

Agreement  
Between the  
Capital Area Career Center  
And the  
Career Education Association  
IEA-NEA

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**AGREEMENT**  
**Between the**  
**CAPITAL AREA CAREER CENTER    DRAFT**  
**And the**  
**CAREER EDUCATION ASSOCIATION-IEA-NEA**

**1 – RECOGNITION**

The Capital Area Career Center hereby recognizes the Career Education Association IEA-NEA as the sole and exclusive bargaining agent for all full-time and regularly scheduled part-time ESP, non-certified and certified employees including counselors, nurses, dental assistants, social workers, psychologists. Excluded from the bargaining unit are the Director, Principal, and any administrative or supervisory personnel having the authority to hire, transfer, assign promote discharge or discipline employees or having the responsibility of authoritatively recommending such action, temporary employees who work less than a full school year, substitutes, confidential managerial and short-term employees as defined by the Act.

The term employee refers to both teachers and support staff. The term support staff or Educational Support Personnel (ESP) refers to ESP personnel. The term teacher refers to employees who possess a teaching or vocational certificate and who teach.

For the purpose of this Agreement, regularly scheduled shall mean an employee who works five (5) days per week and at least thirty-six (36) weeks per school year.

**2 – GOOD FAITH BARGAINING**

Both parties agree to negotiate in good faith. “Good faith” shall mean that the parties shall confer at reasonable times and at reasonable places with the purpose of making proposals and counterproposals to reach a collectively bargained agreement.

**3 – GRIEVANCE PROCEDURE**

**3a – Scope**

A grievance shall be defined as a claim by a member of the bargaining unit of a violation of any provision of this Agreement.

**3b – Procedures**

Stage One

The employee shall attempt to resolve any potential grievance in an informal discussion with his or her immediate supervisor within ten (10) calendar days from the time the employee became aware of the occurrence of the first event giving rise to the alleged violation of this agreement. The immediate supervisor shall respond orally within ten (10) calendar days of the informal discussion.

### Stage Two

If the grievance cannot be resolved at Stage One, the employee shall file a written statement of the grievance with the immediate supervisor. Such written statement of grievance shall be filed within ten (10) calendar days from the receipt of the oral response of the immediate supervisor and shall contain a statement of the factual basis of the grievance and the section, or sections, of the Agreement which are alleged to have been violated. The immediate supervisor shall respond in writing within ten (10) calendar days of receipt of the written grievance.

### Stage Three

If the grievance is not resolved at Stage Two, the employee may appeal the decision of the immediate supervisor in writing to the Director of the Center within ten (10) calendar days of receipt of the written decision of the immediate supervisor. The Director of the Center shall respond in writing within ten (10) calendar days of the receipt of the written appeal.

### Stage Four

If the grievance is not satisfactorily resolved at Stage Three, the Association, in its discretion shall submit to the Director of the Center within twenty (20) days of receipt of the answer in Stage Three a written request on behalf of the grievance to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Expenses for the arbitrator's services will be borne equally by the Center and the Association.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of the Agreement. The arbitrator's authority shall be limited to deciding only the issue, or issues, presented to him in writing by the Center and the Association and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of the Agreement.

The Center acknowledges the right of the employee to request the Association's Grievance representative to be present at any level of the grievance.

In the event the parties mutually agree, the proceedings may be conducted under expedited arbitration's rules.

## **4 – NO STRIKE**

During the term of this Agreement and any extension thereof, no employee covered by the Agreement, nor the Association, nor any person acting on behalf of the Association shall ever at any time engage in, or authorize, any recognition of any picket line at the Center's premises, any strike, slowdown or other refusal to render full and complete services to the Center.

In the event of any violation or violations of any provision of the Article by the Association, its members, or representatives, or by any employee, the Association shall, upon notice from the Center, immediately direct such employees both orally and in writing to resume normal operations immediately and take every other reasonable effort to end any violations.

## **5 – DUES**

Upon request an employee may have deducted from his or her paycheck dues for membership in the CEA-IEA-NEA.

## **6 – FAIR SHARE**

Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the association, including, local, state and national dues.

In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

1. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
2. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

## **8 – PERSONNEL FILE**

An employee may examine the contents of his or her personnel file except pre-employment personnel recommendations upon first giving two (2) work day's written notice. An employee shall be provided copies of the contents of such file upon request. A charge of ten cents shall be made for each page copied. Any employee may place written comments in their own personnel file.

## **9 – LIFE INSURANCE**

Each full-time and half-time employee shall receive a Center-paid Life Insurance policy in the amount of \$25,000.00.

## **10 – HEALTH INSURANCE**

An ongoing Insurance Monitoring Committee consisting of five (5) members shall be established to monitor the operation of the medical plan and to offer-suggested changes to benefit components and/or operating procedures. The committee shall be composed of 3 bargaining unit members chosen by the Association and two members chosen by the Center's Director. The committee shall be responsible for suggesting-adjustments in existing components of the health plan. The committee shall meet as necessary, but no less than twice each year. Such meetings may be scheduled during the workday and Association members shall be released to attend.

The Center shall pay up to \$399 of the cost of individual coverage per month from 10/01/2009 – 9/30/2009. The Center shall pay \$399 of the individual coverage per month plus 50% of any premium increase from 10/01/2010-9/30/2011.

For Part-time employees hired after June 30, 2008, the Center contribution toward the insurance premium shall be prorated equivalent to the employees' part-time status. This does not include part-time as needed or substitute teachers.

If a National Health Insurance plan is required by the federal government, or the State of Illinois mandates or allows a plan of health insurance for schools, the Center agrees to bargain the implementation of such a plan.

## **11 – REIMBURSEMENT FOR LOSS**

All employees shall be reimbursed for vandalism to automobiles parked on Center property and for damage to personal property due to student assault up to \$500.00 per incident. Proof of such loss shall be presented to the Executive Council of the Center who shall grant or deny the request.

## **12 – SICK LEAVE BANK**

The Center and Association agree that a sick leave bank shall be established for the employees of the Center represented by the Association.

As of July 1, 2009 the sick bank had 338 days. These days shall remain available for use until exhausted.

Any employee covered by this agreement and currently employed by the Center shall be entitled to draw from the bank provided that:

1. the employee has used all his/her personal accumulated sick days; except for teachers who have been granted the Center's retirement option and have submitted their letters of resignation;
2. the committee (governing body) approves the request.

A committee will be established to act as the governing body for the administration of the sick leave bank. Said committee shall consist of two teachers and two ESP employees named by the Association, and two administrators named by the Director. Reports on the status of the sick leave bank, including the number of days remaining, will be provided to the Association by the sick leave bank committee by June 30<sup>th</sup> of the year. In no event shall the sick leave bank provide more than thirty (30) days to any one person in any one year. No person shall be eligible for sick leave bank benefits, while on disability leave or who is eligible to receive benefits for disability from the Center or from any other source.

### **13 –FAMILY AND MEDICAL LEAVE**

Upon written request, the employer shall grant up to twelve (12) work weeks of unpaid leave during any twelve (12) month period beginning with the first day of use to employees who have worked for the Center for at least twelve (12) months and who have worked at least 1250 hours in the preceding twelve (12) month period. All such leaves shall be governed by the Family Medical Leave Act of 1993. Family Medical Leave shall run concurrent with all other paid or unpaid leave available to the employee, without loss of tenure or seniority. Employees may request to use the twelve weeks of unpaid FMLA leave prior to the use of paid sick leave.

### **14 – BEREAVEMENT LEAVE**

Full-time employees may use up to three (3) days per incident as bereavement days upon the death of any member of an employee's immediate family or household. Such leave shall not accumulate from year to year. For purposes of this Agreement, "immediate family" shall include the employee's spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

In the event an employee requests additional bereavement days, the employee may use up to four (4) additional days which shall be deducted from the employee's sick days, or vacation days for ESP employees.

### **15 – MILITARY LEAVE**

An employee who has been called into the military service from a position in the Center shall upon the completion of service, be reinstated as a regular employee in the same position which was formerly held if he or she applies for reinstatement within sixty (60) calendar days after release from active duty, or honorable discharge. The employee shall receive the benefit of such

experience increments and salary adjustments (if applicable) as were made during military service. Upon return from such leave, an employee shall be placed at the same position on the salary schedule (if applicable) he or she would have been, had he or she been an employee at the Center during such period.

An employee ordered to Reserve or National Guard Active Duty for training shall be granted up to thirty (30) days in a school year with pay for such purpose provided that the teacher shall reimburse the Center for any base pay received from the Reserve or National Guard for such training.

An employee ordered to Active Military Duty, shall be granted Military Leave. The Center shall allow the employee to choose to keep their Center salary and remit their Base Military Pay, less other allowances and pays, to the Center; or, to forgo their Center salary and keep their Military Base pay. The Center will continue to provide health insurance as provided at the time orders are received for Active Duty.

## **16 – LEAVES OF ABSENCE**

Each employee may request a leave of absence from duties without pay upon first making written request for such leave to the Director. The Executive Council shall consider such request and grant or deny the request in its sole discretion and in accordance with its determination of the best interests of the Center.

## **17 – ASSOCIATION LEAVE**

The Association shall be given eight (8) days per school year for the Association presidents, or their designees, to use for Association business. The Association shall give at least three work days notice of intent to use such days. No more than two (2) employees may use Association Leave on the same day. The Association shall pay the cost of any substitute which the Center hires to replace a teacher during the days of absence.

The Center shall allow one Association paid partner-teacher approved by the Director for a member elected to a release time Illinois Education Association or National Education Association office. Any such leave will be inclusive of the above 8 days. All expenses incurred by such partner-teacher arrangement shall be paid by the Association.

## **18 – DISASTER LEAVE**

Staff members suffering damage to their personal property, due to natural or man-made disasters, shall be granted personal leave day(s) if available with less than the 24 hour notice requirement.

## **19 – PROFESSIONAL MEETINGS**

Any employee may apply for approval to attend a professional conference or workshop. Application for such approval shall be submitted to the Director/CASPN Coordinator at least fifteen (15) days prior to the workshop or conference. The Director/CASPN Coordinator in his/her sole discretion shall grant or deny such request.

## **20 – JURY SERVICE**

An employee shall not incur a loss in salary because of jury duty, except that the Center may make a deduction equal to the amount received for such jury duty from the employee's salary. Expenses paid for such service may be retained by the employee.

## **21 – CALENDAR/ CACC and CASPN**

The Center will seek advisory input from the Association concerning the calendar for the forthcoming school year prior to the final adoption by the Executive Council in May. No more than three (3) members of the Administration/ Executive Committee and no more than three (3) members of the Association will meet no later than May of each year to discuss the following year school calendar. Any end of the year schedule changes to the current calendar shall be communicated in writing to the Union immediately following approval by the Executive Council. It is noted that such input is advisory. The final decision regarding the school calendar rests with the Executive Council. The Association shall be consulted by the administration in developing in-service agendas.

## **22 – RIGHT OF REPRESENTATION**

When an employee is required to appear before the administration or the Executive Council concerning a disciplinary conference in which an oral or written reprimand may be issued or a conference in which suspension without pay or dismissal may occur, the employee shall be entitled to have an Association representative present, if one is requested. Prior to such a conference, the administration or Executive Council will inform the employee that the conference is being held to consider possible disciplinary action. It shall be the responsibility of the employee to obtain a representative of his/her choice. If the requested Association representative is a Center employee, they shall be granted leave with pay from their duties to attend any such meetings.

## **23– JUST CAUSE SUSPENSION WITHOUT PAY AND TERMINATION**

Upon completions of the probationary period, an employee shall be placed on permanent status and may be terminated for cause upon action of the Executive Council. No employee will be suspended without pay or discharge without just cause. Verbal warnings, written warnings and suspension with pay are not subject to the just cause standard.

## **24 – TRAVEL REIMBURSEMENT**

Employees required by the administration to use their personal vehicle for Center business shall be reimbursed at the current mileage rate allowed by the Internal Revenue Service.

Travel reimbursement is not applicable for driving from home to the first place of work or from the last place of work to home.

An accurate daily record of mileage claimed must be kept and a report for payment submitted to the Director each quarter, no later than the fifteenth (15<sup>th</sup>) day of the month following the end

each calendar quarter. Mileage for travel, (other than specified above) shall be approved by the Director prior to such travel. Approval will be based on the amount of available funds and individual circumstances.

## **25 – USE OF SCHOOL BUSINESS EQUIPMENT**

With the approval of the Center’s Director or his/her designee, local Association shall be allowed use of school business equipment (i.e. computers, copying machine) except for central office equipment, provided that the use of said equipment does not interfere with the instructional program. The Association shall reimburse the CACC for all supplies and materials used in the business of the Association. No business equipment shall leave the Center premises unless prior written approval of the Director is given.

## **26 – USE OF BUILDING**

The local Association shall have the right, upon approval of the Center’s Director or his/her designee, to use the Center’s building for meetings at a time outside the regular work day, provided the meetings do not interfere with the instructional programs.

Use of all meeting areas shall be approved by the Center’s Director or his/her designee. When special custodial services are required, the center may make a reasonable charge for the service.

## **26C - CEA Representative at CACC Executive Council Meetings**

The Center shall enable a representative of the CEA to attend CACC Executive Council meetings in March and April, providing a substitute for the representative, if needed, when meetings are held during the work day. The CEA representative shall attend these meetings without loss of pay and without use of Association Leave.

## **EDUCATIONAL SUPPORT PERSONNEL FOR CAPITAL AREA CAREER CENTER (ESP)**

### **27 - ESP – SICK LEAVE & PERSONAL LEAVE DEFINITION OF IMMEDIATE FAMILY**

### **SICK LEAVE –**

For purpose of this Agreement, “immediate family” shall include parents, spouse, brother, sisters, children, grandparents, grandchildren, parents-in-law, brother-in-law, sister –in-law, and legal guardians.

Each full-time ESP employee shall receive fifteen (15) sick days per year of which two (2) days can be used for personal leave. Each full-time ESP with 25 years of service to CACC and with 125 accumulated sick days shall be granted nineteen (19) sick days per year, of which two (2) days can be used for personal leave. Sick leave shall be accumulated to a maximum of 240 days. Sick leave is to be used for personal illness, quarantine at home, or serious illness or death in the immediate family or household.

All ESP staff shall be notified in July of the total of their accumulated sick leave.

Personal days may be used for any purpose by a member of the support staff. The ESP staff shall give at least twenty-four (24) hours notice of intent to use such day. No more than two (2) members of the ESP staff may use personal leave on the same day. Personal leave days may be used in ½ day increments. Personal days may not be accumulated. Unused personal days will be added to the accumulated sick leave days at the end of the fiscal year.

If the maximum number of accumulated sick leave days (240) is reached by the employee on the first day of the school year, the Center will reimburse the employee \$40.00 per day for any unused personal leave day(s) not used in that year. The ESP staff member shall be reimbursed for unused personal leave prior to the July 30<sup>th</sup> paycheck.

Less than 12 month employees hired after June 30, 2008 will be eligible for sick days on a prorated basis equivalent to their number of days worked. 9-month employees will receive twelve (12) sick days per year of which two (2) can be used for personal days. Unused personal days will be added to the accumulated sick leave days at the end of the fiscal year.

## **27b – RETIREMENT BONUS – IMRF Employees**

Full-time ESP employees who have at least (20) years of employment at the Capital Area Career Center shall be eligible for a one-time bonus of 10% upon retirement from the Center. The retirement bonus shall be included as part of the employee's regular salary for the last year of employment.

In order for the employee to qualify for the retirement bonus, the following conditions must be met.

1. The employee must be at least fifty-five (55) years of age and qualify for retirement under the Illinois Municipal Retirement Fund (IMRF).
2. The employee must provide verification of the number of years of employment to the Illinois Municipal Retirement Fund.
3. The employee must submit an application to the Director for the retirement bonus prior to April 15<sup>th</sup> of the prior year.

Should the State of Illinois establish restrictions to retirement bonuses, the Center agrees to negotiate the impact of such restrictions with the Association.

In no case shall an employee receive more than one bonus.

## **27c – ESP STAFF WORK DAY**

- **Office Secretarial-Reception, and Financial Aide Staff:**

The standard working day shall be seven and one half hours (7 1/2) hours plus one-half hour duty free unpaid lunch. Two fifteen (15) minute breaks will be scheduled during each shift, in coordination with an employee's supervisor, i.e.: one during the morning and one during the afternoon. Starting time for day shift ESP's will range between 7:00-9:00 a.m. and ending times

will range from 3:00-5:00 p.m. Supervisory Personal will assign actual working hours, subject to the approval of the Center Director. Except in emergencies, ESP's will be given a thirty (30) day written notice about a change in work schedules.

If school is open, but an employee does not report for work due to inclement weather, the employee must use a personal leave or vacation day. In the event that all personal leave and vacation days have already been used, one days' pay will be deducted for each day the employee does not report for work.

- **Building and Grounds – Custodial and Maintenance Staff:**

The standard working day shall be seven and one half hours (7 1/2) hours plus one-half hour duty free unpaid lunch. Normal working hours: day shift – 7:00 a.m. to 3:00 p.m.; afternoon shift – 3:00 p.m. to 11:00 p.m.; night shift – 11:00 a.m. to 7:00 a.m. with one half-hour unpaid duty free lunch.

Two fifteen (15) minute breaks will be scheduled in coordination with an employee's supervisor, one during the morning and one during the afternoon.

If school is open, but an employee does not report for work due to inclement weather, the employee must use a personal leave or vacation day. In the event that all personal leave and vacation days have already been used, one days' pay will be deducted for each day the employee does not report for work.

## **27d –ESP STAFF DISCIPLINE**

### **1 – PROBATIONARY STATUS**

A new hired employee shall be considered to be a probationary employee for the first 90 work days of his/her employment, and within that period may be discharged at any time without notice, compensation or assigning any reason whatsoever. (Employees changing job categories shall begin a new probationary period.)

### **2 – DISCIPLINARY PROCEDURES**

For remediable offenses or remediable violations of work rules, disciplinary action will be progressive and except for gross misconduct, in accordance to the following schedule. The sequence and necessity for the following steps will be determined by the Executive Council/Director depending upon the circumstances of each case:

- 1) Verbal Warning
- 2) Written Warning
- 3) One to Thirty (30) days Suspension without Pay
- 4) Discharge

The above steps in the progressive disciplinary procedure may not be strictly followed depending on the severity of the employee's conduct.

An Educational Support Personnel employee may be suspended with pay pending investigation of any matter.

**27e – UNIFORMS (Only Custodians)**

Three sets of uniforms (shirt and pants) will be provided custodial employees per fiscal year. All custodian/maintenance staff must wear the provided uniforms when students are present.

**27f – VACATIONS – ESP (ESP) STAFF**

Vacation days for all full time regularly employed twelve month ESP employees shall be provided according to the following schedule.

- After one (1) full year of consecutive service – 5 days
- After two (2) full year of consecutive service – 10 days
- After five (5) full years of consecutive service – 15 days
- After fifteen (15) full years of consecutive service – 20 days
- After twenty (20) full years of consecutive service – 25 days

Vacation days for ESP employees will be requested through the employee’s immediate supervisor subject to final approval by the Director.

Clerical/Office staff shall have (4) paid Center holidays during the summer. These days must be approved one week in advance by the Director. This shall not apply to employees hired on or after September 19, 2007.

Custodial/Maintenance staff have (1) paid Center holiday per quarter to be used during the fiscal year. These days must be approved one week in advance by the Director. This shall not apply to employees hired on or after September 19, 2007

Emergency use of accrued vacation days before the end of the fiscal year will be subject to approval by the Director.

Accumulated vacation days must be used within the next fiscal year and may not be carried over to the following fiscal year.

If an observed holiday occurs during the vacation leave, an additional day of vacation leave shall be granted.

Upon termination of employment, any current and unused vacation days will be reimbursed at the individual’s rate of pay.

Vacation days for ESP employees who have not completed a full year of service will be based upon the following schedule, (these days will be eligible for use beginning July 1<sup>st</sup> of the following fiscal year):

Starting Date	Eligible # of Vacation Days
July 1 – September 4	5
September 5 – November 13	4

November 14 – January 25	3
January 26 – April 19	2
April 20 – June 30	1

Vacation time for full time ESP employees will be requested through the employee’s immediate supervisor subject to final approval by the Director.

**27g – WORK DURING CHRISTMAS WINTER VACATION**

Custodial/Maintenance staff may be required to work during the Christmas/Winter vacation. The employer will first seek volunteers, based on seniority within each job classification-most senior offered first opportunity, before assigning employees to work during Christmas/Winter vacation.

Those employees hired on or after September 19, 2007 shall not be entitled to paid local holidays.

If no custodial/maintenance staff members volunteer to work during the Christmas vacation, the Center may assign such work. If there are not sufficient volunteers to work during Christmas break work will be assigned in the reverse order of seniority.

Custodian or maintenance employees hired before September 19, 2007 that work during Christmas break, will earn a ½ day of personal leave for each day worked.

**27h – SALARIES**

**ESP Staff**

ESP Salaries for the 2009-2010 School Year shall be increased 2.5% (.025). ESP Salaries for the 2010-2011 School Year shall be increased 2.5% (.0250)

ESP staff shall receive the following incentives added to the regular salary based on years of service as follows:

10 years of service	\$ 400.00
15 years of service	\$ 600.00
20 years of service	\$1,000.00
25 years of service and over	\$1,500.00

The normal contract year for twelve (12) month ESP Staff positions will be 260 days.

ESP’s may elect to be paid in 24 equal payments.

**CACC Certified Staff (Teachers)**

**28a – PART-TIME TEACHERS**

Part-time teachers employed for a full school year shall be granted fourteen (14) sick leave periods equivalent in time to their regular teaching assignment of which two (2) periods per year equivalent in time to their regular teaching assignment may be used for personal leave.

Part-time teachers employed for a full school year shall receive \$25,000.00 of life insurance paid by the Center.

For Part-time employees hired after June 30, 2008, the Center contribution toward the health insurance premium shall be prorated equivalent to the employees part-time status.

Nothing in this section shall be construed to apply to temporary or substitute teachers or other such employees.

## **28b – SICK LEAVE & PERSONAL LEAVE – TRS Employees**

### **SICK LEAVE – DEFINITION OF IMMEDIATE FAMILY**

For purpose of this Agreement, “immediate family” shall include parents, spouse, brother, sisters, children grandparents, grandchildren, parents-in-law, brother-in-law, sister –in-law, and legal guardians.

Each full-time teacher whose contract runs not less than nine (9) full calendar months, shall receive fourteen (14) sick days per year of which two (2) days can be used for personal leave. Each full-time teacher with 25 years of service to CACC and with 125 accumulated sick days shall be granted nineteen (19) sick days per year, of which two (2) days can be used for personal leave. Sick leave shall be accumulated to 340. All teachers shall be notified in July of the total of their accumulated sick leave.

Personal days may be used for any purpose by the teacher. No such day shall be used before or after a school holiday or to extend a vacation period. Personal days may not be accumulated. Unused personal days will be added to the accumulated sick leave days at the end of the teaching term.

Teachers shall give at least twenty-four (24) hours notice of intent to use such days. Personal days may be used by no more than three teachers on the same day. Personal leave may be used in ½ day increments.

If the maximum number of accumulated sick leave days is reached by the employee on the first day of the school year, the Center will reimburse the employee \$40.00 per day for any unused personal leave day(s) not used in that year. The teacher shall be reimbursed for unused personal leave prior to June 30<sup>th</sup> paycheck.

## **28d – CURRICULUM**

Center instructors shall put into operation the courses of study approved by the Center with input from Business and Industry Advisory Committees.

## **28e – MENTORING PROGRAM**

The Center, in cooperation with the Association, shall establish a Mentoring Program for all non-tenured instructors. The program may include release time for assigned senior instructors to

observe non-tenured instructors during class. Volunteer senior instructors shall be provided stipends for training and peer advising duties.

## **28f – DEGREE SALARY SCHEDULE INCREASE**

For teachers placed on the degreed salary schedule, advancement shall be given for successful completion of graduate courses in an approved Masters, Advanced Degree or Advanced Certificate program in education. Credit shall also be allowed for graduate courses taken in the teacher's subject field whether or not such courses are taken as part of an approved Masters, Advanced Degree or Advanced Certificate program. In addition, credit shall be allowed for courses in education as may be approved by the Director which enhances the teacher's professional effectiveness. Certified staff may move one column on the salary schedule in a given year having completed required educational credit.

## **28g – DEGREE AND NON-DEGREE SALARY SCHEDULE INCREASE**

Courses in areas within a teacher's subject area, or related thereto, where there is no approved University programs available, may be submitted to the Director for approval for advancement on the salary schedule. The Director shall in his/her sole educational judgment determine whether or not such courses are suitable and of sufficient educational merit, applicability, and value to the Center for approval for advancement on the teacher's salary schedule. Such judgment shall not be subject to the grievance procedures of this Agreement and the grant or denial of such request shall not constitute a precedent. Certified staff may move one column on the salary schedule in a given year having complete required educational credit.

## **28h – EXTENDED MASTERS DEGREES**

For persons engaged in a Masters Degree program requiring more than 32 hours, horizontal progress shall be allowed by column until 46 hours toward such degree are obtained. Further progress horizontally on the schedule shall be dependent upon award of degree.

## **28i– NON-DEGREE SALARY SCHEDULE INCREASE**

Undergraduate courses in an approved teacher training program at a college or university approved by the Center leading toward completion of a Bachelor's Degree in a teacher's teaching subject area, or related thereto, may be submitted to the Director for approval for advancement on the salary schedule. The Director shall in his/her sole educational judgment determine whether or not such courses are suitable and of sufficient educational merit, applicability, and value to the Center for approval for advancement on the teacher's salary schedule. Such judgment shall not be subject to the grievance procedures of his Agreement and the grant or denial of such request shall not constitute a precedent. Certified staff may move one column on the salary schedule in a given year having completed required educational credit.

## **28j – TEACHER RETIREMENT SYSTEM CONTRIBUTIONS**

Teacher contributions of 9.4% to the Illinois Teachers' Retirement System shall be paid by the Board.

## **28k – SALARIES**

Degreed and Non-Degreed Salary Schedules for the contract year 2009-2010 are attached.

All cells will be increased by  $\frac{1}{2}$  % (.005) in the degreed and non-degreed Salary Schedules in 2009-2010 and all cells will be increased by  $\frac{1}{2}$ % (.005) in 2010-2011. Those on Longevity will have their pay increased by  $\frac{1}{2}$  % (.005). Steps will not be taken during this contract.

Longevity on the Certified Salary Schedules shall be 5% of the base salary of each schedule.

The Certified CACC High School staff shall have a 183 contract in 2009-2010 and a 180 day contract in 2010-2011. Additional days are paid on a daily prorated basis.

CACC & CASPN TRS Instructional Staff Salary Schedule

TRS Factor: 0.09  
1.103753 183 Day Contract

DEGREED  
2009-2010

Column Educatn	A B	B +8	C +16	D +24	E M	F +8	G +16	H +24	I +32	J +40	K +48
<b>Step 1</b>	31617.30	32598.18	33581.07	34563.96	35547.86	36530.75	37512.63	38495.52	39478.41	40461.30	41444.19
Bd Pd TRS	3280.39	3382.16	3484.14	3586.11	3688.20	3790.17	3892.05	3994.03	4096.00	4197.98	4299.96
New Salary	<b>34897.69</b>	<b>35980.34</b>	<b>37065.21</b>	<b>38150.07</b>	<b>39236.05</b>	<b>40320.92</b>	<b>41404.68</b>	<b>42489.55</b>	<b>43574.41</b>	<b>44659.28</b>	<b>45744.15</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>2</b>	32951.94	33933.83	34917.72	35899.61	36882.50	37865.39	38847.27	39830.16	40812.05	41794.94	42778.83
Bd Pd TRS	3418.86	3520.74	3622.82	3724.69	3826.67	3928.65	4030.52	4132.50	4234.37	4336.35	4438.43
New Salary	<b>36370.80</b>	<b>37454.56</b>	<b>38540.54</b>	<b>39624.30</b>	<b>40709.16</b>	<b>41794.03</b>	<b>42877.79</b>	<b>43962.66</b>	<b>45046.42</b>	<b>46131.28</b>	<b>47217.26</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>3</b>	34285.58	35268.47	36251.36	37234.24	38217.14	39200.03	40181.91	41164.80	42147.69	43131.59	44112.47
Bd Pd TRS	3557.23	3659.21	3761.19	3863.06	3965.14	4067.12	4168.99	4270.97	4372.95	4475.03	4578.80
New Salary	<b>37842.81</b>	<b>38927.67</b>	<b>40012.54</b>	<b>41096.30</b>	<b>42182.28</b>	<b>43267.15</b>	<b>44350.90</b>	<b>45435.77</b>	<b>46520.64</b>	<b>47606.62</b>	<b>48689.27</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>4</b>	35621.22	36603.11	37586.00	38569.89	39553.77	40533.66	41516.55	42499.44	43481.33	44465.22	45448.11
Bd Pd TRS	3695.81	3797.68	3899.66	4001.74	4103.51	4205.69	4307.47	4409.44	4511.32	4613.40	4715.38
New Salary	<b>39317.03</b>	<b>40400.79</b>	<b>41485.65</b>	<b>42571.63</b>	<b>43654.28</b>	<b>44739.15</b>	<b>45824.02</b>	<b>46908.88</b>	<b>47992.64</b>	<b>49078.62</b>	<b>50163.49</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5</b>	36954.86	37936.74	38920.64	39903.53	40886.42	41869.31	42852.20	43834.08	44816.97	45799.86	46781.75
Bd Pd TRS	3834.18	3936.05	4038.13	4140.11	4242.09	4344.07	4446.04	4547.92	4649.90	4751.87	4853.75
New Salary	<b>40789.03</b>	<b>41872.79</b>	<b>42958.77</b>	<b>44043.64</b>	<b>45128.50</b>	<b>46213.37</b>	<b>47298.24</b>	<b>48382.00</b>	<b>49466.87</b>	<b>50551.73</b>	<b>51635.49</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>6</b>	38290.50	39272.39	40255.28	41238.17	42221.06	43202.94	44185.83	45168.72	46150.61	47134.50	48117.39
Bd Pd TRS	3972.75	4074.63	4176.61	4278.58	4380.56	4482.43	4584.41	4686.39	4788.26	4890.35	4992.32
New Salary	<b>42263.25</b>	<b>43347.01</b>	<b>44431.88</b>	<b>45516.75</b>	<b>46601.62</b>	<b>47685.37</b>	<b>48770.24</b>	<b>49855.11</b>	<b>50938.87</b>	<b>52024.85</b>	<b>53109.71</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>7</b>	39624.14	40607.03	41589.92	42572.81	43555.70	44538.59	45521.48	46502.36	47485.25	48469.14	49451.03
Bd Pd TRS	4111.12	4213.10	4315.08	4417.06	4519.03	4621.01	4722.99	4824.76	4926.74	5028.82	5130.69
New Salary	<b>43735.26</b>	<b>44820.13</b>	<b>45904.99</b>	<b>46989.86</b>	<b>48074.73</b>	<b>49159.60</b>	<b>50244.46</b>	<b>51327.11</b>	<b>52411.98</b>	<b>53497.96</b>	<b>54581.72</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8</b>	40959.78	41940.66	42924.56	43907.45	44890.34	45872.22	46855.11	47838.00	48821.90	49803.78	50786.67
Bd Pd TRS	4249.70	4351.47	4453.55	4555.53	4657.51	4759.38	4861.36	4963.34	5065.42	5167.29	5269.27
New Salary	<b>45209.48</b>	<b>46292.13</b>	<b>47378.11</b>	<b>48462.97</b>	<b>49547.84</b>	<b>50631.60</b>	<b>51716.47</b>	<b>52801.34</b>	<b>53887.31</b>	<b>54971.07</b>	<b>56055.94</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>9</b>	42293.42	43276.31	44260.20	45243.09	46224.98	47207.87	48189.75	49171.64	50155.53	51138.42	52121.31
Bd Pd TRS	4388.07	4490.05	4592.13	4694.11	4795.98	4897.86	4999.83	5101.70	5203.79	5305.76	5407.74
New Salary	<b>46681.48</b>	<b>47766.35</b>	<b>48852.33</b>	<b>49937.20</b>	<b>51020.95</b>	<b>52105.82</b>	<b>53189.58</b>	<b>54273.34</b>	<b>55359.32</b>	<b>56444.18</b>	<b>57529.05</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>10</b>	43628.06	44610.95	45594.84	46576.73	47559.62	48541.50	49524.39	50507.28	51491.18	52473.06	53454.95
Bd Pd TRS	4526.54	4628.52	4730.60	4832.47	4934.45	5036.33	5138.30	5240.28	5342.36	5444.24	5546.11
New Salary	<b>48154.60</b>	<b>49239.46</b>	<b>50325.44</b>	<b>51409.20</b>	<b>52494.07</b>	<b>53577.83</b>	<b>54662.69</b>	<b>55747.56</b>	<b>56833.54</b>	<b>57917.30</b>	<b>59001.06</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	44962.70	45945.59	46929.48	47912.37	48893.25	49872.00	50859.03	51840.92	52824.81	53807.70	54790.59
Bd Pd TRS	4655.01	4766.99	4869.07	4971.05	5072.82	5174.50	5276.78	5378.65	5480.73	5582.71	5684.69
New Salary	<b>49627.71</b>	<b>50712.58</b>	<b>51798.55</b>	<b>52883.42</b>	<b>53966.07</b>	<b>54777.05</b>	<b>56135.81</b>	<b>57219.57</b>	<b>58305.54</b>	<b>59390.41</b>	<b>60475.28</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	46297.34	47279.22	48263.12	49246.01	50228.90	51211.79	52193.67	53177.57	54160.46	55141.34	56124.23
Bd Pd TRS	4803.49	4905.36	5007.44	5109.42	5211.40	5313.38	5415.25	5517.33	5619.31	5721.08	5823.06
New Salary	<b>51100.82</b>	<b>52184.58</b>	<b>53270.56</b>	<b>54355.43</b>	<b>55440.29</b>	<b>56525.16</b>	<b>57608.92</b>	<b>58694.90</b>	<b>59779.76</b>	<b>60862.41</b>	<b>61947.28</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>13</b>	47632.98	48615.87	49598.76	50580.65	51562.53	52545.42	53528.31	54512.21	55494.09	56476.98	57459.87
Bd Pd TRS	4942.06	5044.04	5146.02	5247.89	5349.77	5451.74	5553.72	5655.80	5757.68	5859.66	5961.63
New Salary	<b>52575.04</b>	<b>53659.91</b>	<b>54744.78</b>	<b>55828.54</b>	<b>56912.30</b>	<b>57997.16</b>	<b>59082.03</b>	<b>60168.01</b>	<b>61251.77</b>	<b>62336.64</b>	<b>63421.50</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	48966.62	49950.51	50932.40	51915.29	52898.18	53881.07	54862.95	55845.84	56828.73	57810.61	58793.51
Bd Pd TRS	5080.43	5182.52	5284.39	5386.37	5488.34	5590.32	5692.20	5794.17	5896.15	5998.02	6100.00
New Salary	<b>54047.05</b>	<b>55133.03</b>	<b>56216.78</b>	<b>57301.65</b>	<b>58386.52</b>	<b>59471.39</b>	<b>60555.15</b>	<b>61640.01</b>	<b>62724.88</b>	<b>63808.64</b>	<b>64893.51</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>15</b>	49945.49	50949.48	51951.47	52953.45	53956.44	54958.43	55979.59	57001.49	58023.37	59046.26	60069.15
Bd Pd TRS	5181.99	5286.16	5390.12	5494.08	5598.14	5702.10	5806.77	5912.75	6019.62	6126.60	6233.58
New Salary	<b>55127.48</b>	<b>56235.64</b>	<b>57341.59</b>	<b>58447.53</b>	<b>59554.58</b>	<b>60660.53</b>	<b>62028.26</b>	<b>63114.24</b>	<b>64197.99</b>	<b>65282.86</b>	<b>66367.73</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>16</b>	0.00	0.00	0.00	0.00	0.00	0.00	57321.18	58325.18	59326.16	60329.15	61332.14
Bd Pd TRS							5947.24	6051.41	6155.27	6259.33	6363.39
New Salary							<b>63268.42</b>	<b>64376.59</b>	<b>65481.42</b>	<b>66588.47</b>	<b>67695.53</b>
EE Paid							0.00	0.00	0.00	0.00	0.00
<b>17</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87	1580.87

1.005 0.03  
1.02

Column Educatn	A ND	B +8	C +16	D +24	E +32	F +40	G +48	H +56	I +64	J +72	K +80	L +88	M +96	N +104	O +112	P +120
<b>Step 1</b>	28677.68	28852.55	29026.41	29201.28	29377.16	29552.03	29725.89	29900.76	30075.63	30249.50	30425.37	30599.24	30774.11	30949.98	31123.85	31298.72
Bd Pd TRS	2975.39	2993.54	3011.58	3029.72	3047.97	3066.11	3084.15	3102.29	3120.44	3138.48	3156.72	3174.76	3192.91	3211.15	3229.19	3247.34
New Salary	31653.07	31846.08	32037.99	32231.00	32425.12	32618.14	32810.04	33003.05	33196.07	33387.97	33582.09	33774.00	33967.01	34161.13	34353.04	34546.05
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>2</b>	30013.32	30187.19	30362.06	30536.93	30710.79	30886.67	31060.53	31234.40	31410.27	31585.14	31760.01	31934.88	32108.75	32283.62	32458.49	32633.36
Bd Pd TRS	3113.97	3132.01	3150.15	3168.30	3186.34	3204.58	3222.62	3240.66	3258.91	3277.05	3295.20	3313.34	3331.38	3349.52	3367.67	3385.81
New Salary	33127.29	33319.20	33512.21	33705.22	33897.13	34091.25	34283.15	34475.06	34668.18	34862.19	35055.21	35248.22	35440.12	35633.14	35826.15	36019.16
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>3</b>	31347.96	31521.83	31695.69	31871.57	32045.43	32221.31	32396.18	32570.04	32744.91	32919.78	33094.65	33268.52	33442.38	33619.26	33793.13	33969.00
Bd Pd TRS	3252.44	3270.48	3288.52	3306.77	3324.81	3343.06	3361.20	3379.24	3397.38	3415.53	3433.67	3451.71	3469.75	3488.10	3506.14	3524.39
New Salary	34600.40	34792.31	34984.21	35178.34	35370.24	35564.36	35757.38	35949.28	36142.29	36335.31	36528.32	36720.22	36912.13	37107.36	37299.26	37493.39
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>4</b>	32681.60	32855.46	33031.34	33206.21	33380.07	33555.95	33729.81	33903.68	34079.55	34253.42	34429.29	34604.16	34779.03	34952.90	35127.77	35302.64
Bd Pd TRS	3390.81	3408.85	3427.10	3445.24	3463.28	3481.53	3499.57	3517.61	3535.86	3553.89	3572.14	3590.29	3608.43	3626.47	3644.61	3662.75
New Salary	36072.41	36264.31	36458.44	36651.45	36843.35	37037.47	37229.38	37421.28	37615.41	37807.31	38001.43	38194.45	38387.46	38579.36	38772.38	38965.39
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5</b>	34017.24	34191.11	34366.00	34540.85	34714.71	34889.58	35065.46	35240.33	35414.19	35589.06	35763.93	35937.80	36113.67	36289.54	36464.40	36639.28
Bd Pd TRS	3529.39	3547.43	3565.73	3583.72	3601.76	3619.90	3638.15	3656.29	3674.33	3692.47	3710.62	3728.65	3746.90	3764.94	3782.98	3801.33
New Salary	37546.63	37738.53	37931.73	38124.56	38316.47	38509.48	38703.60	38896.61	39088.52	39281.53	39474.55	39666.45	39860.57	40052.48	40244.38	40439.61
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>6</b>	35350.88	35524.74	35700.62	35875.49	36050.36	36225.23	36399.09	36577.49	36749.83	36922.70	37097.57	37273.44	37448.31	37622.18	37797.05	37971.92
Bd Pd TRS	3667.76	3685.80	3704.05	3722.19	3740.33	3758.48	3776.51	3794.60	3812.80	3830.84	3848.98	3867.23	3885.37	3903.41	3921.56	3939.70
New Salary	39018.63	39210.54	39404.66	39597.67	39790.69	39983.70	40175.60	40367.50	40559.45	40751.34	40943.24	41135.14	41327.04	41518.94	41710.84	41902.74
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>7</b>	36686.52	36860.39	37035.26	37210.13	37383.99	37558.86	37733.73	37909.61	38083.47	38258.34	38433.21	38607.08	38781.95	38956.82	39131.69	39306.56
Bd Pd TRS	3806.34	3824.38	3842.52	3860.66	3878.70	3896.84	3914.99	3933.24	3951.27	3969.42	3987.56	4005.60	4023.85	4041.89	4059.93	4078.17
New Salary	40492.86	40684.76	40877.77	41070.79	41262.69	41455.70	41648.72	41842.84	42034.74	42227.76	42420.77	42612.67	42806.80	42998.70	43190.61	43384.73
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8</b>	38020.16	38195.03	38369.90	38543.76	38719.64	38894.51	39068.37	39244.25	39418.11	39591.98	39767.85	39941.72	40115.59	40289.46	40463.33	40637.20
Bd Pd TRS	3944.71	3962.85	3980.99	3999.03	4017.28	4035.42	4053.46	4071.71	4089.75	4107.79	4126.03	4144.07	4162.32	4180.46	4198.61	4216.65
New Salary	41964.86	42157.87	42350.89	42542.79	42736.91	42929.93	43121.83	43315.95	43507.86	43699.76	43893.88	44085.79	44279.91	44472.92	44665.94	44857.84
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>9</b>	39355.80	39529.67	39704.54	39879.41	40053.27	40228.14	40403.01	40577.88	40751.75	40928.63	41102.49	41276.36	41452.23	41626.10	41800.97	41975.84
Bd Pd TRS	4083.28	4101.32	4119.46	4137.61	4155.65	4173.79	4191.93	4210.08	4228.12	4246.47	4264.51	4282.55	4300.79	4318.83	4336.98	4355.12
New Salary	43439.08	43630.99	43824.00	44017.01	44208.92	44401.93	44594.94	44787.96	44979.86	45175.09	45367.00	45558.90	45753.02	45944.93	46137.94	46330.95
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>10</b>	40689.44	40864.31	41039.18	41213.04	41388.92	41563.79	41737.65	41913.53	42087.39	42262.26	42437.13	42611.00	42785.87	42960.74	43135.61	43310.48
Bd Pd TRS	4221.65	4239.79	4257.94	4275.98	4294.22	4312.37	4330.41	4348.65	4366.69	4384.84	4402.98	4421.02	4439.16	4457.41	4475.55	4493.59
New Salary	44911.09	45104.10	45297.11	45489.02	45683.14	45876.15	46068.06	46262.18	46454.08	46647.10	46840.11	47032.01	47225.03	47419.15	47612.16	47804.07
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	42024.08	42198.95	42374.82	42548.69	42723.56	42898.43	43072.29	43247.16	43421.03	43595.90	43770.77	43945.64	44121.51	44295.38	44470.25	44645.12
Bd Pd TRS	4360.12	4378.27	4396.51	4414.55	4432.70	4450.84	4468.88	4487.02	4505.06	4523.31	4541.45	4559.60	4577.74	4595.78	4613.92	4632.06
New Salary	46384.20	46577.21	46771.33	46963.24	47156.25	47349.27	47541.17	47734.18	47926.09	48120.21	48313.22	48506.24	48699.25	48891.15	49084.17	49277.18
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	43358.72	43533.59	43708.46	43883.32	44058.20	44232.06	44406.93	44582.81	44757.67	44931.54	45106.41	45280.28	45455.15	45630.02	45805.89	45981.76
Bd Pd TRS	4498.60	4516.74	4534.88	4552.92	4571.17	4589.21	4607.35	4625.60	4643.64	4661.78	4679.93	4697.96	4716.11	4734.25	4752.50	4770.64
New Salary	47857.31	48050.33	48243.34	48435.24	48629.36	48821.27	49014.28	49208.40	49400.31	49593.32	49786.34	49978.24	50171.25	50364.27	50558.39	50749.80
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>13</b>	44693.36	44867.22	45044.10	45219.97	45392.84	45567.71	45741.57	45916.44	46091.31	46266.18	46440.05	46616.93	46790.79	46964.66	47140.53	47314.40
Bd Pd TRS	4637.07	4655.11	4673.46	4691.50	4709.64	4727.79	4745.83	4763.97	4782.11	4800.25	4818.29	4836.65	4854.68	4872.72	4890.97	4909.01
New Salary	49330.42	49522.33	49717.56	49909.46	50102.48	50295.49	50487.40	50680.41	50873.42	51066.43	51259.34	51453.57	51645.47	51837.38	52031.50	52223.41
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	46028.00	46202.87	46377.74	46551.60	46724.48	46897.34	47070.21	47242.09	47414.95	47587.82	47760.68	47933.55	48106.43	48279.30	48452.17	48625.04
Bd Pd TRS	4775.54	4793.69	4811.83	4829.87	4848.12	4866.15	4884.19	4902.55	4920.58	4938.73	4956.87	4975.01	4993.05	5011.20	5029.34	5047.36
New Salary	50803.54	50996.55	51189.56	51381.47	51575.59	51767.49	51959.40	52154.63	52346.53	52539.55	52732.56	52925.57				

CAPITAL AREA CAREER CENTER  
CACC & CASPN TRS Instructional Staff Salary Schedule

TRS Factor 0.09  
1.103753 180 Day Contract

**DEGREED  
2010-2011**

Column Educatn	A B	B +8	C +16	D +24	E M	F +8	G +16	H +24	I +32	J +40	K +48
<b>Step 1</b>	31775.39	32761.17	33748.98	34736.78	35725.59	36713.40	37700.19	38688.00	39675.80	40663.61	41651.41
Bd Pd TRS	3296.79	3399.07	3501.56	3604.05	3706.64	3809.13	3911.51	4014.00	4116.48	4218.97	4321.46
New Salary	<b>35072.18</b>	<b>36160.24</b>	<b>37250.53</b>	<b>38340.82</b>	<b>39432.23</b>	<b>40522.52</b>	<b>41611.70</b>	<b>42701.99</b>	<b>43792.29</b>	<b>44882.58</b>	<b>45972.87</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>2</b>	33116.70	34103.49	35092.31	36079.10	37066.91	38054.71	39041.51	40029.31	41016.11	42003.91	42992.72
Bd Pd TRS	3435.98	3538.34	3640.93	3743.32	3845.80	3948.29	4050.67	4153.16	4255.54	4358.03	4460.62
New Salary	<b>36552.66</b>	<b>37641.83</b>	<b>38733.24</b>	<b>39822.42</b>	<b>40912.71</b>	<b>42003.90</b>	<b>43092.18</b>	<b>44182.47</b>	<b>45271.65</b>	<b>46361.94</b>	<b>47453.35</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>3</b>	34457.00	35444.81	36432.61	37419.41	38408.22	39396.03	40382.82	41370.62	42358.43	43347.24	44333.03
Bd Pd TRS	3575.02	3677.51	3779.99	3882.38	3984.97	4087.46	4189.84	4292.33	4394.81	4497.41	4599.68
New Salary	<b>38032.02</b>	<b>39122.31</b>	<b>40212.60</b>	<b>41301.78</b>	<b>42393.19</b>	<b>43483.48</b>	<b>44572.66</b>	<b>45662.95</b>	<b>46753.24</b>	<b>47844.65</b>	<b>48932.71</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>4</b>	35799.33	36786.12	37773.92	38762.74	39748.52	40736.33	41724.13	42711.94	43698.73	44687.55	45675.35
Bd Pd TRS	3714.29	3816.67	3919.16	4021.75	4124.03	4225.52	4329.00	4431.49	4533.87	4636.47	4738.95
New Salary	<b>39513.61</b>	<b>40602.79</b>	<b>41693.08</b>	<b>42784.49</b>	<b>43872.55</b>	<b>44962.84</b>	<b>46053.14</b>	<b>47143.43</b>	<b>48232.61</b>	<b>49324.01</b>	<b>50414.31</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5</b>	37139.63	38126.42	39115.24	40103.04	41090.85	42078.65	43066.46	44053.25	45041.05	46028.86	47015.65
Bd Pd TRS	3853.35	3955.73	4058.32	4160.81	4263.30	4365.79	4468.27	4570.66	4673.14	4775.63	4878.02
New Salary	<b>40992.98</b>	<b>42082.15</b>	<b>43173.56</b>	<b>44263.85</b>	<b>45354.15</b>	<b>46444.44</b>	<b>47534.73</b>	<b>48623.91</b>	<b>49714.20</b>	<b>50804.49</b>	<b>51893.67</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>6</b>	38481.95	39468.75	40456.55	41444.36	42432.16	43418.95	44406.76	45394.56	46381.36	47370.17	48357.98
Bd Pd TRS	3992.62	4095.00	4197.49	4299.98	4402.46	4504.85	4607.33	4709.82	4812.21	4914.80	5017.29
New Salary	<b>42474.57</b>	<b>43563.75</b>	<b>44654.04</b>	<b>45744.33</b>	<b>46834.62</b>	<b>47923.80</b>	<b>49014.09</b>	<b>50104.39</b>	<b>51193.56</b>	<b>52284.97</b>	<b>53376.26</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>7</b>	39822.26	40810.06	41797.86	42785.67	43773.47	44761.28	45749.08	46734.87	47722.67	48711.49	49698.28
Bd Pd TRS	4131.68	4234.17	4336.65	4439.14	4541.63	4644.12	4746.60	4848.88	4951.37	5053.96	5156.35
New Salary	<b>43953.93</b>	<b>45044.23</b>	<b>46134.52</b>	<b>47224.81</b>	<b>48315.10</b>	<b>49405.39</b>	<b>50495.69</b>	<b>51583.75</b>	<b>52674.04</b>	<b>53765.45</b>	<b>54854.63</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8</b>	41164.58	42150.36	43139.18	44126.98	45114.79	46101.58	47089.39	48077.19	49065.00	50052.80	51040.60
Bd Pd TRS	4270.95	4373.23	4475.82	4578.31	4680.79	4783.18	4885.67	4988.15	5090.75	5193.13	5295.62
New Salary	<b>45435.53</b>	<b>46523.59</b>	<b>47615.00</b>	<b>48705.29</b>	<b>49795.58</b>	<b>50884.76</b>	<b>51975.05</b>	<b>53065.34</b>	<b>54156.76</b>	<b>55245.93</b>	<b>56336.22</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>9</b>	42504.88	43492.69	44481.50	45469.31	46456.10	47443.90	48430.70	49417.49	50406.31	51394.11	52381.92
Bd Pd TRS	4410.01	4512.50	4615.09	4717.58	4819.96	4922.45	5024.83	5127.21	5229.81	5332.29	5434.78
New Salary	<b>46914.89</b>	<b>48005.18</b>	<b>49095.59</b>	<b>50186.88</b>	<b>51276.06</b>	<b>52366.35</b>	<b>53455.53</b>	<b>54544.71</b>	<b>55636.11</b>	<b>56726.41</b>	<b>57816.70</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>10</b>	43846.20	44834.00	45822.81	46809.61	47797.41	48784.21	49772.01	50759.82	51748.63	52735.43	53722.22
Bd Pd TRS	4549.17	4651.66	4754.25	4856.84	4959.12	5061.51	5164.00	5266.48	5369.08	5471.46	5573.84
New Salary	<b>48395.37</b>	<b>49485.66</b>	<b>50577.07</b>	<b>51666.25</b>	<b>52756.54</b>	<b>53845.72</b>	<b>54936.01</b>	<b>56026.30</b>	<b>57117.71</b>	<b>58206.88</b>	<b>59296.06</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	45187.51	46175.31	47164.13	48151.93	49137.72	49876.14	51113.33	52100.12	53088.93	54076.74	55064.54
Bd Pd TRS	4688.34	4790.83	4893.42	4995.91	5098.19	5174.80	5303.16	5405.54	5508.14	5610.62	5713.11
New Salary	<b>49875.85</b>	<b>50966.14</b>	<b>52057.55</b>	<b>53147.84</b>	<b>54235.90</b>	<b>55050.94</b>	<b>56416.49</b>	<b>57505.66</b>	<b>58597.07</b>	<b>59687.36</b>	<b>60777.65</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	46528.82	47515.62	48504.43	49492.24	50480.04	51467.84	52454.64	53443.45	54431.26	55417.04	56404.85
Bd Pd TRS	4827.50	4929.89	5032.48	5134.97	5237.46	5339.94	5442.33	5544.82	5647.41	5749.68	5852.17
New Salary	<b>51356.33</b>	<b>52445.50</b>	<b>53536.91</b>	<b>54627.20</b>	<b>55717.50</b>	<b>56807.79</b>	<b>57896.96</b>	<b>58988.37</b>	<b>60078.66</b>	<b>61166.73</b>	<b>62257.02</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>13</b>	47871.14	48858.95	49846.75	50833.55	51820.34	52808.15	53795.95	54784.77	55771.56	56759.36	57747.17
Bd Pd TRS	4966.77	5069.26	5171.75	5274.13	5376.52	5479.00	5581.49	5684.08	5786.47	5888.95	5991.44
New Salary	<b>52837.92</b>	<b>53928.21</b>	<b>55018.50</b>	<b>56107.68</b>	<b>57196.86</b>	<b>58287.15</b>	<b>59377.44</b>	<b>60468.85</b>	<b>61558.03</b>	<b>62648.32</b>	<b>63738.61</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	49211.45	50200.26	51187.06	52174.86	53162.67	54150.47	55137.26	56125.07	57112.87	58099.67	59087.47
Bd Pd TRS	5105.84	5208.43	5310.81	5413.30	5515.79	5618.27	5720.66	5823.14	5925.63	6028.01	6130.50
New Salary	<b>54317.28</b>	<b>55408.69</b>	<b>56497.87</b>	<b>57588.16</b>	<b>58678.45</b>	<b>59768.74</b>	<b>60857.92</b>	<b>61948.21</b>	<b>63038.51</b>	<b>64127.68</b>	<b>65217.98</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>15</b>	50195.21	51204.23	52211.22	53218.22	54226.22	55233.22	56240.58	57247.99	58254.19	59260.39	60267.80
Bd Pd TRS	5207.90	5312.59	5417.07	5521.55	5626.13	5730.61	5835.82	5941.41	6046.88	6152.28	6257.77
New Salary	<b>55403.12</b>	<b>56516.82</b>	<b>57628.29</b>	<b>58739.77</b>	<b>59852.36</b>	<b>60963.83</b>	<b>62073.40</b>	<b>63182.81</b>	<b>64291.98</b>	<b>65399.28</b>	<b>66509.57</b>
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>16</b>	0.00	0.00	0.00	0.00	0.00	0.00	5780.79	5861.80	5942.79	6023.79	6104.78
Bd Pd TRS							5976.98	6081.67	6186.04	6290.63	6395.21
New Salary							<b>63584.77</b>	<b>64698.47</b>	<b>65808.83</b>	<b>66921.42</b>	<b>68034.01</b>
EE Paid							0.00	0.00	0.00	0.00	0.00
<b>17</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77	1589.77

1.005 0.03  
1.02

Non-Degred 2010-2011

Column Educstn	A ND	+B	+C +16	+D +24	+E +32	+F +40	+G +48	+H +56	+I +64	+J +72	+K +80	+L +88	+M +96	+N +104	+O +112	+P +120
<b>Step 1</b>	28821.06	28996.81	29171.54	29347.29	29524.04	29699.79	29874.52	30050.26	30226.01	30400.74	30577.50	30752.23	30927.98	31104.73	31279.46	31455.21
Bd Pd TRS	2990.27	3005.51	3020.64	3044.87	3063.21	3081.44	3099.57	3117.81	3136.04	3154.17	3172.51	3190.64	3208.87	3227.21	3245.34	3263.57
New Salary	31811.34	32005.31	32198.18	32392.16	32587.25	32781.23	32974.09	33168.07	33362.05	33554.91	33750.00	33942.87	34136.85	34331.64	34524.80	34718.78
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>2</b>	30163.39	30338.12	30513.87	30689.61	30864.34	31041.10	31215.83	31390.57	31567.32	31743.07	31918.81	32094.55	32269.29	32445.03	32620.78	32796.52
Bd Pd TRS	3129.54	3147.67	3165.91	3184.14	3202.27	3220.61	3239.74	3258.87	3278.20	3293.44	3311.67	3329.91	3348.04	3366.27	3384.50	3402.74
New Salary	33292.03	33485.79	33679.77	33873.75	34068.61	34261.71	34454.57	34647.43	34842.53	35036.50	35230.48	35424.46	35617.32	35811.30	36005.28	36199.26
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>3</b>	31504.70	31679.43	31854.17	32030.92	32205.66	32382.41	32559.16	32732.69	32908.63	33084.38	33260.12	33434.86	33609.59	33789.36	33969.09	34138.85
Bd Pd TRS	3268.71	3286.84	3304.97	3323.30	3341.43	3359.77	3378.01	3396.14	3414.37	3432.60	3450.84	3469.07	3487.10	3505.54	3523.67	3542.01
New Salary	34773.41	34968.27	35159.13	35354.23	35547.09	35742.18	35936.19	36129.03	36323.00	36516.98	36710.96	36903.82	37098.69	37292.90	37485.76	37680.85
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>4</b>	32845.00	33019.74	33196.49	33372.24	33548.97	33723.72	33898.46	34073.19	34249.95	34424.68	34601.44	34777.18	34952.93	35127.66	35303.40	35479.15
Bd Pd TRS	3407.77	3425.90	3444.24	3462.47	3480.60	3498.94	3517.07	3535.20	3553.53	3571.66	3590.00	3608.24	3626.47	3644.60	3662.83	3681.07
New Salary	36252.77	36445.63	36640.73	36834.71	37027.57	37222.66	37415.53	37608.39	37803.48	37996.35	38191.44	38385.42	38579.40	38772.28	38965.24	39160.22
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5</b>	34187.33	34362.06	34536.97	34713.55	34889.28	35064.03	35240.78	35418.53	35595.26	35773.01	35952.75	36131.48	36310.24	36489.01	36667.78	36846.57
Bd Pd TRS	3547.04	3565.17	3583.47	3601.63	3619.76	3639.00	3658.34	3674.57	3692.70	3710.93	3729.17	3747.30	3765.64	3783.77	3801.89	3820.34
New Salary	37734.38	37927.23	38120.44	38315.18	38508.05	38702.03	38897.12	39091.10	39283.98	39477.94	39671.92	39864.78	40059.87	40252.74	40445.60	40641.81
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>6</b>	35527.63	35702.36	35879.12	36054.86	36230.61	36406.35	36581.09	36755.87	36932.67	37107.31	37283.05	37459.81	37635.55	37810.29	37986.03	38161.77
Bd Pd TRS	3685.10	3704.23	3722.57	3740.80	3759.03	3777.27	3795.40	3813.62	3831.87	3849.99	3868.23	3886.57	3904.80	3922.93	3941.16	3959.40
New Salary	39213.73	39408.59	39601.68	39795.66	39989.64	40183.62	40376.48	40567.53	40764.44	40957.30	41151.28	41346.37	41540.35	41733.22	41927.10	42121.17
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>7</b>	36889.95	37064.69	37240.43	37416.18	37591.92	37767.66	37943.40	38119.14	38294.88	38470.62	38646.36	38822.10	38997.84	39173.58	39349.32	39525.06
Bd Pd TRS	3825.37	3843.50	3861.73	3879.97	3898.20	3916.43	3934.66	3952.89	3971.13	3989.36	4007.59	4025.83	4044.07	4062.30	4080.54	4098.78
New Salary	40695.32	40898.18	41082.16	41276.14	41469.00	41662.98	41856.96	42050.95	42244.92	42438.90	42632.87	42825.74	43018.63	43210.51	43402.39	43594.26
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8</b>	38210.26	38385.00	38561.74	38738.48	38913.23	39088.98	39263.71	39440.47	39615.20	39790.95	39966.69	40142.44	40318.18	40493.92	40669.67	40844.40
Bd Pd TRS	3964.43	3982.66	4000.90	4019.03	4037.36	4055.60	4073.73	4092.07	4110.20	4128.33	4146.66	4164.79	4183.13	4201.37	4219.60	4237.73
New Salary	42174.68	42368.56	42562.84	42755.50	42950.60	43144.58	43337.44	43532.53	43725.40	43918.26	44113.35	44308.22	44501.31	44695.29	44889.27	45082.13
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>9</b>	39552.58	39727.31	39903.06	40078.80	40254.54	40429.28	40605.03	40780.77	40955.50	41133.27	41308.00	41482.74	41659.49	41834.23	42009.97	42185.71
Bd Pd TRS	4103.70	4121.83	4140.06	4158.30	4176.43	4194.66	4212.89	4231.13	4249.26	4267.70	4285.83	4303.96	4322.30	4340.43	4358.66	4376.89
New Salary	43658.28	43849.14	44043.12	44237.10	44429.96	44623.94	44817.92	45011.90	45204.76	45400.97	45593.83	45786.70	45981.79	46174.65	46368.63	46562.61
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>10</b>	40892.89	41068.63	41244.37	41419.11	41595.86	41771.60	41948.34	42123.09	42297.83	42473.57	42649.32	42824.05	42999.79	43175.55	43352.29	43527.03
Bd Pd TRS	4242.76	4260.89	4279.23	4297.36	4315.70	4333.93	4352.06	4370.40	4388.53	4406.76	4424.99	4443.12	4461.36	4479.50	4497.93	4516.06
New Salary	45135.64	45328.62	45523.60	45716.48	45911.55	46105.53	46298.40	46490.49	46686.35	46880.33	47074.31	47267.17	47461.15	47656.25	47852.22	48043.09
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	42234.20	42409.94	42586.69	42761.43	42937.17	43112.92	43287.65	43463.40	43639.13	43814.88	43990.63	44166.37	44342.12	44517.86	44693.60	44869.34
Bd Pd TRS	4381.92	4400.16	4418.50	4436.63	4454.86	4473.09	4491.22	4509.46	4527.59	4545.93	4564.16	4582.39	4600.63	4618.76	4636.99	4655.22
New Salary	46616.12	46810.10	47005.19	47198.05	47392.03	47586.01	47778.86	47972.85	48165.72	48358.81	48554.79	48748.77	48942.75	49135.61	49329.59	49523.57
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	43575.51	43751.25	43927.00	44101.73	44278.49	44453.22	44628.96	44805.72	44980.45	45156.20	45331.94	45508.68	45682.42	45858.17	46034.92	46211.66
Bd Pd TRS	4521.09	4539.32	4557.56	4575.69	4593.83	4611.96	4630.09	4648.23	4666.36	4684.50	4702.63	4721.45	4739.69	4757.92	4776.26	4794.50
New Salary	48096.60	48290.58	48484.56	48677.42	48872.51	49065.38	49259.35	49454.45	49647.31	49841.29	50035.27	50228.13	50422.11	50616.09	50811.18	50996.29
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>13</b>	44916.82	45091.56	45269.32	45444.05	45619.80	45795.54	45970.28	46146.02	46321.77	46497.51	46673.25	46849.01	47024.74	47199.48	47376.23	47550.97
Bd Pd TRS	4660.26	4678.38	4696.83	4714.96	4733.19	4751.43	4769.55	4787.79	4806.02	4824.26	4842.39	4860.83	4878.96	4897.09	4915.43	4933.56
New Salary	49577.08	49769.04	49961.15	50150.01	50352.90	50548.97	50739.83	50933.81	51127.79	51321.77	51514.63	51706.84	51903.70	52095.57	52291.66	52484.52
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	46258.13	46433.88	46609.62	46784.36	46961.11	47135.85	47310.59	47488.35	47668.10	47848.82	48028.57	48208.32	48388.07	48567.81	48747.54	48927.28
Bd Pd TRS	4789.42	4817.65	4835.89	4854.02	4872.36	4890.49	4908.62	4927.06	4945.19	4963.42	4981.66	4999.89	5018.02	5036.25	5054.49	5072.62
New Salary	51057.58	51251.53	51445.51	51638.38	51833.47	52026.33	52219.20	52415.40	52608.27	52802.25	52996.22	53190.20	53383.07	53577		

## 281 – RETIREMENT BONUS – TRS Eligible Employees

### Retirement Incentive Award Payment

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final four years of teaching service subject to the following conditions:

- 1) The teacher shall have a minimum of twenty (20) years of continuous full-time service at the Capital Area Career Center by the intended date of retirement.
- 2) The teacher shall be at least sixty (60) years of age; or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service or will not retire under the statutory Early Retirement Option causing the CACC to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System.
- 3) The teacher shall have tendered to the Board a binding, irrevocable resignation and application for the award. The teacher's notice may be given up to four (4) years prior to retirement or by September 1<sup>st</sup> of the year up to and including the school year of retirement. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the letter of resignation and award application is received by the Board and the specified date of retirement.

In exchange for the teacher's binding, irrevocable resignation, CACC agrees to remove the teacher from the salary schedule and for each year of eligibility the teacher's creditable earnings will be increased by six percent (6%) over the teacher's reportable creditable earnings for the prior year of employment. For purposes of this calculation the previous year's creditable earnings shall include the District's TRS contribution made on behalf of the teacher, and the calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties. In the first year of this Agreement CACC may, in its sole discretion, limit the number of teachers who retire under this plan to eight teachers. In the event of any limitation in the program, the teacher with the greatest CACC seniority shall have the participation option. The CACC and the teacher agree to execute a Retirement Award Agreement that governs the payment of the retirement award.

#### Examples:

A teacher applies for the award one year before retirement. The teacher's creditable earnings for the 2007-2008 were \$40,000. The teacher's final year creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ).

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2007-2008 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The teacher's second year creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The teacher's final year creditable earnings will be \$47,640 ( $\$44,944 \times 1.06 = \$47,640$ ).

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation.

Example:

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2007-2008 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The teacher's second year creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000. The teacher's final year creditable earnings will be \$45,520 ( $\$44,944 - \$2,000 \times 1.06 = \$45,520$ ).

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.

If a teacher fails to complete the pre-retirement period, leaves the CACC prior to the designated retirement date or otherwise retires under the statutory Early Retirement Option causing the CACC to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the CACC shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by Teacher, including tax and retirement withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase, which would have been applicable during the pre-retirement period.

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

Teachers should not rely upon the continuation of this retirement incentive award payment program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the forgoing benefits will be denied to those who have not applied for such benefits prior to the expiration of this agreement.

## **28m – WORK DAY – CACC CERTIFIED HIGH SCHOOL TEACHING STAFF**

For instructors/teachers at the Center, the regular workday shall begin at 8:00 a.m. and end at 3:30 p.m., seven and one-half hours (7 ½) hours, except the following:

- A. Scheduled meetings by the administration (limited to one day per calendar month of no more than one hour in length)
- B. Up to two (2) 2-hour Open Houses and one (1) Program Advisory committee meeting
- C. Parent teacher conferences
- D. Student Recognition ceremony
- E. Emergency Meetings

## **28n – CERTIFIED STAFF DISCIPLINE – REMEDIABLE VIOLATIONS**

The Career Center shall have the authority to establish work rules. Teachers may be disciplined for cause. For remediable violations, the Center shall follow the concept of progressive discipline. Such progressive discipline shall be based on the severity and/or frequency of the offense. Teacher discipline does not include the non-renewal of non-tenured teachers.

**28o – CLUBS AND EXTRACURRICULAR COMPENSATION**

**CERTIFIED STAFF EXTRACURRICULAR COMPENSATION SCHEDULE**

1. ACTIVITY: HOSA Lead Sponsor, FFA Lead Sponsor, FCCLA Lead Sponsor, National Technical Honor Society Lead Sponsor, WQNA Radio General Manager, Web Site Coordinator, Mentor Teacher, Skills USA Assistant Sponsor.

COMPENSATION:

Year as Sponsor	% of Beginning Salary
1	4
2-4	5
5-7	6
8-10	7
11+	8

2. ACTIVITY: HOSA Assistant Sponsor, FFA Assistant Sponsor, FCCLA Assistant Sponsor, National Technical Honor Society Assistant Sponsor

COMPENSATION:

Year as Sponsor	% of Beginning Salary
1	2
2-4	3
5-7	4
8-10	5
11+	6

3. ACTIVITY: Skills USA Lead Sponsor

COMPENSATION:

Year as Sponsor	% of Beginning Salary
1	7
2-4	8
5-7	9
8-10	10
11+	11

## **CASPN 29a - PART-TIME TEACHERS**

Part-time teachers employed for a full school year shall be granted fourteen (14) sick leave periods equivalent in time to their regular teaching assignment of which two (2) periods per year equivalent in time to their regular teaching assignment may be used for personal leave.

Part-time teachers employed for a full school year shall receive \$25,000.00 of life insurance paid by the Center.

For Part-time employees hired after June 30, 2008, the Center contribution toward the health insurance premium shall be prorated equivalent to the employees' part-time status.

Nothing in this section shall be construed to apply to temporary or substitute teachers or other such employees.

## **29b - SICK LEAVE & PERSONAL LEAVE – Teaching Personnel**

### **SICK LEAVE – DEFINITION OF IMMEDIATE FAMILY**

For purpose of this Agreement, “immediate family” shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Each full-time teacher whose contract runs not less than nine (9) full calendar months, shall receive fourteen (14) sick days per year of which two (2) days can be used for personal leave. Each full-time teacher with 25 years of service to CACC and with 125 accumulated sick days shall be granted nineteen (19) sick days per year, of which two (2) days can be used for personal leave. Sick leave shall be accumulated to 340. All teachers shall be notified in July of the total of their accumulated sick leave.

Personal days may be used for any purpose by the teacher. No such day shall be used before or after a school holiday or to extend a vacation period. Personal days may not be accumulated. Unused personal days will be added to the accumulated sick leave days at the end of the teaching term.

Teachers shall give at least twenty-four (24) hours notice of intent to use such days. Personal days may be used by no more than three teachers on the same day. Personal leave may be used in ½ day increments.

If the maximum number of accumulated sick leave days (340) is reached by the employee on the first day of the school year, the Center will reimburse the employee \$40.00 per day for any unused personal leave day(s) not used in that year. The teacher shall be reimbursed for unused personal leave prior to June 30<sup>th</sup> paycheck.

## **29e – CURRICULUM**

Center instructors shall put into operation the courses of study approved by the Center with input from Business and Industry Advisory Committees.

## **29f – MENTORING PROGRAM**

The Center, in cooperation with the Association, shall establish a Mentoring Program for all non-tenured instructors. The program may include release time for assigned senior instructors to observe non-tenured instructors during class. Volunteer senior instructors shall be provided stipends for training and peer advising duties.

## **29g – DEGREE SALARY SCHEDULE INCREASE**

For teachers placed on the degreed salary schedule, advancement shall be given for successful completion of graduate courses in an approved Masters, Advanced Degree or Advanced Certificate program in education. Credit shall also be allowed for graduate courses taken in the teacher's subject field whether or not such courses are taken as part of an approved Masters, Advanced Degree or Advanced Certificate program. In addition, credit shall be allowed for courses in

education as may be approved by the Director which enhances the teacher's professional effectiveness. Certified staff may move up to one column on the salary schedule in a given year having completed required educational credit.

NLN Requirements dictate that 50% of CASPN classroom and clinical (FTE) instructors have an MSN for accreditation.

## **29i – EXTENDED MASTERS DEGREES**

For persons engaged in a Masters Degree program requiring more than 32 hours, horizontal progress shall be allowed by column until 46 hours toward such degree are obtained. Further progress horizontally on the schedule shall be dependent upon award of degree.

## **29j – TEACHER RETIREMENT SYSTEM CONTRIBUTIONS**

Teacher contributions of 9.4% to the Illinois Teachers Retirement System shall be paid by the Board.

Teacher contributions of 4.5% made to the IMRF System shall be paid by the Board.

## **29k – RETIREMENT BONUS—TRS Eligible—Refer to Section 28L IMRF Eligible – Refer to Section 27B**

## **29l – WORK DAY – CASPN TEACHING STAFF**

The assigned work day for CASPN instructors shall range from the starting times of 7:30 a.m. -9:00 a.m. and ending times shall range from 3:00 p.m. – 4:30 p.m. Supervisory personnel will give assignments quarterly. Except in emergencies instructors will be given two calendar weeks written notice prior to the start of each quarter. These assignments will not be subject to day to day changes. On Clinical Days the regular workday shall be from 7:30 a.m. to 3:00 p.m. Exceptions to the workday for CASPN employees are:

- A. Evening Clinical
- B. Graduation
- C. One (1) Open Houses- 2 hours  
One (1) Career Fair – 2 hours

## **29m –TEACHING STAFF DISCIPLINE – REMEDIABLE VIOLATIONS**

The Career Center shall have the authority to establish work rules. Teachers may be disciplined for cause. For remediable violations, the Center shall follow the concept of progressive discipline. Such progressive discipline shall be based on the severity and/or frequency of the offense. Teacher discipline does not include the non-renewal of non-tenured teachers.

## **29n – SALARIES**

Degreed Salary Schedules for the contract years 2009-2010 and 2010-2011 are attached.

All cells will be increased by 2.5% (.025) on the CASPN Salary Schedule in 2009-2010. Those on Longevity will have their pay increased by 2.5% (.025). All cells will be increased by 2.5% (.025) in 2010-2011. Those on Longevity will have their pay increased by 2.5% (.025). Steps will not be taken during this contract.

Longevity on the CASPN Salary Schedules shall be 5% of the base salary of each schedule

The full-time CASPN Instructors shall have a 193 day contract. Additional days will be paid on a daily prorated basis.

CAPITAL AREA CAREER CENTER  
CASPN TRS Instructional Staff Salary Schedule

TRS Factor 0.0940  
1.103753 193 Day Contract

DEGREED  
2009-2010

Column	A	B	C	D	E	F	G	H	I	J	K
Educatn	B	+8	+16	+24	M	+8	+16	+24	+32	+40	+48
Step 1	33640.94	34684.60	35730.40	36776.20	37823.07	38868.87	39913.60	40959.40	42005.20	43051.00	44096.80
Bd Pd TRS	3490.35	3598.63	3707.14	3815.64	3924.26	4032.76	4141.16	4249.66	4358.17	4466.67	4575.17
New Salary	37131.29	38283.24	39437.54	40591.84	41747.33	42901.63	44054.76	45209.06	46363.36	47517.67	48671.97
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2	35061.01	36105.74	37152.60	38197.33	39243.13	40288.93	41333.66	42379.46	43424.19	44469.99	45516.86
Bd Pd TRS	3637.68	3746.08	3854.69	3963.09	4071.59	4180.10	4288.49	4397.00	4505.39	4613.89	4722.51
New Salary	38698.69	39851.81	41007.30	42160.42	43314.73	44469.03	45622.15	46776.46	47929.58	49083.89	50239.37
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3	36480.00	37525.80	38571.60	39616.33	40663.20	41709.00	42753.73	43799.52	44845.32	45892.19	46935.85
Bd Pd TRS	3784.91	3893.41	4001.92	4110.31	4218.93	4327.43	4435.83	4544.33	4652.84	4761.45	4869.74
New Salary	40264.91	41419.21	42573.52	43726.64	44882.12	46036.43	47189.55	48343.86	49498.16	50653.64	51805.59
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	37901.13	38945.86	39991.66	41038.53	42082.19	43127.99	44173.79	45219.59	46264.32	47311.19	48356.98
Bd Pd TRS	3932.36	4040.75	4149.25	4257.87	4366.15	4474.66	4583.16	4691.67	4800.06	4908.68	5017.18
New Salary	41833.49	42986.61	44140.92	45296.40	46448.34	47602.65	48756.95	49911.25	51064.38	52219.86	53374.17
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	39320.12	40364.85	41411.72	42457.52	43503.32	44549.12	45594.92	46639.65	47685.45	48731.25	49775.98
Bd Pd TRS	4079.58	4187.97	4296.59	4405.10	4513.60	4622.10	4730.61	4839.00	4947.51	5056.01	5164.41
New Salary	43399.71	44552.83	45708.31	46862.62	48016.92	49171.23	50325.53	51478.65	52632.96	53787.26	54940.39
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	40741.26	41785.99	42831.79	43877.59	44923.38	45968.11	47013.91	48059.71	49104.44	50151.31	51197.11
Bd Pd TRS	4227.03	4335.42	4443.93	4552.43	4660.94	4769.33	4877.83	4986.34	5094.73	5203.35	5311.85
New Salary	44968.28	46121.41	47275.71	48430.02	49584.32	50737.44	51891.75	53046.05	54199.18	55354.66	56508.96
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7	42160.25	43206.05	44251.85	45297.65	46343.45	47389.25	48435.05	49478.71	50524.51	51571.37	52616.10
Bd Pd TRS	4374.25	4482.76	4591.26	4699.77	4808.27	4916.78	5025.28	5133.56	5242.07	5350.68	5459.08
New Salary	46534.50	47688.81	48843.11	49997.41	51151.72	52306.02	53460.33	54612.27	55766.57	56922.06	58075.18
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8	43581.38	44625.04	45671.91	46717.71	47763.51	48808.24	49854.04	50899.84	51946.71	52991.44	54037.24
Bd Pd TRS	4521.70	4629.98	4738.60	4847.10	4955.61	5064.00	5172.51	5281.01	5389.63	5498.02	5606.53
New Salary	48103.08	49255.02	50410.51	51564.81	52719.12	53872.24	55026.54	56180.85	57336.33	58489.46	59643.76
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	45000.38	46046.17	47093.04	48138.84	49183.57	50229.37	51274.10	52318.83	53365.70	54411.50	55457.30
Bd Pd TRS	4668.92	4777.43	4886.04	4994.55	5102.94	5211.45	5319.84	5428.24	5536.85	5645.36	5753.86
New Salary	49669.30	50823.60	51979.09	53133.39	54286.52	55440.82	56593.94	57747.07	58902.55	60056.86	61211.16
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Column	A	B	C	D	E	F	G	H	I	J	K
Educatn	B	+8	+16	+24	M	+8	+16	+24	+32	+40	+48
10	46420.44	47466.24	48513.11	49557.84	50603.64	51648.36	52694.16	53739.96	54786.83	55831.56	56876.29
Bd Pd TRS	4816.26	4924.76	5033.38	5141.77	5250.28	5358.67	5467.18	5575.68	5684.30	5792.69	5901.09
New Salary	51236.70	52391.00	53546.49	54699.61	55853.91	57007.04	58161.34	59315.65	60471.13	61624.25	62777.38
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	47840.50	48886.30	49933.17	50978.97	52022.63	53068.43	54114.23	55158.96	56205.83	57251.62	58297.42
Bd Pd TRS	4963.60	5072.10	5180.72	5289.22	5397.50	5505.01	5614.51	5722.91	5831.52	5940.03	6048.53
New Salary	52804.10	53958.40	55113.88	56268.19	57420.13	58574.44	59728.74	60881.86	62037.35	63191.65	64345.96
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
12	49260.56	50305.29	51352.16	52397.96	53443.76	54489.56	55534.29	56581.16	57626.96	58670.62	59716.42
Bd Pd TRS	5110.93	5219.33	5327.94	5436.45	5544.95	5653.46	5761.85	5870.46	5978.97	6087.25	6195.76
New Salary	54371.49	55524.62	56680.10	57834.41	58988.71	60143.01	61296.14	62451.62	63605.93	64757.87	65912.17
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13	50681.70	51727.49	52773.29	53818.02	54862.75	55908.55	56954.35	58001.22	59045.95	60091.75	61137.55
Bd Pd TRS	5258.38	5366.88	5475.39	5583.78	5692.18	5800.68	5909.18	6017.80	6126.19	6234.70	6343.20
New Salary	55940.07	57094.38	58248.68	59401.81	60554.93	61709.23	62863.54	64019.02	65172.15	66326.45	67480.75
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	52100.69	53147.56	54192.29	55238.09	56283.89	57329.69	58374.41	59420.21	60466.01	61510.74	62556.54
Bd Pd TRS	5405.60	5514.22	5622.61	5731.12	5839.62	5948.13	6056.52	6165.03	6273.53	6381.92	6490.43
New Salary	57506.29	58661.78	59814.90	60969.20	62123.51	63277.81	64430.94	65585.24	66739.54	67892.67	69046.97
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	53142.21	54210.47	55276.58	56342.70	57409.88	58476.00	59542.12	60608.24	61674.36	62740.48	63806.60
Bd Pd TRS	5513.66	5624.50	5735.11	5845.72	5956.45	6067.06	6203.86	6312.47	6420.87	6529.37	6637.88
New Salary	58655.87	59834.96	61011.69	62188.42	63366.33	64543.06	65998.33	67153.82	68306.94	69461.25	70615.55
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Bd Pd TRS							6327.89	6438.73	6549.23	6659.95	6770.68
New Salary							67317.88	68496.97	69672.51	70850.42	72028.33
EE Paid							0.00	0.00	0.00	0.00	0.00
17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
t	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05	1682.05

CAPITAL AREA CAREER CENTER  
CASPN TRS Instructional Staff Salary Schedule

TRS Factor 0.0940  
1.103753 193 Day Contract

DEGREED  
2010-2011

Column	A	B	C	D	E	F	G	H	I	J	K
Educatn	B	+8	+16	+24	M	+8	+16	+24	+32	+40	+48
<b>Step 1</b>	34481.97	35551.72	36623.66	37695.61	38768.65	39840.59	40911.44	41983.38	43055.33	44127.27	45199.22
Bd Pd TRS	3577.61	3688.60	3799.81	3911.03	4022.36	4133.58	4244.68	4355.90	4467.12	4578.34	4689.55
New Salary	38059.57	39240.32	40423.48	41606.64	42791.01	43974.17	45156.12	46339.29	47522.45	48705.61	49888.77
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>2</b>	35937.53	37008.38	38081.42	39152.27	40224.21	41296.16	42367.00	43438.95	44509.80	45581.74	46654.78
Bd Pd TRS	3728.63	3839.73	3951.06	4062.17	4173.38	4284.60	4395.70	4506.92	4618.02	4729.24	4840.57
New Salary	39666.16	40848.11	42032.48	43214.43	44397.59	45580.76	46762.71	47945.87	49127.82	50310.98	51495.35
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>3</b>	37392.00	38463.94	39535.89	40606.74	41679.78	42751.72	43822.57	44894.51	45966.46	47039.50	48109.25
Bd Pd TRS	3879.53	3990.75	4101.97	4213.07	4324.40	4435.62	4546.72	4657.94	4769.16	4880.49	4991.48
New Salary	41271.53	42454.69	43637.85	44819.81	46004.18	47187.34	48369.29	49552.45	50735.61	51919.99	53100.73
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>4</b>	38848.66	39919.51	40991.45	42064.49	43134.24	44206.19	45278.13	46350.08	47420.92	48493.97	49565.91
Bd Pd TRS	4030.66	4141.77	4252.99	4364.32	4475.31	4586.52	4697.74	4808.95	4920.06	5031.39	5142.61
New Salary	42879.32	44061.28	45244.44	46428.81	47609.55	48792.71	49975.87	51159.04	52340.99	53525.36	54708.52
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>5</b>	40303.13	41373.98	42447.02	43518.96	44590.90	45662.85	46734.79	47805.64	48877.59	49949.53	51020.38
Bd Pd TRS	4181.57	4292.67	4404.01	4515.22	4626.44	4737.66	4848.87	4959.98	5071.20	5182.41	5293.52
New Salary	44484.70	45666.65	46851.02	48034.18	49217.34	50400.51	51583.67	52766.82	53948.78	55131.94	56313.89
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>6</b>	41759.79	42830.64	43902.58	44974.52	46046.47	47117.32	48189.26	49261.21	50332.05	51405.09	52477.04
Bd Pd TRS	4332.70	4443.81	4555.02	4666.24	4777.46	4888.56	4999.78	5111.00	5222.10	5333.43	5444.65
New Salary	46092.49	47274.44	48457.60	49640.77	50823.93	52005.88	53189.04	54372.20	55554.15	56738.53	57921.69
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>7</b>	43214.26	44286.20	45358.14	46430.09	47502.03	48573.98	49645.92	50715.67	51787.62	52860.56	53931.51
Bd Pd TRS	4483.61	4594.83	4706.04	4817.26	4928.48	5039.70	5150.91	5261.90	5373.12	5484.45	5595.56
New Salary	47697.87	48881.03	50064.19	51247.35	52430.51	53613.67	54796.83	55977.58	57160.74	58345.11	59527.06
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>8</b>	44670.92	45740.67	46813.71	47885.65	48957.60	50028.45	51100.39	52172.33	53245.37	54316.22	55388.17
Bd Pd TRS	4634.74	4745.73	4857.06	4968.28	5079.50	5190.60	5301.82	5413.04	5524.37	5635.47	5746.69
New Salary	49305.66	50486.40	51670.77	52853.93	54037.09	55219.05	56402.21	57585.37	58769.74	59951.69	61134.85
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>9</b>	46125.38	47197.33	48270.37	49342.31	50413.16	51485.11	52555.95	53626.80	54699.84	55771.79	56843.73
Bd Pd TRS	4785.65	4896.86	5008.20	5119.41	5230.52	5341.73	5452.84	5563.94	5675.27	5786.49	5897.71
New Salary	50911.03	52094.19	53278.56	54461.73	55643.68	56826.84	58008.79	59190.74	60375.11	61558.28	62741.44
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Column</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>
<b>Educatn</b>	<b>B</b>	<b>+8</b>	<b>+16</b>	<b>+24</b>	<b>M</b>	<b>+8</b>	<b>+16</b>	<b>+24</b>	<b>+32</b>	<b>+40</b>	<b>+48</b>
<b>10</b>	47580.95	48652.89	49725.93	50796.78	51868.73	52939.57	54011.52	55083.46	56156.50	57227.35	58298.20
Bd Pd TRS	4936.67	5047.88	5159.21	5270.32	5381.54	5492.64	5603.86	5715.07	5826.41	5937.51	6048.61
New Salary	52517.62	53700.78	54885.15	56067.10	57250.26	58432.21	59615.38	60798.54	61982.91	63164.86	64346.81
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	49036.51	50108.46	51181.50	52253.44	53323.19	54395.14	55467.08	56537.93	57610.97	58682.91	59754.86
Bd Pd TRS	5087.69	5198.90	5310.23	5421.45	5532.44	5643.66	5754.88	5865.99	5977.31	6088.53	6199.75
New Salary	54124.20	55307.36	56491.73	57674.89	58855.64	60038.80	61221.96	62403.91	63588.28	64771.44	65954.60
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	50492.08	51562.93	52635.97	53707.91	54779.85	55851.80	56922.65	57995.69	59067.63	60137.38	61209.33
Bd Pd TRS	5238.70	5349.81	5461.14	5572.36	5683.57	5794.79	5905.90	6017.23	6128.44	6239.43	6350.65
New Salary	55730.78	56912.73	58097.11	59280.27	60463.43	61646.59	62828.54	64012.91	65196.08	66376.82	67559.98
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>13</b>	51948.74	53020.68	54092.63	55163.47	56234.32	57306.27	58378.21	59451.25	60522.10	61594.04	62665.99
Bd Pd TRS	5389.84	5501.05	5612.27	5723.38	5834.48	5945.70	6056.91	6168.25	6279.35	6390.57	6501.78
New Salary	57338.58	58521.74	59704.90	60886.85	62068.80	63251.96	64435.13	65619.50	66801.45	67984.61	69167.77
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	53403.21	54476.25	55547.09	56619.04	57690.98	58762.93	59833.78	60905.72	61977.66	63048.51	64120.46
Bd Pd TRS	5540.74	5652.07	5763.18	5874.40	5985.61	6096.83	6207.93	6319.15	6430.37	6541.47	6652.59
New Salary	58943.95	60128.32	61310.27	62493.43	63676.60	64859.76	66041.71	67224.87	68408.03	69589.98	70773.15
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>15</b>	54470.77	55565.73	56658.58	57751.27	58845.13	59937.90	61029.34	62120.38	63210.38	64300.38	65390.38
Bd Pd TRS	5651.51	5765.11	5878.49	5991.87	6105.36	6218.74	6332.12	6445.50	6558.88	6672.26	6785.64
New Salary	60122.27	61330.84	62536.99	63743.13	64950.49	66156.64	67362.79	68568.94	69775.09	70981.24	72187.39
EE Paid	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>16</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Bd Pd TRS											
New Salary											
EE Paid											
<b>17</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10	1724.10

1.03 0.03

CAPITAL AREA CAREER CENTER  
CASPN IMRF Instructional Staff Salary Schedule

193 contract days  
ad for 1000 hours for IMRF eligibility  
1.045 IMRF Factor

2009-2010

Column Educatn	A B	B +8	C +16	D +24	E M	F +8	G +16	H +24	I +32	J +40	K +48
Step 1	33772.47	34820.41	35870.48	36920.56	37970.64	39020.71	40069.72	41119.80	42169.87	43219.95	44269.96
Bd Pd IMRF	1519.76	1566.92	1614.17	1661.43	1708.68	1755.93	1803.14	1850.39	1897.64	1944.90	1992.10
New Salary	35292.23	36387.33	37484.66	38581.99	39679.32	40776.65	41872.86	42970.19	44067.52	45164.85	46261.06
Daily Pay	174.99	180.42	185.86	191.30	196.74	202.18	207.62	213.06	218.50	223.94	229.37
2	35197.88	36246.89	37299.10	38348.11	39396.05	40447.19	41496.20	42546.28	43595.28	44645.36	45695.44
Bd Pd IMRF	1583.90	1631.11	1678.46	1725.66	1772.82	1820.12	1867.33	1914.58	1961.79	2009.04	2056.29
New Salary	36781.78	37878.00	38977.56	40073.77	41168.87	42267.32	43363.53	44460.86	45557.07	46654.40	47751.73
Daily Pay	182.37	187.81	193.28	198.69	204.12	209.57	215.01	220.45	225.88	231.32	236.76
3	36623.29	37673.37	38723.44	39772.45	40822.53	41872.60	42922.61	43971.69	45021.76	46071.84	47119.78
Bd Pd IMRF	1648.05	1695.30	1742.55	1789.76	1837.01	1884.27	1931.47	1978.73	2025.98	2073.23	2120.39
New Salary	38271.34	39368.67	40466.00	41562.21	42658.54	43756.87	44853.08	45950.41	47047.74	48145.07	49240.17
Daily Pay	189.76	195.20	200.64	206.07	211.52	216.96	222.39	227.83	233.27	238.71	244.14
4	38049.77	39098.77	40148.85	41198.93	42246.87	43296.94	44347.02	45397.09	46446.10	47496.18	48546.26
Bd Pd IMRF	1712.24	1759.44	1806.70	1853.95	1901.11	1948.36	1995.62	2042.87	2090.07	2137.33	2184.58
New Salary	39762.01	40858.22	41955.55	43052.88	44147.97	45245.30	46342.63	47439.96	48536.18	49633.51	50730.84
Daily Pay	197.15	202.58	208.03	213.47	218.90	224.34	229.78	235.22	240.65	246.09	251.54
5	39474.11	40523.11	41572.26	42623.27	43673.34	44723.42	45773.50	46822.50	47872.58	48921.59	49970.60
Bd Pd IMRF	1776.33	1823.54	1870.84	1918.05	1965.30	2012.55	2059.81	2107.01	2154.27	2201.47	2248.68
New Salary	41250.44	42346.65	43445.10	44541.31	45638.64	46735.97	47833.30	48929.52	50025.85	51123.06	52219.27
Daily Pay	204.53	209.96	215.41	220.85	226.29	231.73	237.17	242.60	248.04	253.48	258.92
6	40900.59	41949.59	42999.67	44048.68	45098.75	46147.76	47197.84	48246.88	49295.99	50345.07	51394.14
Bd Pd IMRF	1840.53	1887.73	1934.99	1982.19	2029.44	2076.65	2123.90	2171.20	2218.41	2265.66	2312.92
New Salary	42741.11	43837.32	44933.65	46030.87	47128.20	48224.41	49321.74	50420.19	51516.40	52613.73	53711.06
Daily Pay	211.92	217.36	222.80	228.23	233.67	239.11	244.55	249.99	255.43	260.87	266.31
7	42326.00	43376.07	44426.15	45476.16	46525.23	47575.31	48625.39	49675.32	50725.40	51775.48	52825.48
Bd Pd IMRF	1904.87	1951.92	1999.18	2046.39	2093.64	2140.89	2188.14	2235.30	2282.55	2329.81	2377.01
New Salary	44230.87	45328.00	46425.33	47521.54	48618.87	49716.20	50813.53	51908.62	53005.95	54103.28	55199.49
Daily Pay	219.31	224.75	230.19	235.62	241.06	246.50	251.95	257.37	262.80	268.24	273.69
8	43752.47	44800.41	45851.56	46900.58	47950.64	48999.65	50049.73	51099.80	52149.88	53198.89	54248.96
Bd Pd IMRF	1968.88	2016.02	2063.32	2110.53	2157.78	2204.98	2252.24	2299.49	2346.74	2393.95	2441.20
New Salary	45721.34	46816.43	47914.88	49011.09	50108.42	51204.63	52301.96	53399.29	54496.62	55592.83	56690.16
Daily Pay	226.70	232.13	237.57	243.01	248.45	253.88	259.32	264.77	270.21	275.64	281.08
9	45176.81	46226.89	47276.97	48327.04	49377.05	50426.13	51475.13	52524.14	53574.22	54624.29	55674.37
Bd Pd IMRF	2032.96	2080.21	2127.46	2174.72	2221.92	2269.18	2316.38	2363.59	2410.84	2458.09	2505.35
New Salary	47209.77	48307.10	49404.43	50501.76	51597.97	52695.30	53791.52	54887.73	55985.06	57082.39	58179.72
Daily Pay	234.08	239.52	244.96	250.40	255.83	261.28	266.71	272.15	277.59	283.03	288.47
10	46602.22	47652.30	48702.38	49751.38	50801.46	51850.47	52900.54	53951.69	55002.77	56053.85	57104.93
Bd Pd IMRF	2097.10	2144.35	2191.61	2238.81	2286.07	2333.27	2380.52	2427.83	2475.08	2522.28	2569.49
New Salary	48699.32	49796.65	50893.98	51990.20	53087.53	54183.74	55280.07	56376.39	57472.72	58569.05	59665.38
Daily Pay	241.46	246.90	252.34	257.78	263.22	268.66	274.10	279.54	284.98	290.42	295.85
11	48028.70	49078.78	50128.86	51178.93	52228.87	53278.95	54327.02	55376.03	56425.11	57474.18	58523.26
Bd Pd IMRF	2161.29	2208.55	2255.80	2303.05	2350.21	2397.46	2444.72	2491.92	2539.17	2586.43	2633.68
New Salary	50189.99	51287.32	52384.65	53481.98	54577.08	55674.41	56771.74	57869.07	58966.40	60063.73	61161.06
Daily Pay	248.85	254.29	259.74	265.18	270.61	276.05	281.49	286.92	292.36	297.80	303.24
12	49454.11	50503.12	51553.20	52603.27	53653.35	54703.42	55753.43	56803.51	57853.58	58903.66	59953.74
Bd Pd IMRF	2225.44	2272.64	2319.89	2367.15	2414.40	2461.65	2508.86	2556.11	2603.37	2650.62	2697.88
New Salary	51679.55	52776.76	53873.09	54970.42	56067.75	57165.08	58262.41	59359.74	60457.07	61554.40	62651.73
Daily Pay	256.24	261.67	267.12	272.56	278.00	283.44	288.87	294.31	299.75	305.18	310.62
13	50980.59	51929.60	52979.67	54028.68	55077.69	56127.76	57177.84	58227.92	59278.00	60328.00	61378.08
Bd Pd IMRF	2289.63	2336.83	2384.09	2431.29	2478.50	2525.75	2573.00	2620.26	2667.46	2714.72	2761.97
New Salary	53170.22	54266.43	55362.76	56459.09	57555.42	58651.75	59748.08	60844.41	61940.74	63037.07	64133.40
Daily Pay	263.63	269.07	274.51	279.94	285.38	290.82	296.26	301.70	307.13	312.57	318.00
14	52304.93	53355.01	54405.01	55454.09	56504.17	57554.24	58604.32	59654.40	60704.48	61754.56	62804.64
Bd Pd IMRF	2363.72	2400.98	2448.18	2495.43	2542.69	2589.94	2637.15	2684.35	2731.61	2778.81	2826.06
New Salary	54668.65	55764.98	56861.21	57957.54	59053.87	60149.20	61244.53	62339.86	63435.19	64530.52	65625.85
Daily Pay	271.01	276.45	281.89	287.33	292.77	298.21	303.64	309.08	314.52	319.96	325.40
15	53350.73	54422.19	55492.59	56562.98	57633.44	58704.84	60029.73	61079.81	62128.81	63178.89	64228.97
Bd Pd IMRF	2400.78	2449.00	2497.17	2545.33	2593.55	2641.72	2701.34	2748.59	2795.80	2843.05	2890.30
New Salary	55751.51	56871.19	57989.75	59108.31	60226.87	61345.43	62463.99	63582.55	64701.11	65819.67	66938.23
Daily Pay	276.43	281.88	287.33	292.77	298.22	303.66	309.10	314.54	319.98	325.42	330.86
16	0.00	0.00	0.00	0.00	0.00	0.00	61230.58	62300.97	63371.37	64441.76	65512.15
Bd Pd IMRF	0.00	0.00	0.00	0.00	0.00	0.00	2755.38	2803.54	2851.71	2899.87	2948.10
New Salary	0.00	0.00	0.00	0.00	0.00	0.00	63985.96	65104.52	66223.08	67341.64	68460.19
Daily Pay	0.00	0.00	0.00	0.00	0.00	0.00	317.26	322.80	328.35	333.90	339.45
17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62	1688.62

CAPITAL AREA CAREER CENTER  
CASPIN IMRF Instructional Staff Salary Schedule  
2010-2011

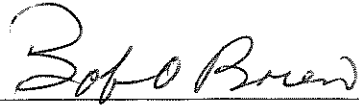
193 contract days  
for 1000 hours for IMRF eligibility  
1.045 IMRF Factor

Column Educatn	A B	B +8	C +16	D +24	E M	F +8	G +16	H +24	I +32	J +40	K +48
<b>Step 1</b>	34616.78	35690.92	36767.25	37843.57	38919.90	39996.23	41071.46	42147.79	43224.12	44300.45	45375.68
Bd Pd IMRF	1557.76	1606.09	1654.53	1702.96	1751.40	1799.83	1848.22	1896.65	1945.09	1993.52	2041.91
New Salary	<b>36174.54</b>	<b>37297.01</b>	<b>38421.77</b>	<b>39546.54</b>	<b>40671.30</b>	<b>41796.06</b>	<b>42919.68</b>	<b>44044.44</b>	<b>45169.21</b>	<b>46293.97</b>	<b>47417.59</b>
Daily Pay	179.36	184.93	190.50	196.08	201.66	207.23	212.81	218.38	223.96	229.54	235.11
<b>2</b>	36077.83	37153.06	38231.58	39306.81	40380.95	41458.37	42533.60	43609.93	44685.17	45761.49	46837.82
Bd Pd IMRF	1623.50	1671.89	1720.42	1768.81	1817.14	1865.63	1914.01	1962.45	2010.83	2059.27	2107.70
New Salary	<b>37701.33</b>	<b>38824.95</b>	<b>39952.00</b>	<b>41075.62</b>	<b>42198.09</b>	<b>43324.00</b>	<b>44447.62</b>	<b>45572.38</b>	<b>46696.00</b>	<b>47820.76</b>	<b>48945.52</b>
Daily Pay	186.93	192.50	198.09	203.66	209.23	214.81	220.38	225.96	231.53	237.11	242.68
<b>3</b>	37536.87	38615.20	39691.53	40766.76	41843.09	42919.42	43994.65	45070.98	46147.31	47223.63	48299.77
Bd Pd IMRF	1689.25	1737.68	1786.12	1834.50	1882.94	1931.37	1979.76	2028.19	2076.63	2125.06	2173.40
New Salary	<b>39228.12</b>	<b>40352.88</b>	<b>41477.65</b>	<b>42601.26</b>	<b>43726.03</b>	<b>44850.79</b>	<b>45974.41</b>	<b>47098.17</b>	<b>48223.93</b>	<b>49348.70</b>	<b>50471.17</b>
Daily Pay	194.50	200.08	205.66	211.23	216.80	222.38	227.95	233.53	239.11	244.68	250.25
<b>4</b>	39001.01	40076.24	41152.57	42228.90	43303.04	44379.37	45455.69	46532.02	47607.25	48683.58	49759.91
Bd Pd IMRF	1755.05	1803.43	1851.87	1900.30	1948.64	1997.07	2045.51	2093.94	2142.33	2190.76	2239.20
New Salary	<b>40756.06</b>	<b>41879.67</b>	<b>43004.44</b>	<b>44129.20</b>	<b>45251.67</b>	<b>46376.44</b>	<b>47501.20</b>	<b>48625.96</b>	<b>49749.58</b>	<b>50874.34</b>	<b>51999.11</b>
Daily Pay	202.08	207.65	213.23	218.80	224.37	229.94	235.52	241.10	246.67	252.25	257.82
<b>5</b>	40460.96	41536.19	42613.62	43688.85	44765.18	45841.51	46917.83	47993.07	49069.40	50144.63	51219.86
Bd Pd IMRF	1820.74	1869.13	1917.61	1966.00	2014.43	2062.87	2111.30	2159.69	2208.12	2256.51	2304.89
New Salary	<b>42281.70</b>	<b>43405.32</b>	<b>44531.23</b>	<b>45654.85</b>	<b>46779.61</b>	<b>47904.37</b>	<b>49029.14</b>	<b>50152.75</b>	<b>51277.52</b>	<b>52401.14</b>	<b>53524.75</b>
Daily Pay	209.64	215.21	220.80	226.37	231.94	237.52	243.10	248.67	254.25	259.82	265.39
<b>6</b>	41923.10	42998.33	44074.66	45149.89	46226.22	47301.45	48377.78	49455.21	50530.44	51606.77	52683.10
Bd Pd IMRF	1886.54	1934.92	1983.36	2031.75	2080.18	2128.57	2177.00	2225.48	2273.87	2322.30	2370.74
New Salary	<b>43809.64</b>	<b>44933.26</b>	<b>46058.02</b>	<b>47181.64</b>	<b>48306.40</b>	<b>49430.02</b>	<b>50554.78</b>	<b>51680.69</b>	<b>52804.31</b>	<b>53929.07</b>	<b>55053.84</b>
Daily Pay	217.22	222.79	228.37	233.94	239.51	245.09	250.66	256.24	261.82	267.39	272.97
<b>7</b>	43384.15	44460.47	45536.80	46612.03	47688.36	48764.69	49841.02	50915.16	51991.48	53067.81	54143.05
Bd Pd IMRF	1952.29	2000.72	2049.16	2097.54	2145.98	2194.41	2242.85	2291.18	2339.62	2388.05	2436.44
New Salary	<b>45336.43</b>	<b>46461.20</b>	<b>47585.96</b>	<b>48709.58</b>	<b>49834.34</b>	<b>50959.10</b>	<b>52083.87</b>	<b>53206.34</b>	<b>54331.10</b>	<b>55455.85</b>	<b>56579.48</b>
Daily Pay	224.79	230.37	235.94	241.51	247.09	252.67	258.24	263.81	269.39	274.96	280.53
<b>8</b>	44846.29	45920.42	46995.65	48073.08	49149.41	50224.64	51300.97	52377.30	53453.62	54528.86	55605.19
Bd Pd IMRF	2018.08	2066.42	2114.90	2163.29	2211.72	2260.11	2308.54	2356.98	2405.41	2453.80	2502.23
New Salary	<b>46864.37</b>	<b>47986.84</b>	<b>49112.75</b>	<b>50236.37</b>	<b>51361.13</b>	<b>52484.75</b>	<b>53609.51</b>	<b>54734.27</b>	<b>55859.04</b>	<b>56982.66</b>	<b>58107.42</b>
Daily Pay	232.36	237.93	243.51	249.08	254.66	260.23	265.81	271.38	276.96	282.53	288.11
<b>9</b>	46306.23	47382.56	48458.89	49535.22	50610.45	51686.78	52762.01	53837.25	54913.57	55989.90	57066.23
Bd Pd IMRF	2083.78	2132.22	2180.65	2229.08	2277.47	2325.91	2374.29	2422.68	2471.11	2519.55	2567.98
New Salary	<b>48390.01</b>	<b>49514.78</b>	<b>50639.54</b>	<b>51764.30</b>	<b>52887.92</b>	<b>54012.69</b>	<b>55136.30</b>	<b>56259.92</b>	<b>57384.68</b>	<b>58509.45</b>	<b>59634.21</b>
Daily Pay	239.93	245.51	251.08	256.66	262.23	267.81	273.38	278.95	284.53	290.10	295.68
<b>10</b>	47767.28	48843.61	49919.94	50995.17	52071.50	53146.73	54223.06	55300.48	56376.81	57452.04	58527.27
Bd Pd IMRF	2149.53	2197.96	2246.40	2294.78	2342.22	2389.60	2437.04	2484.52	2531.96	2579.34	2626.73
New Salary	<b>49916.81</b>	<b>51041.57</b>	<b>52166.33</b>	<b>53289.95</b>	<b>54414.71</b>	<b>55538.33</b>	<b>56663.09</b>	<b>57789.00</b>	<b>58913.77</b>	<b>60037.38</b>	<b>61161.00</b>
Daily Pay	247.50	253.08	258.65	264.22	269.80	275.37	280.95	286.53	292.11	297.68	303.25
<b>11</b>	49229.42	50305.75	51382.08	52458.40	53532.54	54608.87	55685.20	56760.43	57836.76	58913.09	59989.42
Bd Pd IMRF	2215.32	2263.76	2312.19	2360.63	2409.06	2457.40	2505.83	2554.22	2602.65	2651.09	2699.52
New Salary	<b>51444.74</b>	<b>52569.51</b>	<b>53694.27</b>	<b>54819.03</b>	<b>55941.51</b>	<b>57066.27</b>	<b>58191.03</b>	<b>59314.65</b>	<b>60439.41</b>	<b>61564.18</b>	<b>62688.94</b>
Daily Pay	255.07	260.65	266.23	271.81	277.37	282.95	288.52	294.10	299.67	305.25	310.83
<b>12</b>	50690.46	51766.79	52842.02	53918.35	54994.68	56071.01	57146.24	58222.57	59298.90	60373.04	61449.36
Bd Pd IMRF	2281.07	2329.46	2377.89	2426.33	2474.76	2523.20	2571.58	2620.02	2668.45	2716.79	2765.22
New Salary	<b>52971.54</b>	<b>54095.15</b>	<b>55219.92</b>	<b>56344.68</b>	<b>57469.44</b>	<b>58594.21</b>	<b>59717.82</b>	<b>60842.59</b>	<b>61967.35</b>	<b>63089.82</b>	<b>64214.59</b>
Daily Pay	262.64	268.22	273.79	279.37	284.95	290.52	296.09	301.67	307.25	312.81	318.39
<b>13</b>	52152.60	53227.84	54304.17	55379.40	56454.63	57530.96	58607.29	59683.62	60758.85	61835.18	62911.50
Bd Pd IMRF	2346.87	2395.25	2443.69	2492.07	2540.46	2588.89	2637.33	2685.76	2734.15	2782.58	2831.02
New Salary	<b>54499.47</b>	<b>55623.09</b>	<b>56747.85</b>	<b>57871.47</b>	<b>58995.09</b>	<b>60118.85</b>	<b>61244.61</b>	<b>62369.38</b>	<b>63493.00</b>	<b>64617.76</b>	<b>65742.52</b>
Daily Pay	270.22	275.79	281.37	286.94	292.51	298.09	303.66	309.24	314.81	320.39	325.97
<b>14</b>	53612.55	54688.88	55764.11	56840.44	57916.77	58993.10	60068.33	61143.56	62219.89	63295.12	64371.45
Bd Pd IMRF	2412.56	2461.00	2509.39	2557.82	2606.25	2654.69	2703.07	2751.46	2799.90	2848.28	2896.72
New Salary	<b>56025.12</b>	<b>57149.88</b>	<b>58273.50</b>	<b>59398.26</b>	<b>60523.03</b>	<b>61647.79</b>	<b>62771.41</b>	<b>63895.02</b>	<b>65019.79</b>	<b>66143.41</b>	<b>67268.17</b>
Daily Pay	277.79	283.36	288.93	294.51	300.09	305.66	311.23	316.81	322.38	327.95	333.53
<b>15</b>	54684.50	55762.75	56841.90	57921.05	59000.20	60079.35	61158.50	62237.65	63316.80	64395.95	65475.10
Bd Pd IMRF	2460.80	2509.24	2557.63	2606.07	2654.46	2702.80	2751.19	2799.58	2847.97	2896.36	2944.75
New Salary	<b>57145.30</b>	<b>58292.97</b>	<b>59439.50</b>	<b>60586.02</b>	<b>61733.69</b>	<b>62880.22</b>	<b>64026.74</b>	<b>65173.27</b>	<b>66319.80</b>	<b>67466.33</b>	<b>68612.85</b>
Daily Pay	283.34	289.03	294.71	300.40	306.09	311.77	317.46	323.15	328.84	334.53	340.22
<b>16</b>	0.00	0.00	0.00	0.00	0.00	0.00	62761.34	63858.50	64955.65	66053.90	67151.05
Bd Pd IMRF	0.00	0.00	0.00	0.00	0.00	0.00	2824.26	2873.63	2923.00	2972.43	3021.80
New Salary	0.00	0.00	0.00	0.00	0.00	0.00	<b>65585.61</b>	<b>66732.13</b>	<b>67878.66</b>	<b>69026.33</b>	<b>70172.85</b>
Daily Pay	0.00	0.00	0.00	0.00	0.00	0.00	325.19	330.87	336.56	342.25	347.93
<b>17</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
L	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84	1730.84

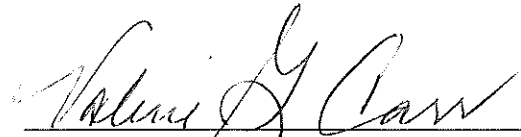
MEMORANDUM OF AGREEMENT

For the Career Education Association

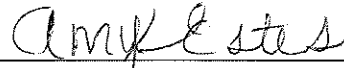
for the Capital Area Career Center



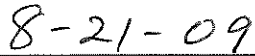
\_\_\_\_\_  
President



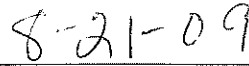
\_\_\_\_\_  
Chair, Executive Council



\_\_\_\_\_  
Secretary, Executive Council



\_\_\_\_\_  
Date



\_\_\_\_\_  
Date