistance in the observation/evaluation process.

ARTICLE VII

ACCIDENT BENEFITS

- A. Whenever an ABA Assistant is absent from school because of personal injury caused by an assault arising out of and in the course of her/his employment, she/he shall be paid her/his full salary up to one calendar year less any amount of any Workmen's Compensation award made for temporary disability due to said injury. Such absence shall be charged to annual sick leave or accumulated sick leave. The Committee reserves the right to require a physical examination by a physician of the Committee's choosing.
- B. In the case of absence because of personal injury resulting from an accident arising in the course of her/his employment, she/he shall be allowed full pay minus whatever Workmen's Compensation payments she/he may receive for the first thirty (30) calendar days which shall not be deducted from her/his accumulated sick leave allowance.
 - a. If an employee is absent for this cause beyond thirty (30) calendar days she/he will continue to receive regular school pay minus Workmen's Compensation payments to the limit of accumulated sick leave allowance.

- b. The Committee Reserves the right to require a physical examination by a physician of the Committee's choosing.
- c. An employee who is on Workers Compensation (or Injured on Duty) status for a period of more than three (3) consecutive months will not be entitled to earn vacation or sick leave for the period that the employee is on Workers Compensation (or Injured on Duty) status after the three months.

ARTICLE VIII
RETIREMENT BENEFITS

After ten (10) years of service, an ABA Assistant hired on or before June 30, 2003, will be entitled to \$17.50 per day for 75% of unused sick days upon retirement.

Employees hired after June 30, 2003, will be entitled to this benefit after fifteen years of service.

Written notice of intent to retire shall be submitted six months prior to the effective date of the retirement. Written notice of retirement shall be an official notification of application for retirement from the Worcester County Board of Retirement provided by the employee.

ARTICLE IX
STAFF DEVELOPMENT

1. In the event of a Staff Development Day, beyond the 2 days noted in part 2A, ABA Assistants will attend training deemed appropriate by the Director of Pupil Services or the Assistant Superintendent and will be compensated at their pay rate.
2. ABAs are expected to be highly qualified and can demonstrate the same in several ways:
 - a. Completion of a bachelor's degree
 - b. Completion of an associate degree or the equivalent number of credits
 - c. A high school diploma and successful passage of the ParaPro Assessment(www.ets.org/parapro)
3. Registered Behavior Technician Certificate: In the year that an ABA earns this certification, the ABA will be paid a stipend of \$250. Each year thereafter, a

stipend of \$250 shall be added to the ABA's base pay after any COLA has been applied, so long as the RBT certificate remains current.

4. BCABA Certification: Any ABA earning her or his BCABA certification is entitled to a \$1,500 increase to her/his annual salary for as long as that certification remains current. This stipend is to be added to the annual salary after any COLA increases are calculated and will be paid as part of the regular 26 pay periods.

The district agrees to establish a pool of funds, not to exceed \$2,500 annually during this contract, with ABAs entitled to a maximum reimbursement of \$250 for an approved course. The course must be work-related and approved by the ABA's building principal, Director of Pupil Services and Assistant Superintendent, with the ABA eligible for reimbursement if a grade of B or higher is earned.

- a. The Committee shall reimburse ABAs of full-time status and part-time status (prorated) for the cost of tuition up to two hundred and fifty (\$250) dollars per course, per ABA, per year, for undergraduate and graduate level courses. Members may make a second request for reimbursement of the cost of tuition up to two hundred and fifty (\$250) dollars for a second undergraduate or graduate level course. Only after all first requests have been granted will the remaining funds be dispersed at a rate of a maximum of two hundred and fifty (\$250) dollars. In the case that funds to be distributed cannot meet all eligible requests, said funds will be distributed evenly among all who qualify, thus possibly resulting in reimbursements of less than two hundred and fifty (\$250) dollars per course. A course not completed prior to the first Friday in June deadline, or the grade received after that deadline, will be eligible for reimbursement in the following school year.
- b. The School Department will process course reimbursement requests for payments annually in June. Members shall submit proof of Superintendent approval, proof of payment, together with the grade report of 3.0/B or higher to the Superintendent of Schools by the close of business hours on the first Friday in June.
- c. Should the District total of course reimbursement requests exceed the limit in any given school year, the district will give priority first to reimburse tuition from district-sponsored courses, recognizing that those are in full alignment with the district's mission and goals.

ARTICLE X
GRIEVANCE PROCEDURE

A. INTRODUCTION

1. It shall be the firm policy of the Committee to assure every person an opportunity to have the unobstructed use of the grievance procedure without fear of reprisal or without prejudice in any manner to her/his employment status.
2. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise affecting the salary or working conditions of persons provided for in this Agreement.
3. Nothing herein contained will be construed as limiting the right of any person having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without intervention of the ABAs, provided the adjustment is not inconsistent with the terms of this agreement.

B. DEFINITIONS

A grievance is defined as a complaint by the ABAs or by the Employer alleging a violation of a specific provision of this contract.

C. WAIVER

Failure of a grievant to comply with any of the provisions of this Article shall be deemed to be a waiver of the right to seek resolution of the grievance under the terms of the Agreement. In determining whether there has been any such failure to comply with any of the provisions of the Article, time shall be deemed to be of the essence and any failure of the grievant to comply with any of the time limits prescribed herein shall be deemed to be such failure to comply with the provisions of the Article provided, however, that the time limits prescribed herein may be extended in any specific instance by mutual written agreement of the parties.

D. Step 1

The matter will then be reduced to writing by the grievant showing which Article, Section, and Subsection of this Agreement has been violated with a brief description of the nature of the grievance. A copy of the grievance will be given to the Representative of the ABAs with a copy to the immediate supervisor and/or the Superintendent.

The grievance will be filed with the immediate supervisor and/or the Superintendent within seven (7) working days of the occurrence of the grievance or when the grievant should have reasonably acquired knowledge of the incident giving rise to the grievance.

Step 2

Upon receipt of the written grievance, the immediate supervisor and/or the Superintendent and the ABA will arrange for a mutually satisfactory time and place to meet and attempt to resolve the dispute with a limit of seven (7) working days from the time of receipt of the copy of said grievance. A written decision will be rendered within five (5) working days of the date of the meeting.

Step 3

If the dispute is not resolved at Step 2, the issue in question will be submitted in writing within ten (10) working days from the date of the Step 2 meeting. Upon receipt of the written request, the School Committee will arrange for a mutually satisfactory time and place to meet and hear the grievance within a limit of twenty (20) working days from the time of receipt of the written request for a meeting. A written decision will be rendered within ten (10) working days of the date of the meeting.

Step 4

If the dispute is not resolved at the aforesaid meeting, the issue in question shall be submitted to arbitration forthwith by either party as herein provided and no later than ten (10) days from the date of the receipt of the decision.

The Employer and the ABAs shall endeavor to select a mutually satisfactory arbitrator. If agreement upon an arbitrator cannot be reached, then the party desiring arbitration may request the American Arbitration Association to submit a panel of arbitrators and an arbitrator will then be selected in accordance with the usual rules and practices of the American Arbitration Association. The cost of arbitration shall be borne equally by the parties involved. The arbitrator shall have no authority to add to, subtract from, or otherwise change, delete or modify any provision of this Agreement.

- E. The award of the arbitrator shall be final and binding upon all parties, subject to the following conditions:
 - a. The arbitrator shall make no award for grievances initiated prior to the effective date of this article.

- b. The arbitrator shall only interpret such items and determine such issues as may be submitted to her/him by the written agreement of both parties.
- c. Grievances may be settled without precedent at any stage of the procedure until issuance of a final award by the arbitrator, upon mutual agreement.

ARTICLE XI

HEALTH INSURANCE

The ABAs will be eligible for group life and health insurance provided to other employees of the Town of Auburn according to Chapter 32B of the Massachusetts General Laws. As of July 1, 2021, the health insurance contribution rate will be 75% Town, 25% Employee.

ARTICLE XII

Other Post-Employment Benefits (OPEB)

All new employees hired on or after July 1, 2020, will pay 2% into the Other Post-Employment Benefits (OPEB) account for ten (10) years. The 2% payment will be deducted from the employee's paycheck and deposited into the Town's OPEB Trust Fund.

In the event the Commonwealth passes legislation mandating, "OPEB" deductions from employee salary, the Town and Bargaining Unit agree to reopen the contract for the sole purpose of amending this provision to comply with State requirements.

ARTICLE XIII

Direct Deposit

All employees will be compensated weekly through Direct Deposit with the financial institution of their choice. Electronic receipts of such deposits will be provided to the employee; hard copies of direct deposit will not be provided.

APPENDIX A
SALARY SCHEDULE

ABA ASSISTANTS' SALARY SCHEDULE

Notes:

1. The probationary status for new hires will be a one-year period.
2. The annual cost of living salary adjustments is 2.25% (FY'22), 2.5% (FY'23), and 2.5%(FY'24).
3. The annual salary will be paid in 26 equal payments.
4. ABAs' annual salary is based on 216 days, broken down as follows: 180 school calendar days; the day before school starts and the day after students' last day; 2 professional development days; 12 holidays (all at 7 hours per day) unless Juneteenth; and 20 extended school year days at 4 hours/day. This totals 1,452 hours annually, unless changes to the above are made.

2021-2022 (2.25%)

| Probation | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------|---------------|---------------|---------------|---------------|---------------|
| 17.70 | 18.58 | 20.33 | 21.36 | 22.44 | 22.55 |
| 25,699.64 | 26,976.45 | 29,515.24 | 31,014.76 | 32,588.51 | 32,736.97 |

| Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|---------------|---------------|---------------|---------------|----------------|----------------|
| 23.34 | 23.80 | 24.27 | 24.51 | 24.74 | 24.87 |
| 33,895.02 | 34,563.12 | 35,246.07 | 35,587.54 | 35,929.01 | 36,107.17 |

2022-2023 (2.50%)

| Probation | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------|---------------|---------------|---------------|---------------|---------------|
| 18.14 | 19.04 | 20.84 | 21.89 | 23.00 | 23.11 |
| 26,342.13 | 27,650.87 | 30,253.12 | 31,790.13 | 33,403.22 | 33,555.40 |

| Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|---------------|---------------|---------------|---------------|----------------|----------------|
| 23.93 | 24.40 | 24.88 | 25.12 | 25.36 | 25.49 |
| 34,742.39 | 35,427.20 | 36,127.22 | 36,477.23 | 36,827.24 | 37,009.85 |

2023-2024 (2.50%)

| Probation | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|------------------|---------------|---------------|---------------|---------------|---------------|
| 18.60 | 19.52 | 21.36 | 22.44 | 23.58 | 23.69 |
| 27,000.68 | 28,342.14 | 31,009.45 | 32,584.88 | 34,238.30 | 34,394.28 |

| Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|---------------|---------------|---------------|---------------|----------------|----------------|
| 24.53 | 25.01 | 25.50 | 25.75 | 26.00 | 26.13 |
| 35,610.95 | 36,312.88 | 37,030.40 | 37,389.16 | 37,747.92 | 37,935.10 |

APPENDIX B
LONGEVITY SCHEDULE

| | |
|---------------|--------|
| 5 Years | \$250 |
| 6 - 10 Years | \$400 |
| 11 - 15 Years | \$550 |
| 16 - 20 Years | \$700 |
| 21 - 25 Years | \$850 |
| 26 - 30 Years | \$1000 |
| 31 - 35 Years | \$1250 |

Longevity is not cumulative.

Longevity checks will be processed in the second paycheck of June.