

SCHEDULE A

| 2009-2010 Salary Schedule | | | | | | |
|---|---------|---------|---------|---------|---------|---------|
| Step/Grade | I | II | III | IV | V | VI |
| 1 | \$11.60 | \$12.12 | \$12.65 | \$13.17 | \$13.70 | \$14.22 |
| 2 | \$11.82 | \$12.34 | \$12.87 | \$13.39 | \$13.92 | \$14.44 |
| 3 | \$12.04 | \$12.56 | \$13.09 | \$13.61 | \$14.14 | \$14.66 |
| 4 | \$12.26 | \$12.78 | \$13.31 | \$13.83 | \$14.36 | \$14.88 |
| 5 | \$12.48 | \$13.00 | \$13.53 | \$14.05 | \$14.58 | \$15.10 |
| 6 | \$12.70 | \$13.22 | \$13.75 | \$14.27 | \$14.80 | \$15.32 |
| 7 | \$12.92 | \$13.44 | \$13.97 | \$14.49 | \$15.02 | \$15.54 |
| 8 | \$13.14 | \$13.66 | \$14.19 | \$14.71 | \$15.24 | \$15.76 |
| 9 | \$13.36 | \$13.88 | \$14.41 | \$14.93 | \$15.46 | \$15.98 |
| 10 | \$13.58 | \$14.11 | \$14.63 | \$15.15 | \$15.68 | \$16.20 |
| 11 | \$13.80 | \$14.33 | \$14.85 | \$15.38 | \$15.90 | \$16.42 |
| 12 | \$14.02 | \$14.55 | \$15.07 | \$15.60 | \$16.12 | \$16.65 |
| 13 | \$14.24 | \$14.77 | \$15.29 | \$15.82 | \$16.34 | \$16.87 |
| 14 | \$14.46 | \$14.99 | \$15.51 | \$16.04 | \$16.56 | \$17.09 |
| 15 | \$14.68 | \$15.21 | \$15.73 | \$16.26 | \$16.78 | \$17.31 |
| 16 | \$14.90 | \$15.43 | \$15.95 | \$16.48 | \$17.00 | \$17.53 |
| 17 | \$15.12 | \$15.65 | \$16.17 | \$16.70 | \$17.22 | \$17.75 |
| 18 | \$15.34 | \$15.87 | \$16.39 | \$16.92 | \$17.44 | \$17.97 |
| 19 | \$15.56 | \$16.09 | \$16.61 | \$17.14 | \$17.66 | \$18.19 |
| 20 | \$15.78 | \$16.31 | \$16.83 | \$17.36 | \$17.88 | \$18.41 |
| 21 | \$16.00 | \$16.53 | \$17.05 | \$17.58 | \$18.10 | \$18.63 |
| 22 | \$16.23 | \$16.75 | \$17.27 | \$17.80 | \$18.32 | \$18.85 |
| 23 | \$16.45 | \$16.97 | \$17.50 | \$18.02 | \$18.54 | \$19.07 |
| 24 | \$16.67 | \$17.19 | \$17.72 | \$18.24 | \$18.77 | \$19.29 |
| 25 | \$16.89 | \$17.41 | \$17.94 | \$18.46 | \$18.99 | \$19.51 |
| 26 | \$17.11 | \$17.63 | \$18.16 | \$18.68 | \$19.21 | \$19.73 |
| 27 | \$17.33 | \$17.85 | \$18.38 | \$18.90 | \$19.43 | \$19.95 |
| 28 | \$17.55 | \$18.07 | \$18.60 | \$19.12 | \$19.65 | \$20.17 |
| 29 | \$17.77 | \$18.29 | \$18.82 | \$19.34 | \$19.87 | \$20.39 |
| 30 | \$17.99 | \$18.51 | \$19.04 | \$19.56 | \$20.09 | \$20.61 |
| 31 | \$18.21 | \$18.73 | \$19.26 | \$19.78 | \$20.31 | \$20.83 |
| 32 | \$18.43 | \$18.95 | \$19.48 | \$20.00 | \$20.53 | \$21.05 |
| 33 | \$18.65 | \$19.17 | \$19.70 | \$20.22 | \$20.75 | \$21.27 |
| 34 | \$18.87 | \$19.39 | \$19.92 | \$20.44 | \$20.97 | \$21.49 |
| 35 | \$19.09 | \$19.62 | \$20.14 | \$20.66 | \$21.19 | \$21.71 |
| 36 | \$19.31 | \$19.84 | \$20.36 | \$20.89 | \$21.41 | \$21.93 |
| 37 | \$19.53 | \$20.06 | \$20.58 | \$21.11 | \$21.63 | \$22.15 |
| 38 | \$19.75 | \$20.28 | \$20.80 | \$21.33 | \$21.85 | \$22.38 |
| 39 | \$19.97 | \$20.50 | \$21.02 | \$21.55 | \$22.07 | \$22.60 |
| 40 | \$20.19 | \$20.72 | \$21.24 | \$21.77 | \$22.29 | \$22.82 |
| Employees will remain on the same step as positioned in FY2008-09 for | | | | | | |
| each of the four (4) years of this contract. | | | | 30 | | |

SCHEDULE A

| 2010-11 Salary Schedule | | | | | | |
|---|---------|---------|---------|---------|---------|---------|
| Step/Grade | I | II | III | IV | V | VI |
| 1 | \$12.11 | \$12.66 | \$13.21 | \$13.76 | \$14.31 | \$14.85 |
| 2 | \$12.34 | \$12.89 | \$13.44 | \$13.99 | \$14.54 | \$15.08 |
| 3 | \$12.57 | \$13.12 | \$13.67 | \$14.22 | \$14.77 | \$15.31 |
| 4 | \$12.80 | \$13.35 | \$13.90 | \$14.45 | \$15.00 | \$15.54 |
| 5 | \$13.03 | \$13.58 | \$14.13 | \$14.68 | \$15.23 | \$15.77 |
| 6 | \$13.26 | \$13.81 | \$14.36 | \$14.91 | \$15.46 | \$16.00 |
| 7 | \$13.49 | \$14.04 | \$14.59 | \$15.14 | \$15.69 | \$16.23 |
| 8 | \$13.72 | \$14.27 | \$14.82 | \$15.37 | \$15.92 | \$16.46 |
| 9 | \$13.95 | \$14.50 | \$15.05 | \$15.60 | \$16.15 | \$16.70 |
| 10 | \$14.18 | \$14.73 | \$15.28 | \$15.83 | \$16.38 | \$16.93 |
| 11 | \$14.42 | \$14.96 | \$15.51 | \$16.06 | \$16.61 | \$17.16 |
| 12 | \$14.65 | \$15.19 | \$15.74 | \$16.29 | \$16.84 | \$17.39 |
| 13 | \$14.88 | \$15.42 | \$15.97 | \$16.52 | \$17.07 | \$17.62 |
| 14 | \$15.11 | \$15.65 | \$16.20 | \$16.75 | \$17.30 | \$17.85 |
| 15 | \$15.34 | \$15.88 | \$16.43 | \$16.98 | \$17.53 | \$18.08 |
| 16 | \$15.57 | \$16.11 | \$16.66 | \$17.21 | \$17.76 | \$18.31 |
| 17 | \$15.80 | \$16.34 | \$16.89 | \$17.44 | \$17.99 | \$18.54 |
| 18 | \$16.03 | \$16.57 | \$17.12 | \$17.67 | \$18.22 | \$18.77 |
| 19 | \$16.26 | \$16.80 | \$17.35 | \$17.90 | \$18.45 | \$19.00 |
| 20 | \$16.49 | \$17.03 | \$17.58 | \$18.13 | \$18.68 | \$19.23 |
| 21 | \$16.72 | \$17.27 | \$17.81 | \$18.36 | \$18.91 | \$19.46 |
| 22 | \$16.95 | \$17.50 | \$18.04 | \$18.59 | \$19.14 | \$19.69 |
| 23 | \$17.18 | \$17.73 | \$18.27 | \$18.82 | \$19.37 | \$19.92 |
| 24 | \$17.41 | \$17.96 | \$18.50 | \$19.05 | \$19.60 | \$20.15 |
| 25 | \$17.64 | \$18.19 | \$18.73 | \$19.28 | \$19.83 | \$20.38 |
| 26 | \$17.87 | \$18.42 | \$18.96 | \$19.51 | \$20.06 | \$20.61 |
| 27 | \$18.10 | \$18.65 | \$19.19 | \$19.74 | \$20.29 | \$20.84 |
| 28 | \$18.33 | \$18.88 | \$19.42 | \$19.97 | \$20.52 | \$21.07 |
| 29 | \$18.56 | \$19.11 | \$19.65 | \$20.20 | \$20.75 | \$21.30 |
| 30 | \$18.79 | \$19.34 | \$19.89 | \$20.43 | \$20.98 | \$21.53 |
| 31 | \$19.02 | \$19.57 | \$20.12 | \$20.66 | \$21.21 | \$21.76 |
| 32 | \$19.25 | \$19.80 | \$20.35 | \$20.89 | \$21.44 | \$21.99 |
| 33 | \$19.48 | \$20.03 | \$20.58 | \$21.12 | \$21.67 | \$22.22 |
| 34 | \$19.71 | \$20.26 | \$20.81 | \$21.35 | \$21.90 | \$22.45 |
| 35 | \$19.94 | \$20.49 | \$21.04 | \$21.58 | \$22.13 | \$22.68 |
| 36 | \$20.17 | \$20.72 | \$21.27 | \$21.81 | \$22.36 | \$22.91 |
| 37 | \$20.40 | \$20.95 | \$21.50 | \$22.04 | \$22.59 | \$23.14 |
| 38 | \$20.63 | \$21.18 | \$21.73 | \$22.27 | \$22.82 | \$23.37 |
| 39 | \$20.86 | \$21.41 | \$21.96 | \$22.51 | \$23.05 | \$23.60 |
| 40 | \$21.09 | \$21.64 | \$22.19 | \$22.74 | \$23.28 | \$23.83 |
| Employees will remain on the same step as positioned in FY2008-09 for | | | | | | |
| each of the four (4) years of this contract. | | | | 31 | | |

SCHEDULE A

| 2011-2012 Salary Schedule | | | | | | |
|---|---------|---------|---------|---------|---------|---------|
| Step/Grade | I | II | III | IV | V | VI |
| 1 | \$12.62 | \$13.19 | \$13.76 | \$14.34 | \$14.91 | \$15.48 |
| 2 | \$12.86 | \$13.43 | \$14.00 | \$14.58 | \$15.15 | \$15.72 |
| 3 | \$13.10 | \$13.67 | \$14.24 | \$14.81 | \$15.39 | \$15.96 |
| 4 | \$13.34 | \$13.91 | \$14.48 | \$15.05 | \$15.63 | \$16.20 |
| 5 | \$13.58 | \$14.15 | \$14.72 | \$15.29 | \$15.87 | \$16.44 |
| 6 | \$13.82 | \$14.39 | \$14.96 | \$15.53 | \$16.11 | \$16.68 |
| 7 | \$14.06 | \$14.63 | \$15.20 | \$15.77 | \$16.35 | \$16.92 |
| 8 | \$14.30 | \$14.87 | \$15.44 | \$16.01 | \$16.59 | \$17.16 |
| 9 | \$14.54 | \$15.11 | \$15.68 | \$16.25 | \$16.83 | \$17.40 |
| 10 | \$14.78 | \$15.35 | \$15.92 | \$16.49 | \$17.07 | \$17.64 |
| 11 | \$15.02 | \$15.59 | \$16.16 | \$16.73 | \$17.30 | \$17.88 |
| 12 | \$15.26 | \$15.83 | \$16.40 | \$16.97 | \$17.54 | \$18.12 |
| 13 | \$15.50 | \$16.07 | \$16.64 | \$17.21 | \$17.78 | \$18.36 |
| 14 | \$15.74 | \$16.31 | \$16.88 | \$17.45 | \$18.02 | \$18.60 |
| 15 | \$15.98 | \$16.55 | \$17.12 | \$17.69 | \$18.26 | \$18.84 |
| 16 | \$16.22 | \$16.79 | \$17.36 | \$17.93 | \$18.50 | \$19.08 |
| 17 | \$16.46 | \$17.03 | \$17.60 | \$18.17 | \$18.74 | \$19.32 |
| 18 | \$16.70 | \$17.27 | \$17.84 | \$18.41 | \$18.98 | \$19.56 |
| 19 | \$16.94 | \$17.51 | \$18.08 | \$18.65 | \$19.22 | \$19.80 |
| 20 | \$17.18 | \$17.75 | \$18.32 | \$18.89 | \$19.46 | \$20.03 |
| 21 | \$17.42 | \$17.99 | \$18.56 | \$19.13 | \$19.70 | \$20.27 |
| 22 | \$17.66 | \$18.23 | \$18.80 | \$19.37 | \$19.94 | \$20.51 |
| 23 | \$17.90 | \$18.47 | \$19.04 | \$19.61 | \$20.18 | \$20.75 |
| 24 | \$18.14 | \$18.71 | \$19.28 | \$19.85 | \$20.42 | \$20.99 |
| 25 | \$18.38 | \$18.95 | \$19.52 | \$20.09 | \$20.66 | \$21.23 |
| 26 | \$18.62 | \$19.19 | \$19.76 | \$20.33 | \$20.90 | \$21.47 |
| 27 | \$18.86 | \$19.43 | \$20.00 | \$20.57 | \$21.14 | \$21.71 |
| 28 | \$19.10 | \$19.67 | \$20.24 | \$20.81 | \$21.38 | \$21.95 |
| 29 | \$19.34 | \$19.91 | \$20.48 | \$21.05 | \$21.62 | \$22.19 |
| 30 | \$19.58 | \$20.15 | \$20.72 | \$21.29 | \$21.86 | \$22.43 |
| 31 | \$19.82 | \$20.39 | \$20.96 | \$21.53 | \$22.10 | \$22.67 |
| 32 | \$20.06 | \$20.63 | \$21.20 | \$21.77 | \$22.34 | \$22.91 |
| 33 | \$20.30 | \$20.87 | \$21.44 | \$22.01 | \$22.58 | \$23.15 |
| 34 | \$20.54 | \$21.11 | \$21.68 | \$22.25 | \$22.82 | \$23.39 |
| 35 | \$20.78 | \$21.35 | \$21.92 | \$22.49 | \$23.06 | \$23.63 |
| 36 | \$21.02 | \$21.59 | \$22.16 | \$22.73 | \$23.30 | \$23.87 |
| 37 | \$21.26 | \$21.83 | \$22.40 | \$22.97 | \$23.54 | \$24.11 |
| 38 | \$21.50 | \$22.07 | \$22.64 | \$23.21 | \$23.78 | \$24.35 |
| 39 | \$21.74 | \$22.31 | \$22.88 | \$23.45 | \$24.02 | \$24.59 |
| 40 | \$21.98 | \$22.55 | \$23.12 | \$23.69 | \$24.26 | \$24.83 |
| Employees will remain on the same step as positioned in FY2008-09 for | | | | | | |
| each of the four (4) years of this contract. | | | | 32 | | |

SCHEDULE A

| 2012-2013 Salary Schedule | | | | | | |
|--|---------|---------|---------|---------|---------|---------|
| Step/Grade | I | II | III | IV | V | VI |
| 1 | \$13.13 | \$13.73 | \$14.32 | \$14.92 | \$15.51 | \$16.10 |
| 2 | \$13.38 | \$13.98 | \$14.57 | \$15.17 | \$15.76 | \$16.35 |
| 3 | \$13.63 | \$14.23 | \$14.82 | \$15.41 | \$16.01 | \$16.60 |
| 4 | \$13.88 | \$14.48 | \$15.07 | \$15.66 | \$16.26 | \$16.85 |
| 5 | \$14.13 | \$14.73 | \$15.32 | \$15.91 | \$16.51 | \$17.10 |
| 6 | \$14.38 | \$14.98 | \$15.57 | \$16.16 | \$16.76 | \$17.35 |
| 7 | \$14.63 | \$15.22 | \$15.82 | \$16.41 | \$17.01 | \$17.60 |
| 8 | \$14.88 | \$15.47 | \$16.07 | \$16.66 | \$17.26 | \$17.85 |
| 9 | \$15.13 | \$15.72 | \$16.32 | \$16.91 | \$17.51 | \$18.10 |
| 10 | \$15.38 | \$15.97 | \$16.57 | \$17.16 | \$17.76 | \$18.35 |
| 11 | \$15.63 | \$16.22 | \$16.82 | \$17.41 | \$18.01 | \$18.60 |
| 12 | \$15.88 | \$16.47 | \$17.07 | \$17.66 | \$18.26 | \$18.85 |
| 13 | \$16.13 | \$16.72 | \$17.32 | \$17.91 | \$18.51 | \$19.10 |
| 14 | \$16.38 | \$16.97 | \$17.57 | \$18.16 | \$18.75 | \$19.35 |
| 15 | \$16.63 | \$17.22 | \$17.82 | \$18.41 | \$19.00 | \$19.60 |
| 16 | \$16.88 | \$17.47 | \$18.07 | \$18.66 | \$19.25 | \$19.85 |
| 17 | \$17.13 | \$17.72 | \$18.31 | \$18.91 | \$19.50 | \$20.10 |
| 18 | \$17.38 | \$17.97 | \$18.56 | \$19.16 | \$19.75 | \$20.35 |
| 19 | \$17.63 | \$18.22 | \$18.81 | \$19.41 | \$20.00 | \$20.60 |
| 20 | \$17.88 | \$18.47 | \$19.06 | \$19.66 | \$20.25 | \$20.85 |
| 21 | \$18.12 | \$18.72 | \$19.31 | \$19.91 | \$20.50 | \$21.10 |
| 22 | \$18.37 | \$18.97 | \$19.56 | \$20.16 | \$20.75 | \$21.35 |
| 23 | \$18.62 | \$19.22 | \$19.81 | \$20.41 | \$21.00 | \$21.60 |
| 24 | \$18.87 | \$19.47 | \$20.06 | \$20.66 | \$21.25 | \$21.84 |
| 25 | \$19.12 | \$19.72 | \$20.31 | \$20.91 | \$21.50 | \$22.09 |
| 26 | \$19.37 | \$19.97 | \$20.56 | \$21.16 | \$21.75 | \$22.34 |
| 27 | \$19.62 | \$20.22 | \$20.81 | \$21.40 | \$22.00 | \$22.59 |
| 28 | \$19.87 | \$20.47 | \$21.06 | \$21.65 | \$22.25 | \$22.84 |
| 29 | \$20.12 | \$20.72 | \$21.31 | \$21.90 | \$22.50 | \$23.09 |
| 30 | \$20.37 | \$20.97 | \$21.56 | \$22.15 | \$22.75 | \$23.34 |
| 31 | \$20.62 | \$21.21 | \$21.81 | \$22.40 | \$23.00 | \$23.59 |
| 32 | \$20.87 | \$21.46 | \$22.06 | \$22.65 | \$23.25 | \$23.84 |
| 33 | \$21.12 | \$21.71 | \$22.31 | \$22.90 | \$23.50 | \$24.09 |
| 34 | \$21.37 | \$21.96 | \$22.56 | \$23.15 | \$23.75 | \$24.34 |
| 35 | \$21.62 | \$22.21 | \$22.81 | \$23.40 | \$24.00 | \$24.59 |
| 36 | \$21.87 | \$22.46 | \$23.06 | \$23.65 | \$24.25 | \$24.84 |
| 37 | \$22.12 | \$22.71 | \$23.31 | \$23.90 | \$24.50 | \$25.09 |
| 38 | \$22.37 | \$22.96 | \$23.56 | \$24.15 | \$24.74 | \$25.34 |
| 39 | \$22.62 | \$23.21 | \$23.81 | \$24.40 | \$24.99 | \$25.59 |
| 40 | \$22.87 | \$23.46 | \$24.06 | \$24.65 | \$25.24 | \$25.84 |
| Employees will remain on the same step as positioned in FY2008-09 for each of the four (4) years of this contract. | | | | | | |
| | | | | 33 | | |