

**26460**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508  
COUNTY OF COOK AND STATE OF ILLINOIS**

**RESOLUTION**

**TO APPROVE**

**COLLECTIVE BARGAINING AGREEMENTS BETWEEN  
THE BOARD OF TRUSTEES OF COOK COUNTY COMMUNITY COLLEGE DISTRICT NO.  
508 AND  
THE COOK COUNTY COLLEGE TEACHERS UNION, LOCAL 1600 AFT, AFL-CIO**

**WHEREAS,** the Board and the Cook County College Teachers Union, Local 1600 (CCCTU) are parties to collective bargaining agreements for full time faculty members and professional employees effective July 15, 2000 which expired on July 15, 2004; and

**WHEREAS,** the Board and the City Colleges Police Officer Association, a chapter of CCCTU, are parties to a collective bargaining agreement effective January 1, 2000 which expired on December 31, 2003; and

**WHEREAS,** the Board and CCCTU desire to enter into a supplement to the professional employee collective bargaining agreement to govern terms and conditions of employment for part-time professional employees; and

**WHEREAS,** City Colleges of Chicago representatives have engaged in good faith collective bargaining with representatives of CCCTU as required by law and have reached agreement with respect to changes in wages, hours and other terms and conditions of employment of the employees represented by CCCTU; and

**WHEREAS,** the agreements are set forth in the attached tentative agreement dated November 6, 2004; and

**WHEREAS,** the Chancellor recommends that the Board approve the agreements with CCCTU and authorize the Chancellor or his designee to draft collective bargaining agreements consistent with the attached tentative agreements to be submitted for execution by CCCTU and the Board Chairman.

**NOW THEREFORE BE IT RESOVED,** that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, hereby:

1. Approves the tentative agreements reached by the City Colleges of Chicago representatives and CCCTU; and;
2. Authorizes the Chancellor or his designee to draft collective bargaining agreements consistent with the attached tentative agreement dated November 6, 2004 and submit the collective bargaining agreement for execution by CCCTU and the Board Chairman.

Respectfully Submitted,

Wayne D. Watson

November 11, 2004

<b>FULL-TIME FACULTY: 11-6-04 TENTATIVE AGREEMENT</b>	
<b>PROVISION</b>	<b>AGREEMENT</b>
<b><u>Agreed Issues</u></b>	
Article III.C. Released Time for Union & Chapter Officers	Add the following to paragraph two: The Board also agrees that each 3-hour unit at the City Colleges or College level may be converted into four clock hours of released time and distributed by the Union to its professional employee designees for the purpose of handling professional problems.
Article VI.A.1. Salary Schedule - Faculty with Rank; and Appendix B.1. Faculty Salary Increases; and Appendix B.2. Training Specialists Salary Increase	Year 1: 2% Base Increase (Fall) and ½ Step Movement (Spring) Year 2: 1% Base Increase (Fall) and ½ Step Movement (Spring) Year 3: 2% Base Increase (Fall) and ½ Step Movement (Spring) Year 4: 1% Base Increase (Fall) and ½ Step Movement (Spring) All new hires in Lane 1 would be placed at a minimum on Step 4. All existing employees below Step 4 in Lane 1 would be advanced to Step 4 as of the first year of the contract. All new hires in Lane 2 would be placed at a minimum on Step 2. All existing employees below Step 2 in Lane 2 would be advanced to Step 2. All other Lanes remain the same. To be consistent, revise Article VI.F.E. to provide for placements up to Step 8.
Article VII.A. Group Health Insurance; Appendix C. Group Insurance Provisions	See Attachment A.
Article VII.C. Dental and Vision Insurance	See Attachment A.
Article VII.K. Retiree Salary Enhancement	Change to include the following: Employees who give notice on or before December 7, 2004 may retire in May 2005 and be able to enhance their salary for the calendar years 2004 and 2005. Otherwise, employees must give notice by May 1, 2005 to retire within two years and be able to enhance their salary for two calendar years. In paragraph 5, modify 20% to 30%.
Article VIII.A.6. Class Size	All class sizes referred to in this Agreement shall be determined as of the end of the eighth school day or the fourth class meeting, whichever comes first, following the end of the registration period. All extra pay for over enrolled courses will be calculated based upon actual documented enrollments as of the <del>fifteenth</del> (15) school day <u>mid-term</u> of the semester.
Article VIII.B.1.a. & b. Teaching Load	1. Semester teaching load. A faculty member's regular load shall be 12-13 class contact hours per semester except that for all faculty hired after July 16, 1993, other than those who teach English Composition, the regular load shall be 27 contact hours per academic year, and except that

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<b>FULL-TIME FACULTY: 11-6-04 TENTATIVE AGREEMENT</b>	
<b>PROVISION</b>	<b>AGREEMENT</b>
	for faculty who are employed after July 15, 2000, other than those who teach English Composition, the regular load shall be fifteen (15) class contact hours per semester. <u>After July 14, 2008, the regular load for all faculty members, except those who teach English Composition, shall be fifteen (15) class contact hours per semester. The class load for those who teach English Composition shall be twelve (12) class contact hours per semester.</u>
Article VIII.B.1. Teaching Load	Insert the following: Effective Fall 2005, faculty members who teach clinical hours in nursing as assigned shall receive one contact hour of credit towards teach load for each contact hour of clinical work.
Article VIII.J.1.a. Employment and Tenure Policy	Insert " <u>No fewer than three recommendations</u> " at beginning of first sentence.
Article XIV. No Reprisals	PCL

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Article VI.A. and Appendix D (Health Insurance)	See Attachment A – same as faculty contract.
Article III.I. Leave of Absence for Union Officers	Same language as Article III.D. Leaves of Absence for Union Officers in Full-Time Faculty Contract
Article VI.I and VI.J. Early Retirement Program and Enhancement	Modify to parallel the faculty contract.
Article VIII.A. Salary Increases	4% increase on July 1, 2004 4% increase on July 1, 2005 4% increase on July 1, 2006 4% increase on July 1, 2007
Article VIII.C. Salary Schedule	Change 2% to 3%
Article VIII.G. Overtime	FLSA non-exempt employees shall receive compensatory time off at the rate of one and one-half hours for each hour worked in excess of forty hours per week. Use of compensatory time off shall be by mutual agreement between the professional employee and his immediate supervisor and shall be taken within 90 days of the time worked. Any compensatory time off not taken within 90 days shall be compensated by full payment by check on the next pay day following the 90 day period.

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Previous TAs	The Board and Union incorporate all previous tentative agreements, including those on July 7, 2004, September 21, 2004, October 7, 2004, October 14, 2004, and October 16, 2004.
Article I.B.	Add the following: <u>This agreement is between Cook County College Teachers Union, Local 1600, AFT-IFT, and the Board of Trustees, City Colleges of Chicago. At the time the parties entered into a supplement to their professional employee collective bargaining agreement to govern terms and conditions of employment for part-time professional employees, the part-time professional employees were not formally classified or graded. The parties agree that that they should be classified and graded. The Board represents that it has issued job analysis questionnaires to all part-time employees in the unit and their supervisors. The Board agrees that it will complete this process and develop a part-time professional employee classification system with job titles and job descriptions by January 1, 2005. Before implementing this classification system, the Board shall submit the system to the Union together with supporting documentation for comment. Part-time classifications will be included as Appendix A-3 to this Agreement. (LOA)</u>
Article III.C.	Apply to part-time professionals.
Article III.D.	Apply to part-time professionals.
Article VI.A.4.	Establish a 15-hour regularly scheduled work week threshold for entitlement to benefit.
Article VI.E.	Establish a 15-hour regularly scheduled work week threshold for entitlement to benefit.
Article VI.H.	Establish a 15-hour regularly scheduled work week threshold for entitlement to benefit.
Article VII.A.1.E.	Establish a 15-hour regularly scheduled work week threshold for entitlement to benefit.
Article VII.G.	Establish a 15-hour regularly scheduled work week threshold for entitlement to benefit.
Article VIII Salary Increases	\$9.00 minimum effective upon contract ratification 7/1/03: \$0.60 7/1/04: \$1.20 (cumulative) 7/1/05: \$1.80 (cumulative) 7/1/06: \$2.40 (cumulative) 7/1/07: \$3.00 (cumulative)
Article IX (B)	Part-time professionals serve a probationary period of 12 months.
Appendix D HMO	Applies to part-time professionals subject to limitation in Article VI.A.4.

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Previous TAs	The Board and Union incorporate all previous tentative agreements signed on September 7, 2004.
Article VI.E. Tuition Waiver	Security employees with 1 year of service, shall be entitled to a tuition waiver for one college transfer credit course per semester for the employee's use or for the use of a dependent of the employee where space is available.
Article VIII.E. Maximum hours of work	Security employees may be assigned to work no more than 32 hours in a work week which shall be defined as 12:00 a.m. Sunday to 11:59 p.m. Saturday. <i>(Security employees shall be permitted to work in excess of 32 hours if such work is made available by the Security Director.)</i>
Article XIX Salary Increases	1/1/04: \$0.50 1/1/05: \$0.50 (\$1.00 cumulative) 1/1/06: \$0.50 (\$1.50 cumulative) 1/1/07: \$0.50 (\$2.00 cumulative)

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**ATTACHMENT A**

**TENTATIVE AGREEMENT – 11-6-04**

**APPENDIX C. GROUP INSURANCE PROVISIONS**

**Contributions:**

PCL.

**Contributions—Active Employees:**

Delete section and substitute:

**HMO Active Employee Premium Contributions**

	12/1/04 – 7/16/05	7/16/05 – 7/16/06	7/16/06 – 7/16/07	7/16/07 – 7/16/08
<b>Single</b>	303	354	458	520
<b>Family</b>	886	1012	1309	1496

**PPO Active Employee Premium Contributions**

	12/1/04 – 7/16/05	7/16/05 – 7/16/06	7/16/06 – 7/16/07	7/16/07 – 7/16/08
<b>Single</b>	465	541	710	814
<b>Family</b>	1158	1328	1800	2059

**Contributions — Retired Employees:**

Delete section and substitute:

**Retiree Premiums Contributions  
(Non-Medicare Eligible)**

	12/1/04 – 7/16/05	7/16/05 – 7/16/06	7/16/06 – 7/16/07	7/16/07 – 7/16/08
<b>HMO</b>				
<b>Single</b>	392	468	602	708
<b>Family</b>	969	1128	1492	1781
<b>PPO</b>				
<b>Single</b>	652	769	1039	1223
<b>Family</b>	1458	1724	2428	2833

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**Retiree Premiums Contributions  
(Medicare-Eligible)**

	12/1/04 – 7/16/05	7/16/05 – 7/16/06	7/16/06 – 7/16/07	7/16/07 – 7/16/08
<b>HMO</b>				
<b>Single</b>	464	554	640	753
<b>Family</b>	952	1108	1280	1526
<b>PPO</b>				
<b>Single</b>	492	578	752	878
<b>Family</b>	939	1100	1490	1711

**II. Basic Medical Plan (Employee and Dependents)**

Delete above heading and section, and substitute:

**PPO (Preferred Provider Organization) Plan \***

	PPO (In-Network)	Non-PPO (Out-of-Network)
<b>Annual Deductible</b>	\$300/individual \$900/family (3 individual deductibles)	\$1,000/individual Deductible per Covered Person
<b>Annual Out-of-Pocket Limit</b>	\$2,000/individual (including deductible) \$4,000/family (including deductible)	Unlimited \$3,000 Unlimited \$9,000
<b>Physician Services <u>Benefit</u> (after deductible)</b>	85%	50% 70%
<b>Hospital Services <u>Benefit</u> (after deductible)</b>	85%	50% 70%
<b>Emergency Room</b>	\$100 \$200 copay per visit	\$100 \$200 copay per visit
<b>Prescription Drugs</b>		
<b>Retail (30 day supply)</b>		
Generic	\$10 copay	Reimbursed 75% of network rate less copay
Brand Formulary **	\$20 \$25 copay	Reimbursed 75% of network rate less copay
Brand <u>Non</u> -Formulary **	\$40 copay	Reimbursed 75% of network rate less copay
<b>Mall Order (90 day supply) ***</b>	2 times retail copays	Not Applicable

\* If a discrepancy exists between this summary and the plan document, the plan document will govern.

\*\* If a brand name drug is chosen when a generic equivalent is available, the member pays the cost difference between the brand and generic drugs plus the copay.

\*\*\* Brand non-formulary drugs are not available through mall order.

**Health Maintenance Organizations**

Delete section, see chart.

**Preferred Provider Organization (PPO)**

Delete section, see chart.

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**Vision Care Insurance—Contributions**

Delete section, see chart.

**Dental Insurance—Contributions**

**Dental and Vision Active Employee Premiums  
as a Percentage of Total Premiums**

	12/1/04 – 7/16/05	7/16/05 – 7/16/06	7/16/06 – 7/16/07	7/16/07 – 7/16/08
<b>Single</b>	-0-	-0-	-0-	-0-
<b>Family Dental</b>	\$101.87	\$112.06	\$123.26	\$135.59
<b>Family Vision</b>	\$11.49	\$12.64	\$13.90	\$15.29

**Eligible Dependents:**

PCL.

**Waiting Period:**

Delete except in the case of pre-existing conditions.

**Termination:**

PCL.

**Administration by the Insurance Administrator:**

PCL

**Mandatory Requirements:**

Delete section.

**LIFE AND HEALTH INSURANCE**

**I. Life Insurance—Employee only (Disability Waiver of Premium)**

PCL

**II. Basic Medical Plan (Employee and Dependents)**

Delete above heading and section, and substitute:

**HMO (Health Maintenance Organization) Plan \***

Annual Copay Limit

\$1,500/individual  
\$3,000/family

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<b>Preventive Care and Physician Services</b> (Office Visit and Diagnostic Tests)	
Primary Care Physician	\$10 \$20 copay per visit
Specialist Physician	\$15 \$30 copay per visit
<b>Hospital Services</b>	
Emergency Room	\$500 20% copay
Other Medical Services (e.g. physical therapy)	\$100 \$125 copay per visit
<b>Prescription Drugs</b>	
Retail (30 day supply)	
Generic	\$15 \$30 copay
Brand Formulary **	\$20 \$25 copay
Brand <u>Non</u> -Formulary **	\$40 copay
Mail Order (90 day supply) ***	2 times retail copays

\*\* If a brand name drug is chosen when a generic equivalent is available, the member pays the cost difference between the brand and generic drugs plus the copay.

\*\*\* Brand non-formulary drugs are not available through mail order.

### III. Major Medical (Employees and Dependents)

Delete section.

V. Delete section.

VII. Delete section.

VIII. Delete section.

IX. Delete section.

### DENTAL-VISION INSURANCE

#### I. Dental Coverage

Delete section and substitute:

#### Dental Plan \*

Annual <u>Benefit</u> Limit	\$1,500/individual
Annual Deductible	\$10 \$40/individual -0- \$120/family (3 individual deductibles)
Preventive Services <u>Benefit</u> (exams, cleanings, and bitewing X-rays every 6 months)	100% **
Basic Services <u>Benefit</u> (amalgam and resin fillings)	80% 75% **
Major Services <u>Benefit</u> (crowns, root canals, extractions, periodontal treatments, dentures)	80% 45% **
Orthodontia Lifetime <u>Benefit</u> (dependent child only)	\$2,000 \$4,400 (50% payment up to \$2,000)

\*\* Reimbursement up to usual and customary allowance.

#### II. Vision Care Coverage

Delete above word and section, and substitute:

#### Vision Plan \*

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Benefit	Frequency	Calendar Year Copay	Network Provider Coverage	Out-of-Network Reimbursement
Exam	12 months	<b>\$25</b> <b>\$10</b>	100%	Up to \$35 allowance
Lenses (prescription only)	12 months		100% for single vision, lined bifocal lenses, lined trifocal lenses and tints	Single vision up to \$30 allowance Lined bifocal up to \$40 allowance Lined trifocal up to \$50 allowance
Frame (prescription eyewear only)	24 months		Up to \$120 allowance	Up to \$40 allowance
Contact Lenses in lieu of glasses	12 months	None	Up to \$300 allowance	Up to \$105 allowance

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**Full-Time Faculty Salary Schedules**

2%					1%				
2004-2005					2005-2006				
Lane	1	2	3	4	Lane	1	2	3	4
<b>Step</b>					<b>Step</b>				
1			43,878	48,708	1			44,317	49,195
1/2 step			44,866	49,805	1/2 step			45,314	50,303
2		41,312	45,853	50,900	2		41,725	46,312	51,409
1/2 step		42,241	46,887	52,044	1/2 step		42,664	47,356	52,565
3		43,172	47,921	53,189	3		43,603	48,400	53,721
1/2 step		44,142	48,998	54,385	1/2 step	40,163	44,583	49,488	54,929
4	40,641	45,113	50,076	55,583	4	41,047	45,564	50,577	56,139
1/2 step	41,556	46,127	51,201	56,832	1/2 step	41,971	46,589	51,713	57,401
5	42,470	47,142	52,327	58,082	5	42,894	47,614	52,850	58,663
1/2 step	43,427	48,204	53,506	59,388	1/2 step	43,861	48,686	54,041	59,982
6	44,382	49,265	54,684	60,695	6	44,826	49,758	55,231	61,302
1/2 step	45,381	50,374	55,914	62,063	1/2 step	45,835	50,877	56,474	62,684
7	46,378	51,482	57,143	63,430	7	46,842	51,997	57,715	64,064
1/2 step	47,423	52,640	58,430	64,856	1/2 step	47,897	53,167	59,014	65,504
8	48,466	53,798	59,716	66,282	8	48,951	54,336	60,313	66,944
1/2 step	49,556	55,010	61,060	67,773	1/2 step	50,051	55,560	61,671	68,451
9	50,645	56,220	62,406	69,264	9	51,151	56,783	63,030	69,957
1/2 step	51,785	57,485	63,808	70,823	1/2 step	52,303	58,060	64,446	71,531
10	52,925	58,750	65,211	72,381	10	53,454	59,337	65,863	73,105
1/2 step	54,115	60,072	66,678	74,009	1/2 step	54,656	60,673	67,345	74,749
11	55,305	61,395	68,146	75,637	11	55,858	62,009	68,828	76,393
1/2 step	56,549	62,775	69,679	77,339	1/2 step	57,114	63,403	70,376	78,113
12	57,793	64,155	71,211	79,042	12	58,371	64,796	71,923	79,832
1/2 step	59,095	65,598	72,813	80,821	1/2 step	59,686	66,254	73,541	81,629
13	60,396	67,042	74,414	82,600	13	61,000	67,712	75,158	83,426
1/2 step	61,754	68,551	76,089	84,459	1/2 step	62,371	69,237	76,850	85,304
14	63,111	70,061	77,765	86,319	14	63,743	70,761	78,542	87,182
1/2 step	64,533	71,638	79,513	88,260	1/2 step	65,179	72,354	80,308	89,142
15	65,955	73,214	81,261	90,201	15	66,615	73,946	82,074	91,103
1/2 step	67,437	74,862	83,090	92,230	1/2 step	68,112	75,610	83,921	93,153
20th year	68,918	76,510	84,919	94,260	20th year	69,608	77,275	85,768	95,203
1/2 step	70,469	78,231	86,832	96,380	1/2 step	71,173	79,013	87,700	97,344
25th year	72,020	79,952	88,744	98,498	25th year	72,740	80,751	89,632	99,483
1/2 step	73,640	81,751	90,740	100,715	1/2 step	74,376	82,568	91,648	101,722
30th year	75,261	83,551	92,737	102,931	30th year	76,013	84,387	93,665	103,961
1/2 step	76,959	85,430	94,823	105,248	1/2 step	77,729	86,284	95,772	106,300
35th year	78,658	87,310	96,909	107,563	35th year	79,445	88,183	97,878	108,639

**Full-Time Faculty Salary Schedules**

2%					1%				
2006-2007					2007-2008				
Lane	1	2	3	4	Lane	1	2	3	4
<b>Step</b>					<b>Step</b>				
1			45,203	50,179	1			45,656	50,681
1/2 step			46,221	51,309	1/2 step			46,683	51,822
2		42,560	47,238	52,437	2		42,985	47,710	52,962
1/2 step		43,517	48,303	53,616	1/2 step		43,952	48,786	54,152
3		44,475	49,368	54,795	3		44,920	49,862	55,343
1/2 step		45,475	50,477	56,028	1/2 step		45,929	50,982	56,588
4	41,868	46,475	51,588	57,261	4	42,287	46,940	52,104	57,834
1/2 step	42,811	47,521	52,747	58,549	1/2 step	43,239	47,996	53,275	59,134
5	43,752	48,566	53,907	59,836	5	44,190	49,052	54,446	60,434
1/2 step	44,738	49,660	55,122	61,182	1/2 step	45,185	50,157	55,673	61,794
6	45,723	50,753	56,336	62,528	6	46,180	51,260	56,899	63,153
1/2 step	46,751	51,895	57,603	63,937	1/2 step	47,219	52,414	58,179	64,577
7	47,779	53,037	58,869	65,345	7	48,257	53,568	59,458	65,999
1/2 step	48,855	54,230	60,194	66,814	1/2 step	49,344	54,772	60,796	67,482
8	49,930	55,423	61,519	68,283	8	50,429	55,977	62,135	68,966
1/2 step	51,052	56,671	62,904	69,820	1/2 step	51,563	57,238	63,533	70,518
9	52,175	57,918	64,290	71,356	9	52,696	58,497	64,933	72,069
1/2 step	53,349	59,221	65,735	72,962	1/2 step	53,883	59,813	66,392	73,691
10	54,523	60,524	67,180	74,567	10	55,068	61,129	67,852	75,313
1/2 step	55,749	61,886	68,692	76,244	1/2 step	56,307	62,505	69,379	77,007
11	56,976	63,249	70,204	77,921	11	57,545	63,881	70,906	78,701
1/2 step	58,257	64,671	71,784	79,675	1/2 step	58,839	65,317	72,501	80,472
12	59,539	66,092	73,362	81,429	12	60,134	66,753	74,096	82,243
1/2 step	60,879	67,579	75,012	83,262	1/2 step	61,488	68,255	75,762	84,094
13	62,220	69,066	76,661	85,094	13	62,842	69,757	77,428	85,945
1/2 step	63,619	70,621	78,387	87,010	1/2 step	64,255	71,328	79,171	87,880
14	65,017	72,177	80,113	88,925	14	65,668	72,898	80,914	89,815
1/2 step	66,482	73,801	81,914	90,925	1/2 step	67,147	74,539	82,734	91,834
15	67,947	75,425	83,715	92,925	15	68,627	76,179	84,553	93,854
1/2 step	69,474	77,123	85,600	95,016	1/2 step	70,169	77,894	86,456	95,966
20th year	71,000	78,821	87,484	97,107	20th year	71,710	79,609	88,358	98,078
1/2 step	72,597	80,594	89,454	99,290	1/2 step	73,323	81,399	90,348	100,283
25th year	74,195	82,366	91,424	101,473	25th year	74,937	83,190	92,338	102,488
1/2 step	75,864	84,220	93,481	103,756	1/2 step	76,622	85,062	94,415	104,794
30th year	77,534	86,075	95,538	106,040	30th year	78,309	86,935	96,493	107,100
1/2 step	79,283	88,010	97,687	108,426	1/2 step	80,076	88,890	98,664	109,510
35th year	81,034	89,947	99,836	110,811	35th year	81,844	90,846	100,834	111,920

### Training Specialists Salary Schedules

2004-2005					2005-2006				
Lane	1	2	3	4	Lane	1	2	3	4
<b>Step</b>					<b>Step</b>				
<b>1</b>	34,568	38,026	39,753	43,012	<b>1</b>	34,913	38,406	40,151	43,443
<b>1/2 step</b>	35,174	38,692	40,449	43,766	<b>1/2 step</b>	35,525	39,079	40,854	44,204
<b>2</b>	35,779	39,359	41,145	44,520	<b>2</b>	36,136	39,752	41,556	44,965
<b>1/2 step</b>	36,405	40,046	41,865	45,300	<b>1/2 step</b>	36,769	40,447	42,284	45,753
<b>3</b>	37,031	40,735	42,585	46,080	<b>3</b>	37,401	41,142	43,011	46,540
<b>1/2 step</b>	37,680	41,448	43,331	46,885	<b>1/2 step</b>	38,057	41,862	43,764	47,354
<b>4</b>	38,328	42,161	44,076	47,690	<b>4</b>	38,711	42,582	44,517	48,167
<b>1/2 step</b>	38,999	42,899	44,847	48,524	<b>1/2 step</b>	39,389	43,328	45,296	49,010
<b>5</b>	39,670	43,637	45,618	49,359	<b>5</b>	40,067	44,073	46,075	49,852
<b>1/2 step</b>	40,361	44,400	46,418	50,224	<b>1/2 step</b>	40,765	44,844	46,882	50,726
<b>6</b>	41,054	45,163	47,219	51,089	<b>6</b>	41,465	45,614	47,691	51,600
<b>1/2 step</b>	41,774	45,954	48,043	51,982	<b>1/2 step</b>	42,192	46,414	48,523	52,502
<b>7</b>	42,493	46,745	48,868	52,876	<b>7</b>	42,918	47,212	49,357	53,405
<b>1/2 step</b>	43,237	47,563	49,724	53,802	<b>1/2 step</b>	43,669	48,038	50,221	54,340
<b>8</b>	43,979	48,381	50,579	54,727	<b>8</b>	44,419	48,864	51,085	55,274
<b>1/2 step</b>	44,749	49,226	51,464	55,684	<b>1/2 step</b>	45,197	49,718	51,979	56,241
<b>9</b>	45,521	50,073	52,349	56,641	<b>9</b>	45,976	50,574	52,873	57,207
<b>1/2 step</b>	46,317	50,950	53,265	57,632	<b>1/2 step</b>	46,780	51,460	53,798	58,208
<b>10</b>	47,113	51,828	54,181	58,623	<b>10</b>	47,584	52,347	54,723	59,210
<b>1/2 step</b>	47,937	52,734	55,129	59,650	<b>1/2 step</b>	48,416	53,261	55,680	60,246
<b>11</b>	48,761	53,641	56,078	60,677	<b>11</b>	49,249	54,177	56,638	61,284
<b>1/2 step</b>	49,615	54,579	57,059	61,738	<b>1/2 step</b>	50,111	55,125	57,629	62,355
<b>12</b>	50,469	55,518	58,039	62,799	<b>12</b>	50,973	56,073	58,619	63,427
<b>1/2 step</b>	51,352	56,490	59,057	63,898	<b>1/2 step</b>	51,865	57,055	59,648	64,537
<b>13</b>	52,235	57,462	60,074	64,997	<b>13</b>	52,758	58,036	60,675	65,647
<b>1/2 step</b>	53,150	58,467	61,125	66,135	<b>1/2 step</b>	53,682	59,052	61,736	66,796
<b>14</b>	54,064	59,472	62,174	67,273	<b>14</b>	54,605	60,067	62,796	67,946
<b>1/2 step</b>	55,009	60,514	63,261	68,450	<b>1/2 step</b>	55,559	61,119	63,894	69,135
<b>15</b>	55,952	61,555	64,349	69,627	<b>15</b>	56,512	62,171	64,992	70,324
<b>1/2 step</b>	56,932	62,631	65,476	70,846	<b>1/2 step</b>	57,502	63,257	66,131	71,555
<b>20th year</b>	57,913	63,707	66,602	72,064	<b>20th year</b>	58,492	64,344	67,268	72,785
<b>1/2 step</b>	58,926	64,823	67,769	73,325	<b>1/2 step</b>	59,516	65,471	68,446	74,058
<b>25th year</b>	59,940	65,940	68,935	74,585	<b>25th year</b>	60,540	66,599	69,624	75,331
<b>1/2 step</b>	60,989	67,094	70,141	75,890	<b>1/2 step</b>	61,599	67,764	70,843	76,649
<b>30th year</b>	62,036	68,247	71,347	77,196	<b>30th year</b>	62,657	68,930	72,060	77,968
<b>1/2 step</b>	63,124	69,441	72,595	78,547	<b>1/2 step</b>	63,755	70,135	73,321	79,333
<b>35th year</b>	64,210	70,634	73,844	79,900	<b>35th year</b>	64,852	71,340	74,582	80,699

**Training Specialists Salary Schedules**

<b>2006-2007</b>					<b>2007-2008</b>				
<b>Lane</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>Lane</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Step</b>					<b>Step</b>				
<b>1</b>	35,612	39,174	40,954	44,311	<b>1</b>	35,968	39,566	41,364	44,754
<b>1/2 step</b>	36,236	39,860	41,671	45,088	<b>1/2 step</b>	36,598	40,259	42,087	45,539
<b>2</b>	36,859	40,547	42,387	45,864	<b>2</b>	37,228	40,953	42,811	46,323
<b>1/2 step</b>	37,504	41,256	43,129	46,668	<b>1/2 step</b>	37,879	41,668	43,560	47,135
<b>3</b>	38,149	41,965	43,871	47,471	<b>3</b>	38,531	42,385	44,310	47,946
<b>1/2 step</b>	38,818	42,699	44,639	48,301	<b>1/2 step</b>	39,206	43,126	45,086	48,784
<b>4</b>	39,485	43,434	45,407	49,130	<b>4</b>	39,880	43,868	45,861	49,622
<b>1/2 step</b>	40,176	44,195	46,202	49,990	<b>1/2 step</b>	40,578	44,637	46,664	50,490
<b>5</b>	40,868	44,954	46,996	50,849	<b>5</b>	41,277	45,404	47,466	51,358
<b>1/2 step</b>	41,580	45,740	47,820	51,741	<b>1/2 step</b>	41,996	46,198	48,298	52,258
<b>6</b>	42,294	46,526	48,645	52,632	<b>6</b>	42,717	46,992	49,131	53,158
<b>1/2 step</b>	43,036	47,342	49,494	53,552	<b>1/2 step</b>	43,466	47,815	49,989	54,088
<b>7</b>	43,776	48,156	50,344	54,473	<b>7</b>	44,214	48,638	50,847	55,017
<b>1/2 step</b>	44,543	48,999	51,226	55,427	<b>1/2 step</b>	44,988	49,489	51,738	55,981
<b>8</b>	45,308	49,842	52,106	56,380	<b>8</b>	45,761	50,340	52,627	56,944
<b>1/2 step</b>	46,101	50,713	53,018	57,365	<b>1/2 step</b>	46,562	51,220	53,548	57,939
<b>9</b>	46,895	51,585	53,930	58,351	<b>9</b>	47,364	52,101	54,470	58,935
<b>1/2 step</b>	47,716	52,489	54,874	59,373	<b>1/2 step</b>	48,193	53,014	55,423	59,966
<b>10</b>	48,536	53,393	55,818	60,394	<b>10</b>	49,021	53,927	56,376	60,998
<b>1/2 step</b>	49,385	54,327	56,794	61,451	<b>1/2 step</b>	49,878	54,870	57,362	62,066
<b>11</b>	50,234	55,261	57,771	62,509	<b>11</b>	50,736	55,813	58,349	63,134
<b>1/2 step</b>	51,113	56,227	58,782	63,602	<b>1/2 step</b>	51,624	56,790	59,370	64,238
<b>12</b>	51,993	57,194	59,792	64,696	<b>12</b>	52,513	57,766	60,390	65,343
<b>1/2 step</b>	52,903	58,196	60,841	65,828	<b>1/2 step</b>	53,432	58,778	61,449	66,486
<b>13</b>	53,813	59,197	61,888	66,960	<b>13</b>	54,351	59,789	62,507	67,630
<b>1/2 step</b>	54,755	60,233	62,970	68,132	<b>1/2 step</b>	55,303	60,835	63,600	68,813
<b>14</b>	55,697	61,268	64,052	69,305	<b>14</b>	56,254	61,881	64,692	69,998
<b>1/2 step</b>	56,670	62,341	65,172	70,517	<b>1/2 step</b>	57,237	62,964	65,824	71,223
<b>15</b>	57,642	63,414	66,292	71,730	<b>15</b>	58,218	64,048	66,955	72,447
<b>1/2 step</b>	58,652	64,523	67,453	72,986	<b>1/2 step</b>	59,238	65,168	68,128	73,716
<b>20th year</b>	59,661	65,631	68,613	74,240	<b>20th year</b>	60,258	66,287	69,299	74,983
<b>1/2 step</b>	60,706	66,781	69,815	75,539	<b>1/2 step</b>	61,313	67,449	70,514	76,295
<b>25th year</b>	61,750	67,931	71,016	76,838	<b>25th year</b>	62,368	68,611	71,727	77,606
<b>1/2 step</b>	62,831	69,120	72,260	78,182	<b>1/2 step</b>	63,459	69,811	72,982	78,964
<b>30th year</b>	63,910	70,308	73,502	79,527	<b>30th year</b>	64,549	71,011	74,237	80,322
<b>1/2 step</b>	65,030	71,538	74,788	80,919	<b>1/2 step</b>	65,680	72,253	75,536	81,728
<b>35th year</b>	66,149	72,767	76,074	82,313	<b>35th year</b>	66,811	73,495	76,835	83,136

**Full Time Professionals Salary Ranges**

<b>2004-2005</b>			
<b>Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>10</b>	46,183	62,636	79,091
<b>9</b>	40,511	54,943	69,376
<b>8</b>	35,536	48,198	60,858
<b>7</b>	31,172	42,276	53,382
<b>6</b>	27,342	37,084	46,827
<b>5</b>	23,986	32,530	41,075
<b>4</b>	21,042	28,536	36,031
<b>3</b>	18,458	25,032	31,607

<b>2005-2006</b>			
<b>Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>10</b>	47,569	64,515	81,463
<b>9</b>	41,726	56,592	71,457
<b>8</b>	36,602	49,644	62,683
<b>7</b>	32,107	43,545	54,983
<b>6</b>	28,163	38,197	48,232
<b>5</b>	24,705	33,506	42,308
<b>4</b>	21,673	29,392	37,112
<b>3</b>	19,011	25,783	32,555

<b>2006-2007</b>			
<b>Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>10</b>	48,996	66,451	83,907
<b>9</b>	42,978	58,289	73,601
<b>8</b>	37,700	51,133	64,564
<b>7</b>	33,070	44,851	56,633
<b>6</b>	29,008	39,343	49,679
<b>5</b>	25,446	34,512	43,577
<b>4</b>	22,323	30,274	38,226
<b>3</b>	19,582	26,557	33,531

<b>2007-2008</b>			
<b>Grade</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>10</b>	50,466	68,444	86,424
<b>9</b>	44,267	60,038	75,809
<b>8</b>	38,831	52,667	66,501
<b>7</b>	34,062	46,197	58,332
<b>6</b>	29,878	40,523	51,169
<b>5</b>	26,210	35,547	44,884
<b>4</b>	22,993	31,182	39,373
<b>3</b>	20,169	27,353	34,537