

**EMPLOYEE SALARY SCHEDULES**

The salary components and the dollar value of said components on which professional and support staffs are to be compensated during the ensuing fiscal year are to be distributed to employees with their new contracts and filed with this policy.

**ADOPTION: SEPTEMBER 6, 2001**

**EMPLOYEE SALARY SCHEDULES**

- A. Professional Salary Schedule Components.
- B. Professional Staff Career Growth Plan.
- C. Professional Awards, Honors and Achievements.
- D. Support Staff Salary Schedule Components.
- E. Co-Curricular, Academic/Administrative Leadership, and Athletic Coaching Stipends.

**ADOPTION: August 1999 REVISION: 2002**

**EMPLOYEE SALARY SCHEDULES**

A. Professional Salary Schedule Components.

It is agreed that Professional Staff employees shall be paid an annual wage based on the attached schedules for 2011-2012 and 2012-2013, with longevity, permanent assignment and extra classes being the only additional salary added to the amounts on the schedules. Professional staff whose salary exceeds their placement of the matrix shall receive an increase of 0.5% in FY11-12 and 0.875% in FY12-13. Professional staff who have experience greater than the bottom row for their lane of the matrix shall receive an increase of 0.5% in FY11-12 and 0.875% in FY12-13. If necessary, these schedules can be expanded to include additional lanes with the incremental amount of new lanes being identical to the incremental amount of the current lanes.

It is agreed that the Career Growth shall count as 3 lanes and that each year that a staff member successfully participates and completes a phase in the Career Growth program, he or she will move one lane to the right.

It is agreed that each time a staff member attains 10 credits that he or she will move one lane to the right. These credits shall meet the qualifying criteria as previously identified in the Personnel Policies Handbook.

It is agreed that all lane changes will be based on the staff member’s successful completion of approved eligible credits and/or career growth phases by the preceding June 30. To clarify, the salary paid in 2008 – 2009 will be based on the credits and career growth phases successfully completed by June 30, 2008.

All transcripts and approvals must be received by March 1<sup>st</sup> in order to be included for salary purposes for the issuance of contracts in April. All transcripts and approvals for credits and career growth phases completed between March 1<sup>st</sup> and June 30<sup>th</sup> will result in the issuance of an updated contract. There shall be no new contracts issued for transcripts and approvals for credits and career growth received after June 30 of any given year. **(Agreed and approved March 2008)**

Credit for PhD in position shall only be given where PhD is required as condition of employment **(Approved 2005.)**

**FY12 Professional Salary Schedule**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
0	41,429	42,311	43,193	44,075	44,957	45,839	46,721	47,603	48,485	49,367	50,249	51,131	52,013	52,895	53,777
1	42,614	43,496	44,378	45,260	46,142	47,024	47,906	48,788	49,670	50,552	51,434	52,316	53,198	54,080	54,962
2	43,799	44,681	45,563	46,445	47,327	48,209	49,091	49,973	50,855	51,737	52,619	53,501	54,383	55,265	56,147
3	44,984	45,866	46,748	47,630	48,512	49,394	50,276	51,158	52,040	52,922	53,804	54,686	55,568	56,450	57,332
4	46,169	47,051	47,933	48,815	49,697	50,579	51,461	52,343	53,225	54,107	54,989	55,871	56,753	57,635	58,517
5	47,354	48,236	49,118	50,000	50,882	51,764	52,646	53,528	54,410	55,292	56,174	57,056	57,938	58,820	59,702
6	48,539	49,421	50,303	51,185	52,067	52,949	53,831	54,713	55,595	56,477	57,359	58,241	59,123	60,005	60,887
7	49,724	50,606	51,488	52,370	53,252	54,134	55,016	55,898	56,780	57,662	58,544	59,426	60,308	61,190	62,072
8	50,909	51,791	52,673	53,555	54,437	55,319	56,201	57,083	57,965	58,847	59,729	60,611	61,493	62,375	63,257

9	52,094	52,976	53,858	54,740	55,622	56,504	57,386	58,268	59,150	60,032	60,914	61,796	62,678	63,560	64,442
10	53,279	54,161	55,043	55,925	56,807	57,689	58,571	59,453	60,335	61,217	62,099	62,981	63,863	64,745	65,627
11	54,464	55,346	56,228	57,110	57,992	58,874	59,756	60,638	61,520	62,402	63,284	64,166	65,048	65,930	66,812
12	55,649	56,531	57,413	58,295	59,177	60,059	60,941	61,823	62,705	63,587	64,469	65,351	66,233	67,115	67,997
13				59,480	60,362	61,244	62,126	63,008	63,890	64,772	65,654	66,536	67,418	68,300	69,182
14				60,665	61,547	62,429	63,311	64,193	65,075	65,957	66,839	67,721	68,603	69,485	70,367
15				61,850	62,732	63,614	64,496	65,378	66,260	67,142	68,024	68,906	69,788	70,670	71,552
16				63,035	63,917	64,799	65,681	66,563	67,445	68,327	69,209	70,091	70,973	71,855	72,737

Step	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD
0	54,659	55,541	56,423	57,305	58,187	59,069	59,951	60,833	61,715	62,597	63,479	64,361	65,243	66,125	67,007
1	55,844	56,726	57,608	58,490	59,372	60,254	61,136	62,018	62,900	63,782	64,664	65,546	66,428	67,310	68,192
2	57,029	57,911	58,793	59,675	60,557	61,439	62,321	63,203	64,085	64,967	65,849	66,731	67,613	68,495	69,377
3	58,214	59,096	59,978	60,860	61,742	62,624	63,506	64,388	65,270	66,152	67,034	67,916	68,798	69,680	70,562
4	59,399	60,281	61,163	62,045	62,927	63,809	64,691	65,573	66,455	67,337	68,219	69,101	69,983	70,865	71,747
5	60,584	61,466	62,348	63,230	64,112	64,994	65,876	66,758	67,640	68,522	69,404	70,286	71,168	72,050	72,932
6	61,769	62,651	63,533	64,415	65,297	66,179	67,061	67,943	68,825	69,707	70,589	71,471	72,353	73,235	74,117
7	62,954	63,836	64,718	65,600	66,482	67,364	68,246	69,128	70,010	70,892	71,774	72,656	73,538	74,420	75,302
8	64,139	65,021	65,903	66,785	67,667	68,549	69,431	70,313	71,195	72,077	72,959	73,841	74,723	75,605	76,487
9	65,324	66,206	67,088	67,970	68,852	69,734	70,616	71,498	72,380	73,262	74,144	75,026	75,908	76,790	77,672
10	66,509	67,391	68,273	69,155	70,037	70,919	71,801	72,683	73,565	74,447	75,329	76,211	77,093	77,975	78,857
11	67,694	68,576	69,458	70,340	71,222	72,104	72,986	73,868	74,750	75,632	76,514	77,396	78,278	79,160	80,042
12	68,879	69,761	70,643	71,525	72,407	73,289	74,171	75,053	75,935	76,817	77,699	78,581	79,463	80,345	81,227
13	70,064	70,946	71,828	72,710	73,592	74,474	75,356	76,238	77,120	78,002	78,884	79,766	80,648	81,530	82,412
14	71,249	72,131	73,013	73,895	74,777	75,659	76,541	77,423	78,305	79,187	80,069	80,951	81,833	82,715	83,597
15	72,434	73,316	74,198	75,080	75,962	76,844	77,726	78,608	79,490	80,372	81,254	82,136	83,018	83,900	84,782
16	73,619	74,501	75,383	76,265	77,147	78,029	78,911	79,793	80,675	81,557	82,439	83,321	84,203	85,085	85,967

## FY13 Professional Salary Schedule

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
0	42,568	43,450	44,332	45,214	46,096	46,978	47,860	48,742	49,624	50,506	51,388	52,270	53,152	54,034	54,916
1	43,753	44,635	45,517	46,399	47,281	48,163	49,045	49,927	50,809	51,691	52,573	53,455	54,337	55,219	56,101
2	44,938	45,820	46,702	47,584	48,466	49,348	50,230	51,112	51,994	52,876	53,758	54,640	55,522	56,404	57,286
3	46,123	47,005	47,887	48,769	49,651	50,533	51,415	52,297	53,179	54,061	54,943	55,825	56,707	57,589	58,471
4	47,308	48,190	49,072	49,954	50,836	51,718	52,600	53,482	54,364	55,246	56,128	57,010	57,892	58,774	59,656
5	48,493	49,375	50,257	51,139	52,021	52,903	53,785	54,667	55,549	56,431	57,313	58,195	59,077	59,959	60,841
6	49,678	50,560	51,442	52,324	53,206	54,088	54,970	55,852	56,734	57,616	58,498	59,380	60,262	61,144	62,026
7	50,863	51,745	52,627	53,509	54,391	55,273	56,155	57,037	57,919	58,801	59,683	60,565	61,447	62,329	63,211
8	52,048	52,930	53,812	54,694	55,576	56,458	57,340	58,222	59,104	59,986	60,868	61,750	62,632	63,514	64,396
9	53,233	54,115	54,997	55,879	56,761	57,643	58,525	59,407	60,289	61,171	62,053	62,935	63,817	64,699	65,581
10	54,418	55,300	56,182	57,064	57,946	58,828	59,710	60,592	61,474	62,356	63,238	64,120	65,002	65,884	66,766
11	55,603	56,485	57,367	58,249	59,131	60,013	60,895	61,777	62,659	63,541	64,423	65,305	66,187	67,069	67,951
12	56,788	57,670	58,552	59,434	60,316	61,198	62,080	62,962	63,844	64,726	65,608	66,490	67,372	68,254	69,136
13				60,619	61,501	62,383	63,265	64,147	65,029	65,911	66,793	67,675	68,557	69,439	70,321
14				61,804	62,686	63,568	64,450	65,332	66,214	67,096	67,978	68,860	69,742	70,624	71,506
15				62,989	63,871	64,753	65,635	66,517	67,399	68,281	69,163	70,045	70,927	71,809	72,691
16				64,174	65,056	65,938	66,820	67,702	68,584	69,466	70,348	71,230	72,112	72,994	73,876

Step	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD
0	55,798	56,680	57,562	58,444	59,326	60,208	61,090	61,972	62,854	63,736	64,618	65,500	66,382	67,264	68,146
1	56,983	57,865	58,747	59,629	60,511	61,393	62,275	63,157	64,039	64,921	65,803	66,685	67,567	68,449	69,331
2	58,168	59,050	59,932	60,814	61,696	62,578	63,460	64,342	65,224	66,106	66,988	67,870	68,752	69,634	70,516
3	59,353	60,235	61,117	61,999	62,881	63,763	64,645	65,527	66,409	67,291	68,173	69,055	69,937	70,819	71,701
4	60,538	61,420	62,302	63,184	64,066	64,948	65,830	66,712	67,594	68,476	69,358	70,240	71,122	72,004	72,886
5	61,723	62,605	63,487	64,369	65,251	66,133	67,015	67,897	68,779	69,661	70,543	71,425	72,307	73,189	74,071
6	62,908	63,790	64,672	65,554	66,436	67,318	68,200	69,082	69,964	70,846	71,728	72,610	73,492	74,374	75,256
7	64,093	64,975	65,857	66,739	67,621	68,503	69,385	70,267	71,149	72,031	72,913	73,795	74,677	75,559	76,441
8	65,278	66,160	67,042	67,924	68,806	69,688	70,570	71,452	72,334	73,216	74,098	74,980	75,862	76,744	77,626
9	66,463	67,345	68,227	69,109	69,991	70,873	71,755	72,637	73,519	74,401	75,283	76,165	77,047	77,929	78,811
10	67,648	68,530	69,412	70,294	71,176	72,058	72,940	73,822	74,704	75,586	76,468	77,350	78,232	79,114	79,996
11	68,833	69,715	70,597	71,479	72,361	73,243	74,125	75,007	75,889	76,771	77,653	78,535	79,417	80,299	81,181
12	70,018	70,900	71,782	72,664	73,546	74,428	75,310	76,192	77,074	77,956	78,838	79,720	80,602	81,484	82,366
13	71,203	72,085	72,967	73,849	74,731	75,613	76,495	77,377	78,259	79,141	80,023	80,905	81,787	82,669	83,551
14	72,388	73,270	74,152	75,034	75,916	76,798	77,680	78,562	79,444	80,326	81,208	82,090	82,972	83,854	84,736
15	73,573	74,455	75,337	76,219	77,101	77,983	78,865	79,747	80,629	81,511	82,393	83,275	84,157	85,039	85,921
16	74,758	75,640	76,522	77,404	78,286	79,168	80,050	80,932	81,814	82,696	83,578	84,460	85,342	86,224	87,106

### Extra class loads for professional staff

A small number of staff members teach 5<sup>th</sup> courses year long as overloads. In the interest of the school, developing programs, and the faculty who teach them, the following formula is adopted:

*Provided all five classes have enrollment higher than 10 students, the reimbursement will be at 10% the faculty salary of the teacher for the current year indicated starting 2006-2007. If one of the five classes has enrollment less than 10, the percent will be decreased*

*by 1% for each student under 10 of the smallest class. The principal will make the final decision regarding if any given course will be offered.*

**ADOPTION: August 1999 REVISION: 2002, 2006, 2008**

**REVISED: January 4, 2011 – new PPC Agreement for FY12-13.**

**EMPLOYEE SALARY SCHEDULES**

D.Support Staff Salary Schedule Components.

Support staff who are beyond the matrix will receive an increase equal to .5% in FY12 and .875% in FY13.

**FY12 Matrix**

	Receptionist I, Info Assistant I	Receptionist II, Community Service, Computer Room Coordinator, Audio Vidual Coordinator, Info Assistant II	Receptionist III, Admin. Asst. to Dean of Students, Attendance Admin. Asst., Campus Monitor, Info Assistant III	Program Assistant Level I - Classroom Assistant I	Program Assistant Level I - Classroom Assistant I - Certified	Program Assistant Level II - Classroom Assistant II	Program Assistant Level II - Classroom Assistant II - Certified	Program Assistant Level III - Classroom Assistant III	Program Assistant Level III - Classroom Assistant III - Certified			
Experience Level	Admin Assistant Level 1	Admin Assistant Level 2	Admin Assistant Level 3	Para Profess- ional Level 1	Para Profess- ional - Certified Level 1	Para Profess- ional Level 2	Para Profess- ional - Certified Level 2	Para Profess- ional Level 3	Para Profess- ional - Certified Level 3	Grounds Keeper	Custodian	Food Service
0	11.88	13.48	15.08	12.15	12.42	14.55	14.82	16.95	17.22	13.49	12.00	10.97
1	12.41	14.01	15.61	12.68	12.95	15.08	15.35	17.48	17.75	14.02	12.53	11.50
2	12.94	14.54	16.14	13.21	13.48	15.61	15.88	18.01	18.28	14.55	13.06	12.03
3	13.47	15.07	16.67	13.74	14.01	16.14	16.41	18.54	18.81	15.08	13.59	12.56
4	14.00	15.60	17.20	14.27	14.54	16.67	16.94	19.07	19.34	15.61	14.12	13.09
5	14.53	16.13	17.73	14.80	15.07	17.20	17.47	19.60	19.87	16.14	14.65	13.62
6	15.06	16.66	18.26	15.33	15.60	17.73	18.00	20.13	20.40	16.67	15.18	14.15
7	15.59	17.19	18.79	15.86	16.13	18.26	18.53	20.66	20.93	17.20	15.71	14.68
8	16.12	17.72	19.32	16.39	16.66	18.79	19.06	21.19	21.46	17.73	16.24	15.21
9	16.65	18.25	19.85	16.92	17.19	19.32	19.59	21.72	21.99	18.26	16.77	15.74
10	17.18	18.78	20.38	17.45	17.72	19.85	20.12	22.25	22.52	18.79	17.30	16.27

### FY13 Matrix

	Receptionist I, Info Assistant I	Receptionist II, Community Service, Computer Room Coordinator, Audio Vidual Coordinator, Info Assistant II	Receptionist III, Admin. Asst. to Dean of Students, Attendance Admin. Asst., Campus Monitor, Info Assistant III	Program Assistant Level I - Classroom Assistant I	Program Assistant Level I - Classroom Assistant I - Certified	Program Assistant Level II - Classroom Assistant II	Program Assistant Level II - Classroom Assistant II - Certified	Program Assistant Level III - Classroom Assistant III	Program Assistant Level III - Classroom Assistant III - Certified			
Experience Level	Admin Assistant Level 1	Admin Assistant Level 2	Admin Assistant Level 3	Para Profess- ional Level 1	Para Profess- ional - Certified Level 1	Para Profess- ional Level 2	Para Profess- ional - Certified Level 2	Para Profess- ional Level 3	Para Profess- ional - Certified Level 3	Grounds Keeper	Custodian	Food Service
0	12.19	13.79	15.39	12.46	12.73	14.86	15.13	17.26	17.53	13.84	12.31	11.25
1	12.72	14.32	15.92	12.99	13.26	15.39	15.66	17.79	18.06	14.37	12.84	11.78
2	13.25	14.85	16.45	13.52	13.79	15.92	16.19	18.32	18.59	14.90	13.37	12.31
3	13.78	15.38	16.98	14.05	14.32	16.45	16.72	18.85	19.12	15.43	13.90	12.84
4	14.31	15.91	17.51	14.58	14.85	16.98	17.25	19.38	19.65	15.96	14.43	13.37
5	14.84	16.44	18.04	15.11	15.38	17.51	17.78	19.91	20.18	16.49	14.96	13.90
6	15.37	16.97	18.57	15.64	15.91	18.04	18.31	20.44	20.71	17.02	15.49	14.43
7	15.90	17.50	19.10	16.17	16.44	18.57	18.84	20.97	21.24	17.55	16.02	14.96
8	16.43	18.03	19.63	16.70	16.97	19.10	19.37	21.50	21.77	18.08	16.55	15.49
9	16.96	18.56	20.16	17.23	17.50	19.63	19.90	22.03	22.30	18.61	17.08	16.02
10	17.49	19.09	20.69	17.76	18.03	20.16	20.43	22.56	22.83	19.14	17.61	16.55

**Certain Non-certified Staff (adopted 2006)**

Certain non-certified are compensated at levels comparable to professional staff, but do not have the same educational levels and continuing education requirements, as follows:

1. Members of the group (six at the time of adoption of this policy, and as hired in the future) will be considered to be arbitrarily on either the Master's or Bachelor's scale.
2. For the year 2005-6 (for existing staff), or at the date of hire (for new staff this applies to) they are declared to be on Step 0, and will increase 1 step level per year.
3. Each special position being unique within the school and within the group, each will have its own Comparability Adjustment applied. The Comparability Adjustment for each individual will be set as (2005-6 or Hire-date Annual Compensation – Step 0 of Master's or Bachelor's scale, as appropriate).
4. Each of the members of the group will receive pay increases (under normal circumstances) as other professional staff do: advancing one step per year + negotiated changes to the base + negotiated changes to the step size.
5. The Comparability Adjustment is designed to be adjusted rarely, in response to labor market conditions or changes in job scope that change the comparable external comparisons. It is not proposed or intended to be the primary method for assuring a fair and equitable wage for the members of the group — adjustments to other elements of the formula are expected to yield that result across the board for all support staff.
6. While compensation is tied to the Professional Staff wage scale, all benefits for the members of the group will be the same as those for the Support Staff, and they will be considered as Support Staff for representation on PPC and all other benefits.

**ADOPTION: August 1999 REVISION: 2002, 2006, 2007, 2008**  
**REVISED: January 4, 2011 – new PPC Agreement for FY12-13.**