

AGREEMENT
FISCAL YEARS 2004, 2005 and 2006

between

THE CITY UNION OF BALTIMORE
LOCAL 800, AFT, AFL-CIO

and

THE BALTIMORE CITY BOARD OF SCHOOL
COMMISSIONERS

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THE CITY UNION OF BALTIMORE
LOCAL 800, AFT, AFL-CIO

and

THE BALTIMORE CITY BOARD OF SCHOOL COMMISSIONERS

This Agreement entered into this 4th, day of February, 2005, between the Baltimore City Board of School Commissioners (hereinafter referred to as "the Board" or "the Employer") and the City Union of Baltimore, Local 800, AFT, AFL-CIO (hereinafter referred to as "CUB" or "the Union"). To the extent that implementation of these points requires action by the Board, this Agreement will serve as a request and recommendation to such body that it be so implemented.

ARTICLE 1: DECLARATION OF PRINCIPLE, POLICIES AND PURPOSE

It is the intent and purpose of CUB and the Employer to promote and improve the efficiency of the operations of the Baltimore City Public School System (hereinafter "BCPSS"). In order to render the most efficient public service to BCPSS, CUB and the Employer agree that this goal can best be achieved through an orderly, constructive and harmonious relationship between them. The parties hereto are in further accord that effective employee relations in the public service requires a clear statement of the respective rights and obligations of labor and management and for this purpose enter into the following Agreement.

The Employer and CUB agree that in all instances in this Agreement in which the masculine form of the third person pronoun is used, such pronoun shall refer to both male and female employees.

ARTICLE 2: RECOGNITION

A. The Employer recognizes CUB as the exclusive negotiating representative of all eligible employees in the unit for which CUB has been certified pursuant to the provisions of the Municipal Employee Relations Ordinance (Article 1, Sections 119-137 of the Baltimore City Code, 1983 Replacement Volume, as amended); Senate Bill 795 as enacted by the 1997 General Assembly (hereinafter "SB 795"); and the Maryland Education Article, Section 6-501, *et seq.*

B. All Classification Titles and the current pay grade for each title included in the Unit for which CUB has been certified shall be listed in the Roster of the Unit, attached as Addendum B. The Employer agrees to furnish CUB a complete list of classification titles and pay grades for all classes which, through reclassification, change in duties, change in titles, or any other reason are proposed as additions, deletions, or changes to Units for which CUB has been certified prior to any such changes. No position involving work which could be performed by a person in a

classification listed in Addendum B, shall be created and/or filled without first being posted in all appropriate work sites.

ARTICLE 3: CHECKOFF

A. The Employer agrees to deduct CUB dues or service fees from the pay of any employee who is certified to be represented and who has authorized in writing such deduction pursuant to the pertinent provisions of the Municipal Employee Relations Ordinance and Maryland Education Article, Section 6-504. The Employer shall promptly transmit all such moneys withheld to CUB on a monthly basis through the Automatic Clearinghouse (ACH), without charge to CUB.

B. The Employer agrees to deduct CUB service fees from the pay of any employee who is certified to be represented, is not a member of the local union and not excused from the payment of service fees pursuant to the pertinent provisions of the Municipal Employees Relations Ordinance. The Employer shall promptly transmit all such monies withheld as service fees to CUB on a bi-weekly basis, without charge to CUB.

C. Political Action Checkoff

The Employer agrees to deduct from the pay of each employee from whom it receives an authorization to do so, an amount authorized by the employee for political action. If administratively possible, the amount authorized by the employee shall be deducted on a bi-weekly basis, and a list of the employees from whom the deductions have been made and the amount deducted from each, together with a list of the employees who had authorized such deductions, shall be forwarded to the Union no later than two weeks after such deductions have been made in a separate check from Union dues. If not administratively possible, the above transactions shall revert to a monthly basis. The Political Action Checkoff Authorization Form shall read as stated in Addendum C.

D. CUB shall indemnify and save the Employer harmless of any and all claims, grievances, actions, suits or other forms of liability or damages that arise out of or by reason of any action taken by the Employer for the purpose of complying with any of the provisions of this section, and CUB assumes full responsibility for the disposition of the funds deducted under this section.

ARTICLE 4: MEMBERSHIP DUES DEDUCTION PRINT-OUT

A. The Employer shall provide CUB with a print-out of its dues-paying membership to be furnished on a monthly basis without charge to CUB.

B. The Employer shall provide CUB with a print-out of all employees in units for which CUB has been certified with classification title, work location, date of hire and amount of dues or service fees paid by each employee on a quarterly basis.

ARTICLE 5: UNION SECURITY

All Employees covered by this Agreement who (1) are employed after July 1, 1976 and elect not to join or remain members of CUB or (2) who were employed prior to July 1, 1976 and had previously executed membership or dues authorization cards as members of said CUB, but hereafter elect to terminate such membership and/or revoke said dues authorization cards, shall, as a condition of continued employment, following their established probationary period, pay a service fee to CUB in an amount not to exceed the then current CUB dues in order to defray the costs incurred by the said CUB in the negotiation, administration and implementation of the terms of the Agreement, and all modifications and amendments thereto, including related proceedings before an impasse panel or arbitrators, the processing of grievances, the conduct of disciplinary proceedings and in the appeal thereof, the protection and improvement of Civil Service rights, and any and all other proceedings and matters for which CUB is the employees exclusive representative as a result of its certification. Pursuant to the provisions of this Article and applicable law, the Human Resources Department shall notify all new employees at the time of hire that they are required, as a condition of continued employment, to pay Union dues or service fees to CUB.

Any procedures used by the Union to charge service fees to any employee for these purposes shall be in compliance with the rules set forth in the Supreme Court's decision in Chicago Teachers Union, Local No. 1 v. Hudson, 475 U.S. 292 (1986), and other relevant federal and state court decisions. CUB shall indemnify and hold the Employer harmless from any and all claims, grievances, actions, suits or other forms of liability or damages that arise out of the procedures implemented by the Union.

ARTICLE 6: DISCRIMINATION

A. All provisions of this Agreement shall be applied equally to all employees in the bargaining units for which CUB is the certified representative without discrimination as to age, sex, marital status, race, color, creed, national origin, political affiliation, disability or sexual orientation.

B. The Employer and CUB agree that they shall not interfere with employees in the exercise of the rights guaranteed under the Maryland Education Article and the Municipal Employee Relations Ordinance. The Employer shall not discriminate against an employee in any manner because of membership in or activities on behalf of the Union.

ARTICLE 7: MANAGEMENT RIGHTS

The Employer shall have all the rights set forth in Article 1, Section 123 of the Baltimore City Code, 1983 Replacement Volume, as amended, Senate Bill 795 of the 1997 legislative session, and all other rights which the Board has not modified or delegated by an express provision of this Agreement, shall then be considered retained by the Board.

ARTICLE 8: GRIEVANCE AND ARBITRATION PROCEDURE

A. Subject to any limitations of existing law any grievance, defined in the Municipal Employee Relations Ordinance (Section 120(f)) as a dispute concerning the application or

interpretation of the terms of this Agreement or a claimed violation, misinterpretation or misapplication of the rules or regulations of the Employer affecting the terms and conditions of employment, may be settled in the following manner:

Step 1. School or Office. The aggrieved employee and his representative shall discuss the grievance with the employee's immediate supervisor within ten (10) calendar days, and in no event more than thirty (30) days, from the date of the events or conditions, or his knowledge thereof, which provide the basis for grievance. The employee, or his representative, and the supervisor shall confer with the view of arriving at a mutually satisfactory resolution. All matters, whether or not they meet the definition of grievance as defined above, may be discussed at this stage. The employee's immediate supervisor shall attempt to adjust the matter within ten (10) calendar days of the presentation of the grievance.

Step 2. Appropriate Area Executive Officer, Director, or their designee. If the grievance has not been satisfactorily resolved in Step 1, a written appeal may be taken to the Area Executive Officer or Director or their designee, on a form to be provided by the Employer and approved by CUB, within five (5) calendar days following the completion of Step 1. The Area Executive Officer or Director or their designee shall meet with and discuss the grievance with the aggrieved employee within five (5) calendar days of the written appeal. An answer to the grievance shall be submitted to the aggrieved employee and the Union in writing within five (5) calendar days thereafter.

Step 3. Chief Executive Officer. If the grievance has not been satisfactorily resolved in Step 2, a written appeal may be filed on said form with the Chief Executive Officer within five (5) calendar days following the completion of Step 2. Within five (5) calendar days of such appeal, the Chief Executive Officer or his designee shall meet with the aggrieved employee to discuss the grievance. The Chief Executive Officer or his designee shall respond in writing within ten (10) calendar days thereafter.

Step 4. Arbitration. If the grievance has not been satisfactorily resolved in Step 3, a review by an impartial arbitrator may be requested by CUB within twenty-one (21) calendar days following the completion of Step 3, by filing a written notice with the CEO.

(a) The CEO or his designee and CUB shall mutually select a qualified and impartial labor relations expert to serve as an impartial arbitrator in disputed grievances and selected matters. In this connection, the BCPSS Department of Labor Relations shall thereupon maintain a Register and Panel of Arbitrators and Hearing Officers. The parties shall attempt to agree upon an arbitrator from the Register within five (5) days. If such attempt fails, within seven (7) days after receipt of a panel of seven (7) names obtained from the Federal Mediation and Conciliation Service upon the request of either party, the parties shall alternately strike names from that panel until one name remains who shall be the arbitrator. The first strike made in selecting an arbitrator shall be alternated between the Union and the Employer from case to case.

(b) The arbitrator, upon completion of his investigation, will forward his decision and award to the Employer and CUB. This decision and award shall be final and binding. The arbitrator shall be without power to add to, subtract from, change, or alter any provision of the Agreement, Board Policy, or applicable State or local law. The arbitrator shall

confine his or her deliberations to the precise issue submitted for arbitration and shall have no authority to determine any other issues nor shall he submit observations or declarations of opinion which are not essential to reaching the determination.

B. Time limits under this Article may be changed in writing by mutual agreement.

C. If the finding or resolution of a grievance at any step of the procedure is not appealed within any of the prescribed times herein, said grievance will be considered settled on the basis of the last answer provided, and there shall be no further appeal or review. Should the Employer not respond within any of the prescribed times, the grievance will proceed to the next step.

D. Except for Step 1, time limits shall begin for both parties on the day after receipt of the grievance or the day after receipt of the response.

E. In the presentation of any and all grievances under the grievance and arbitration procedure of the Agreement, representation of aggrieved employees by CUB representatives shall be permitted at each step.

F. Upon request, any recognized and accredited representative of CUB shall be granted reasonable time off during working hours where and when engaged in processing grievances under the grievance and arbitration procedure.

G. The cost of any arbitration proceeding shall be divided equally between the Employer and CUB.

H. No reprisals of any kind shall be taken by any party involved in the grievance procedure. Except for disciplinary actions, all documents, communications, and records dealing with the processing of a grievance will be filed in a separate grievance file and will not be kept in the official personnel file of any of the participants.

I. The procedures for processing any grievance arising out of any discharge, reduction in pay or position, or suspension for more than thirty (30) days shall be as prescribed in Article 9 hereof. No resolution of a grievance shall expand or otherwise amend the terms of this Agreement.

ARTICLE 9: DISCIPLINE AND DISCHARGE

A. Discipline - Disciplinary action may be imposed upon employees only for just cause. If the Employer has reason to reprimand or otherwise orally counsel an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

B. Discharge, Reduction in Pay or Position, or Suspension for more than Thirty Days. The Employer shall not, except with just cause, discharge any employee who has completed his probationary period nor shall the Employer reduce in pay or position or suspend any such employee without just cause. The employee will be promptly notified in writing giving specific reasons for discharge, reduction in pay or position, or suspension for more than thirty (30) days.

1. In the event of a discharge, reduction in pay or position, or suspension for more than thirty (30) days of an employee who has completed his probationary period, the management representative responsible for initiating such action shall, if requested, meet with the affected employee and his CUB representatives within five (5) calendar days from the date of the action complained of.

2. In the event an employee, who has completed his probationary period is discharged, reduced in pay or position, or suspended for more than thirty (30) days, such employee and/or his CUB representative may request an investigation by the Board. The Board shall, as part of its investigation, refer such request to its Hearing Officer. The Hearing Officer shall conduct a fair and impartial hearing no later than fifteen (15) days from the receipt of such request.

The Hearing Officer, at the conclusion of such hearing, shall make findings of fact and recommendations, which shall be forwarded within fifteen (15) days after the hearing to the Board for its determination. The Board shall consider exceptions taken to the Hearing Officer's findings if submitted in a timely fashion by the parties and shall then take action on such recommendations within fifteen (15) days thereafter. Copies of the Hearing Officer's findings and recommendation and the Board's written decision shall be sent to the aggrieved employee, the CUB representative and the CEO.

3. All Board disciplinary proceedings shall be recorded on a tape recorder and/or related machinery to be supplied by the Employer. Following a final disposition by the Board on the Hearing Officer's advisory recommendations, tapes of the Hearing Officer's proceedings in each individual disciplinary matter shall be preserved and inserted in the affected employee's personnel file for further review not to exceed thirty (30) days.

C. Any employee scheduled for a disciplinary hearing or meeting must be given prior notice by management that he has a right to representation by his CUB Representative.

ARTICLE 10: PROBATIONARY PERIOD

All newly hired unit members shall serve a probationary period of one (1) year beginning on their date of hire, during which the employee's competency to fulfill the duties of the position will be judged by the Employer.

ARTICLE 11: RATES OF PAY

A. During the term of this Agreement, the salary system that was effective July 1, 1989 and which consists of four levels for each salary grade, entitled "Hiring Level," "Full Performance Level," "Experienced Level," and "Senior Level," respectively, shall be amended as follows: Effective July 1, 2004, the length of continuous service required in one level of a grade before an employee may move to the next level of that grade shall be twelve (12) months. In order for an employee to move between levels, that employee's job performance must be certified as being satisfactory. Under the level movement system, appropriate service in grade prior to the July 1, 1981 implementation of the level movement system shall continue to be credited toward level movement.

B. Effective July 1, 2004, all active employees shall move up one Level on the Salary Scale. Employees on the Senior Level (4) shall move up to Level 5, which shall be at rates that are 2.5% higher than the Senior Level (4).

Effective July 1, 2005, all active employees shall move up one Level on the Salary Scale. Employees on Level 5 shall move up to a new Level 6, which shall be at rates that are 2.5% higher than Level 5.

This Agreement shall be amended to provide increases comparable to the increases in salary scale, benefits or other economic items which any other bargaining unit employees are given for the period between July 1, 2004 and June 30, 2006. For example, this Agreement shall be amended (i) to increase City Union of Baltimore's Salary Scale by the highest percentage that the salary scale of any other bargaining unit is increased; and (2) the increase shall include any benefit or other economic item that is provided to Board employees under a negotiated labor agreement with another designated exclusive representative for such period.

Employees who are members of the bargaining unit represented by City Union of Baltimore shall also receive increases comparable to increases in salary scale, benefits or other economic items provided to employees who are represented by BTU, PSASA and AFSCME for fiscal years 2004, 2005 and 2006, provided that the increases shall not be construed to mean that employees who are members of the bargaining unit represented by City Union of Baltimore shall be required to pay the same percentage of the cost of premiums for health care benefits as paid by employees who are represented by BTU and PSASA.

C. School Police - Effective 7/1/01 the following changes will be implemented:

1. There will be four (4) job classes: School Police Officer I, School Police Officer II, School Police Corporal, and School Police Sergeant. These are differentiated by certification, training experience and/or probationary status.

2. New hires into School Police positions must successfully complete an entrance level training program for Police Officers approved by the Maryland Police Training Commission (MPTC).

3. New hires must acquire certification by MPTC as a Police Officer vested with full authority under the Annotated Code of Maryland, Article 41, Section 4-201 within eighteen (18) months of employment.

4. New hires who fail to obtain certification within eighteen (18) months will be terminated.

5. Current Police Officers at all levels must hold current MPTC certification as a Police Officer and ensure completion of all required in-service and firearms training to maintain current certification.

6. School Police who move to a higher pay grade will be placed at the same experience level within the new grade, except if promoted to a new classification.

7. Promotion increases are governed by BCPSS policy.

8. The current salary scale for each School Police position is indicated by the following pay grades:

- School Police Officer I- Grade 84
- School Police Officer II- Grade 86
- School Police Corporal- Grade 89
- School Police Sergeant- Grade 92

D. Employees covered by this Agreement shall receive the following longevity increases on July 1, 2004 and July 1, 2005:

- 10 years - 3 %
- 15 years - 3 %
- 20 years - 3 %
- 25 years - 3 %
- 30 years - 3 %

1. Effective July 1, 2004, employees who are eligible will receive longevity increments. Those employees who are eligible to receive longevity increments in FY 2005 will be paid those increments retroactive to July 1, 2004. Those employees who did not receive longevity increments in FY 2004 shall receive them retroactive to July 1, 2004. All retroactive payments shall be made no later than the first pay period in March, 2005.

2. Effective July 1, 2005, those employees who are eligible to receive longevity payments in FY 2006 will receive longevity increments.

E. Night Differential Pay

a. Employees regularly assigned to night or shift work shall be paid forty (40) cents per hour above their established pay rates for each hour worked on a shift which commences between the hours of 2:00 p.m. and 5:00 a.m. This provision shall not apply to employees whose emergency assignments start or carry into the above-named periods. When applicable, night differential shall be paid at the appropriate overtime rate.

b. An employee not regularly assigned to the night shift, but who works overtime hours into the night shift, shall receive the night differential for all overtime hours worked into the night shift in excess of ten (10) hours in a given bi-weekly payroll period. Said differential shall be paid at the rate of forty (40) cents an hour at time and one-half (1 ½).

c. An employee who works overtime extending into the night shift shall be paid the night differential of forty (40) cents at time and one-half (1 ½) of that rate if he works the

entire night shift regardless of the total number of hours of overtime worked within the given payroll period.

D. Checks for School Secretaries - When school secretaries are having their convention, their paychecks shall be issued to them before the convention if their pay day falls on the day of said convention.

E. Payroll Errors – If BCPSS Payroll Department or the employee’s department makes a mistake on an employee’s pay, it shall be rectified and payment shall be made as soon as possible following verification by the Baltimore City Board of School Commissioners stay Payroll Department.

ARTICLE 12: DEPARTMENT OF HUMAN RESOURCES

Upon request of either party, representatives of CUB and the BCPSS Department of Human Resources shall meet at mutually agreeable times to discuss and present recommendations concerning the policies or practices of the Department. Such recommendations from CUB shall be transmitted to the Director of Human Resources

ARTICLE 13: PENSION AND RELATED BENEFITS

A. In accordance with SB 795, Sections 19 and 20, employees covered by the Agreement shall continue as, or shall become, members of the Employees' Retirement System of Baltimore City or the Teachers' Retirement System or Teachers' Pension System, whichever is applicable.

B. During the term of this Agreement, the Employer agrees to submit to CUB all proposed changes, modifications and/or amendments to the Retirement System. No proposed changes, modifications and/or amendments to the Retirement System shall be submitted during the term of this Agreement without prior consultation with CUB.

C. Annuity Savings Certificate - Each employee who is a member of the Employees' Retirement System shall receive an Annuity Savings Certificate on a semi-annual and timely basis as of January 1 and July 1 of each year. This certificate shall include the following information: (1) total annuity accumulation; (2) employee annuity contribution and the amount that contribution is drawing; (3) explanation of interest accrual; (4) current year service credits; and (5) probable maximum retirement allowance.

D. Employee Pension Counseling Service - CUB shall submit the names of eight (8) representatives to the Labor Commissioner within sixty (60) days of the effective date of this Agreement. Within thirty (30) days thereafter, the Employer shall begin to train the representatives in the counseling of employees so that they may assist employees in the selection of retirement plan and/or retirement allowance options. CUB representatives selected as counselors shall be granted time with pay from their positions in the classified service while engaged in training and orientation and during the periods spent counseling prospective retirees.

E. Transfer of Pension Funds: Employee Authorization and Release - In cases where the Employees' Retirement System transfers annuity and pension funds to either the State

Retirement System or Teachers' Retirement System, affected employees shall be notified for the purpose of executing an authorization and/or release for such transfer. Prior to and after the employee's annuity and pension funds have been transferred to either the State Retirement System or Teachers' Retirement System, the Employees' Retirement System shall provide each affected employee with a financial statement regarding his respective annuity and pension funds. Until this authorization and/or release is fully executed, the member shall remain in the Employees' Retirement System without loss of benefits.

ARTICLE 14: HEALTH AND WELFARE

A. Health Insurance

1. The Blue Cross/Blue Shield Plan C program (diagnostic endorsement #4) in effect during the 2000-2001 school year shall continue in effect through December 31, 2006.

2. The employer and employee percentage contribution to any self funded health insurance premium including Blue Cross/Blue Shield Preferred Provider and Blue Cross/Blue Shield Traditional shall be maintained except in the event there is an increase in that premium as of January 1, of each year covered by this Agreement. If such increases occur, the employer shall assume 75% of the cost increase and the employee shall assume 25% of the cost increase.

3. During the term of this Agreement the employee cost (co-pay) of the drug prescription will be \$5.00 for generic drugs, \$10.00 for brand drugs and a monthly premium cost to employees of \$3.50 for twelve (12) months (\$4.20 for ten (10) months). A single co-pay of \$5.00 for generic drugs and \$10.00 for brand drugs shall be charged for a ninety (90) day fill.

4. An employee shall be entitled to Hospital Bill Audit Gainsharing payments of 33 1/3 % of overpayment to provider up to a maximum of \$500.00.

5. The health insurance vendor shall be selected by the Board through the process of competitive bidding no later than August 31, 2002 with an effective date of January 1, 2003. The process of competitive bidding is based on updated RFP's reviewed by the Union. The updated RFP's shall be issued no later than June 30, 2002. Any health care vendor selected through competitive bidding must provide "At least the same level and type of benefit coverage" as provided under the 1999-2001 Agreement. No benefit available through December 31, 2003 shall be discontinued.

6. In the event there is a dispute about whether "At least the same and type of benefit coverage" is provided by any potential vendor, the following procedure shall be used to resolve that dispute:

A tripartite panel including a representative of the Board, a representative of the Union, and a neutral third party that is acceptable to the Board and the Union, within five (5) working days of the declaration of a dispute, schedule a hearing on this matter. The panel shall have fifteen (15) working days from the conclusion of the hearing to issue a final and binding

decision limited solely and exclusively to a determination of whether “At least the same level and type of benefit coverage” is provided by a potential vendor.

B. Employees covered under this Agreement shall continue to receive the health and welfare benefits paid for by the Employer as enumerated in Addendum A.

C. All other existing health and welfare benefits shall remain in effect for the duration of the Agreement, provided however, that to qualify for the additional benefits enumerated in Addendum A, items 2, 3, 4, 5, 6 and 10, an employee who becomes a member of the BCPSS Blue Cross/Blue Shield group must remain a member continuously for a period of six (6) months.

D. In the event an employee is on leave without pay for personal illness, the Employer shall continue to pay its share of the cost of his Blue Cross/Blue Shield or HMO coverage for a period not to exceed thirty (30) days, provided the affected employee continues to assume his appropriate contribution for said coverage.

E. Except as provided in Article 14.A.5, employees who reach the age of sixty-five (65) shall be covered by Blue Cross/Blue Shield 65 Plan benefits in addition to Medicare. This coverage shall continue after the employee retires. In this respect, the Employer shall continue to deduct the retiree’s contribution, if any, from his pension, or in the alternative, the retiree shall assume his appropriate share of payment for such coverage.

F. The Employer shall provide all employees enrolled in a designated health and hospital insurance plan or plans with information concerning the particular program. This information shall be contained in a booklet which shall be provided and paid for by either the insurance carrier or the Employer.

G. Eligible unmarried dependents who are full-time students shall be covered by BCPSS’ general prescription drug and vision care programs until the end of the calendar year such dependent reaches age twenty-three (23), or the end of the year in which they cease to be full-time students .

H. A Joint Committee, named by the Board and the Union, shall be established to study the health program and to work collaboratively to achieve sustainable savings in healthcare. This committee shall meet on a monthly basis and shall submit a report to the Board.

I. The dental benefits may change commencing January 1, 2006, subject to negotiation between the Board and the Union.

ARTICLE 15: JOINT LABOR-MANAGEMENT CHILD CARE COMMITTEE

The Employer and CUB recognize that the issue of child care is a concern of unit members. The Employer and CUB agree to retain a joint Labor-Management Child Care Committee composed of five (5) members of management and five (5) members of CUB which shall explore the child care needs of unit members and study available alternatives. The Committee shall report its findings and recommendations to CEO.

ARTICLE 16: DEATH AND ACCIDENTAL DEATH AND DISMEMBERMENT AND CATASTROPHIC ILLNESS BENEFITS

A. Death benefits shall be provided in the amount of \$20,000 or the employees' annual salary, whichever is greater. The death and dismemberment benefits for permanent part-time employees who work an average of 50% of a regularly scheduled work week shall be the greater amount of their annual salary or that percentage of \$20,000 which corresponds to the percentage of the work year of a full-time employee which is represented by that part-time employee's regularly scheduled annual hours.

Dismemberment benefits shall be as follows:

1. For the loss of a hand, foot, or the sight of an eye, the benefit will be one half(½) the amount specified in A, above.

2. For a double dismemberment, the benefit will be equal to the amount specified in A, above. Double dismemberment shall be defined as:

- i. Both hands or both feet
- ii. One hand and one foot
- iii. One hand and the sight of one eye
- iv. One foot and the sight of one eye
- v. Sight of both eyes

B. In the event of accidental death, the benefit payable shall be double the amount specified in A, above.

C. The death benefit as stated in A, above, may be paid in advance to employees who are catastrophically ill. An employee who is catastrophically ill is characterized by the following: (1) he is totally disabled and therefore cannot work for BCPSS or any other Employer in an active or limited capacity, (2) his medical prognosis shall state that the disabling illness which arose either suddenly or gradually is likely to cause the death of the affected employee within a two (2) year period, (3) the affected employee must apply for an ordinary disability retirement or a service retirement allowance, if over age 60, to be eligible for the catastrophic illness payment.

The claim must be filed within six (6) months after the claimant has become incapacitated or disabled and is unable to return to work.

On behalf of BCPSS, the Department of Finance for the City of Baltimore shall be charged with administering the catastrophic illness benefit and determining the eligibility of the claimant for said benefit.

Upon request, CUB or the employee shall furnish the Department of Finance with any and all data and documentation pertaining to each claim. The Department of Finance may

order examination of the claimant by a physician of its choice. No benefits may be paid for injuries or disabilities for which compensation was paid under (1) Workers' Compensation laws or (2) accidental disability provisions of the Employees' Retirement System. If the decision of the Department of Finance is unsatisfactory to CUB, an appeal may be made to the Catastrophic Illness Appeals Board. Said Board shall be comprised of three (3) members; one member chosen by the City, one member chosen by CUB, and a third member chosen by both parties to serve as impartial chairman of the Board. The impartial chairman must possess an M.D. degree. In its deliberations, the Board shall be furnished any and all data and documentation pertinent to the appeal by both parties. The Board may order examination of the appellant by a physician of its choice.

If the claimant should expire after it has been determined that his illness is catastrophic and before the catastrophic illness benefit is paid, the payment shall be made to the named beneficiary or guardian upon receipt of a valid death certificate showing that the illness which was previously determined as catastrophic contributed to or was directly responsible for the death.

D. An employee's coverage under this Article shall be terminated upon resignation or 39 days after the last day he was in pay status, except that employees represented by CUB shall be covered by a reduced death benefit of \$5,000 if they retire from BCPSS employment. Retired persons so covered shall also be covered by the Accidental Death and Dismemberment provisions outlined herein above at the reduced rate.

E. Beneficiary - The beneficiary of these benefits will be one of the following:

1. The beneficiary designated by the employee to receive retirement system benefits;

2. A specifically designated beneficiary of the above benefits, in lieu of the beneficiary designated in (1) above.

If the employee so designates a beneficiary, he shall have the right to change the beneficiary at any time. The beneficiary change shall become effective on the date acknowledged by Employer.

ARTICLE 17: HOURS OF WORK

A. All regular classified employees as well as all shift employees shall work a regular workday of eight (8) consecutive hours including a forty (40) minute lunch (within each twenty-four (24) hour period) totaling forty (40) hours per week, to begin at such times designated by each department as regular workdays and regular shift workdays. A work shift shall consist of eight (8) consecutive hours including a forty (40) minute minimum lunch period. In the case of the School Police Department, employees may be required to work more than one shift in a twenty-four (24) hour period to accommodate routine shift rotations.

B. Shift and other employees shall not be required to work more than sixteen (16) consecutive hours without an eight (8) hour break, except in case of an emergency endangering life, health or safety. If an employee is required to work for more than sixteen (16) consecutive

hours under such an emergency situation, that period shall not exceed twenty-four (24) consecutive hours. Employees shall not be regularly required to work more than sixteen (16) consecutive hours.

C. Work schedules showing the employee's shifts, workdays, and hours shall be posted on each department bulletin board at all times and at all locations within the department where shift work takes place.

D. Lunch Periods

1. All employees shall be granted a duty-free lunch period during each work shift. Whenever possible, the lunch period shall be scheduled at the middle of each shift.

2. In those work sites in which the BCPSS has heretofore provided lunch facilities, BCPSS will either provide adequate facilities or stagger lunch breaks where necessary to insure each employee a full forty (40) minute lunch period. With the approval of the appropriate supervisor, employees shall be allowed to leave the work premises during duty-free lunch periods. Approval will not be unreasonably denied.

3. If an employee's unpaid, duty-free lunch is interrupted because of plant operations and the employee is not given time during his shift to finish lunch, the uncompleted portion of the lunch period shall be paid at the appropriate overtime rate.

E. An employee required to work three (3) or more hours immediately preceding a normal full-time work shift or immediately following the completion of a normal full-time work shift shall receive a meal allowance of \$6.00.

F. Call Back--Employees called in to work outside of their regular shift shall receive pay for a minimum of four (4) hours at the rate of time and one-half (1 ½) their regular pay. Any employee called to or required to work prior to or after his regular shift, but annexed consecutively to one end or another thereof shall be paid in accordance with the provision outlined in Article 18, Overtime, but in no event less than one hour, and the aforesaid four (4) hour minimum provision shall not apply. The employee shall then be paid for the balance of his regular work shift at the appropriate rate. Nothing herein shall be construed as to mean compounding of overtime. This four (4) hour minimum shall not be counted as time worked for overtime purposes.

G. When a Unit member is ordered to stand by during his off duty hours and remain available by telephone for call back to duty, that Unit member shall be paid at one and one-half times (1 ½) his regular rate of pay for all hours spent on such stand by assignment.

ARTICLE 18: OVERTIME

A. All hours worked in excess of forty (40) hours scheduled within a work week shall be considered overtime and non-exempt employees shall be compensated at the rate of one and one-half (1 ½) times their normal straight time rate of pay. All paid leave shall be counted as hours worked in the computation of overtime. The straight time rate shall be based upon the employee's annual salary divided by 1906.

B. After forty (40) hours of work in a work week, non-exempt employees shall have the ability to receive overtime compensation as a cash payment or as compensatory leave. The maximum accumulation of compensatory time shall be two-hundred forty (240) hours.

C. The overtime rate of pay for all hours worked on the seventh consecutive day worked in a regular work week shall be at the rate of two (2) times the normal straight time rate of pay.

D. Where, in the normal operation of a department of BCPSS, work is regularly scheduled on Saturdays and/or Sundays, ten (10) days of work shall be scheduled in each fourteen (14) day period. An employee working this type of schedule shall be paid one and one-half (1 ½) times his hourly rate as provided above in A, except that for all hours worked in excess of twelve (12) work days during the fourteen (14) day work period, the employee shall be paid two (2) times his hourly rate.

E. Overtime work shall be distributed equally to employees working within the same job classification in each work area. The distribution of overtime shall be equalized over each six (6) month period beginning on the first day of the calendar month following the effective date of this Agreement or on the first day of any calendar month this Agreement becomes effective. Insofar as practical on each occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to his credit at that time. If the employee does not accept the assignment, then the employee with the next fewest number of overtime hours to his credit shall be offered the assignment. This procedure shall be followed until the required employees have been selected for the overtime work. A record of the overtime hours offered to each employee shall be posted on the department bulletin board

F. Overtime work shall be voluntary except in the event of an emergency situation where life, health or safety is endangered. There shall be no discrimination against any employee who declines to work overtime, except in the event of an emergency, but a record shall be kept for each employee, showing the number of hours of overtime he refused to work.

G. Any assigned BCPSS vehicle should be returned to the BCPSS lot at the close of the work day. Any employee not allowed to leave the job site before quitting time will be paid for the period of time necessary to return the vehicle to the BCPSS lot, in accordance with the Employer's overtime policy.

H. To the extent they were eligible prior to the date of this Agreement, School Police employees shall receive overtime at the rate of one and one-half (1 ½) times their regular rate, with a two (2) hour minimum for court appearances outside of working hours. Such employees shall also receive overtime at the rate of one and one-half (1 ½) times their regular rate when summoned as a witness in a departmental hearing outside of working hours.

I. The Employer shall not vary or rearrange work schedules to avoid the payment of overtime. The School Police Department may vary or rearrange work schedules of unit employees to accommodate court appearances and this shall not be considered varying or rearranging schedules to avoid the payment of overtime.

J. The Employer will make every effort to pay for overtime hours worked within two (2) pay periods following the pay period in which such overtime was worked.

ARTICLE 19: VACATION LEAVE

A. Vacation leave for employees covered by this Agreement is accrued in relationship to the length of continuous service with the Employer as follows:

1. Employees with less than six (6) years of service shall earn vacation leave of one (1) working day for each month of completed service, or a total of twelve (12) days per year.
2. Employees who have six (6) but less than eleven (11) full years of completed service shall earn vacation leave of one and one-quarter (1 $\frac{1}{4}$) working days for each month of completed service, or a total of fifteen (15) days per year.
3. Employees who have eleven (11) but less than fourteen (14) years of completed service shall earn vacation leave of one and one-half (1 $\frac{1}{2}$) working days for each month of completed service, or a total of eighteen (18) days per year.
4. Employees who have fourteen (14) but less than nineteen (19) years of completed service shall earn vacation leave of one and three-quarters (1 $\frac{3}{4}$) working days for each month of completed service, or a total of twenty-one (21) days per year.
5. Employees who have completed nineteen (19) or more years of continuous service shall earn vacation leave of two (2) working days for each month of completed service, or a total of twenty-four (24) days per year.

B. Vacation may be taken by employees entitled thereto subject to the approval of their supervisor. Such approval shall not be unreasonably withheld. Request for vacation on the prescribed agency form shall be completed by the employee and submitted to the supervisor at least one (1) week prior to the requested commencing date, if the leave is to extend for one (1) week or more. Except in cases of emergency, leave requests for amounts of time less than one (1) week are to be submitted at least one (1) full working day prior to the expected start of the leave. Every effort shall be made to respond to vacation requests within two (2) weeks of the initial request. While every effort shall be made to meet the desires of employees who request their periods of vacation leave, vacation schedules must conform to the requirements of operations and vacations must be taken as scheduled by the supervisor. Conflicting requests for vacation shall be resolved on the basis of seniority.

C. Pay for all vacation days will be based on the employee's regular rate of pay.

D. Employees may use only earned vacation leave. Employees shall be allowed to accumulate vacation leave up to the maximum number of days earnable for a four (4) year period as determined by their current rate of accrual.

E. Any holiday, as defined in this Agreement, which falls within an employee's scheduled vacation shall not be counted as a day of vacation leave.

F. Employees on vacation leave on any day of early closing shall be charged the full vacation leave that they would have been charged if the early closing had not occurred.

G. 1. Vacation leave must be taken in units of no less than forty-five (45) minute intervals.

2. In May and October of each year, employees may opt to convert up to two (2) days of accumulated vacation leave to compensatory time.

H. Vacation leave shall accrue provided that the employee is in pay status at any time during the payroll period in which his anniversary date occurs.

I. Prior service shall be recognized in computing vacation entitlement of employees who had permanent status at the time of lay-off due to lack of work or lack of funds and who are subsequently re-employed.

J. Employees who are re-employed, except as specified in I above, following a break in service of thirty (30) or more workdays, shall be considered as new employees for the purpose of computing vacation allowance.

K. Whenever employees transfer from a permanent BCPSS or City position to another permanent BCPSS or City position without a break in service, they shall be entitled to retain their vacation, sick leave, personal leave and compensatory time balances.

L. Employees may, when granted leave of absence for military service, utilize their accrued vacation. If such vacation leave is not utilized, it shall be retained pending their return to employment with BCPSS.

M. In addition to payment for the accrued vacation of employees who die, their legal heirs shall be granted a bonus equivalent to the amount of vacation to which the employee would have been entitled for twelve (12) months of service; provided, however, that if within six (6) months immediately prior to the employee's date of death, the employee had been granted extended sick leave in excess of the bonus entitlement, bonus leave shall not be approved. Payment for vacation and bonus leave shall be made to those entitled by law to inherit from the deceased employees.

N. Employees who are separated from BCPSS service, regardless of reason, shall be paid in full as of their date of separation for any accumulated vacation, personal leave, overtime, compensatory time (unless exempt from FLSA Provision), or bonus pay, except in the case of bona fide indebtedness to the Employer. The cut-off ticket must contain, therefore, a recording of all leave due to the employees upon their retirement or resignation.

O. All part-time employees hired after June 30, 1982, must consistently work an average of 50% of a regularly scheduled work week to be eligible for vacation leave. Eligible part-time employees shall accrue vacation leave in accordance with the following schedule:

1. Part-time permanent employees with less than six (6) years of completed continuous service shall earn vacation leave of one working day for each one hundred sixty (160) hours worked.

2. Part-time permanent employees with six (6) but less than eleven (11) years of continuous completed service shall earn vacation leave of one and one-quarter (1 ¼) working days for each one hundred sixty (160)hours worked.

3. Part-time permanent employees with eleven (11) but less than fourteen (14) years of completed continuous service shall earn vacation leave of one and one-half (1 ½) working days for each one hundred sixty (160) hours worked.

4. Part-time permanent employees with fourteen (14) but less than nineteen (19) years of completed continuous service shall earn vacation leave of one and three-quarters (1 ¾) working days for each one hundred sixty (160) hours worked.

5. Part-time permanent employees with nineteen (19) or more years of continuous completed service shall earn vacation leave of two (2) working days for each one hundred sixty (160) hours worked. In each instance, the vacation day shall be eight (8) hours.

P. Employees who have not previously served a probationary period shall earn vacation at the rate of one (1) day per month of completed service and shall be entitled to use their accumulation upon the completion of their probationary period of one (1) year. The probationary period shall not interfere with the employees' privilege of using sick leave or personal leave as it is accumulated; provided, however, that in the event a probationary employee's service is terminated, all earned accumulated leave referred to above shall be forfeited.

Q. Employees who become ill during their vacation may request that their vacation leave be converted to sick leave provided that (1) the illness is reported at its onset and (2) medical verification is provided upon return to work. Only those vacation days upon which the employee was ill will be eligible for conversion to sick leave.

R. For employees covered by this Agreement who were employed by the City of Baltimore/BCPSS prior to the Baltimore City Board of School Commissioners assuming management authority of BCPSS on July 1, 1997, accrued vacation leave shall be retained by each employee pursuant to SB 795, Section 17.

ARTICLE 20: SICK LEAVE

A. Sick leave with pay shall be received by employees who have accrued sick leave and who are required to be absent from duty because of personal sickness, injury, medical appointments, or pre- or post-natal disability.

B. Sick leave shall accrue at the rate of one (1) day for each month of completed service, provided that the employee is in pay status at any time during the payroll period in which her/his anniversary date occurs.

C. There shall be no ceiling on accumulation of sick leave.

D. Except for the sick year leave year from November, 2002 to November 2003, employees may convert to cash one (1) day of unused sick leave for each four (4) days of sick leave accrued during the sick leave year at their rate of pay at the time of conversion. The sick leave year begins on the day immediately following the last payroll period in November and extends through the last payroll period in November of the following year. All sick leave days not converted to cash shall be carried forward and retained as accrued sick leave. Payment for such converted sick leave will be made by a separate check, including the usual deductions for taxes and social security, and shall be made to such employees no later than December 24.

E. Employees who resign or terminate employment after June 1 of a given year shall be entitled to convert to cash one (1) day of unused sick leave for each four (4) days of sick leave accrued during the then current sick leave year, at the time of said resignation and/or termination from BCPSS service.

F. In addition to their accrued vacation leave, employees who are pensioned or who elect to terminate their service without pension and have completed at least twenty (20) years of service, regardless of age, shall be entitled to a bonus of one (1) day's pay for each four (4) days of unused accumulated sick leave at the time of their retirement and/or termination from BCPSS service.

G. Sick leave will not be granted where there is evidence of abuse of the sick leave principle through malingering or false application for such leave.

H. Sick leave must be taken in units of at least forty-five (45) minutes.

I. Employees shall notify their supervisor prior to the start of the employee's work shift on the first day of absence due to illness, and at such intervals as specified by the supervisor for the duration of such absence.

J. All use of sick leave is subject to verification. Periodic examination by the Employer's physician shall be at the Employer's expense. However, a physician's statement from an employee's private physician may not be required for periods of absence of less than five (5) or more consecutive days, unless abuse is suspected.

K. Sick leave with pay shall be granted for pre- or post-natal disability to an employee who is disabled to such a degree that she is unable to provide service to the Employer. The Employer and CUB recognize that this disablement will occur, in most cases, during the period four (4) weeks before delivery and six (6) weeks after delivery. An employee who is temporarily absent due to reasons described above from her position and who remains on the payroll in either an "S" or "SX" status due to that continuing disability, and who is not on a leave of absence, shall be allowed to return to her respective position at the end of the disability in accordance with Federal and State Family and Medical Leave Acts.

L. Should a day designated herein as a holiday occur while an employee is absent on sick leave, such day shall be observed as a holiday and shall not be charged against sick leave.

M. Employees with at least two (2) years of service who are unable to return to work after all of their accrued sick leave, vacation leave, personal leave and compensatory time has

been exhausted may request extended leave with pay. If the Department Head or supervisor deems such an extension advisable, he may recommend it to the Department of Human Resources or CEO. Such request must be accompanied by a medical certificate. The formula for sick leave extension will be based on the last two (2) full years, excluding current illness. No extension, however, may exceed the number of days allowed in the basic sick leave plan; one (1) day per month of completed service (or in the case of part-time permanent employees one (1) day for each one hundred sixty (160) hours worked). Upon return to work and after accumulating ten (10) sick leave days, an employee receiving this benefit shall reimburse the BCPSS for one-half (½) of the extended sick leave days granted. If a request is denied by the Department Head or supervisor, an appeal may be made to the Department of Human Resources and the CEO.

N. All part-time employees hired after June 30, 1982, must consistently work an average of 50% of a regularly scheduled workweek to be eligible for sick leave. Eligible part-time employees shall accrue sick leave at the rate of one (1) day sick leave for each one hundred sixty (160) hours.

O. Employees are entitled to use leave in compliance with the provisions of the Family Medical Leave Act in the event of a serious medical condition of the employee or his/her immediate family (spouse, parent, son, daughter).

P. Sick leave that is requested in advance for medical appointments shall not be unreasonably denied nor counted as an Occurrence against that employee under the Attendance Monitoring Program.

Q. The City Union of Baltimore Sick Leave Bank, hereinafter referred to as "the Bank" will continue in effect. Membership in the Bank will be voluntary for all employees. All new employees who request membership will be assessed one (1) day of sick leave for deposit in the Bank. The City Union of Baltimore Sick Leave Bank shall be administered jointly for Union members employed by BCPSS.

A member of the bargaining unit may receive a grant from the Bank only after:

1. Filing an application with the Sick Bank Committee.
2. Submitting satisfactory medical evidence of the illness or injury.
3. Submitting evidence of having exhausted all accumulated leave.

The Board of Directors of the Bank shall be composed of four (4) representatives of the Union appointed by the President and four representatives of the Employer.

New employees must join the Bank within the first thirty (30) days after completion of their probationary periods or lose their right to join until the next contribution period. Employees entering the bargaining unit must join the Bank within the first thirty (30) days or lose their right to join until the next open enrollment period.

Employees may relinquish their membership in the Bank at any time; if they do so, however, they will lose their contributions in the Bank and will not be allowed to join again until the next contribution period.

A member will lose the right to receive grants from the Bank if his employment with the BCPSS is terminated.

All contributions will remain in force and cannot be returned even upon cancellation of membership.

All unused sick leave days in the bank at the end of the year shall be carried over to the next year.

Sick leave conversion shall not be affected by participation in the Bank unless the contribution is taken from the current year's accumulated sick leave balance.

ARTICLE 21: PERSONAL LEAVE

A. Permanent employees shall be entitled to three (3) personal leave days per year. Personal leave days shall be accrued at the rate of one-quarter (¼) day for each month of completed service. At no time may an employee accumulate more than eight (8) days of personal leave.

Part-time employees hired after June 30, 1982, must consistently work an average of 50% of a regularly scheduled work week to be eligible for this benefit.

B. Personal leave must be taken in units of at least forty-five (45) minutes.

C. Personal leave shall not be unreasonably denied, provided the employee requests such leave with at least three (3) working days' notice. In bona fide emergency situations, the three (3) days' notice may be waived. Request for personal leave for religious holidays shall not be denied.

D. Employees will be paid for unused personal leave when separated from BCPSS service.

E. For employees covered by this Agreement who were employed by City of Baltimore and BCPSS prior to the Baltimore City Board of School Commissioners assuming management authority of BCPSS on July 1, 1997, personal leave accumulated prior to July 1, 1997 shall be retained pursuant to SB 795 Section 17.

ARTICLE 22: HOLIDAYS

A. School Calendar Holidays

Unit employees shall enjoy the following paid holidays:

Holiday	Day Observed
January 1	New Year's Day
January (Federal Observance)	Martin Luther King's Birthday

Third Monday in February	Washington's Birthday
Friday Before Easter	Good Friday
Two (2) days during spring vacation	
May (Federal observance)	Memorial Day
July 4	Independence Day
First Monday in September	Labor Day
Fourth Thursday in November and the Day after Thanksgiving	Thanksgiving and Day After Thanksgiving
December 25	Christmas Day
Other:	
Any additional day during Christmas recess	Any additional day during Christmas recess

B. All Presidential and Congressional General Elections shall be observed as holidays. Employees who are eligible and registered to vote may request and shall be granted, if necessary, up to two (2) hours with pay for the purpose of voting in other elections.

C. Holidays which fall on Saturday shall be observed the preceding Friday, and holidays which fall on Sunday shall be observed the following Monday. If a holiday falls on the regular day off of an employee working on a schedule other than Monday through Friday, the employee shall be granted another day off at such time as can be arranged by the Department Head or supervisor.

D. If an employee is required to work on a holiday listed above, said employee shall receive time and one-half (1½) for all hours worked, in addition to one of the following:

1. Holiday pay for the regularly scheduled number of hours in the employee 5 work day; or
2. A day off with pay, no later than the end of the following pay period.

E. Whenever a holiday falls on a regular workday of a bi-weekly employee engaged in shift work, and the employee is required to work a second shift on that holiday, he shall be allowed holiday allowance plus time and one-half (1 ½) for all hours worked the first shift, and holiday allowance plus time and one-half (1 ½) for all hours worked the second shift.

F. Employees scheduled to work on a holiday who call in sick shall be charged for a sick leave on that day. Failure to notify their supervisor or his/her designee of illness will result in the loss of pay for that day.

G. To be eligible for holiday pay, employees must be in pay status at least one (1) day in the payroll period in which the holiday occurs.

H. When a shift employee's scheduled day off falls on a legal holiday, the employee shall be granted in lieu of the holiday, a day off within the same pay period or no later than the following pay period, by properly notifying management or be paid overtime for said holiday.

ARTICLE 23: OTHER LEAVE

A. Job Injury Leave

An employee sustaining an occupational injury or accident which is not the result of his negligence shall be granted full pay and shall not be required to use any sick leave, vacation or personal leave if upon medical examination and certification by the Employer's physician, it is determined that the injury and/or accident disables the employee. Under this circumstance, the affected employee shall be examined periodically by the Employer's physician to determine the progress and length of time necessary for recovery.

However, in the event that the employee files for Workers' Compensation for the same accident, his pay shall be offset by the difference between the full salary paid under this provision and the temporary total rate paid under the Workers' Compensation Law.

In no event shall the provision for full pay extend beyond nine (9) months from the date of the employee's job related injury or accident. During the tenth month of total disability, for each full day of absence the employee shall receive one-half (½) day of Job Injury Leave and shall be debited one-half (½) day of his accumulated leave.

At the expiration of the tenth month, the employee shall have the option of (a) remaining in a pay status by using his accumulated sick, vacation and personal leave days, or (b) filing an application for accident disability retirement.

Time lost due to job related injuries or accidents which disables an employee for a period in excess of the above-mentioned ten (10) months shall be compensated for in accordance with the Workers' Compensation Law of Maryland only.

A joint labor management committee consisting of three (3) representatives of CUB and three (3) representatives designated by the Board, shall be formed to examine the manner in which accident leave/job injury leave is being implemented and interpreted by the Board, the intent of any original language, and any necessary methods by which to assure that such leave is administered in a fair and efficient manner. The Committee shall be formed, convened and conclude its deliberations and conclusions within ninety (90) days following approval of this Agreement.

B. Other Leave

Administrative leave with pay shall be granted to all officers, stewards, and members for CUB Conferences in the amount of one hundred seventy-five (175) staff-days each year, with a maximum of fifteen (15) days for any elected officer and five (5) days for any other employee. Conferences or meetings sponsored by the BCPSS in which the Union is asked to participate shall not be charged for this leave.

C. Bereavement Leave

Four (4) consecutive working days leave with pay shall be granted upon request in the event of a death in an employee's immediate family. Immediate family shall be considered

as: father, mother, sister, brother, spouse, children, mother-in-law, father-in-law, grandparents, grandchildren, step and half-blooded relatives.

One (1) days' leave of absence will be authorized for the death of the employee's aunts and uncles. This one (1) day leave of absence must be taken within four (4) calendar days of the date of death.

The four (4) days shall commence at the option of the employee on the date of death or the day following the day of death. In the event that the deceased relative lived in the same household as the employee making the request, the deceased shall be considered to have been a member of the immediate family.

Employees who require additional time off beyond these four (4) days may request and shall be granted additional reasonable time off charged to vacation or personal or compensatory time.

D. Civil Defense Leave

Employees who are accredited volunteers of a Civil Defense Organization may be granted permission by the head of the department or bureau in which they are employed, to participate in Civil Defense pre-emergency training programs and test exercises during working hours without loss of pay or vacation, subject to the following conditions:

1. Requests for such permission shall be made in each instance in writing to the appropriate department or bureau by the Civil Defense Director of Baltimore City.
2. The total amount of time for which permission may be granted to employees for the purpose outlined shall not exceed forty (40) hours in any calendar year.

E. Military Training Leave

All employees who are members of the organized militia or of the Army, Navy, Air or Marine Reserve shall be entitled to leave of absence from their respective duties, without loss of pay, time or reduction in efficiency rating, on all days during which they shall be engaged in field or coast defense or other training ordered or authorized under any law in the United States, during such time as they are on annual inactive duty training, for a period not to exceed fifteen (15) working days in any calendar year; provided, however, if any member of the organized militia is ordered to active duty in the event of an emergency, he shall be entitled to a leave of absence without loss of pay, time or efficiency rating for such time while actually serving under such active duty orders, in addition to the fifteen (15) working day period specified above.

D. Civil Leave

Employees who are required to perform jury service in any court (City, Federal or County) or who are required by subpoena to appear in court shall be paid their salary. Employees shall also notify their appropriate supervisor at the time they first receive notice that they may be called to serve as jurors or subpoenaed, and provide their supervisor with a copy of

the subpoena or summons. Once released from the subpoena or summons, the employee shall report for work for the remainder of the working day.

E. Paid CUB Representative

CUB shall submit to the CEO the names and agencies of four (4) employees who shall process grievances and perform other labor relations duties on a full-time basis. Once approved, the employees shall be compensated by their respective agencies at their regular rate of pay with a maximum of the current rate of Grade 71, Experienced Level.

F. President's Leave

The President of CUB, if an employee of BCPSS at the time of the election, shall be granted a leave of absence with pay at the rate of 50% of the employee's last annual salary, including the accrual of pension benefits, for the term of his office. Upon the expiration of his term, the President shall be restored to his former BCPSS position with full seniority and all other employee rights and benefits. While on this leave of absence, the President shall continue to be covered for all the health and welfare and pension benefits by the BCPSS, for which CUB shall reimburse the BCPSS.

G. Leave Without Pay

1. Upon application in writing, employees may be granted a leave of absence without pay, not to exceed one (1) year, for the reason of personal illness, illness in the immediate family or disability. Extension of leaves of this nature shall be mutually agreed upon by the Employer and CUB.

2. Any employee elected or appointed as Officer or Steward of CUB shall, upon application, be granted leave of absence without pay for the term of the election or appointment of their office or any extension thereof. While on this leave of absence, CUB Officers or Stewards shall continue to be covered for all the health and welfare and pension benefits by the BCPSS, for which CUB shall reimburse the BCPSS. Upon expiration of the term of the election or appointment, an employee on said leave shall be restored to his former BCPSS position with full seniority and all other employee rights and benefits. If the former position has been abolished or frozen, the employee will be reinstated to another position in the same class or comparable class through the transfer process, provided the employee qualifies for the position.

3. Education Leave--After completing one (1) year of continuous service, any employee, upon request and upon the approval of the CEO and the Department of Human Resources, shall be granted a leave of absence without pay for education purposes. The period of the leave of absence shall not exceed nine (9) months, but may be extended or renewed upon the request of the employee and with the concurrence of the CEO and the Department of Human Resources.

Leaves of absence for educational purposes shall not be granted more than once every three (3) years. The Employer and CUB agree to cooperate in the development of job training, upgrading, apprenticeship and career ladder programs.

4. Parental Leave--Employees may request any portion of vacation, personal, or compensatory time for the purpose of child rearing as outlined in the respective Leave Articles. In addition, employees may request a leave of absence without pay as set forth below for the purpose of child rearing or adoption. For an employee whose total leave of absence without pay is twelve (12) calendar weeks or less, the employee shall be entitled to return to his former position. If the former position is abolished or frozen, the employee will be reinstated to another position in the same class or comparable class through the transfer process provided the employee qualifies for the position. Nothing in this paragraph shall be construed to diminish the rights of employees pursuant to the federal and State Family and Medical Leave Acts.

5. Prior creditable City or BCPSS service shall not be forfeited if an employee is granted a leave of absence without pay. An employee on a leave of absence without pay for more than thirty (30) calendar days shall not lose any accrued leave or seniority but shall not continue to accrue any leave or seniority while on such leave of absence.

In the event a leave of absence without pay exceeds thirty (30) calendar days, the employee's seniority and increment dates will be delayed one (1) day for each day of leave of absence, except for any employee who is on leave of absence without pay for military service.

H. Weather Emergency Leave

In the event of severe weather conditions, an employee may request and shall be granted, at the discretion of the department head or supervisor, the use of personal, vacation or compensatory leave.

School-based clerical and secretarial personnel shall be granted leave with pay for snow and ice days if other school-based personnel employed by the BCPSS receive similar leave. If, in accordance with the BCPSS inclement weather policy, a delayed opening of BCPSS facilities is announced, authorized employees shall be entitled to use accumulated personal leave, vacation or compensatory time in order to arrive at work safely. All employees shall be notified as to whether they are essential or non-essential, in accordance with BCPSS policy. BCPSS shall provide the Union with a list of CUB represented essential employees including their names, classifications and work locations.

I. Family Leave

Employees may request any combination of vacation, personal leave, or compensatory leave to be used for the birth or adoption of a child or for the care of immediate family members (spouse, child or parent) that permanently reside in the household in accordance with the BCPSS rules and regulations and as set forth in the Family and Medical Leave Act, Maryland Law, the BCPSS Family Leave Policies, and this Agreement.

J. Matrimony Leave

Employees shall be granted an unpaid leave of absence not to exceed ten (10) working days for the purpose of marriage. Said matrimony leave may be with pay at the option of the employee by using vacation leave, personal leave or compensatory time.

K. Graduation Leave

Leave of absence for attendance at senior high school or college graduation exercises shall be granted an employee as follows:

1. A one (1) day leave of absence with pay to attend his own graduation.
2. A one (1) day leave of absence with pay to attend the graduation exercise of a spouse or child so long as the graduation exercises are to take place during the scheduled working hours.
3. If approved, all other graduation leave shall be without pay; provided that such leave may be charged to personal or vacation leave with pay if the employee so elects.

ARTICLE 24: SENIORITY

A. The Employer and CUB recognize the principle of seniority as a factor in promotion, lay-off, re-employment, transfer and other conditions of employment; and recognize the need of maintaining an efficient work force. The application of seniority under this Article shall prevail where the principle does not conflict with any provisions of applicable law. Seniority is understood to mean seniority within classifications/job titles or within positions for which the employee is qualified.

B. In determining seniority as a factor for promotion or transfer, the length of service in the particular division shall be considered rather than length of service in the bureau or department. All employees protected by this Agreement who were covered as civil service employees under the Charter of Baltimore City shall retain, through June 30, 1998, service credit, seniority, qualification for placement on the reemployment list, qualification for promotion or transfer, and eligibility for employment should the employee be displaced or laid off by the Board, said employees shall not suffer a break in service pursuant to SB 795, Section 15.

The parties agree that unit members identified for layoff shall be reassigned, where possible, to an existing vacant position; provided, that within management's sole discretion the employee is deemed qualified and able to perform the duties of the job.

On July 1, 1998, the Board shall recognize that each employee shall be protected by this Agreement with the seniority and service previously accumulated by each current employee who was employed on or before June 30, 1998 whether the seniority or service was accumulated as an employee of the Mayor and City of Baltimore or as an employee of the Board.

C. It is the intention of the parties that if the Employer is compelled to lay-off permanent employees on a departmental basis, the sole criterion of inverse order of their original appointments to BCPSS or City service based on continuous years of employment shall be followed to the extent allowed by applicable law; provided, however, that nothing in this Paragraph C shall be deemed to authorize or require any administrative action which, if taken, would conflict with any provision of applicable law. Prior to such lay-offs, the Employer shall meet with the Union. The Employer shall terminate all temporary employees within the affected department, except as provided in 24.A, before the lay-off of permanent employees. The Department of Human Resources shall maintain, in accordance with its rules and regulations and

by appropriate classifications, re-employment lists containing the names of employees laid off in accordance with the above provision.

Within the capability of the computer system, vacancy lists will be made available to CUB showing CUB positions. Lists shall be available every two (2) months or as soon thereafter as possible. Agency organizational lists, upon development, will also be made available to CUB.

D. Before an employee's effective lay-off is scheduled, he shall be entitled to convert to cash payment accumulated vacation or personal leave. In either event, sick leave for the then current sick leave year shall be converted to cash payment on a four (4) to one (1) basis as herein provided at the time of employment termination.

ARTICLE 25: OUT-OF-TITLE WORK

In accordance with the rules and regulations set forth in the Administrative Manual, except as modified herein, whenever an employee is assigned to perform the duties and responsibilities of a higher classification, he shall be paid the higher rate for such services from the first working day.

ARTICLE 26: PERFORMANCE RATING

The Employer agrees to submit to CUB for its input, any proposed changes in the Performance Evaluation System one (1) month prior to submission to the Department of Human Resources.

ARTICLE 27: EXAMINATION OF EMPLOYEE'S PERSONNEL FILE

Official employee files shall be maintained in accordance with the following procedure:

A. There shall be only one (1) official personnel file for any employee. This file shall be kept in the human resources office.

B. By appointment with the appropriate authorized person, the employee, his CUB representative or other authorized representative, with his identification, shall be permitted to examine the employee's personnel file. The employee shall indicate in writing, to be placed in his file, that he has examined said file.

C. Only those personnel who have an official right and reason for doing so may inspect an employee's file. Such personnel shall indicate in writing, to be placed in the employee's file, that he has examined said file and the reason for said examination.

D. Administrators shall continue to place in an employee's file information of a positive nature indicating competencies, achievements, performance, or contribution of an academic, professional, or civic nature.

E. Confidential inquiries and replies or any such material received from outside sources which are included in the employee's file shall be expunged from said file upon the completion of the employee's probationary period of employment.

F. No material related to an employee's conduct, service, character, or personality shall be placed in the file unless it is signed and dated by the person submitting the information. The employee shall be given the opportunity to acknowledge that he has read such material by affixing his signature on the actual copy to be filed, with the understanding that such signature merely signifies that he has read the material to be filed and does not necessarily indicate agreement with its content. Any employee will not be required to affix his signature on any material that is to be inserted in the file subject to the provisions herein below discussed.

G. The employee shall have the right to answer any material filed and his answer shall be attached to the file copy. Furthermore, the employee shall be given the right to review such disputed material pursuant to the grievance and arbitration procedure set forth in this Agreement.

H. Upon written request by the employee, disciplinary documents shall be removed from the personnel files after one (1) year providing the behavior has not been repeated within one (1) year.

ARTICLE 28: UNIFORM AND CLOTHING

A. Uniform

The Employer shall continue to provide work uniforms in those areas in which it currently provides such uniforms. The Employer shall provide safety equipment to employees as is required by the appropriate occupational safety agency.

B. Clothing Allowance –

The Employer shall reimburse school security personnel for clothing damaged in the performance of their duties.

ARTICLE 29: TRANSPORTATION EXPENSES

A. Travel Allowance

The Employer shall provide employees with a travel allowance in accordance with the business standard mileage rate as prescribed by the Internal Revenue Service (IRS). Employees shall also be reimbursed for the use of any parking facility expenditure they incur as part of their work assignment as authorized by the Employer.

B. Portal-to-Portal Pay

Reimbursement for additional transportation expense of ten (10) cents shall be provided to employees who are required to travel from the City to the county where the Employer's place of business may be located; affected employees shall be given another ten (10) cents for return to the City.

ARTICLE 30: PROMOTIONAL EMPLOYMENT OPPORTUNITY, AND JOB TRANSFER LISTS

A. CUB shall receive notice prior to the expiration of Department of Human Resources' lists at the time such notice is sent to department heads.

B. All job announcements shall designate whether the job announced is competitive or non-competitive and such designation shall not be changed.

C. Examination and recruitment lists shall be publicly and conspicuously posted at the offices of the Department of Human Resources and at conspicuous locations in all other BCPSS buildings.

ARTICLE 31: LEAVE FOR DEPARTMENT OF HUMAN RESOURCES EXAMINATIONS

A. An employee shall be granted, upon request, administrative leave for the time necessary to take any departmental promotional Department of Human Resources exam for which he is eligible.

B. A shift employee wishing to take an examination that is administered by the Department of Human Resources, shall, in filing an application for such an examination, clearly state therein his present work schedule. The Department of Human Resources shall thereupon schedule the examination at a time which does not interfere with the employee's assigned shift and, in any event, the affected employee shall not be required to work within the sixteen (16) hour period immediately preceding the time set for the examination.

C. In any case where an employee is required to work overtime or in an emergency capacity on the day immediately preceding an examination or in any case where an employee is required to work during the sixteen (16) hour period immediately preceding the examination, then, and in that event, the Department of Human Resources shall reschedule said examination for a subsequent time and date which does not conflict with the provisions stated above.

ARTICLE 32: SAFETY AND HEALTH

A. The Employer and CUB shall cooperate in the enforcement of safety rules. Should an employee feel that his work requires him to be in an unsafe or unhealthy situation, the matter shall be considered immediately by the Employer. If the matter is not adjusted satisfactorily, it may become the subject of a grievance and shall be processed pursuant to the Grievance Procedure.

B. The Employer shall, where applicable, provide its employees with adequate safety equipment. The Employer and CUB shall establish, where appropriate, joint committees to review safety standards, accident-related causes and safe place-to-work grievances. The Employer shall establish first-aid stations at work areas designated by the Director of Safety. Moreover, the Employer shall cooperate with the Red Cross to provide First Aid training courses to all interested employees at areas designated by the Director of Safety.

C. The School Police GO-3 VI-1 (1), which states that radios must be turned on and carried by School Police Personnel at all times while on duty, will continue in effect during the term of this Agreement.

D. The Employer agrees to provide dispatchers with orientation and training in radio procedures.

E. Video Display Terminal (VDT) Safety Rules

1. The Employer and the Union recognize that the use of technologically advanced office equipment can increase the productivity and efficiency of BCPSS operations. To address issues of health and safety concerns which may be created by the use of video display terminals (VDTs), the Employer agrees to provide the following for all employees whose primary job responsibility is to work on VDTs for six (6) or more hours per day:

a. Annual eye examinations to be provided by the Office of Occupational Medicine and Safety.

b. After one (1) hour of continuous work on a VDT, an employee shall be entitled to a rest break or rotation to other work activities not using a VDT, for a period of fifteen (15) minutes.

2. To address other health and safety concerns associated with prolonged exposure to VDTs, a joint committee of five (5) Union and five (5) Employer representatives shall continue to meet at the request of either party.

ARTICLE 33: EMPLOYEE ASSISTANCE SERVICES

The Employer shall continue to maintain an Employee Assistance Program, APS Healthcare Inc, is the current provider. It shall be the policy of the Program to assist, in a strictly confidential manner, employees who seek assistance for alcoholism, drug abuse, family problems, psychological or other medical problems. This policy recognizes that these are treatable conditions and it is the employee's responsibility to seek professional assistance for them. Employees with such problems are encouraged to contact the Employee Assistance Program by telephone or personal visit. Any contact with the Employee Assistance Counselor will be strictly confidential. The Employee Assistance Program shall make an evaluation of the employee's problem and recommend remedies which may include referral to an appropriate treatment agency. It is the employee's responsibility to follow the recommendations of the Employee Assistance Counselor.

ARTICLE 34: TUITION REIMBURSEMENT

The Employer shall establish a Tuition Reimbursement Program to be administered by the BCPSS. Upon approval of the BCPSS, employees shall be granted benefits under this section and shall be reimbursed, providing the employee meets all qualifications as listed in the Administrative Manual, for up to 50% of the tuition cost of a maximum of ten (10) credits per semester, consisting of not more than four (4) courses, for job-related courses or those leading to a job-related degree. Affected employees shall be further reimbursed for laboratory and administrative fees not to exceed thirty dollars (\$30.00) per semester.

All personnel requiring a special license to maintain a position shall be reimbursed for renewal fees, other than motor vehicle operating licenses, by the Employer.

ARTICLE 35: VISITATION

A. An officer or accredited representative of CUB shall, upon reasonable request by CUB, be admitted to the property of the Employer during working hours and shall be granted reasonable time for the purpose of discussing or assisting in the adjustment of grievances under Article 8 of this Agreement. Each CUB representative wishing to be admitted to the property of the Employer for this purpose shall notify the appropriate management representative in advance. The Employer agrees that during working hours, on the Employer's premises, and without loss of pay, a designated CUB representative shall be allowed to:

1. Post official CUB notices.
2. Transmit communications authorized by CUB or its officers to the Employer or his representative.

B. If any Steward or CUB official charges harassment in the performance of his duties as a representative, the matter shall be resolved between the BCPSS Director of Labor Relations and CUB immediately.

ARTICLE 36: BULLETIN BOARDS

The Employer agrees to provide reasonable bulletin board space (e.g., lobby, break-room, etc.) labeled with CUB's name where notice of official CUB matters may be posted by CUB.

ARTICLE 37: NO STRIKE OR LOCKOUT

A. CUB and its members, individually or collectively, agree that there shall be no strikes, slow-ups, stoppage of work and the BCPSS agrees that there shall be no lockout.

B. In the event of an unauthorized strike, slow-up or stoppage, the Employer agrees that there shall be no liability on the part of CUB; provided CUB promptly and publicly disavows such unauthorized strike, orders the employees to return to work and attempts to bring about a prompt resumption of normal operations; and provided further that CUB notifies the Employer, in writing, within forty-eight (48) hours after the commencement of such strike, what measures it has taken to comply with the provisions of this Article.

ARTICLE 38: SUBCONTRACTING

During the term of this Agreement, except in case of emergency, the Employer agrees to give 45 days notice and to discuss with CUB, prior to actual implementation, any plan to contract work ordinarily assigned to or performed by CUB-represented employees which would result in a layoff or demotion.

The parties agree that concerns relating to subcontracting are appropriate topics for the departmental Labor-Management Committees.

A joint Labor Management Committee consisting of three (3) representatives of CUB and three (3) representatives designated by the Board shall be established to examine the issue of personnel performing CUB unit work who are not permanent employees but rather being retained on other non-permanent payroll status. The Committee shall examine the number of such personnel employed by BCPSS, the circulars and policies currently governing the retention of such personnel, and the impact of employment of such personnel upon the CUB bargaining unit. The joint Labor-Management committee shall also address cost cutting measures, efficiencies, utilization of subcontractors, privatization issues, and other matters, which may from time to time come before the Committee at the request of its participants. The Committee shall meet and reach its conclusions no later than ninety (90) days following ratification of this Agreement. The Committee shall continue to meet periodically, and shall maintain minutes or notes of its activities, including suggestions and recommendations of its participants, which notes shall be provided to the CEO, Chief Operating Officer, and school administration on a regular basis.

ARTICLE 39: TECHNOLOGICAL CHANGES

The Employer and CUB recognize that advances in technology lead to changes in the work environment. The Employer and CUB also recognize that the retention of experienced employees is essential to efficient BCPSS operations. The Employer and CUB will cooperate in providing transitional assistance to those employees affected by technological changes. The Employer shall make every effort to find a position for which the affected employee is qualified within the BCPSS.

ARTICLE 40: LABOR-MANAGEMENT MEETINGS

The Employer and CUB agree to the establishment of Labor-Management meetings to discuss concerns of both parties and to foster improved communication between the Employer and members of the bargaining unit. The parties shall meet at least once a month, unless both parties agree to waive the meeting. The parties may agree to meet in the interim between regularly scheduled meetings. Labor-Management meetings are not negotiations and cannot add to, subtract from, or otherwise modify the terms of the collective bargaining agreement, nor shall grievances or appeals be discussed at these meetings. Labor-Management Committees shall be composed of no more than five (5) Union representatives and five (5) Management representatives. The Union representatives shall be granted paid release time to attend Labor-Management meetings.

At least five (5) working days prior to the agreed meeting date, each party shall provide the other with an agenda. This requirement may be waived by mutual agreement.

ARTICLE 41: HIV POLICY

The Board will follow the policy guidelines for management of children with AIDS and/or HIV and HIV-related illnesses. The Union shall be notified prior to any changes in these guidelines.

ARTICLE 42: PRINTING OF THE MEMORANDUM

The Board of School Commissioners shall pay the full cost of printing of the Agreement. In the printing of the Agreement the Board shall add a Table of Contents and the new Six Level Salary Scale including a schedule for longevity increments.

ARTICLE 43: MISCELLANEOUS PROVISIONS

A. BCPSS shall print and furnish to employees a Department of Human Resources handbook and, when available, the Board Personnel System Rules and Regulations issued pursuant to SB 795, giving the rights and benefits of employees.

B. The Employer will amend written work rules and policies and take such other action as may be necessary to give full force and effect to the provisions of this Agreement. If any provision of this Agreement or any application thereof to any employee or group of employees is held to be contrary to law by a court of competent jurisdiction, such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. Any substitute action shall be subject to appropriate consultation with the Union.

ARTICLE 44: TERMINATION, MODIFICATION OR AMENDMENT

This Agreement shall become effective on July 1, 2003, and remain in full force and effect until June 30, 2006 unless otherwise stated herein. It shall automatically be renewed from year to year thereafter unless either party shall give the other party written notice of a desire to terminate, modify or amend this Agreement. Such notice shall be given the other party in writing by certified mail no later than January 1 of the year involved.

This Agreement may be reopened by either party hereto for the sole purpose of studying the reports of the joint Labor-Management Committees provided for in this Agreement, in order to negotiate and/or prepare recommended amendments to the appropriate Ordinances as may be mutually agreed to by both parties.

ADDENDUM A
HEALTH AND WELFARE BENEFITS

- A. Employees covered by this Agreement are eligible for the following benefits, except as provided in Article 14. A detailed listing of benefits can be found in the health plan comparison chart distributed during annual open enrollment. No benefit available through December 31, 2003 shall be discontinued.
1. Basic Plan
 - a. Blue Cross--365 days hospitalization. One time \$50.00 deductible to be applied per person in family unit in each contract year.
 - b. Blue Cross--Diagnostic Endorsement #3 (with cost containment items as enumerated below)
 - c. Blue Shield Plan B
 2. Blue Shield Plan C (with cost containment items as enumerated below).
 3. Diagnostic #4 (unlimited).
 4. Major Medical (100% coverage after \$200 deductible up to \$30,000 limit. or 50/50 co-pay for covered expenses in excess of \$30,000 up to a maximum of \$225,000).
 5. Pre- and post-natal care.
 6. Sudden and serious onset coverage.
 7. Accidental Dental and Dismemberment benefits (Double Indemnity) as set forth in Article 16.
 8. Optical Plan (Level II).
 9. Second Surgical Opinion (with cost containment provision as enumerated below).
 10. Health Maintenance Organization alternative to Blue Cross/Blue Shield. (Employer shall contribute the same dollar amount it contributes for the employee's current Blue Cross/Blue Shield coverage.)
 11. Alcoholism Treatment Program.
 - a. Hospital/In Patient care--30 days per year; 60 day lifetime maximum.
 - b. Outpatient Care - 30 visits - 100% covered services; 15 additional visits 50% covered services

12. Hospice Care

- a. Non Hospital Care - 100% with \$20,000 lifetime maximum.
- b. In Hospital Care - 80% with \$20,000 lifetime maximum.

B. The following cost containment provisions shall remain in effect for the duration of this Agreement.

1. \$35 fee for Emergency room use in non-emergency situations.
2. Pre-admission Testing:
 - 100% reimbursement for pre-operative laboratory tests and x-ray examinations only if performed on an outpatient basis (unless medically necessary)
 - 50% for same if performed on an in-patient basis.
3. Ambulatory and Diagnostic Procedures (non-emergencies)--100% reimbursement when certain enumerated procedures performed on outpatient (physician's office ambulatory surgical care center, out-patient department of hospital) basis.
4. Second Surgical Opinion must be obtained for certain enumerated elective surgical procedures.
5. Hospital Admissions/Discharge
 - a. No Friday, Saturday or Sunday Admissions;
 - Non-emergency situations; unless surgical procedures are scheduled over the weekend; or
 - Sunday admission permissible when testing or surgical procedures scheduled on following Monday; or
 - b. Discharge from hospital within twenty-four (24) hours of Doctor's release.
6. Refer to your Health Insurance Open Enrollment Booklet for further information.

ADDENDUM B

BALTIMORE CITY SCHOOL SYSTEM LIST OF CUB CLASSES

CLASS TITLE

Accountant I
Accounting Asst. I
Accounting Asst. II
Accounting Asst. III
Accounting Asst. Supervisor
Analyst / Programmer I
Analyst / Programmer II
Arch Draft Tech I
Arch Draft Tech II
Architect I
Architect II
Asst Chief Hortc
Asst Grounds Shop Mgr
Audio Visual Technologist
Bindery Worker I
Building Repairs Supervisor
Building Operations Supervisor
Building Emergency Operations Coord
Cabinetmaker Supervisor
Carpenter Supervisor
Computer Programmer I
Computer Programmer II
Computer Operator I
Computer Operator II
Computer Operator III
Computer Operator IV
Constr Mech Inspector I
Contract Admin I
Contract Admin II
Data Entry Operator I
Data Entry Operator II
Data Entry Operator III
Data Entry Supervisor - I
EDP Communic Coord I
EDP Communications Coord II
EDP Data Tech II
EDP Data Tech III
Educ Building Mgr
Elec Mechanic Supervisor
Elec Supervisor (Licensed)
Engineer I

CLASS TITLE

Guard I
H & A Technician Supervisor I
Mailing Supervisor
Maintenance Coordinator
Mason Supervisor
Office Assistant I
Office Assistant II
Office Assistant III
Office Assistant - School
Office Supervisor
Painter Supervisor
Personnel Assistant
Photographer
Piano Technician
Pipefitter Supervisor
Plasterer Supervisor
Print Graphic Technician
Purchasing Assistant
Radio Dispatcher
Reg Café Manager – 12 months
Reg Café Manager – 10 months
Retirement Benefits Analyst I
Roofing Inspector
School Auto Repair Supervisor I
School Auto Repair Supervisor II
School Building Technician
School Bus Driver Supervisor
School Maintenance Planning Coord
School Police Officer I
School Police Officer II
School Police Corporal
School Police Sergeant
School Secretary I
School Secretary II
School Special Services Supervisor
School Trades Supervisor
Secretary II
Secretary III
Sheet Metal Worker Supervisor
Special Ed Assistant
Storekeeper I

Engineer II
Fiscal Technician
Food Delivery Supervisor
Food Service Admin
Food Service Equip Repair Supervisor
Glazier Supervisor
Graphics Artist

Storekeeper II
Stores Supervisor I
Typist I
Typist II
Typist II
Word Processing Operator I
Word Processing Operator II
Word Processing Operator III

ADDENDUM C
AUTHORIZATION FOR DEDUCTION OF VOLUNTARY POLITICAL
EDUCATION CONTRIBUTIONS

"I hereby authorize the BCPSS, to deduct from my salary the bi-weekly sum of \$_____ and to forward that amount to the City Union of Baltimore Committee on Political Education. This authorization is signed freely and voluntarily and not out of any fear of reprisal, and with the understanding that the City Union of Baltimore Committee on Political Education is engaged in joint fund-raising efforts with the AFT and the AFL-CIO. This voluntary authorization shall remain in effect unless revoked by me at any time by notifying the BCPSS Director of Labor Relations, who will in turn notify the City of Baltimore Payroll Department, in writing of my desire to do so."

(Signed) (NAME)

(ADDRESS)

(WORK LOCATION)

NOTE: Contributions for the Committee on Political Education to C.U.B. are not deductible as charitable contributions for federal income tax purposes.

**ADDENDUM D
CUB SALARY SCALE**

	Grade	ANNUAL RATE	HOURLY RATE	LONGEVITY 1		LONGEVITY 2		LONGEVITY 3		LONGEVITY 4		LONGEVITY 5	
				Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
HIRING	61	\$18,624	\$9.768	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
FULL PERF	61	\$18,898	\$9.912	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
EXPERIENCED	61	\$20,167	\$10.577	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
SENIOR LVL	61	\$20,463	\$10.732	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
STEP 5	61	\$20,975	\$11.001	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
STEP 6	61	\$21,499	\$11.276	\$645	\$0.338	\$1,290	\$0.677	\$1,935	\$1.015	\$2,580	\$1.353	\$3,225	\$1.692
HIRING	62	\$18,818	\$9.870	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
FULL PERF	62	\$19,096	\$10.015	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
EXPERIENCED	62	\$20,392	\$10.695	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
SENIOR LVL	62	\$20,690	\$10.851	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
STEP 5	62	\$21,207	\$11.123	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
STEP 6	62	\$21,737	\$11.401	\$652	\$0.342	\$1,304	\$0.684	\$1,956	\$1.026	\$2,608	\$1.368	\$3,260	\$1.710
HIRING	63	\$19,018	\$9.975	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
FULL PERF	63	\$19,312	\$10.129	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
EXPERIENCED	63	\$20,622	\$10.816	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
SENIOR LVL	63	\$20,926	\$10.975	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
STEP 5	63	\$21,449	\$11.250	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
STEP 6	63	\$21,985	\$11.531	\$660	\$0.346	\$1,320	\$0.692	\$1,980	\$1.039	\$2,640	\$1.385	\$3,300	\$1.731
HIRING	64	\$19,231	\$10.086	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749
FULL PERF	64	\$19,525	\$10.240	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749
EXPERIENCED	64	\$20,856	\$10.938	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749
SENIOR LVL	64	\$21,162	\$11.099	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749
STEP 5	64	\$21,691	\$11.377	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749
STEP 6	64	\$22,233	\$11.661	\$667	\$0.350	\$1,334	\$0.700	\$2,001	\$1.050	\$2,668	\$1.399	\$3,335	\$1.749

HIRING	65	\$19,443	\$10.197	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
FULL PERF	65	\$19,750	\$10.358	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
EXPERIENC ED	65	\$21,115	\$11.074	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
SENIOR LVL	65	\$21,424	\$11.236	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
STEP 5	65	\$21,960	\$11.518	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
STEP 6	65	\$22,509	\$11.806	\$675	\$0.354	\$1,350	\$0.708	\$2,025	\$1.062	\$2,700	\$1.416	\$3,375	\$1.770
HIRING	66	\$19,666	\$10.314	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
FULL PERF	66	\$19,975	\$10.476	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
EXPERIENC ED	66	\$21,374	\$11.210	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
SENIOR LVL	66	\$21,688	\$11.375	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
STEP 5	66	\$22,230	\$11.660	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
STEP 6	66	\$22,786	\$11.951	\$684	\$0.359	\$1,368	\$0.718	\$2,052	\$1.076	\$2,736	\$1.435	\$3,420	\$1.794
HIRING	67	\$19,892	\$10.433	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
FULL PERF	67	\$20,222	\$10.606	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
EXPERIENC ED	67	\$21,651	\$11.355	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
SENIOR LVL	67	\$21,970	\$11.523	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
STEP 5	67	\$22,519	\$11.811	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
STEP 6	67	\$23,082	\$12.107	\$692	\$0.363	\$1,384	\$0.726	\$2,076	\$1.089	\$2,768	\$1.452	\$3,460	\$1.815
HIRING	68	\$20,136	\$10.561	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
FULL PERF	68	\$20,472	\$10.737	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
EXPERIENC ED	68	\$21,941	\$11.508	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
SENIOR LVL	68	\$22,268	\$11.679	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
STEP 5	68	\$22,825	\$11.972	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
STEP 6	68	\$23,395	\$12.271	\$702	\$0.368	\$1,404	\$0.736	\$2,106	\$1.105	\$2,808	\$1.473	\$3,510	\$1.841
HIRING	69	\$20,386	\$10.692	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867
FULL PERF	69	\$20,740	\$10.878	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867
EXPERIENC ED	69	\$22,253	\$11.671	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867
SENIOR LVL	69	\$22,583	\$11.844	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867
STEP 5	69	\$23,148	\$12.141	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867

STEP 6	69	\$23,726	\$12.444	\$712	\$0.373	\$1,424	\$0.747	\$2,136	\$1.120	\$2,848	\$1.494	\$3,560	\$1.867
HIRING	70	\$20,653	\$10.832	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
FULL PERF	70	\$21,021	\$11.025	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
EXPERIENC ED	70	\$22,586	\$11.846	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
SENIOR LVL	70	\$22,922	\$12.022	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
STEP 5	70	\$23,495	\$12.323	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
STEP 6	70	\$24,082	\$12.631	\$722	\$0.379	\$1,444	\$0.757	\$2,166	\$1.136	\$2,888	\$1.515	\$3,610	\$1.893
HIRING	71	\$20,933	\$10.979	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
FULL PERF	71	\$21,319	\$11.181	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
EXPERIENC ED	71	\$22,950	\$12.037	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
SENIOR LVL	71	\$23,292	\$12.216	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
STEP 5	71	\$23,874	\$12.522	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
STEP 6	71	\$24,471	\$12.835	\$734	\$0.385	\$1,468	\$0.770	\$2,202	\$1.155	\$2,936	\$1.540	\$3,670	\$1.925
HIRING	72	\$21,229	\$11.134	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
FULL PERF	72	\$21,638	\$11.349	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
EXPERIENC ED	72	\$23,356	\$12.250	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
SENIOR LVL	72	\$23,712	\$12.436	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
STEP 5	72	\$24,305	\$12.748	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
STEP 6	72	\$24,912	\$13.067	\$747	\$0.392	\$1,494	\$0.784	\$2,241	\$1.175	\$2,988	\$1.567	\$3,735	\$1.959
HIRING	73	\$21,549	\$11.302	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
FULL PERF	73	\$21,971	\$11.523	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
EXPERIENC ED	73	\$23,798	\$12.481	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
SENIOR LVL	73	\$24,164	\$12.673	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
STEP 5	73	\$24,768	\$12.991	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
STEP 6	73	\$25,387	\$13.316	\$762	\$0.400	\$1,524	\$0.799	\$2,286	\$1.199	\$3,048	\$1.599	\$3,810	\$1.998
HIRING	74	\$21,879	\$11.475	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040
FULL PERF	74	\$22,331	\$11.712	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040
EXPERIENC ED	74	\$24,284	\$12.736	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040
SENIOR LVL	74	\$24,670	\$12.939	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040

STEP 5	74	\$25,287	\$13.263	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040
STEP 6	74	\$25,919	\$13.594	\$778	\$0.408	\$1,556	\$0.816	\$2,334	\$1.224	\$3,112	\$1.632	\$3,890	\$2.040
HIRING	75	\$22,237	\$11.663	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
FULL PERF	75	\$22,722	\$11.917	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
EXPERIENC ED	75	\$24,836	\$13.026	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
SENIOR LVL	75	\$25,236	\$13.236	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
STEP 5	75	\$25,867	\$13.567	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
STEP 6	75	\$26,514	\$13.906	\$795	\$0.417	\$1,590	\$0.834	\$2,385	\$1.251	\$3,180	\$1.668	\$3,975	\$2.085
HIRING	76	\$22,627	\$11.867	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
FULL PERF	76	\$23,169	\$12.152	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
EXPERIENC ED	76	\$25,342	\$13.291	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
SENIOR LVL	76	\$25,752	\$13.506	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
STEP 5	76	\$26,396	\$13.845	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
STEP 6	76	\$27,056	\$14.191	\$812	\$0.426	\$1,624	\$0.852	\$2,436	\$1.278	\$3,248	\$1.704	\$4,060	\$2.129
HIRING	77	\$23,068	\$12.099	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
FULL PERF	77	\$23,675	\$12.417	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
EXPERIENC ED	77	\$26,058	\$13.667	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
SENIOR LVL	77	\$26,477	\$13.887	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
STEP 5	77	\$27,139	\$14.234	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
STEP 6	77	\$27,817	\$14.590	\$835	\$0.438	\$1,670	\$0.876	\$2,505	\$1.314	\$3,340	\$1.752	\$4,175	\$2.190
HIRING	78	\$23,573	\$12.364	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
FULL PERF	78	\$24,152	\$12.667	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
EXPERIENC ED	78	\$26,824	\$14.069	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
SENIOR LVL	78	\$27,257	\$14.296	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
STEP 5	78	\$27,938	\$14.654	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
STEP 6	78	\$28,637	\$15.020	\$859	\$0.451	\$1,718	\$0.901	\$2,577	\$1.352	\$3,436	\$1.802	\$4,295	\$2.253
HIRING	79	\$24,046	\$12.612	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329
FULL PERF	79	\$24,858	\$13.037	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329
EXPERIENC ED	79	\$27,714	\$14.535	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329

SENIOR LVL	79	\$28,163	\$14.771	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329
STEP 5	79	\$28,867	\$15.141	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329
STEP 6	79	\$29,589	\$15.519	\$888	\$0.466	\$1,776	\$0.932	\$2,664	\$1.397	\$3,552	\$1.863	\$4,440	\$2.329
HIRING	80	\$24,744	\$12.978	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
FULL PERF	80	\$25,624	\$13.439	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
EXPERIENC ED	80	\$28,718	\$15.062	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
SENIOR LVL	80	\$29,184	\$15.306	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
STEP 5	80	\$29,914	\$15.690	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
STEP 6	80	\$30,661	\$16.082	\$920	\$0.483	\$1,840	\$0.965	\$2,760	\$1.448	\$3,680	\$1.930	\$4,600	\$2.413
HIRING	81	\$25,507	\$13.378	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
FULL PERF	81	\$26,500	\$13.899	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
EXPERIENC ED	81	\$29,785	\$15.622	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
SENIOR LVL	81	\$30,269	\$15.875	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
STEP 5	81	\$31,026	\$16.273	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
STEP 6	81	\$31,801	\$16.680	\$954	\$0.500	\$1,908	\$1.001	\$2,862	\$1.501	\$3,816	\$2.001	\$4,770	\$2.502
HIRING	82	\$26,376	\$13.834	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
FULL PERF	82	\$27,447	\$14.395	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
EXPERIENC ED	82	\$30,721	\$16.112	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
SENIOR LVL	82	\$31,219	\$16.374	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
STEP 5	82	\$31,999	\$16.784	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
STEP 6	82	\$32,799	\$17.203	\$984	\$0.516	\$1,968	\$1.032	\$2,952	\$1.548	\$3,936	\$2.064	\$4,920	\$2.581
HIRING	83	\$27,320	\$14.329	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
FULL PERF	83	\$28,466	\$14.930	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
EXPERIENC ED	83	\$31,959	\$16.762	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
SENIOR LVL	83	\$32,480	\$17.035	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
STEP 5	83	\$33,292	\$17.462	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
STEP 6	83	\$34,124	\$17.898	\$1,024	\$0.537	\$2,048	\$1.074	\$3,072	\$1.611	\$4,096	\$2.148	\$5,120	\$2.685
HIRING	84	\$28,334	\$14.861	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793
FULL PERF	84	\$29,353	\$15.395	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793
EXPERIENC	84	\$33,256	\$17.442	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793

ED														
SENIOR LVL	84	\$33,799	\$17.727	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793	
STEP 5	84	\$34,644	\$18.171	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793	
STEP 6	84	\$35,510	\$18.625	\$1,065	\$0.559	\$2,130	\$1.117	\$3,195	\$1.676	\$4,260	\$2.234	\$5,325	\$2.793	
HIRING	85	\$29,221	\$15.326	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
FULL PERF	85	\$30,530	\$16.012	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
EXPERIENC ED	85	\$34,623	\$18.159	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
SENIOR LVL	85	\$35,190	\$18.456	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
STEP 5	85	\$36,070	\$18.919	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
STEP 6	85	\$36,971	\$19.392	\$1,109	\$0.582	\$2,218	\$1.163	\$3,327	\$1.745	\$4,436	\$2.327	\$5,545	\$2.908	
HIRING	86	\$30,388	\$15.938	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
FULL PERF	86	\$31,766	\$16.661	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
EXPERIENC ED	86	\$36,047	\$18.906	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
SENIOR LVL	86	\$36,636	\$19.215	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
STEP 5	86	\$37,552	\$19.696	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
STEP 6	86	\$38,491	\$20.188	\$1,155	\$0.606	\$2,310	\$1.212	\$3,465	\$1.817	\$4,620	\$2.423	\$5,775	\$3.029	
HIRING	87	\$31,619	\$16.583	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
FULL PERF	87	\$33,064	\$17.341	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
EXPERIENC ED	87	\$37,585	\$19.712	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
SENIOR LVL	87	\$38,202	\$20.036	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
STEP 5	87	\$39,157	\$20.538	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
STEP 6	87	\$40,136	\$21.051	\$1,204	\$0.631	\$2,408	\$1.263	\$3,612	\$1.894	\$4,816	\$2.526	\$6,020	\$3.157	
HIRING	88	\$32,909	\$17.260	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
FULL PERF	88	\$34,420	\$18.053	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
EXPERIENC ED	88	\$39,206	\$20.563	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
SENIOR LVL	88	\$39,852	\$20.901	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
STEP 5	88	\$40,848	\$21.425	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
STEP 6	88	\$41,870	\$21.961	\$1,256	\$0.659	\$2,512	\$1.318	\$3,768	\$1.976	\$5,024	\$2.635	\$6,280	\$3.294	
HIRING	89	\$34,259	\$17.968	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435	
FULL PERF	89	\$35,882	\$18.819	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435	

EXPERIENCED	89	\$40,904	\$21.453	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435
SENIOR LVL	89	\$41,574	\$21.805	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435
STEP 5	89	\$42,613	\$22.351	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435
STEP 6	89	\$43,679	\$22.909	\$1,310	\$0.687	\$2,620	\$1.374	\$3,930	\$2.061	\$5,240	\$2.748	\$6,550	\$3.435
HIRING	90	\$35,714	\$18.731	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
FULL PERF	90	\$37,420	\$19.626	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
EXPERIENCED	90	\$42,684	\$22.387	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
SENIOR LVL	90	\$43,387	\$22.755	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
STEP 5	90	\$44,472	\$23.325	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
STEP 6	90	\$45,583	\$23.908	\$1,368	\$0.718	\$2,736	\$1.435	\$4,104	\$2.153	\$5,472	\$2.870	\$6,840	\$3.588
HIRING	91	\$37,247	\$19.535	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
FULL PERF	91	\$39,036	\$20.474	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
EXPERIENCED	91	\$44,563	\$23.372	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
SENIOR LVL	91	\$45,298	\$23.758	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
STEP 5	91	\$46,430	\$24.353	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
STEP 6	91	\$47,591	\$24.962	\$1,428	\$0.749	\$2,856	\$1.498	\$4,284	\$2.247	\$5,712	\$2.996	\$7,140	\$3.745
HIRING	92	\$38,852	\$20.377	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
FULL PERF	92	\$40,727	\$21.360	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
EXPERIENCED	92	\$46,527	\$24.402	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
SENIOR LVL	92	\$47,293	\$24.804	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
STEP 5	92	\$48,475	\$25.425	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
STEP 6	92	\$49,687	\$26.061	\$1,491	\$0.782	\$2,982	\$1.564	\$4,473	\$2.346	\$5,964	\$3.128	\$7,455	\$3.910
HIRING	93	\$40,535	\$21.260	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
FULL PERF	93	\$42,513	\$22.297	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
EXPERIENCED	93	\$48,598	\$25.488	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
SENIOR LVL	93	\$49,402	\$25.910	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
STEP 5	93	\$50,637	\$26.559	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
STEP 6	93	\$51,903	\$27.223	\$1,557	\$0.817	\$3,114	\$1.633	\$4,671	\$2.450	\$6,228	\$3.267	\$7,785	\$4.083
HIRING	94	\$42,315	\$22.193	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264

FULL PERF	94	\$44,378	\$23.275	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264
EXPERIENCED	94	\$50,763	\$26.624	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264
SENIOR LVL	94	\$51,602	\$27.064	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264
STEP 5	94	\$52,892	\$27.742	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264
STEP 6	94	\$54,214	\$28.435	\$1,626	\$0.853	\$3,252	\$1.706	\$4,878	\$2.559	\$6,504	\$3.411	\$8,130	\$4.264
HIRING	95	\$44,169	\$23.166	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
FULL PERF	95	\$46,344	\$24.306	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
EXPERIENCED	95	\$52,973	\$27.783	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
SENIOR LVL	95	\$53,849	\$28.242	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
STEP 5	95	\$55,195	\$28.950	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
STEP 6	95	\$56,575	\$29.674	\$1,697	\$0.890	\$3,394	\$1.780	\$5,091	\$2.670	\$6,788	\$3.560	\$8,485	\$4.450
HIRING	96	\$46,126	\$24.192	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
FULL PERF	96	\$48,389	\$25.379	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
EXPERIENCED	96	\$55,366	\$29.038	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
SENIOR LVL	96	\$56,284	\$29.520	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
STEP 5	96	\$57,691	\$30.259	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
STEP 6	96	\$59,133	\$31.015	\$1,774	\$0.930	\$3,548	\$1.861	\$5,322	\$2.791	\$7,096	\$3.722	\$8,870	\$4.652
HIRING	97	\$48,163	\$25.260	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
FULL PERF	97	\$50,535	\$26.504	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
EXPERIENCED	97	\$57,837	\$30.334	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
SENIOR LVL	97	\$58,797	\$30.838	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
STEP 5	97	\$60,267	\$31.610	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
STEP 6	97	\$61,774	\$32.400	\$1,853	\$0.972	\$3,706	\$1.944	\$5,559	\$2.916	\$7,412	\$3.888	\$9,265	\$4.859
HIRING	98	\$50,297	\$26.380	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077
FULL PERF	98	\$52,774	\$27.679	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077
EXPERIENCED	98	\$60,433	\$31.696	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077
SENIOR LVL	98	\$61,434	\$32.221	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077
STEP 5	98	\$62,970	\$33.028	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077
STEP 6	98	\$64,544	\$33.853	\$1,936	\$1.015	\$3,872	\$2.031	\$5,808	\$3.046	\$7,744	\$4.062	\$9,680	\$5.077

HIRING	99	\$52,526	\$27.549		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305
FULL PERF	99	\$55,127	\$28.913		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305
EXPERIENCED	99	\$63,143	\$33.117		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305
SENIOR LVL	99	\$64,192	\$33.667		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305
STEP 5	99	\$65,797	\$34.510		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305
STEP 6	99	\$67,442	\$35.373		\$2,023	\$1.061	\$4,046	\$2.122	\$6,069	\$3.183	\$8,092	\$4.244	\$10,115	\$5.305

This Agreement is signed on the 4th day of February, 2005 in Baltimore, Maryland.

FOR THE BALTIMORE CITY BOARD OF SCHOOL COMMISSIONERS

Bonnie Copeland

Gerry Grant

FOR THE CITY UNION OF BALTIMORE

Brenda J. Clayburn

Maxine J. Holmes

Beverly Reid

Delores M. Powell

Gary Holifield

Preston Foreman

Debra Sherr

Thaddeus Goode

Ruth Pajouhandeh

APPROVED AS TO LEGAL FORM AND SUFFICIENCY :

Brian K. Williams

Approved and Noted by the Baltimore City
Board of School Commissioners

*Baltimore City
Board of School Commissioners*

*Brian Morris, Board Chair
Jerrelle F. Francois, Board Vice-Chair
Anirban Basu
George M. Vanhook, Sr.
James W. Campbell
Kalman R. Hettleman
Diane Bell McKoy
Michael C. Parker
Douglas R. Kington*

Simone Gray, Student Commissioner

*Bonnie S. Copeland, Ph.D.
Chief Executive Officer*