

Collective Agreement

Between

Grant MacEwan College
Board of Governors

and

MacEwan Staff Association

July 1, 2004 -- June 30, 2008

MACÉWAN

MSA MacEwan Staff
Association

13537(01)

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This Agreement is made this 31st day of October, 2005, between:

Board of Governors of Grant MacEwan College (hereinafter referred to as the **Board**)

AND

Grant MacEwan College MacEwan Staff Association (hereinafter referred to as the Association)

AND

Whereas, the parties are mutually desirous of entering into a Collective Agreement with the intent and purpose to promote a harmonious relationship between the employees and the College, the parties hereto mutually agree as follows:

1.0 PURPOSE

1.1 The purpose of this Agreement is to establish the principal terms and conditions of employment for MacEwan Staff Association Members of Grant MacEwan College. In the event of a conflict between the statements contained in this Agreement, and other policy statements of the College established elsewhere, the statements in this Agreement shall prevail in regard to MacEwan Staff Association Members.

1.2 This Collective Agreement shall not apply to:

1.2.1 Positions which would normally fall within the scope of the Collective Agreement but are agreed between the College and the Association to be excluded, as described in Board Employment Policy #D1020;

1.2.2 Students, provided they do not replace Association Members, as listed in Appendix "A."

1.2.3 Persons employed under special or cost-shared programs subsidized in whole or in part by Provincial or Federal Governments.

2.0 DURATION AND RENEGOTIATION

2.1 This Agreement shall be binding on all parties to it and shall take effect on the date of ratification, unless otherwise noted, and shall remain in full force and effect until and including the 30th day of June A.D. 2008, and thereafter shall remain in full force and effect until an amended Agreement is ratified.

2.2 During the life of this Agreement, changes to the Agreement shall be made only with the mutual consent of the parties to it. Any changes to the

Agreement made during the term of the Agreement shall be effective from the date of such change or as otherwise mutually agreed to by the parties to the Agreement.

2.3 Either party may, not earlier than January 1st and not later than January 31st preceding the expiry of the term of this Agreement, give to the other in writing, a notice to commence collective bargaining. Such notice to be addressed to the President of the College if served by the Association, and to the President of the Association if served by the College.

2.3.1 The notice to commence collective bargaining shall:

a) name the one or more persons with authority to:

- 1) bargain collectively,
- 2) conclude a Collective Agreement, and
- 3) sign a Collective Agreement subject to ratification by the membership or the Board, whichever is applicable, and

b) be served personally or by mailing it by registered mail to the last known business address of the addressee, and in the event that the notice is mailed, the date of mailing shall be treated as the date served.

2.3.2 Within 15 days of receipt of a notice to commence collective bargaining the recipient shall, by notice in writing to the other party, name the one or more persons with authority to:

- 1) bargain collectively,
- 2) conclude a Collective Agreement, and
- 3) sign a Collective Agreement subject to ratification by the membership or the Board, whichever is applicable.

2.3.3 Upon the service of a notice to commence collective bargaining, MSA and the College, without delay but in any event within 30 days after the initial notice is given, shall

- a) meet and commence or cause authorized representatives to meet and commence to bargain collectively in good faith, and
- b) make every reasonable effort to enter into a Collective Agreement.

2.4 Any agreement reached in the aforementioned negotiations shall be effective the 1st day of July following the expiry of the current Agreement, or as otherwise mutually agreed to by the parties to the Agreement.

2.5 Impasse Resolution

2.5.1 Mediation

In the event the parties are unable to resolve their differences and conclude a replacement collective agreement, they may by mutual agreement refer any items which remain in dispute to mediation in the manner herein after set forth

2.5.1.1 The party desiring to place unresolved differences before a Mediator shall so advise the other party, in writing, requesting mediation of items in dispute.

2.5.1.2 Within 10 working days following the delivery of such notice, the parties shall hold a final meeting to outline the items which remain in dispute, and present their final position on all outstanding items. Following the final meeting, if the mediation process is mutually acceptable to the Parties, they shall jointly appoint a Mediator.

2.5.1.3 The Mediator shall meet with and hear the position of both parties on those items the parties have mutually agreed to have mediated, and attempt to effect a settlement agreeable to both parties.

2.5.1.4 If the Mediator cannot bring the parties together in agreement on the items in dispute he shall in his report make a recommendation regarding a settlement of the outstanding items.

2.5.1.5 The parties shall bear equally the expenses of the mediation process.

2.5.2 Arbitration

In the event that the parties are unable to resolve their differences and conclude a Collective Agreement by June 30th following the commencement of collective bargaining, either party **may** refer any items which remain in dispute to arbitration in the manner hereinafter set forth:

2.5.2.1 At any time after 30 days following the expiration of the agreement, the party desiring arbitration shall serve written notice to the other party requesting arbitration of items remaining in dispute.

- 2.5.2.2 Within 15 days following the delivery of such notice, the parties shall hold a final meeting to outline the items which remain in dispute, and present their final position on all outstanding items. Following the final meeting, if the arbitration process is to proceed, Sub-clauses 2.5.2.3 through 2.5.2.14 shall apply.
- 2.5.2.3 Within 15 working days after a decision to arbitrate has been reached, the parties shall each name a nominee to the arbitration board.
- 2.5.2.4 Within a further 15 working days, the two nominees shall endeavour to agree upon a mutually acceptable chairman of the arbitration board.
- 2.5.2.5 If either party fails to appoint its nominee within the time specified or if the two nominees fail to agree upon a chairman within the time specified then in either case, the appointment shall be made by the Minister of Labour upon the request of either party (who shall immediately notify the other party of such a request being made).
- 2.5.2.6 The arbitration board shall have the power to determine its own procedures and shall give full opportunity to the parties to present evidence and be heard.
- 2.5.2.7 After making full inquiry, and without due delay, the arbitration board shall in respect of arbitral items in dispute make its award in writing and such award is final and binding upon the parties and upon any employee of the College affected by it.
- 2.5.2.8 The decision of the majority of the arbitrators is the award of the arbitration board, but if there is not a majority, the decision of the chairman governs and it shall be deemed to be the award of the arbitration board.
- 2.5.2.9 Upon receipt of the award of the arbitration board, the College and the Association shall forthwith prepare a new Collective Agreement giving effect to those matters settled by the parties prior to proceeding to arbitration or at the arbitration hearings together with the award of the arbitration board.
- 2.5.2.10 If either the College or the Association neglects or refuses to participate in the preparation of an Agreement in

accordance with the above Sub-clause 2.5.2.9, the other party may prepare the Agreement and shall submit the Agreement to the arbitration board.

2.5.2.11 Where the arbitration board receives an Agreement and is satisfied that it gives effect to its award the arbitration board shall certify the Agreement as accurate.

2.5.2.12 Upon the Agreement being certified by the arbitration board, the parties shall sign the Agreement.

2.5.2.13 If, at the expiration of 10 working days after the date upon which the Agreement has been completed or the arbitration board has certified the Agreement, any party fails to sign it, the Agreement nonetheless becomes binding upon the parties as if they had both signed the Agreement, and is effective from the date specified in the Agreement.

2.5.2.14 Each party shall bear the expense of its respective nominee to the arbitration board and the parties shall bear equally the expenses of the chairman.

2.6 Notwithstanding the time limits referred to in this Article, any of them may be extended at any time upon mutual written agreement of the parties to this Agreement. For the purposes of this Clause 2.6, the time limits may be extended by;

2.6.1 The President of the College, on behalf of the Board, together with

2.6.2 The President of the MacEwan Staff Association on behalf of the Association.

2.7 In the event that any law passed by a Federal, Provincial or Municipal Government renders null and void, or alters, any provisions of this Agreement, the remaining provisions shall remain in effect for the term of the Agreement, and the parties hereto shall promptly meet and attempt to negotiate a substitute for the provision which has been rendered null and void or altered. If no agreement can be reached, the items in dispute shall be referred to arbitration as provided for in this Agreement.

2.8 The College and the Association shall share equally the cost of duplication of revised or replacement Collective Agreements, with such documents promptly distributed by the Human Resources Department to all MacEwan Staff Association Members.

3.0 LANGUAGE, CONTEXT AND DEFINITIONS

- 3.1 Wherever in this Agreement words indicating male persons are used, they shall be interpreted as including female persons, unless the context requires otherwise.
- 3.2 "**Anniversary Date**" means the date 12 months from, and each succeeding 12 months from, the employee's original date of hire in a position within the scope of this Agreement. An anniversary date may be adjusted according to the provisions of Sub-clause 18.2.5.
- 3.3 "**Board**" means the Board of Governors of Grant MacEwan College.
- 3.4 "**College**" means Grant MacEwan College, or as appropriate, the College President.
- 3.5 "**Department**" means an administrative or service unit.
- 3.6 "**Employee**" means an individual covered by the terms of this Agreement.
- 3.6.1 "Continuing Employee" means a person who is employed on a continuous full- or part-time appointment, subject to the successful completion of a probationary period in the position, and paid on a monthly basis.
- 3.6.2 "Recurring Term Employee" means a person occupying a full- or part-time (.5 FTE or greater) position established by the College for recurring specified periods of more than **six** months each year. Breaks of up to six months will not affect employee status.
- 3.6.3 "Term Employee" means a person who is employed in a term position on a full- or part-time basis, subject to the successful completion of a probationary period in the position, **and** paid on a monthly basis:
- a) for a specified period of time from four to 24 months (inclusive);
 - b) to replace an employee occupying a continuing full- or part-time position who is on an approved leave, including sick leave, from the College for a known duration of four months or more.
- 3.6.4 "Casual Employee" means a person who is paid on an hourly basis and employed:
- a) on a call-in or as needed basis; or
 - b) on a scheduled basis for **up** to four months; or
 - c) on a scheduled basis up to 17.5 hours per week.

- 3.6.5 "Probationary Employee" means an employee serving a probationary period according to the provisions of Article 5.0.
- 3.7 "Fiscal Year" means the period July 1 to June 30.
- 3.8 "Member" means a member of MacEwan Staff Association.
- 3.9 "Month" means the period of time between the date in one month and the preceding date in the following month.
- 3.10 "MacEwan Staff Members" means staff employed in positions that are designated by the College as support and supervisory.
- 3.10.1 "Support Staff" means employees whose job functions require them to perform duties not normally of a managerial or supervisory nature.
- 3.10.2 "Supervisory Staff" or "Supervisors" means employees whose job functions require them to perform duties of a managerial or supervisory nature, normally including the day-to-day direction of the work of others.
- 3.11 "MacEwan Staff Association," "Association," or "MSA" means the Grant MacEwan College MacEwan Staff Association incorporated under the Societies Act of Alberta under Certification Number 50291477 on November 12, 1982.
- 3.12 "Probationary Period" means an initial period of employment served by an employee holding a Continuing or Term appointment, during which period the employee must demonstrate the ability to perform the duties required of the position.
- 3.13 "Seniority" means the length of continuous employment within the scope of this agreement from the employee's original date of hire, and includes employment during an absence;
- for parental leave; or
 - leave with pay; or
 - leave without pay not exceeding four months; or
 - leave without pay for any period when in receipt of disability benefits.
- 3.14 "Student" means a person who is enrolled in a secondary or post secondary institution. Students may not perform work that would otherwise be performed by an employee who is a MSA member.

- 3.15 "Trial Period" means an initial period of employment served by an employee in a Continuing position as a result of transfer or reassignment, during which the employee must demonstrate the ability to perform the duties required of the position.
- 3.16 "Working Day" means a day during which normal College operations occur, and does not include Saturday, Sunday, statutory holidays or other holidays declared by the College from time to time.
- 3.17 Wherever in this Agreement specific authority is placed in the position of an Administrator, Officer, Executive Officer, or the President, it is understood that, if necessary, such authority may be exercised by the individual in the position at the next higher level of authority.
 - 3.17.1 "President" means the President of Grant MacEwan College.
 - 3.17.2 "Executive Officer" means the College President, or a Vice President or equivalent as described in Board Employment Policy #D1050.
 - 3.17.3 "Officer" means a Dean or Director or equivalent as described in Board Employment Policy #D1040.
 - 3.17.4 "Administrator" means a Coordinator or equivalent as described in Board Employment Policy #D1030.

4.0 RECOGNITION AND MEMBERSHIP

- 4.1 The Association recognizes that all functions, rights, powers and authority which the College has not specifically abridged, delegated or modified by this Agreement are retained by the College.
- 4.2 The College recognizes the Association pursuant to letters of agreement between the College and the Association dated January 21, 1983, and Clause 3.11 of this Agreement.
 - 4.2.1 The Association is the sole bargaining agent for employees covered by this Agreement, and the College agrees not to bargain with any other labour organization.
 - 4.2.2 No employee shall be required to agree to terms and conditions of employment that conflict with the terms of this Agreement.
 - 4.2.3 No employee shall negotiate terms and conditions of employment that conflict with the terms of this Agreement without the consent of the Association.

- 4.2.4 All employees covered by this Agreement, and eligible for membership in the MacEwan Staff Association, shall either be members of the Association or be required to pay a service fee to the Association equal to the membership fee.
- 4.2.5 The College shall deduct the Association's monthly dues from the pay of each employee. The Association shall advise the College, in writing, of any change in the amount of the regular monthly membership dues. Such notice shall be communicated to the Human Resources Department at least 20 working days prior to the effective date of the change.
- 4.2.6 The Human Resources Department shall advise the Association, on a monthly basis, of all newly hired employees.
- 4.2.6.1 The Association shall promptly advise the Human Resources Department of any change to its Executive Committee.
- 4.2.7 Where possible, and subject to regular College operations being unaffected, MSA Members may be released:
- a) at 3:00 p.m. twice yearly to attend MSA general meetings;
 - b) at 3:00 p.m. to attend monthly executive meetings.
- Requests for such time off will not be unreasonably denied. Staff will not be given "time in lieu" if they do not attend these meetings.
- 4.2.8 No employee shall be subjected to discriminatory treatment by reason of the employee's membership in, or participation in the activities of, the Association.

4.3 **Board Policies**

Any changes, additions or deletions to Board Policies, which alter MacEwan Staff Association Members' terms and conditions of employment not encompassed within this Collective Agreement, will not be implemented without consultation with the Association.

4.4 **Joint Consultation**

By participating and working together both parties can better achieve the College's Mission and Strategic Direction while enhancing the quality of work life for employees.

Through regularly scheduled meetings the joint consultation process provides a cooperative forum in which both parties can discuss items of mutual concern. Through free and frank discussion the issues confronting Administration and Staff can be addressed and the results shared with all constituents.

5.0 **PROBATION**

- 5.1 Upon appointment an employee shall serve a probationary period.
 - 5.1.1 Support staff shall serve a probationary period of up to **six** months.
 - 5.1.2 Supervisory staff shall serve a probationary period of up to nine months.
 - 5.1.3 If a Term employee is reappointed to the same position within 24 months of the expiry of his previous appointment, he shall not be required to serve a further probationary period.
 - 5.1.4 A probationary period shall be extended by the length of time during the probationary period that the employee is not in receipt of regular salary.
 - 5.1.5 If a probationary employee, in the opinion of the employer is deemed unsuitable, such employee may be terminated at any time during the probationary period, without notice and without recourse to the grievance procedure. The employer will provide the employee reasons for the termination.
- 5.2 At the discretion of the appropriate Officer, an employee who has previously been employed by the College in the same or a similar position, or has held an Acting appointment in the same position, may have such previous employment considered part or all of the probationary period. Application to waive part or all of the probationary period may be made in writing to the Human Resources Department by the employee's supervisor, or by the employee with a copy to his supervisor.

6.0 **TRANSFER**

- 6.1 An employee may apply through open competition for position openings within the College and if he is the successful candidate, such change shall be actioned as a transfer.
- 6.2 If the transfer embodies no change in the position classification and no significant changes in duties, no further probationary period shall be

involved, except the successful completion of existing probationary periods, if any.

6.3 If the transfer embodies a change to a higher rated position classification a trial period equivalent to Sub-clauses 5.1.1 or 5.1.2 may apply.

6.3.1 If a trial period applies, a performance review shall be conducted at the mid-point of the trial period.

6.3.2 In the event that an employee proves unsatisfactory in the position during the trial period, or if the employee finds himself unable to perform the duties of the new position, the appropriate Officer or Administrator shall return the employee to his former position, where the position has not been offered to another person; or

6.3.3 If the position has been offered to another person or the position is not available, the Officer or Administrator shall make every reasonable effort to reassign the employee to a position in which he is qualified and capable of performing.

6.3.4 If the College is unable to effect a reassignment which is mutually agreeable, the employee may have his employment terminated upon three months notice or payment of salary in lieu of notice, or a combination thereof.

6.4 An employee's anniversary date shall remain unchanged as a result of a transfer.

7.0 **ACTING APPOINTMENTS**

7.1 The appropriate Officer or Administrator may appoint an individual to a position on an Acting basis. Such employee shall fall under the terms of this Agreement.

7.2 The employee shall be paid within the salary range for the higher classification as if he were the permanent incumbent in the position.

7.3 The Acting appointment shall not exceed 12 months.

7.4 An employee who is assigned to an Acting position shall be guaranteed the option of returning to a position at the same level as the one vacated.

7.5 An employee may be returned to his regular position prior to the anticipated end of his Acting appointment with one month's notice.

- 7.6 An employee who has been serving in an Acting position and returns to his regular position shall have his salary adjusted to that which would have been in effect if he had continuously occupied the original position.
- 7.7 Holding an Acting appointment will not grant any special rights or preference in a subsequent open competition for the position held on an Acting basis if and when it is to be filled on an ongoing basis.
- 7.8 An employee shall be entitled to refuse an Acting appointment without jeopardizing his current employment.

8.0 **POSTINGS**

- 8.1 The College and the Association support the principle of selecting the most suitable candidate for vacant positions. The College values its employees and encourages their advancement to higher level positions within the College for which they are qualified.

8.2 **Posting: Process**

- 8.2.1 All continuing and term positions of 10 months or greater duration will be filled by competition and will be posted by the Human Resources department for a period of five working days. Internal candidates will be considered.
- 8.2.2 Internal candidates may request personal feedback on the competition process.
- 8.2.3 Notwithstanding Clause 8.2.1, where a term employee has been appointed through a posting and employed for 12 months or longer in the same position and subsequently the position is made continuing, the term employee will be appointed to the continuing position.

8.3 **Continuing Employee Secondments**

- 8.3.1 A continuing employee selected for a term position shall continue to be treated as a continuing employee during the term appointment. Terms and conditions based on classifications of support or supervisory will be established and paid on the classification of the term position. All premiums paid by the employee and based on salary will be paid on the actual salary received.
- 8.3.2 A continuing employee shall serve a trial period of 20 working days in the term position, During the trial period either the College

or the employee may elect to discontinue the term appointment and the employee will return to their continuing position.

8.3.3 At the conclusion of the term position, or at the end of any extension of the term, the employee shall be entitled to return to their continuing position.

8.3.4 Upon the employee's return to the continuing position, the employee's salary will immediately return to the rate of pay the employee previously held. An employee's anniversary date, for the purposes of qualifying for an increment, shall not be changed as a result of the secondment.

9.0 TERM EMPLOYEES

9.1 Term employees may occupy the same Term position for up to **24** months. A term position exceeding 24 months requires the agreement of the MacEwan Staff Association.

9.2 Term appointments may end upon the discontinuance of the project or funding.

10.0 HOURS OF WORK

10.1 For employees holding Continuing, Probationary or Term appointments, the normal work week shall consist of a maximum of 35 hours carried out during the period from 12:01 a.m. Monday through to 12:00 p.m. the following Sunday, the normal work day shall consist of a maximum of seven hours, and they shall normally have two consecutive days off each week.

10.1.1 The daily hours of work shall normally run consecutively, except that at approximately mid-point in the employee's work day, an unpaid meal period of not less than one-half, and not more than one hour shall be granted.

10.1.2 Employees shall be permitted a rest period of 15 minutes during each scheduled work period of three and one-half hours or more. Such time to be taken in accordance with a schedule arranged with the supervisor.

10.2 Notwithstanding Article 11.0, Overtime, an employee who is unable, due to assignment or responsibility approved by an Officer or Administrator, to leave his station of employment during his meal periods shall be paid for his meal period at his regular rate of pay.

- 10.3 For employees holding Casual appointments the normal work week shall consist of a maximum of 40 hours carried out during the period from 12:01 a.m. Monday through to 12:00 p.m. the following Sunday, the normal work day shall consist of a maximum of eight hours, and they shall normally have two consecutive days off each week.
- 10.4 Employees shall have not less than eight hours off between scheduled work periods except in the case of overtime or as otherwise mutually agreed.
- 10.5 Where the College requires that an employee's rest days be changed from Saturday and Sunday, it shall provide him with 10 working days written notice of the change.
- 10.6 When the College requires that an employee's shift be changed, it shall provide him with 10 working days written notice of the change.
- 10.6.1 Where the College requires that the start or stop times of any scheduled shift of an employee be changed by more than one hour, it shall provide five working days notice of the change.
- 10.6.2 Where notice as identified above is not given then overtime will be paid for the first shift or hours not originally scheduled.
- 10.6.3 Clause 10.6 will not apply where employees mutually agree to trade shifts or start/stop times and the College agrees to the change, or where the College and an employee mutually agree to a change.
- 10.7 Where an emergency arises, the College may make temporary changes as required without notice to the employee. Such changes shall not remain in effect for more than 10 working days. This provision shall not be used repeatedly so as to circumvent the requirement for notice given under this Article.
- 10.8 **Flex Time Agreements**
- 10.8.1 Normal hours of work, as described in this Article 10.0, may be varied to accommodate a flexible system of working hours provided that such variations are implemented according to this Clause 10.8.
- 10.8.2 The terms of variation in the normal hours of work (the 'flex time agreement') shall be set out in a written form approved by the Executive Director of Human Resources, agreed to by a majority of the employees and their immediate supervisor in the affected

administrative unit, and approved by the appropriate Officer or Administrator.

- 10.8.3 The terms of the flex time agreement shall not result in a reduction in salary to the employees affected by the variation in the normal hours of work.
- 10.8.4 Overtime entitlements provided under Article 11.0, and other benefits provided by this Collective Agreement shall be adjusted consistent with the variation in hours of work so as not to increase eligibility for same.
- 10.8.5 Flex time schedules shall be established consistent with the workflow demands of the affected administrative unit. If an employee's average hours of work during a scheduled period exceed those specified in Clauses 10.1 or 10.3, as applicable, then Article 11.0 shall apply.
- 10.8.6 Proposed flex time agreements shall be forwarded to the Executive Director of Human Resources for written approval. Prior to implementation, the Executive Director will receive confirmation from MSA of their receipt of the written agreements.
- 10.8.7 Flex time agreements in effect at the date of the signing of this Collective Agreement shall be forwarded to the Executive Director of Human Resources for review and approval.
- 10.8.8 Changes to or cancellations of flex time agreements shall be agreed to and approved in accordance with 10.8.2 and 10.8.6.

11.0 **OVERTIME**

- 11.1 MacEwan Staff Association Members may be required to work hours in excess of the normal hours of work. Such hours shall be considered overtime and must be authorized by the appropriate Officer or Administrator, or his designee, in advance of such time being worked.
- 11.2 All time worked in excess of the regular work day, regular work week, on a regularly scheduled day off or on a statutory holiday, shall be considered overtime.

- 11.3 Notwithstanding any other provision of Article 11.0;
- 11.3.1 For the purpose of calculating overtime entitlements;
- a) an employee who is granted a Casual appointment in addition to his regular appointment shall not be eligible for overtime payment for those hours worked on the Casual appointment, and
 - b) when an employee is granted more than one appointment, each appointment shall be considered separate and distinct.
- 11.3.2 With the mutual written agreement of the employee and the appropriate Officer or Administrator, for the purpose of calculating overtime entitlements;
- a) the hours worked by an employee during a normal work week as described in Clause 10.1 may be averaged over that week, and
 - b) the hours worked by a Casual employee during a normal work week as described in Clause 10.3 may be averaged over a seven day period.
- 11.3.3 Sub-clause 11.4.1.c) shall not apply to Casual employees who work on the Christmas Floater Holidays described in Clause 14.1.

11.4 **Overtime - Support Staff**

- 11.4.1
- a) On a regular work day - Support staff shall be compensated for all time worked in excess of the regular work day at the rate of one and one-half times their regular rate of pay.
 - b) On a regular scheduled day off - Support staff shall be paid one and one-half times their regular rate for all hours worked on a regular scheduled day off.
 - c) On a Statutory Holiday - Support staff shall be paid one and one-half times their regular rate for all hours worked on the holiday plus an additional day off with pay at their regular rate at a time mutually agreeable to the employee and the appropriate Officer or Administrator.
 - d) During a regular work week - Support staff shall be compensated for all time worked in excess of a regular work week at the rate of one and one-half times their regular rate of pay.
 - e) Overtime entitlements earned under Article 11.0 shall not be cumulative so as to provide for the payment of more than one and one-half times the employee's regular rate of pay for any overtime worked.
- 11.4.2 Support staff may, by way of mutual agreement with the appropriate Officer or Administrator, take time off in lieu of

payment for overtime worked, i.e., one hour overtime worked, one and one-half hours off.

11.4.3 A choice made under Sub-clause **11.4.2** cannot be changed once selected without the approval of the appropriate Officer or Administrator.

11.4.4 Overtime accrued during each fiscal year shall be taken within six months of the end of the fiscal year, unless the employee receives written approval from the appropriate Officer or Administrator prior to the end of the fiscal year to carry forward banked time. Any unused overtime shall be paid out at the applicable overtime rate.

11.5 Overtime - Supervisory Staff

11.5.1 a) On a regular work day - Supervisory staff shall be compensated for all time worked in excess of the regular work day at their regular rate of pay.

b) On a regular scheduled day off - Supervisory staff shall be paid their regular rate for all hours worked on a regular scheduled day off,

c) On a Statutory Holiday - Supervisory staff shall be paid their regular rate for all hours worked on the holiday plus an additional day off with pay at their regular rate at a time mutually agreeable to the employee and the appropriate Officer or Administrator.

d) During a regular work week - Supervisory staff shall be compensated for all time worked in excess of a regular work week at their regular rate of pay.

e) Overtime entitlements earned under Article **11.0** shall not be cumulative so as to provide for the payment of more than the employee's regular rate of pay for any overtime worked.

f) Notwithstanding a) thru e), any overtime hours worked in excess of **44** hours per week will be paid at the rate of one and one-half time base salary.

11.5.2 Supervisory staff may, by way of mutual agreement with the appropriate Officer or Administrator, take equivalent time off in lieu of payment for overtime worked, i.e., one hour overtime worked, one hour off.

11.5.3 A choice made under Sub-clause **11.5.2** cannot be changed once selected without the approval of the appropriate Officer or Administrator.

11.5.4 Overtime accrued during each fiscal year shall be taken within six months of the end of the fiscal year, unless the employee receives

written approval from the appropriate Officer or Administrator prior to the end of the fiscal year to carry forward banked time. Any unused overtime shall be paid out at the applicable overtime rate.

11.6 **Call Back**

- 11.6.1 When an employee is called to work at a time outside his normal working hours, he shall be compensated at the applicable overtime rate for actual hours worked during such call back and shall be paid a minimum of three hours pay or time off at his regular rate, except when such call back forms a continuous period with his normal working hours, in which case no minimum shall apply.
- 11.6.2 When a call back forms a continuous period with the staff member's normal working hours, his normal working hours shall not be reduced as a result of the call back.

11.7 **Shift Premium**

- 11.7.1 Shift premium shall be paid at one dollar per hour on all hours worked from 6:00 P.M. to 7:00 A.M.
- 11.7.2 Clause 11.7 shall not apply to employees eligible for overtime payment under Article 11.0.

11.8 **On Call Pay**

- 11.8.1 On-call is defined as a period of time, outside of an employee's regularly scheduled work hours, during which the employer designates an employee to be, if so required, immediately available to return to work.
- 11.8.2 On regularly scheduled days off, including vacation and Statutory Holidays, the employee shall be compensated the amount of three hours at his regular rate of pay for each 24 hour period on-call. On regularly scheduled work days the employee shall be compensated the amount of one and one-half hours at his regular rate of pay for each 24 hour period on-call.
- 11.8.3 When an employee is called back to work during the period in which he was on-call, he shall be compensated pursuant to Article 11.6.
- 11.8.4 An employee shall not normally be designated to be on-call on two consecutive weekends where other qualified staff are available.

12.0 **SALARY ADMINISTRATION**

12.1 The College shall pay salaries and wages to employees covered by this Agreement in accordance with the attached schedule.

12.1.1 On each payday each employee shall be provided with an itemized statement of his earnings and deductions.

12.1.2 An overpayment made to an employee as a result of an error on the part of the College, shall be recovered in a manner that is reasonable under the circumstances.

12.1.2.1 In the event that such overpayment exceeds \$50 and no mutually acceptable arrangement for repayment can be reached, then the period of time during which the overpayment is recovered from the employee's salary shall equal the amount of time during which the total overpayment was accumulated.

12.2 **Classification Review**

MacEwan Staff Association Members positions are subject to review according to the provisions of Board Policy #D1240, as amended from time to time.

12.3 Each position classification shall be assigned a salary range consisting of:

12.3.1 Minimum Salary,

12.3.2 Maximum Salary, and

12.3.3 The position point rating which determines the salary range.

12.3.4 The Position classification titles and salary ranges shall be attached to this Agreement.

12.4 An individual employed other than on a full time basis, shall be paid, pro rata, a rate of pay that most closely matches the rate of pay established for a similar full time position.

12.5 **Increments**

12.5.1 Increments shall be granted by the appropriate Officer or Administrator:

- a) For full time staff, one increment annually on July 1st upon the completion of 12 months of service.
- b) For full time staff hired after July 2, 2002, one increment annually on the employee's completion of 12 months of service.
- c) For part time or hourly paid staff, one increment following the accumulation of 1820 hours of service.
- d) For term employees, one increment granted following the accumulation of 1820 hours of service.
- e) Subject to Executive Officer approval increments may be awarded for less than the required period of service.

12.5.2 Increments may be granted in multiples of one-half. A maximum of two increments may be granted in any 12 month period. Increments greater than one shall require Executive Officer approval.

12.5.3 Full or partial increments may be withheld for less than satisfactory performance.

12.6 Salary placement for new hires up to the salary range mid point shall be at the discretion of the appropriate Officer or Administrator. Salary placement above the salary range mid point shall require Executive Officer approval.

12.7 Upon the upward reclassification of a position, the incumbent's salary shall be established at a rate commensurate with the qualifications and experience the incumbent held on the effective date of the reclassification.

12.7.1 Notwithstanding Clause 12.7, the incumbent's salary rate shall be not less than the rate in effect on the date referred to in Clause 12.7.

12.8 If, upon the downward reclassification of a position, or upon the reassignment of an employee to a position in a classification with a lower point rating, the incumbent's existing salary rate exceeds the maximum salary rate for the new position classification, the incumbent shall have salary maintained at the existing rate until such time as the maximum salary rate for the new position classification equals or surpasses the incumbent's existing salary rate, for a maximum of 24 months from the date of reclassification or reassignment.

12.9 Employees shall be provided written advice by the College of any salary changes, outlining the employee's annual salary and salary range grid step.

12.10 Performance Management

12.10.1 Success of the College depends upon the performance and contribution of every employee. Employee performance and

success depends upon clear direction, constructive feedback, and positive reinforcement. Successful performance management is a process involving ongoing two-way communication between an employee and supervisor.

Such communication should focus on, at least,

- a) performance related feedback,
- b) identification of training and development needs, and
- c) enhancement of employee performance.

12.10.2 The performance of MacEwan Staff Association members shall be subject to review:

- a) at the midpoint and end of the probationary period,
- b) on the anniversary date of the employee's appointment to a position,
- c) prior to the recommendation for an extraordinary salary adjustment,
- d) prior to the recommendation for an appointment status change, and
- e) at such other times as circumstances warrant.

13.0 **STAFF DEVELOPMENT**

MacEwan Staff Association Members are eligible for staff development assistance according to the provisions of Board Policies #D2010 and #D2020, as amended from time to time.

14.0 **STATUTORY HOLIDAYS**

14.1 The following days shall be observed as statutory holidays:

New Years Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Christmas Floater Holidays (3)
Civic Holiday in August	

and such other holidays as may be declared from time to time by the Lieutenant Governor or Governor General in council to be observed by the citizens of the Province of Alberta.

- 14.2** In the event that any of these holidays fall upon a Saturday or Sunday, the College will observe the holiday the next following Monday or as otherwise declared to be observed for employees of the Government of the Province of Alberta. The dates of observance of the Christmas floater holidays will be at the discretion of the College.
- 14.2.1** An employee whose regularly scheduled day of work is on a Saturday or Sunday declared as a statutory holiday but not observed as such by the College may, at the discretion of the appropriate Officer or Administrator, take the holiday on the declared day rather than on the day observed by the College.
- 14.2.2** Requests to observe the statutory holiday as permitted by Sub-clause **14.2.1** shall be submitted to the appropriate Officer or Administrator at least five working days prior to the Holiday.
- 14.3** When a statutory holiday falls on a day that would otherwise be an employee's regularly scheduled day off, the employee shall receive an alternate day off. Where such alternate day off cannot be arranged within one month of the holiday, the employee shall receive one day's pay at the employee's basic rate of pay in lieu of the holiday.
- 14.4** Leave without pay for religious holidays may be granted according to the provisions of Sub-clause **18.2.1**.
- 14.5** To be eligible for statutory holiday benefits, an employee must be actively at work or on an approved leave with pay on the last scheduled working day prior to, during, if required, and the first scheduled working day following, the statutory holiday as observed by the College.
- 14.6** Statutory holiday benefits for other than Full Time Continuing employees shall be:
- 14.6.1** For employees holding Part Time Continuing appointments: - as per Clause **14.1**, pro-rated to the term of the appointment.
- 14.6.2** For employees holding Term appointments where the appointment is full time for one year or more - as per Clause **14.1**.
- 14.6.3** For employees holding Term appointments where the appointment is less than full time or for less than one year - as per Clause **14.1**, pro-rated to the term of the appointment.
- 14.6.4** For employees holding Casual appointments - statutory holiday pay at the rate of **4%** of gross regular earnings.

15.0 VACATION ENTITLEMENT

Vacation entitlements shall be accrued:

- 15.1 Support staff holding Full Time Continuing appointments;
 - 15.1.1 Up to the end of six years of full time equivalent service - 15 working days annually, earned at the rate of 1.25 days for each full calendar month worked,
 - 15.1.2 From the beginning of the seventh to the end of the 14th full time equivalent year of service - 20 working days annually, earned at the rate of 1.67 days for each full calendar month worked.
 - 15.1.3 From the beginning of the 15th to the end of the 19th full time equivalent years of service - 25 working days annually, earned at the rate of 2.083 days for each full calendar month worked.
 - 15.1.4 In the 20th and subsequent full time equivalent years of service - 30 working days annually, earned at the rate of 2.5 days for each full calendar month worked.
- 15.2 Supervisory staff holding Full Time Continuing appointments;
 - 15.2.1 Up to the end of three full time equivalent years of service - 15 working days annually earned at the rate of 1.25 days for each full calendar month worked.
 - 15.2.2 From the beginning of the fourth to the end of the 10th full time equivalent years of service - 20 working days annually earned at the rate of 1.67 days for each full calendar month worked.
 - 15.2.3 From the beginning of the 11th to the end of the 19th full time equivalent years of service - 25 working days annually earned at the rate of 2.083 days for each full calendar month worked.
 - 15.2.4 In the 20th and subsequent full time equivalent years of service - 30 working days annually, earned at the rate of 2.5 days for each full calendar month worked.
- 15.3 For employees holding Part Time Continuing and Term appointments where the Term appointment is full time for one year or more - as per Clauses 15.1 or 15.2, as applicable, pro-rated to the term of the appointment.
- 15.4 For employees holding Casual appointments, or Term appointments where the Term appointment is less than full time or for less than one year;

- 15.4.1 Employees with less than four full time equivalent years of continuous service, vacation pay at the rate of 4% of gross regular earnings.
- 15.4.2 Employees with more than four full time equivalent years of continuous service, vacation pay at the rate of 6% of gross regular earnings.
- 15.5 An employee, upon request to the appropriate Officer, shall have previous periods of employment considered when establishing rates of vacation entitlement.
- 15.6 Employees may take their earned vacation time at any time during the year, subject to prior approval of the appropriate Officer or Administrator. Requests for vacation utilization shall be filed with the employee's immediate supervisor. Wherever possible, requests should be made at least five working days prior to the first day of vacation.
- 15.7 Employees shall earn vacation at the appropriate rate for each month in which salary is received for 11 or more working days. Determination of the rate of monthly accrual of vacation entitlement will be made on each employee's anniversary date.
- 15.8 An employee shall earn vacation leave while on paid sick leave.
- 15.9 Vacation leave accrued during each vacation year of service shall be taken within 12 months after the end of that vacation year, unless the employee receives written approval from the appropriate Officer or Administrator prior to the end of the vacation year to carry forward vacation entitlement beyond this time. Vacation year is defined as the period July 1 to June 30 of the following year.
- 15.10 Upon the approval of the appropriate Officer or Administrator, vacation entitlement to a maximum of 10 days may be utilized prior to the accrual of such entitlement. In the event that an employee leaves his employment and has taken unearned vacation benefits, he shall repay the College for those days outstanding at the time of separation, in a manner suitable to the College.
- 15.11 If a Statutory Holiday as defined under Article 14.0 falls during an employee's vacation, such day shall be paid as a Statutory Holiday and not considered a part of the employee's vacation entitlement.
- 15.12 Employees holding Continuing appointments who resign with proper notice or whose employment is terminated shall receive vacation pay at the regular

rates of pay in effect at such time, in lieu of said vacation earned but not taken. Employees not providing proper notice will receive vacation pay as per Clause 22.4.

- 15.13 If an employee terminates his employment or has his employment terminated while on probation, vacation pay at the rate of 4% of earnings, since date of appointment, shall be paid in full settlement of any and all claims for such benefits.

16.0 **DISABILITY PLANS**

16.1 **Sick Leave**

16.1.1 The parties agree that sick leave is for the protection of income that would otherwise be lost due to illness.

16.1.2 "Sick leave" means the period of time an employee is absent from work due to illness and in receipt of regular pay.

16.1.3 "Illness" means any illness, injury or quarantine restriction which prevents an employee from performing his duties, but does not include leaves of absence due to pregnancy or accidents covered under Worker's Compensation.

16.1.4 Sick leave entitlements shall be accrued:

16.1.4.1 Effective July 1, 2005, for employees holding Full Time Continuing appointments - one day for each month in which salary is received for 11 or more working days, being accumulated to a maximum of 26 days.

16.1.4.2 Effective July 1, 2006, for employees holding Full Time Continuing appointments - one day for each month in which salary is received for 11 or more working days, being accumulated to a maximum of 28 days.

16.1.4.3 For employees holding Part Time Continuing appointments, or Term appointments where the appointment is full time for 10 months or more - as per Sub-clause 16.2.1, pro-rated to the term of the appointment.

16.1.4.4 For employees holding Recurring Term appointments where the appointment is .5 FTE or greater and for six months or more as per Sub-clauses 16.1.4.1 and 16.1.4.2, pro-rated to the term of the appointment. Upon

reappointment unused sick leave entitlement shall be carried forward.

16.1.4.5 Article 16.0 shall not apply to employees holding Casual appointments, or Term appointments where the appointment is less than full time or for less than 10 months.

16.1.5 Upon the approval of the appropriate Officer or Administrator, sick leave entitlement to a maximum of 10 days may be utilized prior to the accrual of such entitlement. In the event that an employee leaves his employment and has taken unearned sick leave benefits, he shall repay the College for those days outstanding at the time of separation, in a manner suitable to the College.

16.1.6 Proof of illness acceptable to the College may be required to substantiate any claim for sick leave, or sick leave benefits. In the event that such proof, when requested, is not produced in a reasonable period of time following the leave, such days of absence will be recorded as leave without pay.

16.1.7 No employee shall have his employment terminated for reason of having his sick leave exhausted.

16.1.8 When an employee is laid off due to a shortage of work, he shall not accrue sick leave credits for the period of such absence, but shall, upon recall, retain his cumulative credit, if any, existing at the time of layoff.

16.2 **Medical Appointments**

16.2.1 Time off to attend medical, dental and eye appointments requires prior authorization by the immediate supervisor in advance and shall be scheduled to least interfere with the employee's regular hours of work. This authorization will not be unreasonably denied.

16.2.2 For employees eligible to accrue sick leave entitlements, time off in excess of three consecutive hours during scheduled hours of work shall be charged against sick leave entitlements.

16.3 **Worker's Compensation**

16.3.1 Exclusive of vacation, sick leave and statutory holidays and subject to Clause 17.3, the employee benefit programs which an employee was participating in at the commencement of the receipt of workers compensation benefits, will be continued during the period of

receipt of these benefits at no cost to the employee for a maximum period of 15 weeks.

16.4 Weekly Indemnity (WI)/Long Term Disability (LTD)

16.4.1 The following employees shall be eligible for weekly indemnity and long term disability coverage:

16.4.1.1 Employees holding Full Time Continuing appointments.

16.4.1.2 Employees holding Part Time Continuing appointments of .5 FTE or greater.

16.4.1.3 Insurance premiums shall be 100% employee paid.

16.4.1.4 Casual and Term employees do not participate in WI or LTD plans.

16.4.1.5 Subject to plan regulations and underwriter approval.

16.4.2 With the exception of vacation and sick leave accrual and statutory holidays, the employee benefits the employee was participating in at the time disability commenced will continue at no cost during the weekly indemnity benefit period and until the employee has received long term disability benefits for 12 months.

16.4.2.1 Long term disability benefits will continue until the earlier of; by plan definition the employee is no longer entitled to such benefits, becomes age 65 or receives retirement benefits from the Local Authorities Pension Plan (or equivalent).

16.4.2.2 The College will pay the employer and the employee contributions to the Local Authorities Pension Plan (or equivalent) as long as the employee remains in receipt of long term disability benefits.

16.4.2.3 Life insurance coverage at the rate in effect at the time the employee became disabled will continue at no cost to the employee as long as he remains in receipt of long term disability benefits.

17.0 **BENEFIT PLANS**

17.1 The College agrees to contribute the following toward employee benefit plan premiums for Full Time Continuing, Full Time Term (10 months to 24 months), and Part Time Continuing (.5 FTE or greater) employees participating in a College Group Plan.

17.1.1 Alberta Health Care Plan - 75% of the single or family premium.

17.1.2 Supplementary Health Care Plan - 75% of the single or family premium.

17.1.3 Dental Care Plan - 75% of the single or family premium.

17.1.4 Employee Family Assistance Program - 100% of the premium.

17.2 Part Time Term employees (.5 FTE or greater) on appointments of 10 months to 24 months shall be eligible to participate in the Alberta Health Care Plan, the Supplementary Health Care Plan and Employee Family Assistance Program with premiums in accordance with Clause 17.1.

17.3 Recurring Term employees (.5 FTE or greater) on appointments of *six* months or greater shall be eligible to participate in the Alberta Health Care Plan, the Supplementary Health Care Plan and Employee Family Assistance Program with premiums in accordance with Clause 17.1.

17.3.1 During periods which the employee is not in receipt of salary, benefits as above, may be continued by the employee provided the employee pays 100% of the benefit premium costs.

17.4 In the event, at any time during the life of this Agreement, if any changes to the plans are contemplated by either party, such changes will only be implemented upon the mutual agreement of the College and the Association.

17.5 The benefit plans provided for under this agreement shall be administered according to the policy agreements between the College and the Underwriters.

17.6 The Employer will provide up to date information to the employee on all employee benefit plans.

18.0 **LEAVE OF ABSENCE**

18.1 The College may grant such leaves of absence with or without pay as it considers appropriate in the circumstances.

18.2 **Leave Without Pay**

- 18.2.1 Leave of absence without pay for up to two months may be granted, provided the employee requests such leave at least two weeks prior to the commencement of the leave. Leave requests must be made in writing to the appropriate Officer or Administrator, and approved by the appropriate Officer.
- 18.2.2 Leave of absence without pay for more than two months may be granted, provided the employee requests such leave at least two months prior to the commencement of the leave. Leave requests must be made in writing to the appropriate Officer or Administrator, and approved by the appropriate Executive Officer.
- 18.2.3 Subject to the policy agreements with the underwriter, and provided the employee pays the full premium thereon, an employee on leave without pay shall be entitled to continue those benefits which he was participating in at the commencement of his leave.
- 18.2.4 An employee granted leave of absence without pay may be returned to his former position or be placed in a comparable position for which he is qualified provided he indicates his intention to return to work by notifying the College of his intention to return by a date specified when the leave is approved.
- 18.2.5 The employee's anniversary date shall be advanced by the number of full months of the leave period, and any employee benefits dependent upon such anniversary date will be adjusted accordingly. However, absences due to parental or disability leave will be included for the purposes of calculating vacation entitlements and for the purposes of notice under Article 23.0, Employees Affected by Position Abolishment.
- 18.2.6 The employee shall accrue vacation and sick leave benefits during any period of leave without pay only as provided under Clauses 15.7 and 16.1.4.
- 18.2.7 An employee granted a leave of absence must utilize any accrued vacation entitlement prior to the commencement of the leave.

18.3 **Parental Leave**

- 18.3.1 A Continuing employee who has completed one year of continuous service with the College shall be granted a leave of absence without pay for reasons of maternity for a period not to exceed 12 months

duration from the date of birth of the child. The employee shall supply written notice for such leave at least one month in advance of the leave, where possible. Written notice shall be made to the appropriate Officer or Administrator.

18.3.2 Extensions of up to three months may be granted by the appropriate Executive Officer.

18.3.3 A parent not applying for leave under Clause 18.3.1 and who has completed one year of continuous service with the College, shall be granted a leave of absence without pay as parental leave for a period not exceeding 37 weeks duration. Notice requirements are as outlined in Clause 18.3.1.

18.3.4 An employee adopting a child is entitled to leave as outlined in Clauses 18.3.1, 18.3.2, and 18.3.3 as applied for, except the requirements for advance notice which shall be such notice as is reasonably possible under the circumstances.

18.3.5 An employee on parental leave shall be entitled to employee benefits as outlined in Article 18.2, Leave Without Pay.

18.3.6 An employee granted leave under this article shall be returned to their former position, or be placed in a comparable position for which they are qualified, providing they indicate their intention to return to work by notifying the College one month before intended date of return.

18.4 **Compassionate Leave**

18.4.1 In the event of the death of an employee's:
a) husband, wife, or common law spouse
b) parent, grandparent, or in-law
c) ~~son~~, daughter, brother, sister or foster child

an employee so bereaved, on approval of the appropriate Officer or Administrator, may be allowed leave with pay for a period of up to five working days. Such approval shall not be unreasonably withheld.

18.4.2 In the event of the hospitalization or serious illness of an employee's immediate family, the employee may be granted time off with pay not to exceed three working days to arrange or provide for the care of the family member. Such time off shall be subject to the approval of the appropriate Officer or Administrator and charged to the employee's sick leave entitlement.

18.4.3 Employees who require leave to care for a member of their immediate family who is gravely ill, shall be entitled to up to eight weeks of leave without pay, upon application to their Dean or Director. Extensions to this period may be granted by the appropriate Executive Officer. Benefits and Entitlements will be pursuant to the provisions of Clause 18.2.

18.5 Court Leave

18.5.1 The College shall grant leave with pay to an employee called for jury duty or when summoned as a witness.

18.5.2 An employee in receipt of his regular earnings while serving at court shall reimburse to the College all monies paid to him by the court, except travelling and meal allowances not reimbursed by the College.

18.6 Release Time for the Association President and Vice-president

The College and the Association shall share equally the costs for up to 50% release time for the Association President and up to 20% for the Association Vice-President. Arrangements for such release shall be made through the Executive Director of Human Resources.

19.0 TRAVEL

An employee who is required to travel on College business or who otherwise incurs expenses on behalf of the College shall be entitled to claim expenses and allowances according to the provisions of Board Policy #D 3440, as amended from time to time.

20.0 UNIFORMS

Where an employee is required either as a condition of employment or because of the nature of the work to wear uniforms, coveralls or other protective apparel, the College shall provide these items as required at no cost to the employee, for the employee's use. These items shall remain the property of the College.

21.0 DISCIPLINE PROCESS

21.1 The College and the MacEwan Staff Association recognize the principle of progressive discipline, a process graduated in severity to correct employee misconduct, except where the College believes that particular circumstances warrant moving to more serious action, up to and including termination.

- 21.2 Where warranted, prior to disciplinary action, non-disciplinary coaching or Letters of Expectations may be provided to an employee by an in-scope supervisor. The purpose of these actions is to ensure the employee has a clear understanding of the College's expectations for their conduct or performance.
- 21.3 Unless the College believes that particular circumstances warrant moving to more serious action, up to and including termination, the following sequential forms of discipline shall be available when discipline of an employee is warranted:
- written warning;
 - suspension without pay (one or more occurrences of increasing severity);
 - termination.
- 21.4 Except in the case of the dismissal of a probationary employee, no employee shall be disciplined or dismissed except for just cause.
- 21.5 The College and the MacEwan Staff Association believe discipline should be administered in a timely and professional manner. Notice of such disciplinary action shall be given within 15 working days of the date the Officer or Administrator becomes aware of the alleged incident that prompted the action, shall be in writing, and shall include the reason(s) for the action. Time limits may be extended by written agreement of MacEwan Staff Association and Human Resources.
- 21.6 Where misconduct is investigated or disciplinary action is taken and Human Resources is present, the employee will be informed they have a right to MSA representation.
- 21.7 All written notices of discipline shall be placed on the employee's personnel file.
- 21.8 Subject to Clause 25.1, an employee who feels they have been unjustly disciplined or terminated shall have access to the grievance procedure.
- 21.8.1 When an employee has grieved a disciplinary action and a designated Officer has allowed the grievance or reduced the penalty levied against the grievor, the personnel file of the employee shall be amended to reflect this action, provided that this action results in the abandonment of the grievance.
- 21.9 An employee may have access to their personnel file upon request.
- 21.10 Upon the request of the employee, adverse reports and records of discipline more than 24 months old shall be cleared from the employee's file provided

no other disciplinary action has been taken against the employee since the incident in question.

- 21.11** An employee who fails to notify the appropriate Officer or Administrator of any absence from duties, and the reasons thereof, for a period of three consecutive working days, shall be deemed to have abandoned their position and may have their employment terminated forthwith.

22.0 RESIGNATIONS

- 22.1** A support staff employee is required to provide the College with at least 10 working days prior written notice of resignation if he wishes to resign in good standing.
- 22.2** A supervisor is required to provide the College with at least 20 working days prior written notice of resignation if he wishes to resign in good standing.
- 22.3** Where an employee cannot meet the required notice period he may arrange for earlier release at the discretion of the College.
- 22.4** Subject to Clause 22.3, employees with less than four full time equivalent years of service who fail to provide notice of resignation according to this Article 22.0 will receive vacation pay out at the rate of 4% of earnings from their anniversary date, less any vacation time accrued and taken since that date, rather than as otherwise prescribed. Employees with more than four full time equivalent years of service will receive 6%.

23.0 EMPLOYEES AFFECTED BY POSITION ABOLISHMENT

This article applies to Full Time Continuing or Part Time Continuing College employees who are affected by position abolishment.

The Association recognizes the College's right to organize the workforce and make final determinations of the number and types of positions required. The College recognizes that this article is not to be used for disciplinary issues or for performance management.

- 23.1** The intent of this article is to:
- provide the Association with notification of the College's intent to reduce the number of employees, before notice is given to affected employees;
 - enable the Association and the College to share relevant information on the scope, impact, and timing of potential staff reductions;

- enable the Association and the College to engage in a meaningful discussion of alternatives that may minimize or eliminate the need to reduce staff;
- describe the process for implementing a decision by the College to reduce or reassign staff;
- describe the entitlements and obligations of employees who are affected by position abolishment; and
- ensure that employees affected by position abolishment are treated fairly and equitably.

23.2 Notification

- 23.2.1 The College will notify the President of MacEwan Staff Association, or designate, of organizational reviews or restructurings where employees are likely to be affected by position abolishment.
- 23.2.2 The College will notify the President of MacEwan Staff Association, or designate, if it intends to reduce the number of employees.
- 23.2.3 Notification is intended to provide the Association and the College with sufficient opportunity to share information and consult under Clauses 23.3 and 23.4 before final decisions are made that affect staff.

23.3 Information Sharing

- 23.3.1 If the College determines it is necessary to reduce the number of positions, the College and Association will meet to share information on the scope, impact, timing, and transitional arrangements relating to position reductions.
- 23.3.2 The Association will respect the confidentiality of any information provided by the College with respect to specific employees who may be reassigned or terminated as a result of position reductions, until the College has notified the affected employees.

23.4 Consultation

Following Notification and Information Sharing, the Association will be given an opportunity to propose alternatives to the College to minimize or avoid the need to reduce staff. The Association and College will meet to discuss measures to address the interests of affected employees.

23.5 Reassignment

- 23.5.1 The College may reassign employees whose positions have been identified for abolishment and for whom the College has identified alternative work.
- 23.5.2 Reassignment shall be considered to have occurred if an employee is assigned by the College to a position which is in a classification with a lower point rating than that of the employee's former position, or which has job responsibilities which differ substantially from those of the employee's former position.
- 23.5.3 Recall rights do not apply to reassignments.
- 23.5.4 If the employee accepts the reassignment, the College shall review and assign a salary rate to the reassigned employee in accordance with Article 12.0.
- 23.5.5 If the employee rejects the reassignment, the employee shall be subject to Clauses 23.6 and 23.8, inclusive.
- 23.5.6 In cases of reassignment the employee's anniversary date shall be unchanged.
- 23.5.7 An employee who is reassigned shall not be required to serve a trial period in the new position.
- 23.5.8 A minimum of one month notice shall be given to employees involved in proposed reassignments, unless otherwise mutually agreed.

23.6 Position Abolishment

- 23.6.1 When position abolishment occurs in an area with two or more employees performing the same duties, the College shall consider the employee's seniority in determining the employee or employees who shall be retained.
- 23.6.2 Once the appropriate Executive Officer has approved the abolishment of a position, the College shall notify the affected employee in writing without delay, and advise them of their options.

23.7 **Notice**

23.7.1 The College shall provide notice of position abolishment of not less than one month for each full year that the employee has worked for the College. Notice shall not be less than one month nor greater than nine months.

23.7.2 The College may require employees to continue to work during some or all of their notice period. If the College does not require an employee to work their full notice period, the employee will choose to receive the unworked portion of their notice period:

as pay in lieu, in the form of monthly salary continuance, or as severance pay, in the form of a lump sum payment.

The College and the employee may mutually agree to notice period comprised of combinations of time worked, pay in lieu, and severance pay.

23.7.3 Employees who elect to receive pay in lieu will not be entitled to benefits during salary continuance, but will be eligible for recall.

23.7.4 Employees who accept severance pay will be considered to have voluntarily resigned from their position, will not be eligible for recall, and will have waived any rights to grieve the abolishment of their position or severance payment.

23.7.5 Pay in lieu and severance pay will be calculated by multiplying the number of months to which the employee is entitled (less any time worked during the notice period) by the employee's monthly salary at the date of notice, less statutory deductions.

23.8 **Recall**

23.8.1 An employee notified of position abolishment shall be entitled to be recalled to the first available continuing position of equal position points or **up** to 10 position points less, and the qualifications of their original position. The most senior qualified individual on the recall list will be offered employment first.

23.8.2 Employees who continue to work during their notice period or receive pay in lieu will have recall rights for six consecutive months following the date of notice of the position abolishment, in accordance with Clause 23.6.

- 23.8.3 If an employee accepts an offer to a continuing position of equal position points or up to 10 position points less, and the qualifications of the original position, salary continuance will cease and the employee will return to the grid step of former position.
- 23.8.4 If an employee rejects an offer of recall to a continuing position of equal position points or up to 10 position points less, and the qualifications of their original position, all rights to recall are waived and salary continuance will cease.
- 23.8.5 An employee who is terminated due to staff reduction and is subsequently recalled within six months or rehired to a Full Time Continuing or Part Time Continuing position within two years of the date of notification of termination, shall be reinstated with all seniority up to the date of termination of employment.

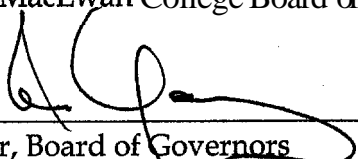
24.0 **LAYOFF AND RECALL**

- 24.1 Layoff is defined as a temporary separation from employment initiated by the College as a result of a shortage of work or operational funding for a period of less than two months.
 - 24.1.1 When a layoff becomes necessary, Full Time Continuing and Part Time Continuing employees shall be given one month written notice or pay in lieu of notice, prior to the commencement date of layoff.
 - 24.1.2 New employees shall not be hired in the same position classification until those laid off have been given an opportunity for recall.
 - 24.1.3 Layoff shall be in reverse order of seniority.
- 24.2 Recall is defined as a request to an employee to return to work when work is again available in the position classification he occupied at the time of layoff.
 - 24.2.1 Recall shall be in the reverse order of layoff.
 - 24.2.2 If an employee has not been recalled within two months of his layoff the position shall be declared abolished and the employee shall be entitled to severance pay according to the provisions of Article 23.0.

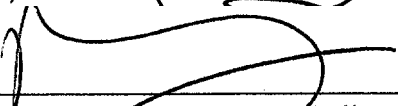
25.0 **GRIEVANCE PROCEDURES ISSUE RESOLUTION (this article will not be enforced during the life of this agreement. Please refer to the Letter of Understanding in Appendix H for its replacement)**

Agreed to this 31 day of October, 2005.

The Grant MacEwan College Board of Governors.

Per: 

Chair, Board of Governors




President, Grant MacEwan College
President, Grant MacEwan College

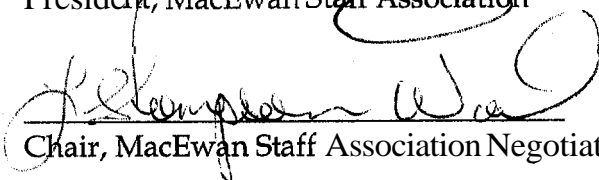


Chair, College Negotiating Committee

The Grant MacEwan College MacEwan Staff Association

Per: 

President, MacEwan Staff Association



Chair, MacEwan Staff Association Negotiating Committee

APPENDIX "A"**STUDENT POSITIONS**

The following is a current listing of Student Positions as defined in Article 3.14.

Position	Department/Division
Lab Monitor	Computing & Network Services
Summer Student Facilities	Facilities
Learning Technology Centre Student Helper	Learning Resource Centre
LRC Student Shelver	Learning Resource Centre
Student Technician	Sciences
Computer lab Monitor	Sciences
Office Helper	International Education
Learning Resource Centre Aid	Yellowhead Region Educational Consortium
Student Clerk (Lunch Hour Relief Worker)	Pembina Educational Consortium
Residence Assistants	Student Residence
Front Desk Assistants	Student Residence
Summer Assistants	Student Residence
Student Callers	Foundation/Fund Development
Security Student Worker	Security and Parking

Letter of Understanding for Collective Agreement Orientation and Education

between

Grant MacEwan College

and


MacEwan Staff Association

The parties agree to undertake the following activities during the life of the Collective Agreement:

- 1.0 Enhanced awareness of Collective Agreement and benefits:
 - Offer letters issued by Human Resources to new employees will reference the electronic location of the Collective Agreement. Employees may request a paper copy from Human Resources.
 - Offer letters issued by Human Resources to new employees will reference the electronic location of employee benefit entitlements.
 - MSA will publish the electronic location of the Collective Agreement and benefit information periodically in the MSA Newsletter.
 - The electronic location of the Collective Agreement and employee benefit entitlement information will be published in MacEwan Today semi-annually.
- 2.0 Communication of new Collective Agreement:
 - MSA and Human Resources will collaborate to present joint forums at each campus to outline changes.
 - MSA and Human Resources will create a document outlining changes to the Agreement and send it to all supervisors of MSA staff.
- 3.0 Joint educational sessions:
 - Human Resources and MSA will meet to develop mutually agreeable joint training opportunities.
- 4.0 Collective Agreement administration education:
 - Human Resources will offer the course, "Understanding the Collective Agreement," twice a year.
 - Human Resources will develop a specific supervisor/ management-focused training course on the Collective Agreement.

This Letter of Understanding will conclude at the expiry of this Collective Agreement.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

APPENDIX "C"

Letter of Understanding for Collective Agreement Bi-weekly Systems Capability

between

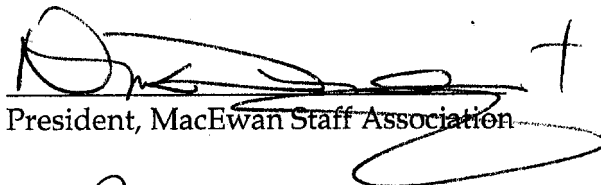
Grant MacEwan College

and

MacEwan Staff Association

Should the College purchase a new HRIS/Payroll software system during the term of the Agreement, they will ensure that it is compatible with bi-weekly pay periods.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

Letter of Understanding for Collective Agreement Performance Management

between

Grant MacEwan College

and

MacEwan Staff Association

Purpose: To engage the MSA and the College in a discussion about the merits of performance management, and to provide good information to the next bargaining committee and to the employer on effective and appropriate changes to the present performance management system at the College.

A committee consisting of three MSA representatives and three College representatives will be established. A representative from the Human Resources department will chair the committee. They will:

- a) Review the current system of performance management.
- b) Gather input on the views of the stakeholders within the College as to their practices and the barriers to effective performance management, and their understanding of the key elements in performance management.
- c) Review and report on best practices of performance management and experiences in other organizations.
- d) Make recommendations concerning:
 - i. Performance Management Process
 - ii. Performance Evaluation Tools
 - iii. Appropriate elements to be included in Performance Management
 - iv. Operationalization of a Performance Management system at the College, including training needs.

The committee will be established and meet within 120 days of ratification of the Collective Agreement and is expected to report not later than six months prior to the end of the term of the Collective Agreement.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

Letter of Understanding for Collective Agreement Workload

between

Grant MacEwan College

and

MacEwan Staff Association

The parties agree to undertake the following during the life of the Collective Agreement:

- 1.0 The Parties agree to forward the issue of workload to the Joint Consultation Committee to review the following list perceptions, interests, and potential solutions identified during negotiations.
- 2.0 The Joint Consultation Committee will review the information, determine if additional information is needed, analyse the information, draw conclusions, and make recommendations.
- 3.0 The Joint Consultation Committee will provide a report of the activities taken and the results of their work to the Executive Director, Human Resources, and the MSA President prior to the next round of negotiations.

This Letter of Understanding will conclude at the expiry of this Collective Agreement.

Agreed to this 31ST day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

Letter of Understanding for Collective Agreement Contracting Out

between

Grant MacEwan College


and

MacEwan Staff Association

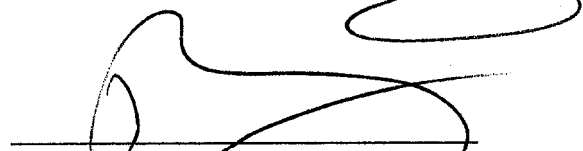
The parties agree to the following during the life of the Collective Agreement:

- 1.0 The College has the right to contract out functions of the College's operational units.
- 2.0 The College will notify the President of the MacEwan Staff Association, or designate, when MSA or the members of MSA are likely to be affected by contracting out.
- 3.0 Notification is intended to provide the Association and the College with sufficient opportunity to share information and consult before final decisions are made that affect MSA or the members of MSA. The Association will respect and adhere to the confidentiality of any information provided by the College. The Association agrees to only release information (written or verbal) to which the College has given prior approval.
- 4.0 Notification will occur at the stage of planning where the College has determined to seriously investigate the possibility of contracting out that may affect MSA or the members of MSA.
- 5.0 Notwithstanding the above, where the contemplated contracting out is not work that is presently or traditionally done by MSA members, consultation is not required.

Agreed to this _____ day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

APPENDIX "G"

Letter of Understanding for Collective Agreement Weekly Indemnity Plan

between

Grant MacEwan College

and

MacEwan Staff Association

The MacEwan Staff Association and the Grant MacEwan College Board of Governors agree:


Effective September 30, 2005, the College will pay an amount equal to the Weekly Indemnity monthly premium to each MSA employee participating in the Weekly Indemnity Plan. The amount of this payment will be based on the premium amount the employee pays effective July 1 each year.

The College and the MacEwan Association acknowledge that the payment to salary noted previously may impact the tax-free status of the Weekly Indemnity benefit.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

Letter of Understanding for Collective Agreement Issue Resolution

between

Grant MacEwan College

and

MacEwan Staff Association

The MacEwan Staff Association and the Grant MacEwan College Board of Governors agree to the following transitional issue regarding the replacement of Article 25 Grievance Procedure with the Article 25 Issues Resolution Process for the duration of the Collective Agreement.

1. The parties agree to report to the next Bargaining Committees the effectiveness of the new procedure and any changes recommended.
2. The Parties agree that, absent any significant problems with the new process this Letter of Understanding will replace the existing language of article 25 in the 2008 Collective Agreement.
3. The parties agree that anyone acting as a Facilitator under this clause requires training; and will pursue joint training for those intended by each party to be appointed to these roles. Each party will be responsible for the costs associated with training their respective facilitators.
4. The parties agree that the implementation of this clause may require reorientation of staff to a mutual gains resolution based grievance process and will pursue appropriate training and orientation to users of this clause.
5. The following language shall replace the existing Article 25 Grievance Procedure in it's entirety:

25.1 Issue Resolution Procedures

The College and the Association have designated the Issue Resolution Process to:

- 25.1.1 Encourage respectful discussion by the individuals impacted by issues that arise in the workplace.

- 25.1.2 Provide an opportunity for early intervention and resolution of the issues at the lowest levels and in a timely manner.
- 25.1.3 **Allow** creativity and truly mutually acceptable solutions that contribute to a positive collaborative work environment, within the spirit of the collective agreement.
- 25.1.4 Ensure that all parties that are required are present and engaged in the resolution process.
- 25.1.5 Ensure the appropriate decision makers are present.
- 25.1.6 Reduce the stress, conflict and cost associated with unresolved issues.
- 25.1.7 Ensure resolution of issues.

25.2 Definitions

- 25.2.1 Issue: any problem, disagreement, conflict or difference involving employees, management or the Association.
- 25.2.2 Grievance: any difference regarding the interpretation, operation, application or alleged violation of this agreement. A grievance should be identified as:
 - 25.2.2.1 Individual: directly affecting the rights of a specific employee;
 - 25.2.2.2 Group: directly affecting the rights of a group of employees in the same or similar way, where a common remedy is requested;
 - 25.2.2.3 Policy: a difference between the parties that does not directly affect the rights of an identifiable individual employee or the rights of an identifiable group of employees.

5 Problem Solving Stage

- 25.2.3 An employee, member of management or an Association Representative is encouraged to resolve any issue through face-to-face discussion with the person(s) with whom there is an issue.

- 25.2.4 The discussion should take place at the earliest possible time and should include the sharing of information relevant to the issue.
- 25.2.5 The discussion should be respectful, clearly identify and communicate the interests of the person(s) affected by the issue and explore options to satisfy the interests and mutually acceptable solutions.

25.4 Consultation Stage

- 25.4.1 If an issue is not resolved by problem solving, or is not believed to be suited for problem solving, any directly affected individual or the Association or College, may refer the issue to the consultation stage.
- 25.4.2 The matter will be submitted in writing, to the Executive Director, Human Resources or to the Association President. This request should be made within 10 working days of the date that gave rise to the issue, or the issue reasonably came to the attention of the affected individual requesting consultation and will include the details of the issue.
- 25.4.3 Once the request is received, Human Resources will schedule a meeting of the people essential to resolving the issue (as determined by the Parties), within 10 working days. One facilitator will be assigned by each of Human Resources and the Association.
- 25.4.4 The facilitators will assist and encourage the individuals in respectful discussion, defining the issue, information sharing, exploration of interests, potential options and achieving mutually satisfying solutions.
- 25.4.5 All notes taken during the consultation process are confidential and without prejudice to the legal or contractual rights of the Parties.
- 25.4.6 The parties will endeavor to conclude the consultation process within **20** working days. At any time any party can conclude consultation by providing written notice to Human Resources or the Association.

25.5 **Formal Review Stage**

- 25.5.1 Any issue not resolved at consultation may be forwarded to the Executive Director of Human Resources, or President of the Association, in writing, for Formal Review. This request will be submitted within 10 working days of the date notice is received that consultation has been unsuccessfully concluded, and will contain specifics of the unresolved issue.
- 25.5.2 Human Resources will arrange a meeting with the appropriate Dean or Director or Associate Dean and any other person essential to resolution of the matter (as determined by the Parties).
- 25.5.3 The parties will seek a mutually acceptable resolution to the dispute. They will engage in an open, fair and balanced discussion of the issues, interests, options and potential solutions.
- 25.5.4 Any party may conclude formal review by providing written notice to either the Executive Director of Human Resources or the President of MSA.
- 25.5.5 The Dean or Director or Associate Dean will issue a formal written decision within 10 working days of the meeting. If the issue is not a grievance then the Dean or Director or Associate Dean's decision will be final and binding on the matters still in dispute.

25.6 **Executive Officer Review**

- 25.6.1 Where the issue is a grievance the Association may advance the matter to the appropriate Executive Officer, within 10 working days of the decision received at Formal Review. The matter will be in writing and include details of the dispute, issues, interest, clause(s) of the Collective Agreement in issue and resolution desired.
- 25.6.2 Upon receipt the Executive Officer will, within 10 working days, call a meeting of the Association and Human Resources. Either party may include any persons they feel necessary to clarify the issues.

- 25.6.3 The Association and Human Resources will present to the Executive Officer clarification of the issues and details they believe will assist in deciding the matter.
- 25.6.4 The Executive Officer will issue a formal written decision within 10 working days of above meeting.

25.7 College President Review

- 25.7.1 Where the issue is a grievance the Association may advance the matter to the College President, within 10 working days of the decision received at Executive Officer Review. The matter will be in writing and include details of the dispute, issues, interest, clause(s) of the Collective Agreement in issue and resolution desired.
- 25.7.2 Upon receipt the College President will, within 10 working days, call a meeting of the Association and Human Resources. Either party may include any persons they feel necessary to clarify the issues.
- 25.7.3 The Association and Human Resources will present to the College President clarification of the issues and details they believe will assist in deciding the matter.
- 25.7.4 The College President will issue a formal written decision within 10 working days of above meeting.

25.8 Arbitration

- 25.8.1 Provided the grievance has been properly processed a grievance may be advanced to arbitration within 20 working days of the decision of the Executive Officer.
- 25.8.2 Notices required under this clause will be given to the appropriate Executive Officer or the Association President, as applicable. The Association may forward a copy of the notice to the College President.
- 25.8.3 Grievances being advanced to arbitration will include:
- willingness to use a single arbitrator;
 - appointee to a three-member arbitration board if such becomes necessary; and

- details of the grievance, including issues in dispute, clause(s) of the Collective Agreement in issue, and resolution desired.
- 25.8.4 The party responding will do so within 15 working days and shall include in the response:
- willingness to use a single arbitrator; or
 - appointee to a three-member arbitration board.
- 25.8.5 If a single arbitrator is agreed to, the Parties will endeavor to select an agreeable arbitrator, or if Nominees have been appointed, they will endeavor to select the Chair of the Board. In the event these efforts are unsuccessful within 10 working days, a request will be made to the Minister of Labor for the appointment of an Arbitrator.
- 25.8.6 Prior to arbitration hearing the Parties will attempt to prepare an agreed statement of facts for submission to the arbitration Board.
- 25.8.7 The Parties shall make every reasonable effort to ensure that presentations to the arbitration board are short and concise.
- 25.8.8 The arbitration board shall meet as soon as possible after appointment to hear such evidence as necessary to ensure a full and fair hearing.
- 25.8.9 The arbitration board shall render its decision, in writing, to the parties as quickly as possible after completing the hearing.
- 25.8.10 The decision of the majority is the award of the arbitration board and is final and binding on the parties and any person bound by this agreement. If there is no majority the decision of the Chair governs and shall be deemed to be the award of the arbitration board.
- 25.8.11 The arbitration board may:
- allow for clerical errors or clerical omissions in the framing of the grievance;
 - request the attendance of any witness it deems necessary;
 - keep a record of the proceedings;
 - request access to any documents or materials relating to the dispute, except those which without prejudice and privileged within the Article;
 - quash, confirm, or vary any action taken respecting the suspension, discipline, or discharge of an employee.

25.8.12 The arbitration board may not alter, amend, or change the terms of this Agreement, nor render a decision inconsistent with the terms of the agreement.

25.8.13 Each party to the grievance will bear the expense of its respective nominee to the arbitration board and the two parties shall bear equally the expenses of the Chair or single arbitrator.


25.8 **General**

25.8.1 The parties may mutually agree to involve a facilitator or mediator (internal or external) at any stage of the Issue Resolution process. The expenses of facilitator or mediator shall be borne equally between the parties.

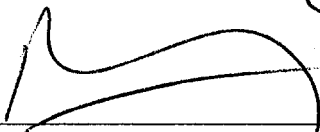
25.8.2 The parties may mutually agree to bypass stages, return to stages and/ or extend the time limits contained in the Issue Resolution Process. Such agreements will be confirmed in writing.

25.8.3 Discussions, proposed resolutions and agreements reached at any stage prior to a referral to arbitrations are confidential and without prejudice to the legal or contractual rights of the parties. The parties may mutually agree to waive confidentiality or the without prejudice designation.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

Letter of Understanding for Collective Agreement Employee Benefits

between

Grant MacEwan College

and

MacEwan Staff Association

The MacEwan Staff Association and the Grant MacEwan College Board of Governors agree:

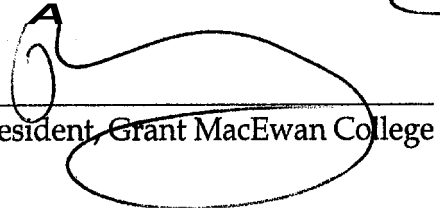
1. Establish an Employee Benefits Committee to consider plan policy and design, and to develop recommendations for disbursement of any funds referred to the Committee. The Committee will be comprised of up to four members of the College Administration, two members of the MacEwan Staff Association and two members of the Faculty Association. The Executive Director, Human Resources shall chair the committee.
2. The first meeting will be within 120 days of ratification of this agreement to discuss and agree on the terms of reference for the Committee. Should any funds be referred to this Committee before the terms of reference are agreed, the committee will proceed with developing recommendations for disbursement of those funds within 60 days of funds being referred, without waiting for the terms of reference to be agreed.

If, during the term of this agreement (Date of Ratification to June 30, 2008), the provincial government reduces or eliminates the Alberta Health Care (AHC) premium, the funds that the College was contributing as premiums for AHC, will be referred to the Employee Benefits Committee for their consideration. This Committee will meet, and put forth recommendations to their principles regarding where to best allocate those funds.

Agreed to this ~~31st~~ day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

APPENDIX "J"

Letter of Understanding for Collective Agreement Sick Leave and Disability Utilization

between

Grant MacEwan College

and

MacEwan Staff Association

The Grant MacEwan Staff Association and the Grant MacEwan Board of Governors agree:


To establish a Sick Leave and Disability Utilization Committee to review on a quarterly basis the statistical data associated with MacEwan Staff Association member usage of sick leave, Weekly Indemnity and Long Term Disability Insurance.

The Committee will be comprised of a Chairperson, two members of the MacEwan Staff Association and members of the College Administration. The Chairperson of the Committee will be the Disability Management Analyst.


Information will be provided by the College to ensure that the objective of the Committee is met, including usage, frequency of use and aggregate cost of entitlements.

The College and Association recognize and respect the individual member rights to confidentiality and agree the purpose of the Committee is to review aggregate data and will not be a forum to discuss individual cases.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

APPENDIX "K"

Letter of Understanding for Collective Agreement Salary Re-Opener - Wage Rates
July 1, 2007

between

Grant MacEwan College

and

MacEwan Staff Association

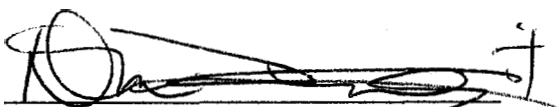
The MacEwan Staff Association and the Grant MacEwan College Board of Governors agree:

For the July 1, 2007 to June 30, 2008 year of the Collective Agreement there will be a salary re-opener.

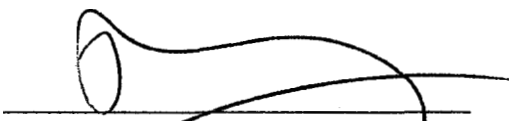
The parties agree the only item open for negotiation shall be the general increase to the salary grids contained in the Collective agreement.

The parties shall commence negotiations for a general salary increase no earlier than January 1, 2007 and no later than February 28, 2007. Should the parties fail to reach a settlement on the salary re-opener, the sole issue of salary increases will be referred to Article 2.5 Impasse Resolution.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

APPENDIX "L"

Letter of Understanding for Collective Agreement Harassment Policy

between

Grant MacEwan College

and

MacEwan Staff Association

The parties agree that they are both committed to creating and maintaining a working and learning environment that is free from all forms of harassment. To that end, the College, with input from its key stakeholders, will develop a policy that reflects this commitment.

The parties agree that until such a time that the College Harassment Policy is finalized, the following definitions of harassment, sexual harassment, and bullying will be referred to;

3.0 Definitions:

3.1 Harassment: Harassment is defined as the abusive, unfair or demeaning treatment of a person or group of persons that has the effect of or purpose of unreasonably interfering with a person's or group's status or performance, or creating a hostile or intimidating work or learning environment. Harassing behaviour can take place in person, on the telephone, or through electronic means such as electronic mail, chat rooms, blogging, and other forms of electronic communication.

3.1.1 Incidents of harassment would include but are not limited to when such treatment:

3.1.1.1 Has the effect or purpose of offending or demeaning a person or group of persons on the basis of race, colour, ancestry, place of origin, religious belief, family or marital status, physical or mental disability, age, gender, sexual orientation, or source of income; or

3.1.1.2 Has the effect or purpose of seriously threatening or intimidating a person; or

3.1.1.3 Abuses the power, or perceived power one person has over another or misuses authority.

3.2 Sexual Harassment: Sexual harassment is defined as unwelcome sexual advances, requests for sexual favours or other verbal or physical conduct of a sexual nature.

3.2.1 Incidents would include but are not limited to when:

3.2.1.1 Such conduct has the effect or purpose of unreasonably interfering with an employee's work performance or a student's academic performance or creating an intimidating, hostile, or offensive working or learning environment; or

3.2.1.2 Submission to such conduct is made either explicitly or implicitly a term or condition of employment, or of teaching and learning progress; or

3.2.1.3 Submission to or rejection of such conduct is used in employment or academic decisions affecting that employee or student.

3.2.1.4 Examples of sexual harassment can include things such as pinching, patting, touching or leering, "dirty" jokes, pictures of pornographic materials, comments, suggestions, innuendos, requests or demands of a sexual nature. The behaviour need not be intentional in order to be considered sexual harassment.

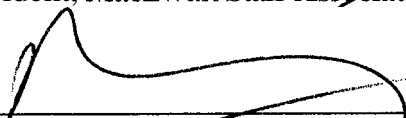
3.3 Bullying: Bullying is a form of harassment as defined in 3.1 above.

The parties also mutually agree that once the College Board develops and approves the Harassment Policy, this Letter of Understanding will expire.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College
President, Grant MacEwan College

Letter of Understanding for Collective Agreement Benefit and Salary Increment Agreement

between

Grant MacEwan College

and

MacEwan Staff Association


The Parties agree, that should the Faculty Association and the College reach an agreement to change the benefit cost share during the current negotiations to 80% employer paid and 20% employee paid for Alberta Health Care, Blue Cross Supplemental Health and Dental Benefits, then the same costs sharing shall apply to all eligible MacEwan Staff Association employees effective July 1, 2006.

The Parties also agree that should the benefit cost share for MacEwan Staff Association employees change as outlined above then the agreed to salary grid change for the period July 1, 2006 to June 30, 2007 will occur as follows:

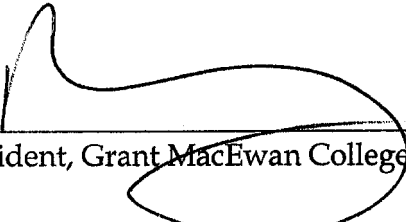
July 1, 2006	2%
January 1, 2007	2%

Should there be no agreement between the College and the Faculty Association to change the benefit cost share to 80% employer paid and 20% employee paid for Alberta Health Care, Blue Cross Supplemental Health and Dental Benefits, then the agreed to salary grid change of 4% will occur on July 1, 2006.

Agreed to this 31st day of October, 2005.



President, MacEwan Staff Association



President, Grant MacEwan College

**July 1, 2004 Support Salaries
Annual**

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	13,575	13,803	14,030	14,258	14,485	14,713	14,940	15,168	15,396	15,623	15,851	16,078	16,306	16,533	16,761
67	20,458	20,801	21,144	21,486	21,829	22,172	22,515	22,858	23,201	23,544	23,887	24,229	24,572	24,915	25,258
86	22,410	22,785	23,161	23,536	23,912	24,288	24,663	25,039	25,414	25,790	26,165	26,541	26,917	27,292	27,668
93	23,129	23,516	23,904	24,292	24,679	25,067	25,454	25,842	26,230	26,617	27,005	27,393	27,780	28,168	28,556
102	24,053	24,456	24,859	25,263	25,666	26,069	26,472	26,875	27,278	27,681	28,084	28,488	28,891	29,294	29,697
105	24,361	24,770	25,178	25,586	25,995	26,403	26,811	27,219	27,628	28,036	28,444	28,853	29,261	29,669	30,077
107	24,567	24,979	25,390	25,802	26,214	26,626	27,037	27,449	27,861	28,272	28,684	29,096	29,508	29,919	30,331
113	25,183	25,605	26,027	26,449	26,871	27,293	27,716	28,138	28,560	28,982	29,404	29,826	30,248	30,670	31,092
114	25,286	25,710	26,133	26,557	26,981	27,405	27,829	28,252	28,676	29,100	29,524	29,948	30,371	30,795	31,219
117	25,594	26,023	26,452	26,881	27,310	27,739	28,168	28,597	29,026	29,455	29,884	30,313	30,741	31,170	31,599
119	25,800	26,232	26,664	27,097	27,529	27,961	28,394	28,826	29,259	29,691	30,123	30,556	30,988	31,421	31,853
120	25,902	26,336	26,770	27,205	27,639	28,073	28,507	28,941	29,375	29,809	30,243	30,678	31,112	31,546	31,980
122	26,108	26,545	26,983	27,420	27,858	28,295	28,733	29,171	29,608	30,046	30,483	30,921	31,358	31,796	32,234
126	26,519	26,963	27,407	27,852	28,296	28,741	29,185	29,630	30,074	30,519	30,963	31,407	31,852	32,296	32,741
128	26,724	27,172	27,620	28,068	28,516	28,963	29,411	29,859	30,307	30,755	31,203	31,651	32,099	32,547	32,994
135	27,443	27,903	28,363	28,823	29,283	29,743	30,203	30,663	31,123	31,583	32,042	32,502	32,962	33,422	33,882
141	28,059	28,530	29,000	29,470	29,941	30,411	30,881	31,351	31,822	32,292	32,762	33,232	33,703	34,173	34,643
144	28,368	28,843	29,318	29,794	30,269	30,745	31,220	31,696	32,171	32,647	33,122	33,597	34,073	34,548	35,024
147	28,676	29,156	29,637	30,118	30,598	31,079	31,559	32,040	32,521	33,001	33,482	33,962	34,443	34,924	35,404
148	28,779	29,261	29,743	30,225	30,708	31,190	31,672	32,155	32,637	33,119	33,602	34,084	34,566	35,049	35,531
150	28,984	29,470	29,955	30,441	30,927	31,413	31,899	32,384	32,870	33,356	33,842	34,327	34,813	35,299	35,785
151	29,087	29,574	30,062	30,549	31,037	31,524	32,012	32,499	32,987	33,474	33,962	34,449	34,937	35,424	35,911
156	29,600	30,096	30,592	31,089	31,585	32,081	32,577	33,073	33,569	34,065	34,561	35,057	35,553	36,050	36,546
158	29,806	30,305	30,805	31,304	31,804	32,303	32,803	33,303	33,802	34,302	34,801	35,301	35,800	36,300	36,799
165	30,525	31,036	31,548	32,060	32,571	33,083	33,594	34,106	34,618	35,129	35,641	36,152	36,664	37,175	37,687
169	30,936	31,454	31,973	32,491	33,010	33,528	34,047	34,565	35,084	35,602	36,120	36,639	37,157	37,676	38,194
173	31,347	31,872	32,397	32,923	33,448	33,973	34,499	35,024	35,550	36,075	36,600	37,126	37,651	38,176	38,702
177	31,757	32,290	32,822	33,354	33,886	34,419	34,951	35,483	36,015	36,548	37,080	37,612	38,144	38,677	39,209
190	33,093	33,648	34,202	34,757	35,311	35,866	36,421	36,975	37,530	38,085	38,639	39,194	39,748	40,303	40,858
194	33,504	34,065	34,627	35,188	35,750	36,311	36,873	37,434	37,996	38,557	39,119	39,680	40,242	40,804	41,365
198	33,915	34,483	35,052	35,620	36,188	36,757	37,325	37,894	38,462	39,030	39,599	40,167	40,736	41,304	41,872
204	34,531	35,110	35,689	36,267	36,846	37,425	38,003	38,582	39,161	39,740	40,318	40,897	41,476	42,055	42,633

**July 1, 2004 Support Salaries
Annual**

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	34,942	35,528	36,113	36,699	37,284	37,870	38,456	39,041	39,627	40,213	40,798	41,384	41,969	42,555	43,141
213	35,456	36,050	36,644	37,238	37,832	38,427	39,021	39,615	40,209	40,804	41,398	41,992	42,586	43,181	43,775
218	35,969	36,572	37,175	37,778	38,381	38,983	39,586	40,189	40,792	41,395	41,998	42,600	43,203	43,806	44,409
221	36,277	36,885	37,493	38,101	38,709	39,317	39,925	40,533	41,141	41,749	42,357	42,965	43,573	44,181	44,789
225	36,688	37,303	37,918	38,533	39,148	39,763	40,378	40,992	41,607	42,222	42,837	43,452	44,067	44,682	45,297
233	37,510	38,139	38,767	39,396	40,025	40,653	41,282	41,911	42,539	43,168	43,797	44,425	45,054	45,683	46,311
235	37,715	38,348	38,980	39,612	40,244	40,876	41,508	42,140	42,772	43,404	44,037	44,669	45,301	45,933	46,565
238	38,024	38,661	39,298	39,935	40,573	41,210	41,847	42,485	43,122	43,759	44,396	45,034	45,671	46,308	46,945
243	38,537	39,183	39,829	40,475	41,121	41,767	42,413	43,058	43,704	44,350	44,996	45,642	46,288	46,934	47,580
248	39,051	39,705	40,360	41,014	41,669	42,323	42,978	43,632	44,287	44,941	45,596	46,250	46,905	47,559	48,214
250	39,256	39,914	40,572	41,230	41,888	42,546	43,204	43,862	44,520	45,178	45,836	46,494	47,151	47,809	48,467
252	39,462	40,123	40,785	41,446	42,107	42,769	43,430	44,091	44,753	45,414	46,075	46,737	47,398	48,060	48,721
258	40,078	40,750	41,422	42,093	42,765	43,437	44,108	44,780	45,452	46,123	46,795	47,467	48,139	48,810	49,482
268	41,105	41,794	42,483	43,172	43,861	44,550	45,239	45,928	46,617	47,306	47,995	48,683	49,372	50,061	50,750
282	42,544	43,257	43,970	44,683	45,396	46,109	46,822	47,535	48,248	48,961	49,674	50,387	51,100	51,813	52,526
312	45,625	46,390	47,155	47,919	48,684	49,449	50,213	50,978	51,743	52,507	53,272	54,037	54,801	55,566	56,331
332	47,680	48,479	49,278	50,077	50,876	51,675	52,474	53,273	54,073	54,872	55,671	56,470	57,269	58,068	58,867
344	53,021	53,910	54,799	55,687	56,576	57,464	58,353	59,242	60,130	61,019	61,908	62,796	63,685	64,573	65,462

**July 1, 2004 Support Salaries
Monthly**

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	1,131.28	1,150.24	1,169.20	1,188.16	1,207.12	1,226.08	1,245.04	1,264.00	1,282.96	1,301.92	1,320.88	1,339.84	1,358.80	1,377.76	1,396.72
67	1,704.82	1,733.40	1,761.97	1,790.54	1,819.11	1,847.69	1,876.26	1,904.83	1,933.40	1,961.97	1,990.55	2,019.12	2,047.69	2,076.26	2,104.84
86	1,867.47	1,898.77	1,930.07	1,961.36	1,992.66	2,023.96	2,055.26	2,086.56	2,117.86	2,149.15	2,180.45	2,211.75	2,243.05	2,274.35	2,305.65
93	1,927.39	1,959.69	1,992.00	2,024.30	2,056.60	2,088.90	2,121.21	2,153.51	2,185.81	2,218.11	2,250.42	2,282.72	2,315.02	2,347.33	2,379.63
102	2,004.43	2,038.03	2,071.62	2,105.22	2,138.81	2,172.40	2,206.00	2,239.59	2,273.19	2,306.78	2,340.37	2,373.97	2,407.56	2,441.15	2,474.75
105	2,030.12	2,064.14	2,098.16	2,132.19	2,166.21	2,200.24	2,234.26	2,268.28	2,302.31	2,336.33	2,370.36	2,404.38	2,438.41	2,472.43	2,506.45
107	2,047.24	2,081.55	2,115.86	2,150.17	2,184.48	2,218.79	2,253.10	2,287.41	2,321.73	2,356.04	2,390.35	2,424.66	2,458.97	2,493.28	2,527.59
113	2,098.60	2,133.77	2,168.94	2,204.11	2,239.29	2,274.46	2,309.63	2,344.80	2,379.97	2,415.15	2,450.32	2,485.49	2,520.66	2,555.83	2,591.01
114	2,107.16	2,142.47	2,177.79	2,213.10	2,248.42	2,283.74	2,319.05	2,354.37	2,389.68	2,425.00	2,460.31	2,495.63	2,530.94	2,566.26	2,601.57
117	2,132.84	2,168.58	2,204.33	2,240.08	2,275.82	2,311.57	2,347.31	2,383.06	2,418.81	2,454.55	2,490.30	2,526.04	2,561.79	2,597.54	2,633.28
119	2,149.96	2,185.99	2,222.03	2,258.06	2,294.09	2,330.12	2,366.16	2,402.19	2,438.22	2,474.26	2,510.29	2,546.32	2,582.35	2,618.39	2,654.42
120	2,158.52	2,194.70	2,230.87	2,267.05	2,303.23	2,339.40	2,375.58	2,411.75	2,447.93	2,484.11	2,520.28	2,556.46	2,592.64	2,628.81	2,664.99
122	2,175.64	2,212.10	2,248.57	2,285.03	2,321.49	2,357.96	2,394.42	2,430.88	2,467.35	2,503.81	2,540.27	2,576.74	2,613.20	2,649.66	2,686.13
126	2,209.88	2,246.92	2,283.96	2,320.99	2,358.03	2,395.07	2,432.10	2,469.14	2,506.18	2,543.22	2,580.25	2,617.29	2,654.33	2,691.36	2,728.40
128	2,227.00	2,264.33	2,301.65	2,338.97	2,376.30	2,413.62	2,450.95	2,488.27	2,525.59	2,562.92	2,600.24	2,637.57	2,674.89	2,712.22	2,749.54
135	2,286.92	2,325.25	2,363.58	2,401.91	2,440.24	2,478.57	2,516.89	2,555.22	2,593.55	2,631.88	2,670.21	2,708.54	2,746.86	2,785.19	2,823.52
141	2,338.29	2,377.48	2,416.66	2,455.85	2,495.04	2,534.23	2,573.42	2,612.61	2,651.80	2,690.99	2,730.18	2,769.37	2,808.56	2,847.75	2,886.93
144	2,363.97	2,403.59	2,443.21	2,482.83	2,522.45	2,562.07	2,601.69	2,641.30	2,680.92	2,720.54	2,760.16	2,799.78	2,839.40	2,879.02	2,918.64
147	2,389.65	2,429.70	2,469.75	2,509.80	2,549.85	2,589.90	2,629.95	2,670.00	2,710.05	2,750.10	2,790.15	2,830.20	2,870.25	2,910.30	2,950.35
148	2,398.21	2,438.40	2,478.60	2,518.79	2,558.98	2,599.18	2,639.37	2,679.56	2,719.76	2,759.95	2,800.14	2,840.34	2,880.53	2,920.72	2,960.92
150	2,415.33	2,455.81	2,496.29	2,536.77	2,577.25	2,617.73	2,658.21	2,698.69	2,739.17	2,779.65	2,820.13	2,860.61	2,901.09	2,941.57	2,982.05
151	2,423.89	2,464.51	2,505.14	2,545.76	2,586.39	2,627.01	2,667.63	2,708.26	2,748.88	2,789.50	2,830.13	2,870.75	2,911.38	2,952.00	2,992.62
156	2,466.69	2,508.03	2,549.37	2,590.72	2,632.06	2,673.40	2,714.74	2,756.08	2,797.42	2,838.76	2,880.10	2,921.44	2,962.79	3,004.13	3,045.47
158	2,483.81	2,525.44	2,567.07	2,608.70	2,650.32	2,691.95	2,733.58	2,775.21	2,816.84	2,858.47	2,900.09	2,941.72	2,983.35	3,024.98	3,066.61
165	2,543.73	2,586.37	2,629.00	2,671.63	2,714.26	2,756.90	2,799.53	2,842.16	2,884.79	2,927.43	2,970.06	3,012.69	3,055.32	3,097.96	3,140.59
169	2,577.98	2,621.18	2,664.39	2,707.59	2,750.80	2,794.01	2,837.21	2,880.42	2,923.63	2,966.83	3,010.04	3,053.24	3,096.45	3,139.66	3,182.86
173	2,612.22	2,656.00	2,699.78	2,743.56	2,787.34	2,831.12	2,874.90	2,918.68	2,962.46	3,006.24	3,050.02	3,093.80	3,137.58	3,181.36	3,225.14
177	2,646.46	2,690.81	2,735.17	2,779.52	2,823.87	2,868.23	2,912.58	2,956.94	3,001.29	3,045.64	3,090.00	3,134.35	3,178.71	3,223.06	3,267.41
190	2,757.74	2,803.96	2,850.18	2,896.40	2,942.62	2,988.84	3,035.06	3,081.28	3,127.50	3,173.71	3,219.93	3,266.15	3,312.37	3,358.59	3,404.81
194	2,791.98	2,838.78	2,885.57	2,932.36	2,979.16	3,025.95	3,072.74	3,119.53	3,166.33	3,213.12	3,259.91	3,306.71	3,353.50	3,400.29	3,447.09
198	2,826.23	2,873.59	2,920.96	2,968.33	3,015.69	3,063.06	3,110.43	3,157.79	3,205.16	3,252.53	3,299.89	3,347.26	3,394.63	3,441.99	3,489.36
204	2,877.59	2,925.81	2,974.04	3,022.27	3,070.50	3,118.73	3,166.95	3,215.18	3,263.41	3,311.64	3,359.86	3,408.09	3,456.32	3,504.55	3,552.77

July 1, 2004 Support Salaries

Monthly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	2,911.83	2,960.63	3,009.43	3,058.23	3,107.03	3,155.84	3,204.64	3,253.44	3,302.24	3,351.04	3,399.84	3,448.65	3,497.45	3,546.25	3,595.05
213	2,954.63	3,004.15	3,053.67	3,103.19	3,152.71	3,202.22	3,251.74	3,301.26	3,350.78	3,400.30	3,449.82	3,499.34	3,548.86	3,598.38	3,647.90
218	2,997.43	3,047.67	3,097.90	3,148.14	3,198.38	3,248.61	3,298.85	3,349.09	3,399.32	3,449.56	3,499.79	3,550.03	3,600.27	3,650.50	3,700.74
221	3,023.11	3,073.78	3,124.45	3,175.11	3,225.78	3,276.45	3,327.11	3,377.78	3,428.45	3,479.11	3,529.78	3,580.45	3,631.11	3,681.78	3,732.45
225	3,057.35	3,108.59	3,159.83	3,211.08	3,262.32	3,313.56	3,364.80	3,416.04	3,467.28	3,518.52	3,569.76	3,621.00	3,672.24	3,723.48	3,774.72
233	3,125.84	3,178.22	3,230.61	3,283.00	3,335.39	3,387.78	3,440.17	3,492.55	3,544.94	3,597.33	3,649.72	3,702.11	3,754.50	3,806.88	3,859.27
235	3,142.96	3,195.63	3,248.31	3,300.98	3,353.66	3,406.33	3,459.01	3,511.68	3,564.36	3,617.03	3,669.71	3,722.38	3,775.06	3,827.74	3,880.41
238	3,168.64	3,221.74	3,274.85	3,327.95	3,381.06	3,434.17	3,487.27	3,540.38	3,593.48	3,646.59	3,699.69	3,752.80	3,805.91	3,859.01	3,912.12
243	3,211.44	3,265.26	3,319.09	3,372.91	3,426.73	3,480.55	3,534.38	3,588.20	3,642.02	3,695.85	3,749.67	3,803.49	3,857.32	3,911.14	3,964.96
248	3,254.24	3,308.78	3,363.32	3,417.86	3,472.40	3,526.94	3,581.48	3,636.02	3,690.56	3,745.10	3,799.64	3,854.19	3,908.73	3,963.27	4,017.81
250	3,271.36	3,326.19	3,381.02	3,435.84	3,490.67	3,545.50	3,600.33	3,655.15	3,709.98	3,764.81	3,819.63	3,874.46	3,929.29	3,984.12	4,038.94
252	3,288.48	3,343.60	3,398.71	3,453.83	3,508.94	3,564.05	3,619.17	3,674.28	3,729.40	3,784.51	3,839.62	3,894.74	3,949.85	4,004.97	4,060.08
258	3,339.84	3,395.82	3,451.79	3,507.77	3,563.74	3,619.72	3,675.69	3,731.67	3,787.64	3,843.62	3,899.59	3,955.57	4,011.54	4,067.52	4,123.50
268	3,425.45	3,482.86	3,540.27	3,597.68	3,655.09	3,712.50	3,769.91	3,827.32	3,884.73	3,942.14	3,999.55	4,056.95	4,114.36	4,171.77	4,229.18
282	3,545.29	3,604.71	3,664.13	3,723.55	3,782.97	3,842.38	3,901.80	3,961.22	4,020.64	4,080.06	4,139.48	4,198.89	4,258.31	4,317.73	4,377.15
312	3,802.10	3,865.82	3,929.55	3,993.27	4,056.99	4,120.71	4,184.44	4,248.16	4,311.88	4,375.60	4,439.33	4,503.05	4,566.77	4,630.49	4,694.22
332	3,973.31	4,039.90	4,106.49	4,173.08	4,239.68	4,306.27	4,372.86	4,439.45	4,506.04	4,572.63	4,639.23	4,705.82	4,772.41	4,839.00	4,905.59
384	4,418.45	4,492.50	4,566.55	4,640.60	4,714.65	4,788.71	4,862.76	4,936.81	5,010.86	5,084.91	5,158.97	5,233.02	5,307.07	5,381.12	5,455.18

**July 1, 2004 Support Salaries
Hourly**

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	7.43	7.55	7.68	7.80	7.93	8.05	8.18	8.30	8.43	8.55	8.68	8.80	8.92	9.05	9.17
67	11.20	11.39	11.57	11.76	11.95	12.14	12.32	12.51	12.70	12.89	13.07	13.26	13.45	13.64	13.82
86	12.27	12.47	12.68	12.88	13.09	13.29	13.50	13.70	13.91	14.12	14.32	14.53	14.73	14.94	15.14
93	12.66	12.87	13.08	13.30	13.51	13.72	13.93	14.14	14.36	14.57	14.78	14.99	15.21	15.42	15.63
102	13.17	13.39	13.61	13.83	14.05	14.27	14.49	14.71	14.93	15.15	15.37	15.59	15.81	16.03	16.25
105	13.33	13.56	13.78	14.00	14.23	14.45	14.67	14.90	15.12	15.35	15.57	15.79	16.02	16.24	16.46
107	13.45	13.67	13.90	14.12	14.35	14.57	14.80	15.02	15.25	15.47	15.70	15.93	16.15	16.38	16.60
113	13.78	14.01	14.25	14.48	14.71	14.94	15.17	15.40	15.63	15.86	16.09	16.33	16.56	16.79	17.02
114	13.84	14.07	14.30	14.54	14.77	15.00	15.23	15.46	15.70	15.93	16.16	16.39	16.62	16.86	17.09
117	14.01	14.24	14.48	14.71	14.95	15.18	15.42	15.65	15.89	16.12	16.36	16.59	16.83	17.06	17.30
119	14.12	14.36	14.59	14.83	15.07	15.30	15.54	15.78	16.01	16.25	16.49	16.72	16.96	17.20	17.43
120	14.18	14.42	14.65	14.89	15.13	15.37	15.60	15.84	16.08	16.32	16.55	16.79	17.03	17.27	17.50
122	14.29	14.53	14.77	15.01	15.25	15.49	15.73	15.97	16.21	16.45	16.68	16.92	17.16	17.40	17.64
126	14.51	14.76	15.00	15.24	15.49	15.73	15.97	16.22	16.46	16.70	16.95	17.19	17.43	17.68	17.92
128	14.63	14.87	15.12	15.36	15.61	15.85	16.10	16.34	16.59	16.83	17.08	17.32	17.57	17.81	18.06
135	15.02	15.27	15.52	15.78	16.03	16.28	16.53	16.78	17.03	17.29	17.54	17.79	18.04	18.29	18.55
141	15.36	15.62	15.87	16.13	16.39	16.65	16.90	17.16	17.42	17.67	17.93	18.19	18.45	18.70	18.96
144	15.53	15.79	16.05	16.31	16.57	16.83	17.09	17.35	17.61	17.87	18.13	18.39	18.65	18.91	19.17
147	15.70	15.96	16.22	16.48	16.75	17.01	17.27	17.54	17.80	18.06	18.33	18.59	18.85	19.12	19.38
148	15.75	16.02	16.28	16.54	16.81	17.07	17.34	17.60	17.86	18.13	18.39	18.66	18.92	19.18	19.45
150	15.86	16.13	16.40	16.66	16.93	17.19	17.46	17.73	17.99	18.26	18.52	18.79	19.05	19.32	19.59
151	15.92	16.19	16.45	16.72	16.99	17.25	17.52	17.79	18.06	18.32	18.59	18.86	19.12	19.39	19.66
156	16.20	16.47	16.74	17.02	17.29	17.56	17.83	18.10	18.37	18.65	18.92	19.19	19.46	19.73	20.00
158	16.31	16.59	16.86	17.13	17.41	17.68	17.95	18.23	18.50	18.77	19.05	19.32	19.60	19.87	20.14
165	16.71	16.99	17.27	17.55	17.83	18.11	18.39	18.67	18.95	19.23	19.51	19.79	20.07	20.35	20.63
169	16.93	17.22	17.50	17.78	18.07	18.35	18.64	18.92	19.20	19.49	19.77	20.05	20.34	20.62	20.91
173	17.16	17.44	17.73	18.02	18.31	18.60	18.88	19.17	19.46	19.75	20.03	20.32	20.61	20.90	21.18
177	17.38	17.67	17.96	18.26	18.55	18.84	19.13	19.42	19.71	20.00	20.30	20.59	20.88	21.17	21.46
190	18.11	18.42	18.72	19.02	19.33	19.63	19.93	20.24	20.54	20.85	21.15	21.45	21.76	22.06	22.36
194	18.34	18.65	18.95	19.26	19.57	19.87	20.18	20.49	20.80	21.10	21.41	21.72	22.03	22.33	22.64
198	18.56	18.87	19.19	19.50	19.81	20.12	20.43	20.74	21.05	21.36	21.67	21.99	22.30	22.61	22.92
204	18.90	19.22	19.53	19.85	20.17	20.48	20.80	21.12	21.43	21.75	22.07	22.38	22.70	23.02	23.34

July 1, 2004 Support Salaries
Hourly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	19.13	19.45	19.77	20.09	20.41	20.73	21.05	21.37	21.69	22.01	22.33	22.65	22.97	23.29	23.61
213	19.41	19.73	20.06	20.38	20.71	21.03	21.36	21.68	22.01	22.33	22.66	22.98	23.31	23.63	23.96
218	19.69	20.02	20.35	20.68	21.01	21.34	21.67	22.00	22.33	22.66	22.99	23.32	23.65	23.98	24.31
221	19.86	20.19	20.52	20.85	21.19	21.52	21.85	22.19	22.52	22.85	23.18	23.52	23.85	24.18	24.52
225	20.08	20.42	20.75	21.09	21.43	21.76	22.10	22.44	22.77	23.11	23.45	23.78	24.12	24.46	24.79
233	20.53	20.88	21.22	21.56	21.91	22.25	22.60	22.94	23.28	23.63	23.97	24.32	24.66	25.00	25.35
235	20.64	20.99	21.34	21.68	22.03	22.37	22.72	23.07	23.41	23.76	24.10	24.45	24.80	25.14	25.49
238	20.81	21.16	21.51	21.86	22.21	22.56	22.90	23.25	23.60	23.95	24.30	24.65	25.00	25.35	25.70
243	21.09	21.45	21.80	22.15	22.51	22.86	23.21	23.57	23.92	24.27	24.63	24.98	25.34	25.69	26.04
248	21.37	21.73	22.09	22.45	22.81	23.17	23.52	23.88	24.24	24.60	24.96	25.31	25.67	26.03	26.39
250	21.49	21.85	22.21	22.57	22.93	23.29	23.65	24.01	24.37	24.73	25.09	25.45	25.81	26.17	26.53
252	21.60	21.96	22.32	22.69	23.05	23.41	23.77	24.13	24.50	24.86	25.22	25.58	25.94	26.31	26.67
258	21.94	22.30	22.67	23.04	23.41	23.77	24.14	24.51	24.88	25.25	25.61	25.98	26.35	26.72	27.08
268	22.50	22.88	23.25	23.63	24.01	24.38	24.76	25.14	25.52	25.89	26.27	26.65	27.02	27.40	27.78
282	23.29	23.68	24.07	24.46	24.85	25.24	25.63	26.02	26.41	26.80	27.19	27.58	27.97	28.36	28.75
312	24.97	25.39	25.81	26.23	26.65	27.07	27.48	27.90	28.32	28.74	29.16	29.58	30.00	30.41	30.83
332	26.10	26.53	26.97	27.41	27.85	28.28	28.72	29.16	29.60	30.03	30.47	30.91	31.35	31.78	32.22
384	29.02	29.51	29.99	30.48	30.97	31.45	31.94	32.43	32.91	33.40	33.88	34.37	34.86	35.34	35.83

July 1, 2005 Support Salaries
Annual

* Salaries rounded to the nearest whole number*

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	13,847	14,079	14,311	14,543	14,775	15,007	15,239	15,471	15,703	15,936	16,168	16,400	16,632	16,864	17,096
67	20,867	21,217	21,566	21,916	22,266	22,616	22,965	23,315	23,665	24,015	24,364	24,714	25,064	25,413	25,763
86	22,858	23,241	23,624	24,007	24,390	24,773	25,156	25,539	25,923	26,306	26,689	27,072	27,455	27,838	28,221
93	23,591	23,987	24,382	24,777	25,173	25,568	25,964	26,359	26,754	27,150	27,545	27,940	28,336	28,731	29,127
102	24,534	24,945	25,357	25,768	26,179	26,590	27,001	27,413	27,824	28,235	28,646	29,057	29,469	29,880	30,291
105	24,849	25,265	25,682	26,098	26,514	26,931	27,347	27,764	28,180	28,597	29,013	29,430	29,846	30,263	30,679
107	25,058	25,478	25,898	26,318	26,738	27,158	27,578	27,998	28,418	28,838	29,258	29,678	30,098	30,518	30,938
113	25,687	26,117	26,548	26,978	27,409	27,839	28,270	28,700	29,131	29,561	29,992	30,422	30,853	31,283	31,714
114	25,792	26,224	26,656	27,088	27,521	27,953	28,385	28,817	29,250	29,682	30,114	30,546	30,979	31,411	31,843
117	26,106	26,543	26,981	27,419	27,856	28,294	28,731	29,169	29,606	30,044	30,481	30,919	31,356	31,794	32,231
119	26,316	26,757	27,198	27,639	28,080	28,521	28,962	29,403	29,844	30,285	30,726	31,167	31,608	32,049	32,490
120	26,420	26,863	27,306	27,749	28,191	28,634	29,077	29,520	29,963	30,405	30,848	31,291	31,734	32,177	32,619
122	26,630	27,076	27,522	27,969	28,415	28,861	29,308	29,754	30,200	30,647	31,093	31,539	31,986	32,432	32,878
126	27,049	27,502	27,956	28,409	28,862	29,316	29,769	30,222	30,676	31,129	31,582	32,036	32,489	32,942	33,396
128	27,259	27,715	28,172	28,629	29,086	29,543	30,000	30,456	30,913	31,370	31,827	32,284	32,741	33,198	33,654
135	27,992	28,461	28,930	29,399	29,869	30,338	30,807	31,276	31,745	32,214	32,683	33,152	33,622	34,091	34,560
141	28,621	29,100	29,580	30,060	30,539	31,019	31,499	31,978	32,458	32,938	33,417	33,897	34,377	34,856	35,336
144	28,935	29,420	29,905	30,390	30,875	31,360	31,845	32,330	32,815	33,299	33,784	34,269	34,754	35,239	35,724
147	29,249	29,740	30,230	30,720	31,210	31,700	32,191	32,681	33,171	33,661	34,151	34,642	35,132	35,622	36,112
148	29,354	29,846	30,338	30,830	31,322	31,814	32,306	32,798	33,290	33,782	34,274	34,766	35,258	35,750	36,242
150	29,564	30,059	30,555	31,050	31,546	32,041	32,537	33,032	33,527	34,023	34,518	35,014	35,509	36,005	36,500
151	29,668	30,166	30,663	31,160	31,657	32,155	32,652	33,149	33,646	34,144	34,641	35,138	35,635	36,132	36,630
156	30,192	30,698	31,204	31,710	32,216	32,722	33,228	33,734	34,240	34,746	35,252	35,758	36,264	36,771	37,277
158	30,402	30,911	31,421	31,930	32,440	32,950	33,459	33,969	34,478	34,988	35,497	36,007	36,516	37,026	37,535
165	31,135	31,657	32,179	32,701	33,223	33,744	34,266	34,788	35,310	35,832	36,354	36,875	37,397	37,919	38,441
169	31,554	32,083	32,612	33,141	33,670	34,199	34,727	35,256	35,785	36,314	36,843	37,372	37,901	38,429	38,958
173	31,974	32,509	33,045	33,581	34,117	34,653	35,189	35,725	36,260	36,796	37,332	37,868	38,404	38,940	39,476
177	32,393	32,936	33,478	34,021	34,564	35,107	35,650	36,193	36,736	37,279	37,822	38,364	38,907	39,450	39,993
190	33,755	34,320	34,886	35,452	36,018	36,583	37,149	37,715	38,281	38,846	39,412	39,978	40,543	41,109	41,675
194	34,174	34,747	35,319	35,892	36,465	37,038	37,610	38,183	38,756	39,329	39,901	40,474	41,047	41,620	42,192
198	34,593	35,173	35,753	36,332	36,912	37,492	38,072	38,651	39,231	39,811	40,391	40,970	41,550	42,130	42,710
204	35,222	35,812	36,402	36,993	37,583	38,173	38,764	39,354	39,944	40,534	41,125	41,715	42,305	42,896	43,486

July 1, 2005 Support Salaries
Annual

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	35,641	36,238	36,835	37,433	38,030	38,627	39,225	39,822	40,419	41,017	41,614	42,211	42,809	43,406	44,003
213	36,165	36,771	37,377	37,983	38,589	39,195	39,801	40,407	41,014	41,620	42,226	42,832	43,438	44,044	44,650
218	36,689	37,303	37,918	38,533	39,148	39,763	40,378	40,993	41,608	42,223	42,837	43,452	44,067	44,682	45,297
221	37,003	37,623	38,243	38,863	39,484	40,104	40,724	41,344	41,964	42,584	43,204	43,825	44,445	45,065	45,685
225	37,422	38,049	38,676	39,304	39,931	40,558	41,185	41,812	42,439	43,067	43,694	44,321	44,948	45,575	46,203
233	38,260	38,901	39,543	40,184	40,825	41,466	42,108	42,749	43,390	44,031	44,673	45,314	45,955	46,596	47,237
235	38,470	39,115	39,759	40,404	41,049	41,694	42,338	42,983	43,628	44,272	44,917	45,562	46,207	46,851	47,496
238	38,784	39,434	40,084	40,734	41,384	42,034	42,684	43,334	43,984	44,634	45,284	45,934	46,584	47,234	47,884
243	39,308	39,967	40,626	41,284	41,943	42,602	43,261	43,920	44,578	45,237	45,896	46,555	47,214	47,872	48,531
248	39,832	40,499	41,167	41,835	42,502	43,170	43,837	44,505	45,173	45,840	46,508	47,175	47,843	48,510	49,178
250	40,041	40,713	41,384	42,055	42,726	43,397	44,068	44,739	45,410	46,081	46,752	47,423	48,095	48,766	49,437
252	40,251	40,926	41,600	42,275	42,949	43,624	44,299	44,973	45,648	46,322	46,997	47,672	48,346	49,021	49,695
258	40,880	41,565	42,250	42,935	43,620	44,305	44,991	45,676	46,361	47,046	47,731	48,416	49,101	49,786	50,472
268	41,927	42,630	43,333	44,036	44,738	45,441	46,144	46,846	47,549	48,252	48,954	49,657	50,360	51,063	51,765
282	43,394	44,122	44,849	45,576	46,303	47,031	47,758	48,485	49,213	49,940	50,667	51,394	52,122	52,849	53,576
312	46,538	47,318	48,098	48,878	49,658	50,438	51,217	51,997	52,777	53,557	54,337	55,117	55,897	56,677	57,457
332	48,633	49,448	50,263	51,079	51,894	52,709	53,524	54,339	55,154	55,969	56,784	57,599	58,414	59,229	60,044
384	54,082	54,988	55,895	56,801	57,707	58,614	59,520	60,427	61,333	62,239	63,146	64,052	64,959	65,865	66,771

July 1, 2005 Support Salaries
Monthly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	1,153.91	1,173.25	1,192.59	1,211.92	1,231.26	1,250.60	1,269.94	1,289.28	1,308.62	1,327.96	1,347.30	1,366.64	1,385.98	1,405.32	1,424.66
67	1,738.92	1,768.06	1,797.21	1,826.35	1,855.49	1,884.64	1,913.78	1,942.93	1,972.07	2,001.21	2,030.36	2,059.50	2,088.65	2,117.79	2,146.93
86	1,904.82	1,936.74	1,968.67	2,000.59	2,032.52	2,064.44	2,096.36	2,128.29	2,160.21	2,192.14	2,224.06	2,255.99	2,287.91	2,319.83	2,351.76
93	1,965.94	1,998.89	2,031.84	2,064.79	2,097.73	2,130.68	2,163.63	2,196.58	2,229.53	2,262.48	2,295.43	2,328.37	2,361.32	2,394.27	2,427.22
102	2,044.52	2,078.79	2,113.05	2,147.32	2,181.59	2,215.85	2,250.12	2,284.38	2,318.65	2,352.91	2,387.18	2,421.45	2,455.71	2,489.98	2,524.24
105	2,070.72	2,105.42	2,140.13	2,174.83	2,209.54	2,244.24	2,278.95	2,313.65	2,348.36	2,383.06	2,417.76	2,452.47	2,487.17	2,521.88	2,556.58
107	2,088.18	2,123.18	2,158.18	2,193.17	2,228.17	2,263.17	2,298.17	2,333.16	2,368.16	2,403.16	2,438.15	2,473.15	2,508.15	2,543.15	2,578.14
113	2,140.57	2,176.45	2,212.32	2,248.20	2,284.07	2,319.95	2,355.82	2,391.70	2,427.57	2,463.45	2,499.32	2,535.20	2,571.08	2,606.95	2,642.83
114	2,149.30	2,185.32	2,221.34	2,257.37	2,293.39	2,329.41	2,365.43	2,401.45	2,437.48	2,473.50	2,509.52	2,545.54	2,581.56	2,617.58	2,653.61
117	2,175.50	2,211.96	2,248.42	2,284.88	2,321.34	2,357.80	2,394.26	2,430.72	2,467.18	2,503.64	2,540.10	2,576.56	2,613.03	2,649.49	2,685.95
119	2,192.96	2,229.71	2,266.47	2,303.22	2,339.97	2,376.73	2,413.48	2,450.23	2,486.99	2,523.74	2,560.49	2,597.25	2,634.00	2,670.75	2,707.51
120	2,201.69	2,238.59	2,275.49	2,312.39	2,349.29	2,386.19	2,423.09	2,459.99	2,496.89	2,533.79	2,570.69	2,607.59	2,644.49	2,681.39	2,718.29
122	2,219.15	2,256.35	2,293.54	2,330.73	2,367.92	2,405.12	2,442.31	2,479.50	2,516.69	2,553.89	2,591.08	2,628.27	2,665.46	2,702.66	2,739.85
126	2,254.08	2,291.86	2,329.64	2,367.41	2,405.19	2,442.97	2,480.75	2,518.52	2,556.30	2,594.08	2,631.86	2,669.64	2,707.41	2,745.19	2,782.97
128	2,271.54	2,309.61	2,347.68	2,385.75	2,423.82	2,461.90	2,499.97	2,538.04	2,576.11	2,614.18	2,652.25	2,690.32	2,728.39	2,766.46	2,804.53
135	2,332.66	2,371.76	2,410.85	2,449.95	2,489.04	2,528.14	2,567.23	2,606.33	2,645.42	2,684.52	2,723.61	2,762.71	2,801.80	2,840.90	2,879.99
141	2,385.05	2,425.03	2,465.00	2,504.97	2,544.94	2,584.92	2,624.89	2,664.86	2,704.84	2,744.81	2,784.78	2,824.75	2,864.73	2,904.70	2,944.67
144	2,411.25	2,451.66	2,492.07	2,532.48	2,572.89	2,613.31	2,653.72	2,694.13	2,734.54	2,774.95	2,815.37	2,855.78	2,896.19	2,936.60	2,977.01
147	2,437.44	2,478.29	2,519.14	2,559.99	2,600.85	2,641.70	2,682.55	2,723.40	2,764.25	2,805.10	2,845.95	2,886.80	2,927.65	2,968.50	3,009.36
148	2,446.17	2,487.17	2,528.17	2,569.17	2,610.16	2,651.16	2,692.16	2,733.15	2,774.15	2,815.15	2,856.15	2,897.14	2,938.14	2,979.14	3,020.14
150	2,463.64	2,504.93	2,546.22	2,587.51	2,628.80	2,670.09	2,711.38	2,752.67	2,793.96	2,835.25	2,876.54	2,917.83	2,959.12	3,000.41	3,041.70
151	2,472.37	2,513.80	2,555.24	2,596.68	2,638.11	2,679.55	2,720.99	2,762.42	2,803.86	2,845.29	2,886.73	2,928.17	2,969.60	3,011.04	3,052.48
156	2,516.03	2,558.19	2,600.36	2,642.53	2,684.70	2,726.87	2,769.03	2,811.20	2,853.37	2,895.54	2,937.71	2,979.87	3,022.04	3,064.21	3,106.38
158	2,533.49	2,575.95	2,618.41	2,660.87	2,703.33	2,745.79	2,788.25	2,830.71	2,873.17	2,915.63	2,958.10	3,000.56	3,043.02	3,085.48	3,127.94
165	2,594.61	2,638.09	2,681.58	2,725.06	2,768.55	2,812.03	2,855.52	2,899.00	2,942.49	2,985.97	3,029.46	3,072.94	3,116.43	3,159.91	3,203.40
169	2,629.54	2,673.61	2,717.68	2,761.75	2,805.82	2,849.89	2,893.96	2,938.03	2,982.10	3,026.17	3,070.24	3,114.31	3,158.38	3,202.45	3,246.52
173	2,664.46	2,709.12	2,753.77	2,798.43	2,843.08	2,887.74	2,932.40	2,977.05	3,021.71	3,066.36	3,111.02	3,155.67	3,200.33	3,244.99	3,289.64
177	2,699.39	2,744.63	2,789.87	2,835.11	2,880.35	2,925.59	2,970.83	3,016.08	3,061.32	3,106.56	3,151.80	3,197.04	3,242.28	3,287.52	3,332.76
190	2,812.90	2,860.04	2,907.18	2,954.33	3,001.47	3,048.61	3,095.76	3,142.90	3,190.05	3,237.19	3,284.33	3,331.48	3,378.62	3,425.76	3,472.91
194	2,847.82	2,895.55	2,943.28	2,991.01	3,038.74	3,086.47	3,134.20	3,181.93	3,229.65	3,277.38	3,325.11	3,372.84	3,420.57	3,468.30	3,516.03
198	2,882.75	2,931.06	2,979.38	3,027.69	3,076.01	3,124.32	3,172.63	3,220.95	3,269.26	3,317.58	3,365.89	3,414.21	3,462.52	3,510.83	3,559.15
204	2,935.14	2,984.33	3,033.52	3,082.72	3,131.91	3,181.10	3,230.29	3,279.48	3,328.68	3,377.87	3,427.06	3,476.25	3,525.45	3,574.64	3,623.83

July 1, 2005 Support Salaries
Monthly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	2,970.06	3,019.84	3,069.62	3,119.40	3,169.18	3,218.95	3,268.73	3,318.51	3,368.29	3,418.06	3,467.84	3,517.62	3,567.40	3,617.17	3,666.95
213	3,013.72	3,064.23	3,114.74	3,165.25	3,215.76	3,266.27	3,316.78	3,367.29	3,417.80	3,468.31	3,518.82	3,569.32	3,619.83	3,670.34	3,720.85
218	3,057.38	3,108.62	3,159.86	3,211.10	3,262.34	3,313.59	3,364.83	3,416.07	3,467.31	3,518.55	3,569.79	3,621.03	3,672.27	3,723.51	3,774.75
221	3,083.57	3,135.25	3,186.93	3,238.61	3,290.29	3,341.97	3,393.65	3,445.33	3,497.01	3,548.69	3,600.37	3,652.05	3,703.74	3,755.42	3,807.10
225	3,118.50	3,170.77	3,223.03	3,275.30	3,327.56	3,379.83	3,432.09	3,484.36	3,536.62	3,588.89	3,641.15	3,693.42	3,745.69	3,797.95	3,850.22
233	3,188.35	3,241.79	3,295.23	3,348.66	3,402.10	3,455.53	3,508.97	3,562.41	3,615.84	3,669.28	3,722.71	3,776.15	3,829.59	3,883.02	3,936.46
235	3,205.82	3,259.54	3,313.27	3,367.00	3,420.73	3,474.46	3,528.19	3,581.92	3,635.65	3,689.37	3,743.10	3,796.83	3,850.56	3,904.29	3,958.02
238	3,232.01	3,286.18	3,340.35	3,394.51	3,448.68	3,502.85	3,557.02	3,611.19	3,665.35	3,719.52	3,773.69	3,827.86	3,882.02	3,936.19	3,990.36
243	3,275.67	3,330.57	3,385.47	3,440.37	3,495.27	3,550.17	3,605.07	3,659.96	3,714.86	3,769.76	3,824.66	3,879.56	3,934.46	3,989.36	4,044.26
248	3,319.33	3,374.96	3,430.59	3,486.22	3,541.85	3,597.48	3,653.11	3,708.74	3,764.38	3,820.01	3,875.64	3,931.27	3,986.90	4,042.53	4,098.16
250	3,336.79	3,392.71	3,448.64	3,504.56	3,560.48	3,616.41	3,672.33	3,728.26	3,784.18	3,840.10	3,896.03	3,951.95	4,007.88	4,063.80	4,119.72
252	3,354.25	3,410.47	3,466.69	3,522.90	3,579.12	3,635.33	3,691.55	3,747.77	3,803.98	3,860.20	3,916.42	3,972.63	4,028.85	4,085.07	4,141.28
258	3,406.64	3,463.74	3,520.83	3,577.92	3,635.02	3,692.11	3,749.21	3,806.30	3,863.40	3,920.49	3,977.59	4,034.68	4,091.78	4,148.87	4,205.96
268	3,493.96	3,552.51	3,611.07	3,669.63	3,728.19	3,786.75	3,845.30	3,903.86	3,962.42	4,020.98	4,079.54	4,138.09	4,196.65	4,255.21	4,313.77
282	3,616.20	3,676.80	3,737.41	3,798.02	3,858.62	3,919.23	3,979.84	4,040.44	4,101.05	4,161.66	4,222.26	4,282.87	4,343.48	4,404.08	4,464.69
312	3,878.14	3,943.14	4,008.14	4,073.13	4,138.13	4,203.13	4,268.12	4,333.12	4,398.12	4,463.12	4,528.11	4,593.11	4,658.11	4,723.10	4,788.10
332	4,052.77	4,120.70	4,188.62	4,256.55	4,324.47	4,392.39	4,460.32	4,528.24	4,596.16	4,664.09	4,732.01	4,799.93	4,867.86	4,935.78	5,003.70
384	4,506.81	4,582.35	4,657.88	4,733.41	4,808.95	4,884.48	4,960.01	5,035.55	5,111.08	5,186.61	5,262.15	5,337.68	5,413.21	5,488.75	5,564.28

July 1, 2005 Support Salaries
Hourly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	7.58	7.71	7.83	7.96	8.09	8.21	8.34	8.47	8.60	8.72	8.85	8.98	9.10	9.23	9.36
67	11.42	11.61	11.80	12.00	12.19	12.38	12.57	12.76	12.95	13.14	13.34	13.53	13.72	13.91	14.10
86	12.51	12.72	12.93	13.14	13.35	13.56	13.77	13.98	14.19	14.40	14.61	14.82	15.03	15.24	15.45
93	12.91	13.13	13.35	13.56	13.78	13.99	14.21	14.43	14.64	14.86	15.08	15.29	15.51	15.73	15.94
102	13.43	13.65	13.88	14.10	14.33	14.55	14.78	15.00	15.23	15.45	15.68	15.90	16.13	16.35	16.58
105	13.60	13.83	14.06	14.28	14.51	14.74	14.97	15.20	15.42	15.65	15.88	16.11	16.34	16.56	16.79
107	13.72	13.95	14.18	14.41	14.63	14.86	15.09	15.32	15.55	15.78	16.01	16.24	16.47	16.70	16.93
113	14.06	14.30	14.53	14.77	15.00	15.24	15.47	15.71	15.94	16.18	16.42	16.65	16.89	17.12	17.36
114	14.12	14.35	14.59	14.83	15.06	15.30	15.54	15.77	16.01	16.25	16.48	16.72	16.96	17.19	17.43
117	14.29	14.53	14.77	15.01	15.25	15.49	15.73	15.97	16.20	16.44	16.68	16.92	17.16	17.40	17.64
119	14.40	14.65	14.89	15.13	15.37	15.61	15.85	16.09	16.33	16.58	16.82	17.06	17.30	17.54	17.78
120	14.46	14.70	14.95	15.19	15.43	15.67	15.92	16.16	16.40	16.64	16.88	17.13	17.37	17.61	17.85
122	14.58	14.82	15.06	15.31	15.55	15.80	16.04	16.29	16.53	16.77	17.02	17.26	17.51	17.75	18.00
126	14.81	15.05	15.30	15.55	15.80	16.05	16.29	16.54	16.79	17.04	17.29	17.53	17.78	18.03	18.28
128	14.92	15.17	15.42	15.67	15.92	16.17	16.42	16.67	16.92	17.17	17.42	17.67	17.92	18.17	18.42
135	15.32	15.58	15.83	16.09	16.35	16.61	16.86	17.12	17.38	17.63	17.89	18.15	18.40	18.66	18.92
141	15.67	15.93	16.19	16.45	16.72	16.98	17.24	17.50	17.77	18.03	18.29	18.55	18.82	19.08	19.34
144	15.84	16.10	16.37	16.63	16.90	17.16	17.43	17.70	17.96	18.23	18.49	18.76	19.02	19.29	19.55
147	16.01	16.28	16.55	16.81	17.08	17.35	17.62	17.89	18.16	18.42	18.69	18.96	19.23	19.50	19.77
148	16.07	16.34	16.61	16.87	17.14	17.41	17.68	17.95	18.22	18.49	18.76	19.03	19.30	19.57	19.84
150	16.18	16.45	16.72	17.00	17.27	17.54	17.81	18.08	18.35	18.62	18.89	19.16	19.44	19.71	19.98
151	16.24	16.51	16.78	17.06	17.33	17.60	17.87	18.14	18.42	18.69	18.96	19.23	19.50	19.78	20.05
156	16.53	16.80	17.08	17.36	17.63	17.91	18.19	18.46	18.74	19.02	19.30	19.57	19.85	20.13	20.40
158	16.64	16.92	17.20	17.48	17.76	18.03	18.31	18.59	18.87	19.15	19.43	19.71	19.99	20.27	20.54
165	17.04	17.33	17.61	17.90	18.18	18.47	18.76	19.04	19.33	19.61	19.90	20.18	20.47	20.75	21.04
169	17.27	17.56	17.85	18.14	18.43	18.72	19.01	19.30	19.59	19.88	20.17	20.46	20.74	21.03	21.32
173	17.50	17.79	18.09	18.38	18.67	18.97	19.26	19.55	19.85	20.14	20.43	20.73	21.02	21.31	21.61
177	17.73	18.03	18.32	18.62	18.92	19.22	19.51	19.81	20.11	20.40	20.70	21.00	21.30	21.59	21.89
190	18.48	18.79	19.09	19.40	19.71	20.02	20.33	20.64	20.95	21.26	21.57	21.88	22.19	22.50	22.81
194	18.70	19.02	19.33	19.65	19.96	20.27	20.59	20.90	21.21	21.53	21.84	22.15	22.47	22.78	23.09
198	18.93	19.25	19.57	19.89	20.20	20.52	20.84	21.16	21.47	21.79	22.11	22.42	22.74	23.06	23.38
204	19.28	19.60	19.92	20.25	20.57	20.89	21.22	21.54	21.86	22.19	22.51	22.83	23.16	23.48	23.80

July 1, 2005 Support Salaries

Steps	Hourly														
	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	19.51	19.83	20.16	20.49	20.82	21.14	21.47	21.80	22.12	22.45	22.78	23.10	23.43	23.76	24.09
213	19.79	20.13	20.46	20.79	21.12	21.45	21.79	22.12	22.45	22.78	23.11	23.44	23.78	24.11	24.44
218	20.08	20.42	20.75	21.09	21.43	21.76	22.10	22.44	22.77	23.11	23.45	23.78	24.12	24.46	24.79
221	20.25	20.59	20.93	21.27	21.61	21.95	22.29	22.63	22.97	23.31	23.65	23.99	24.33	24.67	25.01
225	20.48	20.83	21.17	21.51	21.86	22.20	22.54	22.89	23.23	23.57	23.92	24.26	24.60	24.95	25.29
233	20.94	21.29	21.64	21.99	22.35	22.70	23.05	23.40	23.75	24.10	24.45	24.80	25.15	25.50	25.86
235	21.06	21.41	21.76	22.11	22.47	22.82	23.17	23.53	23.88	24.23	24.59	24.94	25.29	25.64	26.00
238	21.23	21.58	21.94	22.30	22.65	23.01	23.36	23.72	24.07	24.43	24.79	25.14	25.50	25.85	26.21
243	21.52	21.88	22.24	22.60	22.96	23.32	23.68	24.04	24.40	24.76	25.12	25.48	25.84	26.20	26.56
248	21.80	22.17	22.53	22.90	23.26	23.63	23.99	24.36	24.72	25.09	25.46	25.82	26.19	26.55	26.92
250	21.92	22.28	22.65	23.02	23.39	23.75	24.12	24.49	24.86	25.22	25.59	25.96	26.32	26.69	27.06
252	22.03	22.40	22.77	23.14	23.51	23.88	24.25	24.62	24.99	25.35	25.72	26.09	26.46	26.83	27.20
258	22.38	22.75	23.13	23.50	23.88	24.25	24.63	25.00	25.38	25.75	26.13	26.50	26.88	27.25	27.63
268	22.95	23.33	23.72	24.10	24.49	24.87	25.26	25.64	26.03	26.41	26.79	27.18	27.56	27.95	28.33
282	23.75	24.15	24.55	24.95	25.34	25.74	26.14	26.54	26.94	27.33	27.73	28.13	28.53	28.93	29.32
312	25.47	25.90	26.33	26.75	27.18	27.61	28.03	28.46	28.89	29.31	29.74	30.17	30.60	31.02	31.45
332	26.62	27.07	27.51	27.96	28.40	28.85	29.30	29.74	30.19	30.63	31.08	31.53	31.97	32.42	32.87
384	29.60	30.10	30.59	31.09	31.59	32.08	32.58	33.07	33.57	34.07	34.56	35.06	35.55	36.05	36.55

January 1, 2006 Support Salaries
Annual

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	14,124	14,361	14,597	14,834	15,071	15,307	15,544	15,781	16,018	16,254	16,491	16,728	16,964	17,201	17,438
67	21,284	21,641	21,998	22,355	22,711	23,068	23,425	23,781	24,138	24,495	24,852	25,208	25,565	25,922	26,278
86	23,315	23,706	24,096	24,487	24,878	25,269	25,659	26,050	26,441	26,832	27,223	27,613	28,004	28,395	28,786
93	24,063	24,466	24,870	25,273	25,676	26,080	26,483	26,886	27,289	27,693	28,096	28,499	28,903	29,306	29,709
102	25,025	25,444	25,864	26,283	26,703	27,122	27,541	27,961	28,380	28,800	29,219	29,638	30,058	30,477	30,897
105	25,346	25,770	26,195	26,620	27,045	27,470	27,894	28,319	28,744	29,169	29,593	30,018	30,443	30,868	31,293
107	25,559	25,988	26,416	26,844	27,273	27,701	28,130	28,558	28,986	29,415	29,843	30,271	30,700	31,128	31,556
113	26,201	26,640	27,079	27,518	27,957	28,396	28,835	29,274	29,713	30,153	30,592	31,031	31,470	31,909	32,348
114	26,307	26,748	27,189	27,630	28,071	28,512	28,953	29,394	29,835	30,276	30,717	31,157	31,598	32,039	32,480
117	26,628	27,074	27,521	27,967	28,413	28,859	29,306	29,752	30,198	30,645	31,091	31,537	31,983	32,430	32,876
119	26,842	27,292	27,742	28,191	28,641	29,091	29,541	29,991	30,441	30,891	31,340	31,790	32,240	32,690	33,140
120	26,949	27,400	27,852	28,304	28,755	29,207	29,659	30,110	30,562	31,014	31,465	31,917	32,369	32,820	33,272
122	27,162	27,618	28,073	28,528	28,983	29,439	29,894	30,349	30,804	31,260	31,715	32,170	32,625	33,081	33,536
126	27,590	28,052	28,515	28,977	29,440	29,902	30,364	30,827	31,289	31,752	32,214	32,676	33,139	33,601	34,064
128	27,804	28,270	28,736	29,202	29,668	30,134	30,600	31,066	31,532	31,998	32,464	32,929	33,395	33,861	34,327
135	28,552	29,030	29,509	29,987	30,466	30,944	31,423	31,901	32,380	32,858	33,337	33,816	34,294	34,773	35,251
141	29,193	29,682	30,172	30,661	31,150	31,639	32,129	32,618	33,107	33,596	34,086	34,575	35,064	35,554	36,043
144	29,514	30,008	30,503	30,998	31,492	31,987	32,482	32,976	33,471	33,965	34,460	34,955	35,449	35,944	36,439
147	29,834	30,334	30,834	31,334	31,834	32,334	32,834	33,334	33,834	34,334	34,834	35,334	35,834	36,334	36,835
148	29,941	30,443	30,945	31,447	31,948	32,450	32,952	33,454	33,956	34,457	34,959	35,461	35,963	36,465	36,966
150	30,155	30,660	31,166	31,671	32,176	32,682	33,187	33,693	34,198	34,703	35,209	35,714	36,220	36,725	37,230
151	30,262	30,769	31,276	31,783	32,291	32,798	33,305	33,812	34,319	34,826	35,334	35,841	36,348	36,855	37,362
156	30,796	31,312	31,828	32,345	32,861	33,377	33,893	34,409	34,925	35,441	35,958	36,474	36,990	37,506	38,022
158	31,010	31,530	32,049	32,569	33,089	33,608	34,128	34,648	35,168	35,687	36,207	36,727	37,247	37,766	38,286
165	31,758	32,290	32,823	33,355	33,887	34,419	34,952	35,484	36,016	36,548	37,081	37,613	38,145	38,677	39,210
169	32,186	32,725	33,264	33,804	34,343	34,883	35,422	35,961	36,501	37,040	37,580	38,119	38,659	39,198	39,737
173	32,613	33,160	33,706	34,253	34,799	35,346	35,893	36,439	36,986	37,532	38,079	38,625	39,172	39,719	40,265
177	33,041	33,594	34,148	34,702	35,256	35,809	36,363	36,917	37,471	38,024	38,578	39,132	39,686	40,239	40,793
190	34,430	35,007	35,584	36,161	36,738	37,315	37,892	38,469	39,046	39,623	40,200	40,777	41,354	41,931	42,508
194	34,857	35,442	36,026	36,610	37,194	37,778	38,363	38,947	39,531	40,115	40,699	41,284	41,868	42,452	43,036
198	35,285	35,876	36,468	37,059	37,650	38,242	38,833	39,424	40,016	40,607	41,199	41,790	42,381	42,973	43,564
204	35,926	36,528	37,130	37,732	38,335	38,937	39,539	40,141	40,743	41,345	41,947	42,549	43,151	43,754	44,356

January 1, 2006 Support Salaries
Annual

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	36,354	36,963	37,572	38,181	38,791	39,400	40,009	40,619	41,228	41,837	42,446	43,056	43,665	44,274	44,883
213	36,888	37,506	38,124	38,743	39,361	39,979	40,597	41,216	41,834	42,452	43,070	43,689	44,307	44,925	45,543
218	37,422	38,050	38,677	39,304	39,931	40,558	41,185	41,813	42,440	43,067	43,694	44,321	44,949	45,576	46,203
221	37,743	38,376	39,008	39,641	40,273	40,906	41,538	42,171	42,803	43,436	44,069	44,701	45,334	45,966	46,599
225	38,170	38,810	39,450	40,090	40,729	41,369	42,009	42,649	43,288	43,928	44,568	45,207	45,847	46,487	47,127
233	39,025	39,679	40,334	40,988	41,642	42,296	42,950	43,604	44,258	44,912	45,566	46,220	46,874	47,528	48,182
235	39,239	39,897	40,554	41,212	41,870	42,527	43,185	43,843	44,500	45,158	45,816	46,473	47,131	47,789	48,446
238	39,560	40,223	40,886	41,549	42,212	42,875	43,538	44,201	44,864	45,527	46,190	46,853	47,516	48,179	48,842
243	40,094	40,766	41,438	42,110	42,782	43,454	44,126	44,798	45,470	46,142	46,814	47,486	48,158	48,830	49,502
248	40,629	41,309	41,990	42,671	43,352	44,033	44,714	45,395	46,076	46,757	47,438	48,119	48,800	49,481	50,162
250	40,842	41,527	42,211	42,896	43,580	44,265	44,949	45,634	46,318	47,003	47,687	48,372	49,056	49,741	50,425
252	41,056	41,744	42,432	43,120	43,808	44,496	45,185	45,873	46,561	47,249	47,937	48,625	49,313	50,001	50,689
258	41,697	42,396	43,095	43,794	44,493	45,191	45,890	46,589	47,288	47,987	48,686	49,384	50,083	50,782	51,481
268	42,766	43,483	44,200	44,916	45,633	46,350	47,067	47,783	48,500	49,217	49,934	50,650	51,367	52,084	52,801
282	44,262	45,004	45,746	46,488	47,230	47,971	48,713	49,455	50,197	50,939	51,681	52,422	53,164	53,906	54,648
312	47,468	48,264	49,060	49,855	50,651	51,446	52,242	53,037	53,833	54,629	55,424	56,220	57,015	57,811	58,606
332	49,606	50,437	51,269	52,100	52,931	53,763	54,594	55,426	56,257	57,088	57,920	58,751	59,583	60,414	61,245
384	55,163	56,088	57,012	57,937	58,862	59,786	60,711	61,635	62,560	63,484	64,409	65,333	66,258	67,182	68,107

January 1, 2006 Support Salaries
Monthly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	1,176.98	1,196.71	1,216.44	1,236.16	1,255.89	1,275.61	1,295.34	1,315.07	1,334.79	1,354.52	1,374.24	1,393.97	1,413.70	1,433.42	1,453.15
67	1,773.70	1,803.42	1,833.15	1,862.88	1,892.60	1,922.33	1,952.06	1,981.79	2,011.51	2,041.24	2,070.97	2,100.69	2,130.42	2,160.15	2,189.87
86	1,942.91	1,975.48	2,008.04	2,040.60	2,073.17	2,105.73	2,138.29	2,170.85	2,203.42	2,235.98	2,268.54	2,301.11	2,333.67	2,366.23	2,398.79
93	2,005.26	2,038.87	2,072.47	2,106.08	2,139.69	2,173.30	2,206.90	2,240.51	2,274.12	2,307.73	2,341.33	2,374.94	2,408.55	2,442.16	2,475.77
102	2,085.41	2,120.36	2,155.32	2,190.27	2,225.22	2,260.17	2,295.12	2,330.07	2,365.02	2,399.97	2,434.92	2,469.87	2,504.83	2,539.78	2,574.73
105	2,112.13	2,147.53	2,182.93	2,218.33	2,253.73	2,289.13	2,324.52	2,359.92	2,395.32	2,430.72	2,466.12	2,501.52	2,536.92	2,572.32	2,607.72
107	2,129.94	2,165.64	2,201.34	2,237.04	2,272.73	2,308.43	2,344.13	2,379.83	2,415.52	2,451.22	2,486.92	2,522.62	2,558.31	2,594.01	2,629.71
113	2,183.38	2,219.97	2,256.57	2,293.16	2,329.75	2,366.35	2,402.94	2,439.53	2,476.12	2,512.72	2,549.31	2,585.90	2,622.50	2,659.09	2,695.68
114	2,192.29	2,229.03	2,265.77	2,302.51	2,339.26	2,376.00	2,412.74	2,449.48	2,486.23	2,522.97	2,559.71	2,596.45	2,633.19	2,669.94	2,706.68
117	2,219.01	2,256.20	2,293.39	2,330.58	2,367.77	2,404.96	2,442.15	2,479.34	2,516.53	2,553.72	2,590.91	2,628.10	2,665.29	2,702.48	2,739.67
119	2,236.82	2,274.31	2,311.80	2,349.28	2,386.77	2,424.26	2,461.75	2,499.24	2,536.73	2,574.22	2,611.70	2,649.19	2,686.68	2,724.17	2,761.66
120	2,245.72	2,283.36	2,321.00	2,358.64	2,396.28	2,433.91	2,471.55	2,509.19	2,546.83	2,584.46	2,622.10	2,659.74	2,697.38	2,735.02	2,772.65
122	2,263.54	2,301.47	2,339.41	2,377.35	2,415.28	2,453.22	2,491.15	2,529.09	2,567.03	2,604.96	2,642.90	2,680.84	2,718.77	2,756.71	2,794.65
126	2,299.16	2,337.69	2,376.23	2,414.76	2,453.29	2,491.83	2,530.36	2,568.90	2,607.43	2,645.96	2,684.50	2,723.03	2,761.56	2,800.10	2,838.63
128	2,316.97	2,355.81	2,394.64	2,433.47	2,472.30	2,511.13	2,549.97	2,588.80	2,627.63	2,666.46	2,705.29	2,744.12	2,782.96	2,821.79	2,860.62
135	2,379.32	2,419.19	2,459.07	2,498.95	2,538.82	2,578.70	2,618.58	2,658.45	2,698.33	2,738.21	2,778.08	2,817.96	2,857.84	2,897.72	2,937.59
141	2,432.75	2,473.53	2,514.30	2,555.07	2,595.84	2,636.62	2,677.39	2,718.16	2,758.93	2,799.71	2,840.48	2,881.25	2,922.02	2,962.79	3,003.57
144	2,459.47	2,500.69	2,541.91	2,583.13	2,624.35	2,665.57	2,706.79	2,748.01	2,789.23	2,830.45	2,871.67	2,912.89	2,954.11	2,995.33	3,036.55
147	2,486.19	2,527.86	2,569.53	2,611.19	2,652.86	2,694.53	2,736.20	2,777.87	2,819.53	2,861.20	2,902.87	2,944.54	2,986.21	3,027.87	3,069.54
148	2,495.10	2,536.91	2,578.73	2,620.55	2,662.37	2,704.18	2,746.00	2,787.82	2,829.63	2,871.45	2,913.27	2,955.09	2,996.90	3,038.72	3,080.54
150	2,512.91	2,555.02	2,597.14	2,639.26	2,681.37	2,723.49	2,765.60	2,807.72	2,849.84	2,891.95	2,934.07	2,976.18	3,018.30	3,060.41	3,102.53
151	2,521.82	2,564.08	2,606.35	2,648.61	2,690.88	2,733.14	2,775.41	2,817.67	2,859.94	2,902.20	2,944.47	2,986.73	3,029.00	3,071.26	3,113.53
156	2,566.35	2,609.36	2,652.37	2,695.38	2,738.39	2,781.40	2,824.41	2,867.43	2,910.44	2,953.45	2,996.46	3,039.47	3,082.48	3,125.49	3,168.51
158	2,584.16	2,627.47	2,670.78	2,714.09	2,757.40	2,800.71	2,844.02	2,887.33	2,930.64	2,973.95	3,017.26	3,060.57	3,103.88	3,147.19	3,190.50
165	2,646.50	2,690.86	2,735.21	2,779.57	2,823.92	2,868.28	2,912.63	2,956.98	3,001.34	3,045.69	3,090.05	3,134.40	3,178.76	3,223.11	3,267.47
169	2,682.13	2,727.08	2,772.03	2,816.98	2,861.93	2,906.89	2,951.84	2,996.79	3,041.74	3,086.69	3,131.64	3,176.60	3,221.55	3,266.50	3,311.45
173	2,717.75	2,763.30	2,808.85	2,854.40	2,899.95	2,945.50	2,991.04	3,036.59	3,082.14	3,127.69	3,173.24	3,218.79	3,264.34	3,309.89	3,355.44
177	2,753.38	2,799.52	2,845.67	2,891.81	2,937.96	2,984.10	3,030.25	3,076.40	3,122.54	3,168.69	3,214.83	3,260.98	3,307.13	3,353.27	3,399.42
190	2,869.16	2,917.24	2,965.33	3,013.41	3,061.50	3,109.59	3,157.67	3,205.76	3,253.85	3,301.93	3,350.02	3,398.11	3,446.19	3,494.28	3,542.36
194	2,904.78	2,953.46	3,002.15	3,050.83	3,099.51	3,148.20	3,196.88	3,245.56	3,294.25	3,342.93	3,391.61	3,440.30	3,488.98	3,537.66	3,586.35
198	2,940.40	2,989.69	3,038.97	3,088.25	3,137.53	3,186.81	3,236.09	3,285.37	3,334.65	3,383.93	3,433.21	3,482.49	3,531.77	3,581.05	3,630.33
204	2,993.84	3,044.02	3,094.19	3,144.37	3,194.55	3,244.72	3,294.90	3,345.07	3,395.25	3,445.43	3,495.60	3,545.78	3,595.95	3,646.13	3,696.31

January 1, 2006 Support Salaries
Monthly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	3,029.47	3,080.24	3,131.01	3,181.79	3,232.56	3,283.33	3,334.11	3,384.88	3,435.65	3,486.42	3,537.20	3,587.97	3,638.74	3,689.52	3,740.29
213	3,074.00	3,125.52	3,177.04	3,228.56	3,280.07	3,331.59	3,383.11	3,434.63	3,486.15	3,537.67	3,589.19	3,640.71	3,692.23	3,743.75	3,795.27
218	3,118.53	3,170.79	3,223.06	3,275.33	3,327.59	3,379.86	3,432.12	3,484.39	3,536.65	3,588.92	3,641.19	3,693.45	3,745.72	3,797.98	3,850.25
221	3,145.25	3,197.96	3,250.67	3,303.39	3,356.10	3,408.81	3,461.53	3,514.24	3,566.96	3,619.67	3,672.38	3,725.10	3,777.81	3,830.52	3,883.24
225	3,180.87	3,234.18	3,287.49	3,340.80	3,394.11	3,447.42	3,500.73	3,554.05	3,607.36	3,660.67	3,713.98	3,767.29	3,820.60	3,873.91	3,927.22
233	3,252.12	3,306.62	3,361.13	3,415.63	3,470.14	3,524.64	3,579.15	3,633.65	3,688.16	3,742.66	3,797.17	3,851.67	3,906.18	3,960.68	4,015.19
235	3,269.93	3,324.74	3,379.54	3,434.34	3,489.15	3,543.95	3,598.75	3,653.56	3,708.36	3,763.16	3,817.97	3,872.77	3,927.57	3,982.38	4,037.18
238	3,296.65	3,351.90	3,407.15	3,462.40	3,517.66	3,572.91	3,628.16	3,683.41	3,738.66	3,793.91	3,849.16	3,904.41	3,959.66	4,014.92	4,070.17
243	3,341.18	3,397.18	3,453.18	3,509.17	3,565.17	3,621.17	3,677.17	3,733.16	3,789.16	3,845.16	3,901.16	3,957.15	4,013.15	4,069.15	4,125.15
248	3,385.71	3,442.46	3,499.20	3,555.94	3,612.69	3,669.43	3,726.18	3,782.92	3,839.66	3,896.41	3,953.15	4,009.89	4,066.64	4,123.38	4,180.13
250	3,403.52	3,460.57	3,517.61	3,574.65	3,631.69	3,688.74	3,745.78	3,802.82	3,859.86	3,916.91	3,973.95	4,030.99	4,088.03	4,145.07	4,202.12
252	3,421.34	3,478.68	3,536.02	3,593.36	3,650.70	3,708.04	3,765.38	3,822.72	3,880.06	3,937.40	3,994.75	4,052.09	4,109.43	4,166.77	4,224.11
258	3,474.77	3,533.01	3,591.25	3,649.48	3,707.72	3,765.96	3,824.19	3,882.43	3,940.67	3,998.90	4,057.14	4,115.37	4,173.61	4,231.85	4,290.08
268	3,563.84	3,623.56	3,683.29	3,743.02	3,802.75	3,862.48	3,922.21	3,981.94	4,041.67	4,101.40	4,161.13	4,220.86	4,280.58	4,340.31	4,400.04
282	3,688.52	3,750.34	3,812.16	3,873.98	3,935.80	3,997.62	4,059.43	4,121.25	4,183.07	4,244.89	4,306.71	4,368.53	4,430.35	4,492.17	4,553.99
312	3,955.71	4,022.00	4,088.30	4,154.60	4,220.89	4,287.19	4,353.49	4,419.78	4,486.08	4,552.38	4,618.67	4,684.97	4,751.27	4,817.56	4,883.86
332	4,133.83	4,203.11	4,272.39	4,341.68	4,410.96	4,480.24	4,549.52	4,618.80	4,688.09	4,757.37	4,826.65	4,895.93	4,965.21	5,034.50	5,103.78
384	4,596.95	4,673.99	4,751.04	4,828.08	4,905.13	4,982.17	5,059.21	5,136.26	5,213.30	5,290.34	5,367.39	5,444.43	5,521.48	5,598.52	5,675.56

January 1, 2006 Support Salaries
Hourly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	7.73	7.86	7.99	8.12	8.25	8.38	8.51	8.64	8.77	8.90	9.03	9.16	9.29	9.41	9.54
67	11.65	11.85	12.04	12.24	12.43	12.63	12.82	13.02	13.21	13.41	13.60	13.80	13.99	14.19	14.38
86	12.76	12.98	13.19	13.40	13.62	13.83	14.04	14.26	14.47	14.69	14.90	15.11	15.33	15.54	15.76
93	13.17	13.39	13.61	13.83	14.05	14.27	14.50	14.72	14.94	15.16	15.38	15.60	15.82	16.04	16.26
102	13.70	13.93	14.16	14.39	14.62	14.85	15.07	15.30	15.53	15.76	15.99	16.22	16.45	16.68	16.91
105	13.87	14.11	14.34	14.57	14.80	15.04	15.27	15.50	15.73	15.97	16.20	16.43	16.66	16.90	17.13
107	13.99	14.22	14.46	14.69	14.93	15.16	15.40	15.63	15.87	16.10	16.33	16.57	16.80	17.04	17.27
113	14.34	14.58	14.82	15.06	15.30	15.54	15.78	16.02	16.26	16.50	16.74	16.98	17.22	17.47	17.71
114	14.40	14.64	14.88	15.12	15.36	15.61	15.85	16.09	16.33	16.57	16.81	17.05	17.30	17.54	17.78
117	14.57	14.82	15.06	15.31	15.55	15.80	16.04	16.28	16.53	16.77	17.02	17.26	17.51	17.75	17.99
119	14.69	14.94	15.18	15.43	15.68	15.92	16.17	16.42	16.66	16.91	17.15	17.40	17.65	17.89	18.14
120	14.75	15.00	15.24	15.49	15.74	15.99	16.23	16.48	16.73	16.98	17.22	17.47	17.72	17.96	18.21
122	14.87	15.12	15.37	15.61	15.86	16.11	16.36	16.61	16.86	17.11	17.36	17.61	17.86	18.11	18.36
126	15.10	15.35	15.61	15.86	16.11	16.37	16.62	16.87	17.13	17.38	17.63	17.89	18.14	18.39	18.64
128	15.22	15.47	15.73	15.98	16.24	16.49	16.75	17.00	17.26	17.51	17.77	18.02	18.28	18.53	18.79
135	15.63	15.89	16.15	16.41	16.68	16.94	17.20	17.46	17.72	17.98	18.25	18.51	18.77	19.03	19.29
141	15.98	16.25	16.51	16.78	17.05	17.32	17.59	17.85	18.12	18.39	18.66	18.92	19.19	19.46	19.73
144	16.15	16.42	16.70	16.97	17.24	17.51	17.78	18.05	18.32	18.59	18.86	19.13	19.40	19.67	19.94
147	16.33	16.60	16.88	17.15	17.42	17.70	17.97	18.25	18.52	18.79	19.07	19.34	19.61	19.89	20.16
148	16.39	16.66	16.94	17.21	17.49	17.76	18.04	18.31	18.59	18.86	19.13	19.41	19.68	19.96	20.23
150	16.51	16.78	17.06	17.34	17.61	17.89	18.16	18.44	18.72	18.99	19.27	19.55	19.82	20.10	20.38
151	16.56	16.84	17.12	17.40	17.67	17.95	18.23	18.51	18.78	19.06	19.34	19.62	19.89	20.17	20.45
156	16.86	17.14	17.42	17.70	17.99	18.27	18.55	18.83	19.12	19.40	19.68	19.96	20.25	20.53	20.81
158	16.97	17.26	17.54	17.83	18.11	18.40	18.68	18.96	19.25	19.53	19.82	20.10	20.39	20.67	20.96
165	17.38	17.67	17.97	18.26	18.55	18.84	19.13	19.42	19.71	20.00	20.30	20.59	20.88	21.17	21.46
169	17.62	17.91	18.21	18.50	18.80	19.09	19.39	19.68	19.98	20.27	20.57	20.86	21.16	21.45	21.75
173	17.85	18.15	18.45	18.75	19.05	19.35	19.65	19.94	20.24	20.54	20.84	21.14	21.44	21.74	22.04
177	18.08	18.39	18.69	18.99	19.30	19.60	19.90	20.21	20.51	20.81	21.12	21.42	21.72	22.02	22.33
190	18.85	19.16	19.48	19.79	20.11	20.42	20.74	21.06	21.37	21.69	22.00	22.32	22.64	22.95	23.27
194	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56
198	19.31	19.64	19.96	20.28	20.61	20.93	21.26	21.58	21.90	22.23	22.55	22.87	23.20	23.52	23.84
204	19.66	19.99	20.32	20.65	20.98	21.31	21.64	21.97	22.30	22.63	22.96	23.29	23.62	23.95	24.28

January 1, 2006 Support Salaries

Hourly

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	19.90	20.23	20.56	20.90	21.23	21.57	21.90	22.23	22.57	22.90	23.23	23.57	23.90	24.23	24.57
213	20.19	20.53	20.87	21.21	21.54	21.88	22.22	22.56	22.90	23.24	23.57	23.91	24.25	24.59	24.93
218	20.48	20.83	21.17	21.51	21.86	22.20	22.54	22.89	23.23	23.57	23.92	24.26	24.60	24.95	25.29
221	20.66	21.00	21.35	21.70	22.04	22.39	22.74	23.08	23.43	23.77	24.12	24.47	24.81	25.16	25.51
225	20.89	21.24	21.59	21.94	22.29	22.64	22.99	23.34	23.69	24.04	24.39	24.74	25.09	25.44	25.79
233	21.36	21.72	22.08	22.43	22.79	23.15	23.51	23.87	24.22	24.58	24.94	25.30	25.66	26.01	26.37
235	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52
238	21.65	22.02	22.38	22.74	23.10	23.47	23.83	24.19	24.56	24.92	25.28	25.64	26.01	26.37	26.73
243	21.95	22.31	22.68	23.05	23.42	23.78	24.15	24.52	24.89	25.26	25.62	25.99	26.36	26.73	27.09
248	22.24	22.61	22.98	23.36	23.73	24.10	24.47	24.85	25.22	25.59	25.96	26.34	26.71	27.08	27.46
250	22.35	22.73	23.10	23.48	23.85	24.23	24.60	24.98	25.35	25.73	26.10	26.48	26.85	27.23	27.60
252	22.47	22.85	23.23	23.60	23.98	24.35	24.73	25.11	25.48	25.86	26.24	26.61	26.99	27.37	27.74
258	22.82	23.21	23.59	23.97	24.35	24.74	25.12	25.50	25.88	26.27	26.65	27.03	27.41	27.80	28.18
268	23.41	23.80	24.19	24.58	24.98	25.37	25.76	26.15	26.55	26.94	27.33	27.72	28.12	28.51	28.90
282	24.23	24.63	25.04	25.44	25.85	26.26	26.66	27.07	27.48	27.88	28.29	28.69	29.10	29.51	29.91
312	25.98	26.42	26.85	27.29	27.72	28.16	28.59	29.03	29.47	29.90	30.34	30.77	31.21	31.64	32.08
332	27.15	27.61	28.06	28.52	28.97	29.43	29.88	30.34	30.79	31.25	31.70	32.16	32.61	33.07	33.52
384	30.19	30.70	31.21	31.71	32.22	32.72	33.23	33.74	34.24	34.75	35.25	35.76	36.27	36.77	37.28

**July 1, 2006 Annual Salaries
Support**

Salaries rounded to nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	14,406	14,648	14,889	15,131	15,372	15,614	15,855	16,096	16,338	16,579	16,821	17,062	17,304	17,545	17,787
67	21,710	22,074	22,438	22,802	23,165	23,529	23,893	24,257	24,621	24,985	25,349	25,712	26,076	26,440	26,804
86	23,781	24,180	24,578	24,977	25,376	25,774	26,173	26,571	26,970	27,368	27,767	28,166	28,564	28,963	29,361
93	24,544	24,956	25,367	25,778	26,190	26,601	27,013	27,424	27,835	28,247	28,658	29,069	29,481	29,892	30,303
102	25,525	25,953	26,381	26,809	27,237	27,664	28,092	28,520	28,948	29,376	29,803	30,231	30,659	31,087	31,515
105	25,852	26,286	26,719	27,152	27,586	28,019	28,452	28,885	29,319	29,752	30,185	30,619	31,052	31,485	31,918
107	26,071	26,507	26,944	27,381	27,818	28,255	28,692	29,129	29,566	30,003	30,440	30,877	31,314	31,751	32,188
113	26,725	27,172	27,620	28,068	28,516	28,964	29,412	29,860	30,308	30,756	31,204	31,651	32,099	32,547	32,995
114	26,834	27,283	27,733	28,183	28,632	29,082	29,532	29,982	30,431	30,881	31,331	31,781	32,230	32,680	33,130
117	27,161	27,616	28,071	28,526	28,981	29,437	29,892	30,347	30,802	31,257	31,713	32,168	32,623	33,078	33,534
119	27,379	27,838	28,296	28,755	29,214	29,673	30,132	30,591	31,050	31,508	31,967	32,426	32,885	33,344	33,803
120	27,488	27,948	28,409	28,870	29,330	29,791	30,252	30,712	31,173	31,634	32,095	32,555	33,016	33,477	33,937
122	27,706	28,170	28,634	29,099	29,563	30,027	30,492	30,956	31,420	31,885	32,349	32,813	33,278	33,742	34,206
126	28,142	28,613	29,085	29,557	30,028	30,500	30,972	31,443	31,915	32,387	32,858	33,330	33,802	34,273	34,745
128	28,360	28,835	29,310	29,786	30,261	30,736	31,212	31,687	32,162	32,637	33,113	33,588	34,063	34,539	35,014
135	29,123	29,611	30,099	30,587	31,075	31,563	32,051	32,539	33,028	33,516	34,004	34,492	34,980	35,468	35,956
141	29,777	30,276	30,775	31,274	31,773	32,272	32,771	33,270	33,769	34,268	34,767	35,266	35,766	36,265	36,764
144	30,104	30,608	31,113	31,618	32,122	32,627	33,131	33,636	34,140	34,645	35,149	35,654	36,158	36,663	37,167
147	30,431	30,941	31,451	31,961	32,471	32,981	33,491	34,001	34,511	35,021	35,531	36,041	36,551	37,061	37,571
148	30,540	31,052	31,564	32,076	32,587	33,099	33,611	34,123	34,635	35,147	35,658	36,170	36,682	37,194	37,706
150	30,758	31,274	31,789	32,304	32,820	33,335	33,851	34,366	34,882	35,397	35,913	36,428	36,944	37,459	37,975
151	30,867	31,384	31,902	32,419	32,936	33,454	33,971	34,488	35,006	35,523	36,040	36,558	37,075	37,592	38,110
156	31,412	31,939	32,465	32,991	33,518	34,044	34,571	35,097	35,624	36,150	36,677	37,203	37,730	38,256	38,783
158	31,630	32,160	32,690	33,220	33,751	34,281	34,811	35,341	35,871	36,401	36,931	37,461	37,991	38,522	39,052
165	32,393	32,936	33,479	34,022	34,565	35,108	35,651	36,193	36,736	37,279	37,822	38,365	38,908	39,451	39,994
169	32,829	33,379	33,930	34,480	35,030	35,580	36,130	36,681	37,231	37,781	38,331	38,882	39,432	39,982	40,532
173	33,265	33,823	34,380	34,938	35,495	36,053	36,610	37,168	37,725	38,283	38,840	39,398	39,955	40,513	41,071
177	33,701	34,266	34,831	35,396	35,961	36,525	37,090	37,655	38,220	38,785	39,350	39,914	40,479	41,044	41,609
190	35,118	35,707	36,296	36,884	37,473	38,061	38,650	39,239	39,827	40,416	41,004	41,593	42,181	42,770	43,359
194	35,555	36,150	36,746	37,342	37,938	38,534	39,130	39,726	40,322	40,917	41,513	42,109	42,705	43,301	43,897
198	35,991	36,594	37,197	37,800	38,403	39,007	39,610	40,213	40,816	41,419	42,022	42,626	43,229	43,832	44,435
204	36,645	37,259	37,873	38,487	39,101	39,715	40,330	40,944	41,558	42,172	42,786	43,400	44,014	44,629	45,243

July 1, 2006 Annual Salaries
Support

Salaries rounded to nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
208	37,081	37,702	38,324	38,945	39,567	40,188	40,809	41,431	42,052	42,674	43,295	43,917	44,538	45,160	45,781
213	37,626	38,256	38,887	39,518	40,148	40,779	41,409	42,040	42,671	43,301	43,932	44,562	45,193	45,824	46,454
218	38,171	38,811	39,450	40,090	40,730	41,369	42,009	42,649	43,289	43,928	44,568	45,208	45,848	46,487	47,127
221	38,498	39,143	39,788	40,433	41,079	41,724	42,369	43,014	43,660	44,305	44,950	45,595	46,240	46,886	47,531
225	38,934	39,586	40,239	40,891	41,544	42,196	42,849	43,502	44,154	44,807	45,459	46,112	46,764	47,417	48,069
233	39,806	40,473	41,140	41,807	42,475	43,142	43,809	44,476	45,143	45,810	46,477	47,144	47,812	48,479	49,146
235	40,024	40,695	41,366	42,036	42,707	43,378	44,049	44,720	45,390	46,061	46,732	47,403	48,073	48,744	49,415
238	40,351	41,027	41,704	42,380	43,056	43,732	44,409	45,085	45,761	46,437	47,114	47,790	48,466	49,143	49,819
243	40,896	41,581	42,267	42,952	43,638	44,323	45,009	45,694	46,379	47,065	47,750	48,436	49,121	49,806	50,492
248	41,441	42,136	42,830	43,525	44,219	44,914	45,608	46,303	46,997	47,692	48,387	49,081	49,776	50,470	51,165
250	41,659	42,357	43,056	43,754	44,452	45,150	45,848	46,547	47,245	47,943	48,641	49,339	50,038	50,736	51,434
252	41,877	42,579	43,281	43,983	44,685	45,386	46,088	46,790	47,492	48,194	48,896	49,598	50,299	51,001	51,703
258	42,531	43,244	43,957	44,670	45,382	46,095	46,808	47,521	48,234	48,947	49,659	50,372	51,085	51,798	52,511
268	43,621	44,352	45,084	45,815	46,546	47,277	48,008	48,739	49,470	50,201	50,932	51,663	52,394	53,125	53,857
282	45,148	45,904	46,661	47,417	48,174	48,931	49,687	50,444	51,201	51,957	52,714	53,471	54,227	54,984	55,741
312	48,418	49,229	50,041	50,852	51,664	52,475	53,287	54,098	54,910	55,721	56,533	57,344	58,156	58,967	59,778
332	50,598	51,446	52,294	53,142	53,990	54,838	55,686	56,534	57,382	58,230	59,078	59,926	60,774	61,622	62,470
384	56,267	57,210	58,153	59,096	60,039	60,982	61,925	62,868	63,811	64,754	65,697	66,640	67,583	68,526	69,469

July 1, 2006 Monthly Salaries
Support

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	1,200.52	1,220.65	1,240.77	1,260.89	1,281.01	1,301.13	1,321.25	1,341.37	1,361.49	1,381.61	1,401.73	1,421.85	1,441.97	1,462.09	1,482.21
67	1,809.17	1,839.49	1,869.81	1,900.14	1,930.46	1,960.78	1,991.10	2,021.42	2,051.74	2,082.06	2,112.38	2,142.71	2,173.03	2,203.35	2,233.67
86	1,981.77	2,014.99	2,048.20	2,081.42	2,114.63	2,147.84	2,181.06	2,214.27	2,247.49	2,280.70	2,313.91	2,347.13	2,380.34	2,413.56	2,446.77
93	2,045.36	2,079.64	2,113.92	2,148.20	2,182.48	2,216.76	2,251.04	2,285.32	2,319.60	2,353.88	2,388.16	2,422.44	2,456.72	2,491.00	2,525.28
102	2,127.12	2,162.77	2,198.42	2,234.07	2,269.72	2,305.37	2,341.02	2,376.67	2,412.32	2,447.97	2,483.62	2,519.27	2,554.92	2,590.57	2,626.22
105	2,154.37	2,190.48	2,226.59	2,262.69	2,298.80	2,334.91	2,371.02	2,407.12	2,443.23	2,479.34	2,515.44	2,551.55	2,587.66	2,623.76	2,659.87
107	2,172.54	2,208.95	2,245.37	2,281.78	2,318.19	2,354.60	2,391.01	2,427.42	2,463.83	2,500.24	2,536.66	2,573.07	2,609.48	2,645.89	2,682.30
113	2,227.05	2,264.37	2,301.70	2,339.02	2,376.35	2,413.67	2,451.00	2,488.32	2,525.65	2,562.97	2,600.30	2,637.62	2,674.95	2,712.27	2,749.60
114	2,236.13	2,273.61	2,311.09	2,348.56	2,386.04	2,423.52	2,461.00	2,498.47	2,535.95	2,573.43	2,610.90	2,648.38	2,685.86	2,723.34	2,760.81
117	2,263.39	2,301.32	2,339.25	2,377.19	2,415.12	2,453.05	2,490.99	2,528.92	2,566.86	2,604.79	2,642.72	2,680.66	2,718.59	2,756.53	2,794.46
119	2,281.55	2,319.79	2,358.03	2,396.27	2,434.51	2,472.75	2,510.98	2,549.22	2,587.46	2,625.70	2,663.94	2,702.18	2,740.41	2,778.65	2,816.89
120	2,290.64	2,329.03	2,367.42	2,405.81	2,444.20	2,482.59	2,520.98	2,559.37	2,597.76	2,636.15	2,674.54	2,712.94	2,751.33	2,789.72	2,828.11
122	2,308.81	2,347.50	2,386.20	2,424.89	2,463.59	2,502.28	2,540.98	2,579.67	2,618.37	2,657.06	2,695.76	2,734.45	2,773.15	2,811.84	2,850.54
126	2,345.14	2,384.45	2,423.75	2,463.06	2,502.36	2,541.66	2,580.97	2,620.27	2,659.58	2,698.88	2,738.19	2,777.49	2,816.79	2,856.10	2,895.40
128	2,363.31	2,402.92	2,442.53	2,482.14	2,521.75	2,561.36	2,600.96	2,640.57	2,680.18	2,719.79	2,759.40	2,799.01	2,838.62	2,878.22	2,917.83
135	2,426.90	2,467.58	2,508.25	2,548.93	2,589.60	2,630.27	2,670.95	2,711.62	2,752.30	2,792.97	2,833.65	2,874.32	2,914.99	2,955.67	2,996.34
141	2,481.41	2,523.00	2,564.58	2,606.17	2,647.76	2,689.35	2,730.94	2,772.52	2,814.11	2,855.70	2,897.29	2,938.87	2,980.46	3,022.05	3,063.64
144	2,508.66	2,550.71	2,592.75	2,634.80	2,676.84	2,718.88	2,760.93	2,802.97	2,845.02	2,887.06	2,929.11	2,971.15	3,013.20	3,055.24	3,097.29
147	2,535.91	2,578.42	2,620.92	2,663.42	2,705.92	2,748.42	2,790.92	2,833.42	2,875.93	2,918.43	2,960.93	3,003.43	3,045.93	3,088.43	3,130.93
148	2,545.00	2,587.65	2,630.31	2,672.96	2,715.61	2,758.27	2,800.92	2,843.57	2,886.23	2,928.88	2,971.53	3,014.19	3,056.84	3,099.50	3,142.15
150	2,563.17	2,606.13	2,649.08	2,692.04	2,735.00	2,777.96	2,820.92	2,863.87	2,906.83	2,949.79	2,992.75	3,035.71	3,078.66	3,121.62	3,164.58
151	2,572.25	2,615.36	2,658.47	2,701.58	2,744.69	2,787.80	2,830.91	2,874.02	2,917.13	2,960.24	3,003.35	3,046.47	3,089.58	3,132.69	3,175.80
156	2,617.67	2,661.54	2,705.42	2,749.29	2,793.16	2,837.03	2,880.90	2,924.77	2,968.65	3,012.52	3,056.39	3,100.26	3,144.13	3,188.00	3,231.88
158	2,635.84	2,680.02	2,724.19	2,768.37	2,812.55	2,856.72	2,900.90	2,945.07	2,989.25	3,033.43	3,077.60	3,121.78	3,165.95	3,210.13	3,254.31
165	2,699.43	2,744.67	2,789.92	2,835.16	2,880.40	2,925.64	2,970.88	3,016.12	3,061.37	3,106.61	3,151.85	3,197.09	3,242.33	3,287.58	3,332.82
169	2,735.77	2,781.62	2,827.47	2,873.32	2,919.17	2,965.02	3,010.87	3,056.72	3,102.58	3,148.43	3,194.28	3,240.13	3,285.98	3,331.83	3,377.68
173	2,772.11	2,818.57	2,865.03	2,911.49	2,957.95	3,004.40	3,050.86	3,097.32	3,143.78	3,190.24	3,236.70	3,283.16	3,329.62	3,376.08	3,422.54
177	2,808.44	2,855.51	2,902.58	2,949.65	2,996.72	3,043.79	3,090.86	3,137.92	3,184.99	3,232.06	3,279.13	3,326.20	3,373.27	3,420.34	3,467.41
190	2,926.54	2,975.59	3,024.63	3,073.68	3,122.73	3,171.78	3,220.83	3,269.88	3,318.92	3,367.97	3,417.02	3,466.07	3,515.12	3,564.16	3,613.21
194	2,962.88	3,012.53	3,062.19	3,111.85	3,161.50	3,211.16	3,260.82	3,310.48	3,360.13	3,409.79	3,459.45	3,509.10	3,558.76	3,608.42	3,658.08
198	2,999.21	3,049.48	3,099.74	3,150.01	3,200.28	3,250.54	3,300.81	3,351.08	3,401.34	3,451.61	3,501.87	3,552.14	3,602.41	3,652.67	3,702.94
204	3,053.72	3,104.90	3,156.08	3,207.26	3,258.44	3,309.62	3,360.80	3,411.98	3,463.16	3,514.34	3,565.51	3,616.69	3,667.87	3,719.05	3,770.23
208	3,090.06	3,141.84	3,193.63	3,245.42	3,297.21	3,349.00	3,400.79	3,452.58	3,504.36	3,556.15	3,607.94	3,659.73	3,711.52	3,763.31	3,815.10

July 1, 2006 Monthly Salaries
Support

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
213	3,135.48	3,188.03	3,240.58	3,293.13	3,345.68	3,398.23	3,450.78	3,503.33	3,555.88	3,608.43	3,660.98	3,713.53	3,766.08	3,818.63	3,871.18
218	3,180.90	3,234.21	3,287.52	3,340.83	3,394.14	3,447.45	3,500.77	3,554.08	3,607.39	3,660.70	3,714.01	3,767.32	3,820.63	3,873.94	3,927.25
221	3,208.15	3,261.92	3,315.69	3,369.45	3,423.22	3,476.99	3,530.76	3,584.53	3,638.29	3,692.06	3,745.83	3,799.60	3,853.37	3,907.13	3,960.90
225	3,244.49	3,298.87	3,353.24	3,407.62	3,462.00	3,516.37	3,570.75	3,625.13	3,679.50	3,733.88	3,788.26	3,842.63	3,897.01	3,951.39	4,005.76
233	3,317.16	3,372.76	3,428.35	3,483.95	3,539.54	3,595.14	3,650.73	3,706.33	3,761.92	3,817.52	3,873.11	3,928.71	3,984.30	4,039.90	4,095.49
235	3,335.33	3,391.23	3,447.13	3,503.03	3,558.93	3,614.83	3,670.73	3,726.63	3,782.53	3,838.43	3,894.33	3,950.22	4,006.12	4,062.02	4,117.92
238	3,362.58	3,418.94	3,475.30	3,531.65	3,588.01	3,644.36	3,700.72	3,757.08	3,813.43	3,869.79	3,926.15	3,982.50	4,038.86	4,095.21	4,151.57
243	3,408.01	3,465.12	3,522.24	3,579.36	3,636.47	3,693.59	3,750.71	3,807.83	3,864.94	3,922.06	3,979.18	4,036.30	4,093.41	4,150.53	4,207.65
248	3,453.43	3,511.31	3,569.18	3,627.06	3,684.94	3,742.82	3,800.70	3,858.58	3,916.46	3,974.33	4,032.21	4,090.09	4,147.97	4,205.85	4,263.73
250	3,471.60	3,529.78	3,587.96	3,646.14	3,704.33	3,762.51	3,820.69	3,878.88	3,937.06	3,995.24	4,053.43	4,111.61	4,169.79	4,227.98	4,286.16
252	3,489.76	3,548.25	3,606.74	3,665.23	3,723.71	3,782.20	3,840.69	3,899.18	3,957.67	4,016.15	4,074.64	4,133.13	4,191.62	4,250.10	4,308.59
258	3,544.27	3,603.67	3,663.07	3,722.47	3,781.87	3,841.28	3,900.68	3,960.08	4,019.48	4,078.88	4,138.28	4,197.68	4,257.08	4,316.48	4,375.89
268	3,635.11	3,696.04	3,756.96	3,817.88	3,878.81	3,939.73	4,000.65	4,061.58	4,122.50	4,183.43	4,244.35	4,305.27	4,366.20	4,427.12	4,488.04
282	3,762.29	3,825.35	3,888.40	3,951.46	4,014.51	4,077.57	4,140.62	4,203.68	4,266.73	4,329.79	4,392.84	4,455.90	4,518.95	4,582.01	4,645.06
312	4,034.82	4,102.44	4,170.07	4,237.69	4,305.31	4,372.93	4,440.56	4,508.18	4,575.80	4,643.43	4,711.05	4,778.67	4,846.29	4,913.92	4,981.54
332	4,216.51	4,287.17	4,357.84	4,428.51	4,499.18	4,569.85	4,640.51	4,711.18	4,781.85	4,852.52	4,923.18	4,993.85	5,064.52	5,135.19	5,205.85
384	4,688.89	4,767.47	4,846.06	4,924.64	5,003.23	5,081.81	5,160.40	5,238.98	5,317.57	5,396.15	5,474.74	5,553.32	5,631.91	5,710.49	5,789.08

July 1, 2006 Hourly Salaries
Support

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
0	7.89	8.02	8.15	8.28	8.41	8.55	8.68	8.81	8.94	9.07	9.21	9.34	9.47	9.60	9.74
67	11.88	12.08	12.28	12.48	12.68	12.88	13.08	13.28	13.48	13.68	13.87	14.07	14.27	14.47	14.67
86	13.02	13.23	13.45	13.67	13.89	14.11	14.33	14.54	14.76	14.98	15.20	15.42	15.63	15.85	16.07
93	13.43	13.66	13.88	14.11	14.33	14.56	14.79	15.01	15.24	15.46	15.69	15.91	16.14	16.36	16.59
102	13.97	14.21	14.44	14.67	14.91	15.14	15.38	15.61	15.84	16.08	16.31	16.55	16.78	17.02	17.25
105	14.15	14.39	14.62	14.86	15.10	15.34	15.57	15.81	16.05	16.28	16.52	16.76	17.00	17.23	17.47
107	14.27	14.51	14.75	14.99	15.23	15.47	15.70	15.94	16.18	16.42	16.66	16.90	17.14	17.38	17.62
113	14.63	14.87	15.12	15.36	15.61	15.85	16.10	16.34	16.59	16.83	17.08	17.32	17.57	17.81	18.06
114	14.69	14.93	15.18	15.43	15.67	15.92	16.16	16.41	16.66	16.90	17.15	17.39	17.64	17.89	18.13
117	14.87	15.12	15.36	15.61	15.86	16.11	16.36	16.61	16.86	17.11	17.36	17.61	17.86	18.11	18.35
119	14.99	15.24	15.49	15.74	15.99	16.24	16.49	16.74	16.99	17.25	17.50	17.75	18.00	18.25	18.50
120	15.05	15.30	15.55	15.80	16.05	16.31	16.56	16.81	17.06	17.31	17.57	17.82	18.07	18.32	18.58
122	15.16	15.42	15.67	15.93	16.18	16.44	16.69	16.94	17.20	17.45	17.71	17.96	18.21	18.47	18.72
126	15.40	15.66	15.92	16.18	16.44	16.69	16.95	17.21	17.47	17.73	17.98	18.24	18.50	18.76	19.02
128	15.52	15.78	16.04	16.30	16.56	16.82	17.08	17.34	17.60	17.86	18.12	18.38	18.64	18.90	19.16
135	15.94	16.21	16.47	16.74	17.01	17.28	17.54	17.81	18.08	18.34	18.61	18.88	19.15	19.41	19.68
141	16.30	16.57	16.84	17.12	17.39	17.66	17.94	18.21	18.48	18.76	19.03	19.30	19.58	19.85	20.12
144	16.48	16.75	17.03	17.31	17.58	17.86	18.13	18.41	18.69	18.96	19.24	19.51	19.79	20.07	20.34
147	16.66	16.94	17.21	17.49	17.77	18.05	18.33	18.61	18.89	19.17	19.45	19.73	20.01	20.29	20.56
148	16.72	17.00	17.28	17.56	17.84	18.12	18.40	18.68	18.96	19.24	19.52	19.80	20.08	20.36	20.64
150	16.84	17.12	17.40	17.68	17.96	18.25	18.53	18.81	19.09	19.37	19.66	19.94	20.22	20.50	20.79
151	16.89	17.18	17.46	17.74	18.03	18.31	18.59	18.88	19.16	19.44	19.73	20.01	20.29	20.58	20.86
156	17.19	17.48	17.77	18.06	18.35	18.63	18.92	19.21	19.50	19.79	20.07	20.36	20.65	20.94	21.23
158	17.31	17.60	17.89	18.18	18.47	18.76	19.05	19.34	19.63	19.92	20.21	20.50	20.79	21.08	21.37
165	17.73	18.03	18.32	18.62	18.92	19.22	19.51	19.81	20.11	20.40	20.70	21.00	21.30	21.59	21.89
169	17.97	18.27	18.57	18.87	19.17	19.47	19.78	20.08	20.38	20.68	20.98	21.28	21.58	21.88	22.19
173	18.21	18.51	18.82	19.12	19.43	19.73	20.04	20.34	20.65	20.95	21.26	21.56	21.87	22.17	22.48
177	18.45	18.76	19.06	19.37	19.68	19.99	20.30	20.61	20.92	21.23	21.54	21.85	22.16	22.47	22.77
190	19.22	19.54	19.87	20.19	20.51	20.83	21.15	21.48	21.80	22.12	22.44	22.77	23.09	23.41	23.73
194	19.46	19.79	20.11	20.44	20.77	21.09	21.42	21.74	22.07	22.40	22.72	23.05	23.37	23.70	24.03
198	19.70	20.03	20.36	20.69	21.02	21.35	21.68	22.01	22.34	22.67	23.00	23.33	23.66	23.99	24.32
204	20.06	20.39	20.73	21.07	21.40	21.74	22.07	22.41	22.75	23.08	23.42	23.75	24.09	24.43	24.76
208	20.30	20.64	20.98	21.32	21.66	22.00	22.34	22.68	23.02	23.36	23.70	24.04	24.38	24.72	25.06

**July 1, 2006 Hourly Salaries
Support**

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0
213	20.59	20.94	21.28	21.63	21.97	22.32	22.67	23.01	23.36	23.70	24.05	24.39	24.74	25.08	25.43
218	20.89	21.24	21.59	21.94	22.29	22.64	22.99	23.34	23.69	24.04	24.39	24.74	25.09	25.44	25.79
221	21.07	21.42	21.78	22.13	22.48	22.84	23.19	23.54	23.90	24.25	24.60	24.96	25.31	25.66	26.02
225	21.31	21.67	22.02	22.38	22.74	23.10	23.45	23.81	24.17	24.52	24.88	25.24	25.60	25.95	26.31
233	21.79	22.15	22.52	22.88	23.25	23.61	23.98	24.34	24.71	25.07	25.44	25.80	26.17	26.53	26.90
235	21.91	22.27	22.64	23.01	23.38	23.74	24.11	24.48	24.84	25.21	25.58	25.95	26.31	26.68	27.05
238	22.09	22.46	22.83	23.20	23.57	23.94	24.31	24.68	25.05	25.42	25.79	26.16	26.53	26.90	27.27
243	22.38	22.76	23.13	23.51	23.88	24.26	24.64	25.01	25.39	25.76	26.14	26.51	26.89	27.26	27.64
248	22.68	23.06	23.44	23.82	24.20	24.58	24.96	25.34	25.72	26.10	26.48	26.86	27.24	27.62	28.00
250	22.80	23.18	23.57	23.95	24.33	24.71	25.09	25.48	25.86	26.24	26.62	27.01	27.39	27.77	28.15
252	22.92	23.31	23.69	24.07	24.46	24.84	25.23	25.61	25.99	26.38	26.76	27.15	27.53	27.92	28.30
258	23.28	23.67	24.06	24.45	24.84	25.23	25.62	26.01	26.40	26.79	27.18	27.57	27.96	28.35	28.74
268	23.88	24.28	24.68	25.08	25.48	25.88	26.28	26.68	27.08	27.48	27.88	28.28	28.68	29.08	29.48
282	24.71	25.13	25.54	25.95	26.37	26.78	27.20	27.61	28.02	28.44	28.85	29.27	29.68	30.10	30.51
312	26.50	26.95	27.39	27.83	28.28	28.72	29.17	29.61	30.05	30.50	30.94	31.39	31.83	32.28	32.72
332	27.69	28.16	28.62	29.09	29.55	30.02	30.48	30.94	31.41	31.87	32.34	32.80	33.26	33.73	34.19
384	30.80	31.31	31.83	32.35	32.86	33.38	33.89	34.41	34.93	35.44	35.96	36.48	36.99	37.51	38.02

July 1, 2004 Supervisory Salaries Annual

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0
184	34,016	34,617	35,217	35,817	36,418	37,018	37,618	38,219	38,819	39,419	40,019	40,620	41,220	41,820	42,421	43,021	43,621	44,221	44,822	45,422	46,022
203	35,139	35,759	36,379	36,999	37,619	38,239	38,859	39,479	40,100	40,720	41,340	41,960	42,580	43,200	43,820	44,440	45,060	45,680	46,301	46,921	47,541
225	36,438	37,081	37,724	38,367	39,010	39,653	40,296	40,940	41,583	42,226	42,869	43,512	44,155	44,798	45,441	46,084	46,727	47,370	48,013	48,656	49,299
228	36,616	37,262	37,908	38,554	39,200	39,846	40,492	41,139	41,785	42,431	43,077	43,723	44,369	45,016	45,662	46,308	46,954	47,600	48,246	48,893	49,539
245	37,620	38,284	38,947	39,611	40,275	40,939	41,603	42,267	42,931	43,595	44,258	44,922	45,586	46,250	46,914	47,578	48,242	48,906	49,569	50,233	50,897
271	39,156	39,846	40,537	41,228	41,919	42,610	43,301	43,992	44,683	45,374	46,065	46,756	47,447	48,138	48,829	49,520	50,211	50,902	51,593	52,284	52,975
272	39,215	39,907	40,599	41,291	41,983	42,675	43,367	44,059	44,751	45,443	46,135	46,827	47,519	48,211	48,903	49,595	50,287	50,979	51,671	52,363	53,055
275	39,392	40,087	40,782	41,477	42,172	42,868	43,563	44,258	44,953	45,648	46,343	47,038	47,734	48,429	49,124	49,819	50,514	51,209	51,904	52,600	53,295
282	39,805	40,508	41,210	41,913	42,615	43,318	44,020	44,722	45,425	46,127	46,830	47,532	48,235	48,937	49,640	50,342	51,044	51,747	52,449	53,152	53,854
292	40,396	41,109	41,822	42,535	43,247	43,960	44,673	45,386	46,099	46,812	47,525	48,238	48,950	49,663	50,376	51,089	51,802	52,515	53,228	53,941	54,653
294	40,514	41,229	41,944	42,659	43,374	44,089	44,804	45,519	46,234	46,949	47,664	48,379	49,094	49,809	50,523	51,238	51,953	52,668	53,383	54,098	54,813
298	40,750	41,470	42,189	42,908	43,627	44,346	45,065	45,784	46,503	47,223	47,942	48,661	49,380	50,099	50,818	51,537	52,256	52,976	53,695	54,414	55,133
312	41,577	42,311	43,045	43,779	44,512	45,246	45,980	46,713	47,447	48,181	48,915	49,648	50,382	51,116	51,849	52,583	53,317	54,051	54,784	55,518	56,252
326	42,404	43,153	43,901	44,649	45,398	46,146	46,894	47,643	48,391	49,139	49,887	50,636	51,384	52,132	52,881	53,629	54,377	55,126	55,874	56,622	57,371
332	42,759	43,513	44,268	45,022	45,777	46,532	47,286	48,041	48,795	49,550	50,304	51,059	51,814	52,568	53,323	54,077	54,832	55,586	56,341	57,096	57,850
334	42,877	43,634	44,390	45,147	45,903	46,660	47,417	48,173	48,930	49,687	50,443	51,200	51,957	52,713	53,470	54,227	54,983	55,740	56,497	57,253	58,010
337	43,054	43,814	44,574	45,333	46,093	46,853	47,613	48,373	49,132	49,892	50,652	51,412	52,171	52,931	53,691	54,451	55,211	55,970	56,730	57,490	58,250
343	43,409	44,175	44,941	45,707	46,473	47,239	48,005	48,771	49,537	50,303	51,069	51,835	52,601	53,367	54,133	54,899	55,665	56,431	57,197	57,963	58,729
352	43,940	44,716	45,491	46,266	47,042	47,817	48,593	49,368	50,143	50,919	51,694	52,470	53,245	54,021	54,796	55,571	56,347	57,122	57,898	58,673	59,448
362	44,531	45,317	46,103	46,888	47,674	48,460	49,246	50,032	50,818	51,603	52,389	53,175	53,961	54,747	55,533	56,318	57,104	57,890	58,676	59,462	60,248
373	45,181	45,978	46,775	47,573	48,370	49,167	49,964	50,762	51,559	52,356	53,154	53,951	54,748	55,546	56,343	57,140	57,937	58,735	59,532	60,329	61,127
377	45,417	46,218	47,020	47,821	48,623	49,424	50,226	51,027	51,829	52,630	53,432	54,233	55,035	55,836	56,638	57,439	58,240	59,042	59,843	60,645	61,446
381	45,653	46,459	47,264	48,070	48,876	49,681	50,487	51,293	52,098	52,904	53,710	54,515	55,321	56,127	56,932	57,738	58,543	59,349	60,155	60,960	61,766
384	45,830	46,639	47,448	48,257	49,065	49,874	50,683	51,492	52,301	53,109	53,918	54,727	55,536	56,344	57,153	57,962	58,771	59,579	60,388	61,197	62,006
417	47,780	48,623	49,466	50,309	51,152	51,995	52,839	53,682	54,525	55,368	56,211	57,055	57,898	58,741	59,584	60,427	61,270	62,114	62,957	63,800	64,643
432	48,666	49,524	50,383	51,242	52,101	52,960	53,819	54,677	55,536	56,395	57,254	58,113	58,971	59,830	60,689	61,548	62,407	63,265	64,124	64,983	65,842
440	49,138	50,005	50,873	51,740	52,607	53,474	54,341	55,208	56,075	56,943	57,810	58,677	59,544	60,411	61,278	62,145	63,013	63,880	64,747	65,614	66,481
451	49,788	50,667	51,545	52,424	53,302	54,181	55,060	55,938	56,817	57,696	58,574	59,453	60,331	61,210	62,089	62,967	63,846	64,724	65,603	66,482	67,360
453	49,906	50,787	51,668	52,548	53,429	54,310	55,190	56,071	56,952	57,832	58,713	59,594	60,475	61,355	62,236	63,117	63,997	64,878	65,759	66,639	67,520
463	50,497	51,388	52,279	53,170	54,061	54,952	55,844	56,735	57,626	58,517	59,408	60,299	61,190	62,081	62,973	63,864	64,755	65,646	66,537	67,428	68,319
492	52,210	53,131	54,053	54,974	55,895	56,817	57,738	58,659	59,581	60,502	61,423	62,345	63,266	64,187	65,109	66,030	66,951	67,873	68,794	69,716	70,637
521	53,923	54,874	55,826	56,778	57,729	58,681	59,632	60,584	61,536	62,487	63,439	64,390	65,342	66,293	67,245	68,197	69,148	70,100	71,051	72,003	72,954

July 1, 2005 Supervisory Salaries Annual

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0
184	34,697	35,309	35,921	36,534	37,146	37,758	38,371	38,983	39,595	40,207	40,820	41,432	42,044	42,657	43,269	43,881	44,494	45,106	45,718	46,330	46,943
203	35,842	36,474	37,107	37,739	38,372	39,004	39,637	40,269	40,902	41,534	42,167	42,799	43,432	44,064	44,697	45,329	45,962	46,594	47,227	47,859	48,492
225	37,167	37,823	38,479	39,135	39,791	40,447	41,102	41,758	42,414	43,070	43,726	44,382	45,038	45,694	46,350	47,005	47,661	48,317	48,973	49,629	50,285
228	37,348	38,007	38,666	39,325	39,984	40,643	41,302	41,961	42,620	43,280	43,939	44,598	45,257	45,916	46,575	47,234	47,893	48,552	49,211	49,870	50,529
245	38,372	39,049	39,726	40,404	41,081	41,758	42,435	43,112	43,789	44,466	45,144	45,821	46,498	47,175	47,852	48,529	49,207	49,884	50,561	51,238	51,915
272	39,999	40,705	41,411	42,116	42,822	43,528	44,234	44,940	45,646	46,352	47,057	47,763	48,469	49,175	49,881	50,587	51,293	51,999	52,704	53,410	54,116
275	40,180	40,889	41,598	42,307	43,016	43,725	44,434	45,143	45,852	46,561	47,270	47,979	48,688	49,397	50,106	50,815	51,524	52,234	52,943	53,652	54,361
282	40,601	41,318	42,034	42,751	43,467	44,184	44,900	45,617	46,333	47,050	47,766	48,483	49,199	49,916	50,632	51,349	52,065	52,782	53,498	54,215	54,931
292	41,204	41,931	42,658	43,385	44,112	44,840	45,567	46,294	47,021	47,748	48,475	49,202	49,929	50,657	51,384	52,111	52,838	53,565	54,292	55,019	55,746
298	41,565	42,299	43,032	43,766	44,499	45,233	45,966	46,700	47,433	48,167	48,900	49,634	50,367	51,101	51,834	52,568	53,302	54,035	54,769	55,502	56,236
312	42,409	43,157	43,906	44,654	45,402	46,151	46,899	47,648	48,396	49,144	49,893	50,641	51,390	52,138	52,886	53,635	54,383	55,132	55,880	56,628	57,377
326	43,252	44,016	44,779	45,542	46,306	47,069	47,832	48,595	49,359	50,122	50,885	51,648	52,412	53,175	53,938	54,702	55,465	56,228	56,991	57,755	58,518
332	43,614	44,384	45,153	45,923	46,693	47,462	48,232	49,002	49,771	50,541	51,310	52,080	52,850	53,619	54,389	55,159	55,928	56,698	57,468	58,237	59,007
334	43,734	44,506	45,278	46,050	46,822	47,593	48,365	49,137	49,909	50,680	51,452	52,224	52,996	53,768	54,539	55,311	56,083	56,855	57,627	58,398	59,170
337	43,915	44,690	45,465	46,240	47,015	47,790	48,565	49,340	50,115	50,890	51,665	52,440	53,215	53,990	54,765	55,540	56,315	57,090	57,865	58,640	59,415
343	44,277	45,058	45,839	46,621	47,402	48,183	48,965	49,746	50,528	51,309	52,090	52,872	53,653	54,434	55,216	55,997	56,778	57,560	58,341	59,122	59,904
362	45,421	46,223	47,025	47,826	48,628	49,429	50,231	51,032	51,834	52,635	53,437	54,239	55,040	55,842	56,643	57,445	58,246	59,048	59,849	60,651	61,453
373	46,084	46,897	47,711	48,524	49,337	50,150	50,964	51,777	52,590	53,403	54,217	55,030	55,843	56,656	57,470	58,283	59,096	59,909	60,723	61,536	62,349
381	46,566	47,388	48,210	49,031	49,853	50,675	51,497	52,319	53,140	53,962	54,784	55,606	56,427	57,249	58,071	58,893	59,714	60,536	61,358	62,180	63,001
384	46,747	47,572	48,397	49,222	50,047	50,872	51,697	52,522	53,347	54,171	54,996	55,821	56,646	57,471	58,296	59,121	59,946	60,771	61,596	62,421	63,246
417	48,735	49,595	50,455	51,315	52,175	53,035	53,895	54,755	55,615	56,476	57,336	58,196	59,056	59,916	60,776	61,636	62,496	63,356	64,216	65,076	65,936
432	49,639	50,515	51,391	52,267	53,143	54,019	54,895	55,771	56,647	57,523	58,399	59,275	60,151	61,027	61,903	62,779	63,655	64,531	65,407	66,283	67,159
440	50,121	51,005	51,890	52,774	53,659	54,543	55,428	56,312	57,197	58,081	58,966	59,850	60,735	61,619	62,504	63,388	64,273	65,157	66,042	66,926	67,811
451	50,784	51,680	52,576	53,472	54,369	55,265	56,161	57,057	57,953	58,849	59,746	60,642	61,538	62,434	63,330	64,227	65,123	66,019	66,915	67,811	68,707
453	50,904	51,803	52,701	53,599	54,498	55,396	56,294	57,192	58,091	58,989	59,889	60,786	61,684	62,582	63,481	64,379	65,277	66,176	67,074	67,972	68,870
463	51,507	52,416	53,325	54,234	55,143	56,051	56,960	57,869	58,778	59,687	60,596	61,505	62,414	63,323	64,232	65,141	66,050	66,959	67,868	68,777	69,686

**July 1, 2005 Supervisory Salaries
Monthly**

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0
184	2,891.40	2,942.43	2,993.45	3,044.47	3,095.50	3,146.52	3,197.55	3,248.57	3,299.60	3,350.62	3,401.65	3,452.67	3,503.70	3,554.72	3,605.75	3,656.77	3,707.80	3,758.82	3,809.85	3,860.87	3,911.89
203	2,986.80	3,039.51	3,092.21	3,144.92	3,197.63	3,250.34	3,303.05	3,355.75	3,408.46	3,461.17	3,513.88	3,566.59	3,619.30	3,672.00	3,724.71	3,777.42	3,830.13	3,882.84	3,935.54	3,988.25	4,040.96
225	3,097.26	3,151.91	3,206.57	3,261.22	3,315.89	3,370.54	3,425.20	3,479.86	3,534.52	3,589.17	3,643.83	3,698.49	3,753.15	3,807.80	3,862.46	3,917.12	3,971.78	4,026.43	4,081.09	4,135.75	4,190.41
228	3,112.32	3,167.24	3,222.17	3,277.09	3,332.01	3,386.94	3,441.86	3,496.78	3,551.71	3,606.63	3,661.55	3,716.48	3,771.40	3,826.32	3,881.25	3,936.17	3,991.09	4,046.02	4,100.94	4,155.86	4,210.79
245	3,197.68	3,254.10	3,310.53	3,366.96	3,423.39	3,479.82	3,536.25	3,592.68	3,649.11	3,705.54	3,761.97	3,818.40	3,874.83	3,931.26	3,987.69	4,044.12	4,100.55	4,156.98	4,213.41	4,269.84	4,326.27
272	3,333.24	3,392.06	3,450.88	3,509.71	3,568.53	3,627.35	3,686.17	3,744.99	3,803.81	3,862.64	3,921.46	3,980.28	4,039.10	4,097.92	4,156.75	4,215.57	4,274.39	4,333.21	4,392.03	4,450.86	4,509.68
275	3,348.30	3,407.39	3,466.48	3,525.57	3,584.65	3,643.74	3,702.83	3,761.92	3,821.00	3,880.09	3,939.18	3,998.27	4,057.35	4,116.44	4,175.53	4,234.62	4,293.71	4,352.79	4,411.88	4,470.97	4,530.06
282	3,383.45	3,443.16	3,502.86	3,562.57	3,622.28	3,681.99	3,741.70	3,801.40	3,861.11	3,920.82	3,980.53	4,040.24	4,099.94	4,159.65	4,219.36	4,279.07	4,338.78	4,398.48	4,458.19	4,517.90	4,577.61
292	3,433.66	3,494.25	3,554.85	3,615.44	3,676.03	3,736.63	3,797.22	3,857.82	3,918.41	3,979.00	4,039.60	4,100.19	4,160.78	4,221.38	4,281.97	4,342.57	4,403.16	4,463.75	4,524.35	4,584.94	4,645.54
298	3,463.78	3,524.91	3,586.03	3,647.16	3,708.29	3,769.41	3,830.54	3,891.66	3,952.79	4,013.91	4,075.04	4,136.16	4,197.29	4,258.42	4,319.54	4,380.67	4,441.79	4,502.92	4,564.04	4,625.17	4,686.29
312	3,534.08	3,596.44	3,658.81	3,721.17	3,783.54	3,845.91	3,908.27	3,970.64	4,033.00	4,095.37	4,157.74	4,220.10	4,282.47	4,344.83	4,407.20	4,469.57	4,531.93	4,594.30	4,656.66	4,719.03	4,781.40
326	3,604.37	3,667.97	3,731.58	3,795.19	3,858.79	3,922.40	3,986.01	4,049.61	4,113.22	4,176.83	4,240.43	4,304.04	4,367.65	4,431.25	4,494.86	4,558.47	4,622.07	4,685.68	4,749.29	4,812.89	4,876.50
332	3,634.49	3,698.63	3,762.77	3,826.91	3,891.05	3,955.18	4,019.32	4,083.46	4,147.60	4,211.74	4,275.87	4,340.01	4,404.15	4,468.29	4,532.43	4,596.57	4,660.70	4,724.84	4,788.98	4,853.12	4,917.26
334	3,644.54	3,708.85	3,773.17	3,837.48	3,901.80	3,966.11	4,030.43	4,094.74	4,159.06	4,223.37	4,287.69	4,352.00	4,416.32	4,480.63	4,544.95	4,609.27	4,673.58	4,737.90	4,802.21	4,866.53	4,930.84
337	3,659.60	3,724.18	3,788.76	3,853.34	3,917.92	3,982.50	4,047.08	4,111.67	4,176.25	4,240.83	4,305.41	4,369.99	4,434.57	4,499.15	4,563.73	4,628.32	4,692.90	4,757.48	4,822.06	4,886.64	4,951.22
343	3,689.72	3,754.84	3,819.95	3,885.06	3,950.17	4,015.29	4,080.40	4,145.51	4,210.63	4,275.74	4,340.85	4,405.96	4,471.08	4,536.19	4,601.30	4,666.41	4,731.53	4,796.64	4,861.75	4,926.87	4,991.98
362	3,785.12	3,851.92	3,918.71	3,985.51	4,052.31	4,119.10	4,185.90	4,252.69	4,319.49	4,386.29	4,453.08	4,519.88	4,586.68	4,653.47	4,720.27	4,787.06	4,853.86	4,920.66	4,987.45	5,054.25	5,121.05
373	3,840.35	3,908.12	3,975.89	4,043.66	4,111.43	4,179.20	4,246.98	4,314.75	4,382.52	4,450.29	4,518.06	4,585.83	4,653.60	4,721.37	4,789.14	4,856.91	4,924.68	4,992.46	5,060.23	5,128.00	5,195.77
381	3,880.52	3,949.00	4,017.48	4,085.96	4,154.44	4,222.92	4,291.40	4,359.88	4,428.36	4,496.84	4,565.31	4,633.79	4,702.27	4,770.75	4,839.23	4,907.71	4,976.19	5,044.67	5,113.15	5,181.63	5,250.11
384	3,895.58	3,964.33	4,033.07	4,101.82	4,170.56	4,239.31	4,308.05	4,376.80	4,445.54	4,514.29	4,583.04	4,651.78	4,720.53	4,789.27	4,858.02	4,926.76	4,995.51	5,064.25	5,133.00	5,201.75	5,270.49
417	4,061.27	4,132.94	4,204.61	4,276.28	4,347.95	4,419.62	4,491.29	4,562.96	4,634.63	4,706.30	4,777.96	4,849.63	4,921.30	4,992.97	5,064.64	5,136.31	5,207.98	5,279.65	5,351.32	5,422.99	5,494.66
432	4,136.58	4,209.58	4,282.58	4,355.58	4,428.58	4,501.58	4,574.57	4,647.57	4,720.57	4,793.57	4,866.57	4,939.57	5,012.57	5,085.56	5,158.56	5,231.56	5,304.56	5,377.56	5,450.56	5,523.56	5,596.55
440	4,176.75	4,250.46	4,324.17	4,397.87	4,471.58	4,545.29	4,618.99	4,692.70	4,766.41	4,840.12	4,913.82	4,987.53	5,061.24	5,134.95	5,208.65	5,282.36	5,356.07	5,429.78	5,503.48	5,577.19	5,650.90
451	4,231.98	4,306.66	4,381.34	4,456.03	4,530.71	4,605.40	4,680.09	4,754.78	4,829.47	4,904.16	4,978.85	5,053.54	5,128.23	5,202.92	5,277.61	5,352.30	5,426.99	5,501.68	5,576.37	5,651.06	5,725.75
453	4,242.02	4,316.88	4,391.74	4,466.60	4,541.46	4,616.32	4,691.18	4,766.04	4,840.90	4,915.76	4,990.61	5,065.47	5,140.33	5,215.19	5,290.05	5,364.91	5,439.77	5,514.63	5,589.49	5,664.35	5,739.21
463	4,292.23	4,367.98	4,443.72	4,519.47	4,595.21	4,670.96	4,746.70	4,822.45	4,898.19	4,973.94	5,049.68	5,125.43	5,201.17	5,276.92	5,352.66	5,428.41	5,504.16	5,579.90	5,655.65	5,731.39	5,807.14

**January 1, 2006 Annual Salaries
Supervisory**

Salaries rounded to the nearest whole number

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0
184	35,391	36,015	36,640	37,264	37,889	38,513	39,138	39,763	40,387	41,012	41,636	42,261	42,885	43,510	44,134	44,759	45,383	46,008	46,633	47,257	47,882
203	36,558	37,204	37,849	38,494	39,139	39,784	40,429	41,074	41,720	42,365	43,010	43,655	44,300	44,945	45,590	46,236	46,881	47,526	48,171	48,816	49,461
225	37,910	38,579	39,248	39,917	40,586	41,255	41,924	42,593	43,262	43,931	44,601	45,270	45,939	46,608	47,277	47,946	48,615	49,284	49,953	50,622	51,291
228	38,095	38,767	39,439	40,112	40,784	41,456	42,128	42,801	43,473	44,145	44,817	45,490	46,162	46,834	47,506	48,179	48,851	49,523	50,195	50,868	51,540
245	39,140	39,830	40,521	41,212	41,902	42,593	43,284	43,974	44,665	45,356	46,047	46,737	47,428	48,119	48,809	49,500	50,191	50,881	51,572	52,263	52,954
272	40,799	41,519	42,239	42,959	43,679	44,399	45,119	45,839	46,559	47,279	47,999	48,719	49,439	50,159	50,879	51,599	52,319	53,039	53,758	54,478	55,198
275	40,983	41,706	42,430	43,153	43,876	44,599	45,323	46,046	46,769	47,492	48,216	48,939	49,662	50,385	51,108	51,832	52,555	53,278	54,001	54,725	55,448
282	41,413	42,144	42,875	43,606	44,337	45,068	45,798	46,529	47,260	47,991	48,722	49,452	50,183	50,914	51,645	52,376	53,107	53,837	54,568	55,299	56,030
292	42,028	42,770	43,511	44,253	44,995	45,736	46,478	47,220	47,961	48,703	49,445	50,186	50,928	51,670	52,411	53,153	53,895	54,636	55,378	56,120	56,861
298	42,397	43,145	43,893	44,641	45,389	46,138	46,886	47,634	48,382	49,130	49,878	50,627	51,375	52,123	52,871	53,619	54,368	55,116	55,864	56,612	57,360
312	43,257	44,020	44,784	45,547	46,311	47,074	47,837	48,601	49,364	50,127	50,891	51,654	52,417	53,181	53,944	54,707	55,471	56,234	56,998	57,761	58,524
326	44,117	44,896	45,675	46,453	47,232	48,010	48,789	49,567	50,346	51,124	51,903	52,681	53,460	54,239	55,017	55,796	56,574	57,353	58,131	58,910	59,688
332	44,486	45,271	46,056	46,841	47,626	48,411	49,197	49,982	50,767	51,552	52,337	53,122	53,907	54,692	55,477	56,262	57,047	57,832	58,617	59,402	60,187
334	44,609	45,396	46,184	46,971	47,758	48,545	49,332	50,120	50,907	51,694	52,481	53,269	54,056	54,843	55,630	56,417	57,205	57,992	58,779	59,566	60,354
337	44,793	45,584	46,374	47,165	47,955	48,746	49,536	50,327	51,117	51,908	52,698	53,489	54,279	55,070	55,860	56,651	57,441	58,232	59,022	59,812	60,603
343	45,162	45,959	46,756	47,553	48,350	49,147	49,944	50,741	51,538	52,335	53,132	53,929	54,726	55,523	56,320	57,117	57,914	58,711	59,508	60,305	61,102
362	46,330	47,147	47,965	48,783	49,600	50,418	51,235	52,053	52,871	53,688	54,506	55,323	56,141	56,958	57,776	58,594	59,411	60,229	61,046	61,864	62,682
373	47,006	47,835	48,665	49,494	50,324	51,153	51,983	52,812	53,642	54,472	55,301	56,131	56,960	57,790	58,619	59,449	60,278	61,108	61,937	62,767	63,596
381	47,498	48,336	49,174	50,012	50,850	51,688	52,527	53,365	54,203	55,041	55,879	56,718	57,556	58,394	59,232	60,070	60,909	61,747	62,585	63,423	64,261
384	47,682	48,523	49,365	50,206	51,048	51,889	52,731	53,572	54,413	55,255	56,096	56,938	57,779	58,621	59,462	60,304	61,145	61,986	62,828	63,669	64,511
417	49,710	50,587	51,464	52,342	53,219	54,096	54,973	55,851	56,728	57,605	58,482	59,360	60,237	61,114	61,991	62,868	63,746	64,623	65,500	66,377	67,255
432	50,632	51,525	52,419	53,312	54,206	55,099	55,993	56,886	57,780	58,673	59,567	60,460	61,354	62,247	63,141	64,034	64,928	65,821	66,715	67,608	68,502
440	51,123	52,026	52,928	53,830	54,732	55,634	56,536	57,439	58,341	59,243	60,145	61,047	61,950	62,852	63,754	64,656	65,558	66,460	67,363	68,265	69,167
451	51,799	52,714	53,628	54,542	55,456	56,370	57,284	58,198	59,112	60,026	60,941	61,855	62,769	63,683	64,597	65,511	66,425	67,339	68,253	69,167	70,082
453	51,922	52,839	53,755	54,671	55,587	56,504	57,420	58,336	59,253	60,169	61,085	62,001	62,918	63,834	64,750	65,667	66,583	67,499	68,415	69,332	70,248
463	52,537	53,464	54,391	55,318	56,245	57,173	58,100	59,027	59,954	60,881	61,808	62,735	63,662	64,589	65,517	66,444	67,371	68,298	69,225	70,152	71,079

January 1, 2006 Monthly Salaries Supervisory

Steps	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0	
184	2,949.2	3,001.2	3,053.3	3,105.3	3,157.4	3,209.4	3,261.5	3,313.5	3,365.5	3,417.6	3,469.6	3,521.7	3,573.7	3,625.8	3,677.8	3,729.9	3,781.9	3,834.0	3,886.0	3,938.0	3,990.1	4,042.1
203	3,046.5	3,100.3	3,154.0	3,207.8	3,261.5	3,315.3	3,369.1	3,422.8	3,476.6	3,530.3	3,584.1	3,637.9	3,691.6	3,745.4	3,799.2	3,852.9	3,906.7	3,960.4	4,014.2	4,068.0	4,121.7	4,175.5
225	3,159.2	3,214.9	3,270.7	3,326.4	3,382.2	3,437.9	3,493.7	3,549.4	3,605.2	3,660.9	3,716.7	3,772.4	3,828.2	3,883.9	3,939.7	3,995.4	4,051.2	4,106.9	4,162.7	4,218.4	4,274.2	4,329.9
228	3,174.5	3,230.5	3,286.6	3,342.6	3,398.6	3,454.6	3,510.7	3,566.7	3,622.7	3,678.7	3,734.7	3,790.8	3,846.8	3,902.8	3,958.8	4,014.8	4,070.9	4,126.9	4,182.9	4,238.9	4,294.9	4,350.9
245	3,261.6	3,319.9	3,376.7	3,434.3	3,491.8	3,549.4	3,606.9	3,664.5	3,722.1	3,779.7	3,837.2	3,894.8	3,952.3	4,009.8	4,067.4	4,125.0	4,182.5	4,240.1	4,297.6	4,355.2	4,412.7	4,470.3
272	3,399.9	3,459.9	3,519.9	3,579.9	3,639.9	3,699.9	3,759.9	3,819.9	3,879.9	3,939.9	3,999.9	4,059.9	4,119.9	4,179.9	4,239.9	4,299.9	4,359.9	4,419.9	4,479.9	4,539.9	4,599.9	4,659.9
275	3,415.2	3,475.5	3,535.8	3,596.0	3,656.3	3,716.6	3,776.8	3,837.1	3,897.4	3,957.6	4,017.9	4,078.2	4,138.5	4,198.8	4,259.1	4,319.4	4,379.7	4,439.9	4,499.9	4,559.9	4,619.9	4,679.9
282	3,451.1	3,512.0	3,572.9	3,633.8	3,694.7	3,755.6	3,816.5	3,877.4	3,938.3	3,999.2	4,060.1	4,121.0	4,181.9	4,242.8	4,303.7	4,364.6	4,425.5	4,486.4	4,547.3	4,608.2	4,669.1	4,729.9
292	3,502.3	3,564.1	3,625.9	3,687.7	3,749.5	3,811.3	3,873.1	3,934.9	3,996.7	4,058.5	4,120.3	4,182.1	4,244.0	4,305.8	4,367.6	4,429.4	4,491.2	4,553.0	4,614.8	4,676.6	4,738.4	4,799.9
298	3,533.0	3,595.4	3,657.7	3,720.1	3,782.4	3,844.8	3,907.1	3,969.5	4,031.8	4,094.1	4,156.5	4,218.8	4,281.2	4,343.5	4,405.9	4,468.2	4,530.6	4,592.9	4,655.3	4,717.6	4,780.0	4,842.4
312	3,604.7	3,668.3	3,731.9	3,795.6	3,859.2	3,922.8	3,986.4	4,050.0	4,113.6	4,177.2	4,240.8	4,304.5	4,368.1	4,431.7	4,495.3	4,558.9	4,622.5	4,686.1	4,749.8	4,813.4	4,877.0	4,940.6
326	3,676.4	3,741.3	3,806.2	3,871.0	3,935.9	4,000.8	4,065.7	4,130.6	4,195.4	4,260.3	4,325.2	4,390.1	4,455.0	4,519.8	4,584.7	4,649.6	4,714.5	4,779.3	4,844.2	4,909.1	4,974.0	5,038.9
332	3,707.1	3,772.6	3,838.0	3,903.4	3,968.8	4,034.2	4,099.7	4,165.1	4,230.5	4,295.9	4,361.3	4,426.8	4,492.2	4,557.6	4,623.0	4,688.5	4,753.9	4,819.3	4,884.7	4,950.1	5,015.5	5,080.9
334	3,717.4	3,783.0	3,848.6	3,914.2	3,979.8	4,045.4	4,111.0	4,176.6	4,242.2	4,307.8	4,373.4	4,439.0	4,504.6	4,570.2	4,635.8	4,701.4	4,767.0	4,832.6	4,898.2	4,963.8	5,029.4	5,095.0
337	3,732.7	3,798.6	3,864.5	3,930.4	3,996.2	4,062.1	4,128.0	4,193.9	4,259.7	4,325.6	4,391.5	4,457.3	4,523.2	4,589.1	4,655.0	4,720.8	4,786.7	4,852.5	4,918.4	4,984.3	5,050.2	5,116.1
343	3,763.5	3,829.9	3,896.3	3,962.7	4,029.1	4,095.5	4,161.9	4,228.3	4,294.7	4,361.1	4,427.5	4,493.9	4,560.3	4,626.7	4,693.1	4,759.5	4,825.9	4,892.3	4,958.7	5,025.1	5,091.5	5,157.9
362	3,860.8	3,928.9	3,997.0	4,065.2	4,133.3	4,201.4	4,269.6	4,337.7	4,405.8	4,474.0	4,542.1	4,610.2	4,678.4	4,746.5	4,814.6	4,882.8	4,950.9	5,019.0	5,087.2	5,155.3	5,223.4	5,291.5
373	3,917.1	3,986.2	4,055.4	4,124.5	4,193.6	4,262.7	4,331.9	4,401.0	4,470.1	4,539.2	4,608.3	4,677.4	4,746.5	4,815.6	4,884.7	4,953.8	5,022.9	5,092.0	5,161.1	5,230.2	5,299.3	5,368.4
381	3,958.1	4,027.9	4,097.8	4,167.6	4,237.5	4,307.3	4,377.2	4,447.0	4,516.9	4,586.7	4,656.6	4,726.4	4,796.3	4,866.1	4,936.0	5,005.8	5,075.7	5,145.5	5,215.4	5,285.2	5,355.1	5,425.0
384	3,973.4	4,043.6	4,113.7	4,183.8	4,253.9	4,324.0	4,394.2	4,464.3	4,534.4	4,604.5	4,674.6	4,744.7	4,814.8	4,884.9	4,955.0	5,025.1	5,095.2	5,165.3	5,235.4	5,305.5	5,375.6	5,445.7
417	4,142.5	4,215.6	4,288.7	4,361.8	4,434.9	4,508.0	4,581.1	4,654.2	4,727.3	4,800.4	4,873.5	4,946.6	5,019.7	5,092.8	5,165.9	5,239.0	5,312.1	5,385.2	5,458.3	5,531.4	5,604.5	5,677.6
432	4,219.2	4,293.7	4,368.2	4,442.6	4,517.1	4,591.6	4,666.0	4,740.5	4,814.9	4,889.4	4,963.8	5,038.3	5,112.7	5,187.2	5,261.7	5,336.1	5,410.6	5,485.1	5,559.5	5,634.0	5,708.4	5,782.9
440	4,260.2	4,335.4	4,410.6	4,485.8	4,561.0	4,636.2	4,711.3	4,786.5	4,861.7	4,936.9	5,012.1	5,087.2	5,162.4	5,237.6	5,312.8	5,388.0	5,463.1	5,538.3	5,613.5	5,688.7	5,763.9	5,839.1
451	4,316.6	4,392.8	4,468.9	4,545.1	4,621.3	4,697.5	4,773.6	4,849.8	4,926.0	5,002.2	5,078.3	5,154.5	5,230.7	5,306.9	5,383.1	5,459.2	5,535.4	5,611.6	5,687.7	5,763.9	5,840.1	5,916.3
453	4,326.8	4,403.2	4,479.5	4,555.9	4,632.2	4,708.6	4,785.0	4,861.3	4,937.7	5,014.0	5,090.4	5,166.7	5,243.1	5,319.5	5,395.8	5,472.2	5,548.5	5,624.9	5,701.2	5,777.6	5,853.9	5,930.3
463	4,378.0	4,455.3	4,532.6	4,609.9	4,687.1	4,764.3	4,841.6	4,918.9	4,996.1	5,073.4	5,150.6	5,227.9	5,305.2	5,382.4	5,459.7	5,536.9	5,614.2	5,691.5	5,768.7	5,846.0	5,923.2	6,000.5

POSITION	PTS	POSITION	PTS	POSITION	PTS
Housekeeper/Assistant Cook	86	Facilities Maintenance Worker I	150	Equipment Technician	225
Custodian	93	Grounds Worker	150	Graphic Artist	225
Bindery Clerk	101	Aquatic Administrative Assistant	151	Graphics Designer	225
Bookstore Customer Service Clerk	102	Event Planner & Scheduler	151	Studio Technician	225
Duplicating Clerk	102	MacEwan Centre Assistant	151	Support Centre Technician	225
File Clerk	102	Web Coordinator	151	Theatre Technician	225
Circulation Assistant I	105	Learning Technology Centre Assistant	156	Transcript Evaluator	233
Cook	107	Library Technician I	156	Technician I	235
Mailroom Operator	107	Child Care Worker II	158	Administrative Assistant IV	238
Print Services Operator	113	Degree Audit & Reporting Specialist	165	Communications Assistant	238
Parking Attendant	114	Lifeguard/Instructor II	165	Conference Organizer	238
Support Centre Operator	114	Administrative Assistant I	169	Marketing and Communications Consultant	238
Customer Service Agent I	117	Fitness & Lifestyle Consultant I	169	Marketing Consultant	238
Child Care Worker I	119	Scheduler I	169	Outreach Consultant	238
Parking Customer Service Clerk	120	Secretary III	169	Outreach Programmer	238
General Technical Services Clerk	122	Cataloguer	173	Program Consultant	238
Information/Registration Assistant I	122	Library Technician II	173	Registration & Communications Consultant	238
Phone Reception & Data Entry Assistant	122	Microcomputer Technician	173	Registration & Convocation Consultant	238
Processing Clerk	122	Audio Visual Services Consultant	173	WEB/CT Specialist	238
Receptionist	122	Audio Visual Specialist	173	International Educational Consultant	243
Recreation Assistant	122	Facilities Maintenance Worker II	173	Electronic Communications/Media Specialist	248
Bookstore Customer Service Clerk II	126	Accounts Clerk II	190	Fitness & Lifestyle Consultant III	248
Invigilator	128	Buyer II	190	Program Advisor II	250
Accounts Clerk I	135	Junior Budget Analyst	190	Student Advisor	250
Acquisitions Clerk	135	Conference Services Consultant	194	Architectural Technologist	252
Cataloguing Clerk	135	Fitness & Lifestyle Consultant II	194	Building Systems Specialist	252
Lifeguard Instructor I	135	Outreach Assistant	194	Information Technology Specialist	252
Merchandise	135	Technology Specialist I	194	Office Administrator Finance	252
Secretary I	135	Administrative Assistant II	194	Shop Technician	252
Student System Processor	135	Bookstore Systems Support	194	Telecommunications Specialist	252
Bookstore Shipping/Receiving Clerk	141	Learning Technology Centre Specialist	194	Budget Analyst	258
Divisional Information/Registration Assistant	141	Scheduler II	194	GIS Office Administrator	258
Senior Print Services Operator	141	Technology Product Specialist	194	Technician II	258
Circulation Assistant II	144	Practicum Monitor	204	Web Developer	258
Secretary II	144	Divisional Accountant	208	Maintenance Electrician	268
Admissions & Enrolment Assistant	147	Research Assistant	208	Plumber	268
Assistant Transcript Evaluator	147	Residence Life Coordinator	208	Communications/Publications Specialist	282
Equipment Distribution Centre Technician	147	Security Officer	208	Technician III	282
Information/Registration Assistant - Outreach	147	Technology Specialist II	208	Divisional Financial Analyst	312
Information/Registration Assistant II	147	Marketing & Communications Assistant	213	Technician IV	332
International Recruitment & Development Assistant	147	Marketing Assistant	213	Technician V	384
Project Assistant	147	Marketing/Production Assistant	213		
Registration/LRC Assistant	147	Library Technician III	218		
Reporting Assistant	147	Program Advisor I	221		
Skills Appraisal Assistant	147	Administrative Assistant III	225		
Educational Assistant I	148	Course Production Technician	225		

POSITION	PTS	POSITION	PTS
Supervisor Cashier Services	184	Supervisor Support Centre	332
Supervisor Sales	184	Supervisor Aquatics	334
Educational Assistant II	203	Supervisor Fitness Centre & Programming	334
Supervisor Computer Managed Learning	203	Manager Design & Construction	337
Supervisor Customer Services	203	Manager Merchandise	343
Building Supervisor	225	Manager Print & Mail Services	343
Supervisor Materials & Handling	225	Manager Learning & Information Systems	373
Accounts Clerk III	228	Manager Learning Technology Support Services	373
Supervisor Information Centre	228	Manager RCVO (Resource Centre for Voluntary Organizations)	373
Consultant Procurement & Contract Services	245	Manager Outreach	381
Manager Retail - MacEwan South & MacEwan Centre for the Arts	245	Building Manager	384
Supervisor Child Care	245	Manager Telecom	384
Supervisor Accounts Payable	272	Manager Divisional Marketing	417
Editor	275	Manager Mechanical/Electrical	432
Recreation Consultant	275	Instructional Designer	440
Supervisor Life Support Resources	275	Manager Aboriginal Passageways	440
Supervisor Security	275	Manager Security/Parking	453
Research Analyst	282	Curriculum Consultant	463
Supervisor Stage & Shops	282		
Video Producer	282		
Manager Admissions & Enrolment	292		
Manager Information & Registration Services	292		
Manager International Admissions & Records	292		
Supervisor Ancillary Services & Agencies	292		
Supervisor Cash Control and Fixed Assets	292		
Manager Audio Visual Services	298		
Manager Elderweb	298		
Manager Scheduling	298		
RCVO Information & Referral Consultant	298		
Supervisor Circulation Services	298		
Supervisor Outreach	298		
Supervisor Projects	298		
Supervisor Technical Services	298		
Administrative Supervisor	312		
Deaf Services Administrator	312		
Supervisor Accounts Receivable	312		
Engineering Technologist	326		
Manager Administrative Services	326		
Manager Conference & Food Services	326		