

## ARTICLE XIV – COMPENSATION

### A. Wages

1. Effective July 1, 2012, the hourly rate for employees shall be as follows:

Step	1	2	3	4	5	6	7	8
		2,080 Hours	6,240 Hours	10,400 Hours	14,560 Hours	18,720 Hours	24,960 Hours	31,200 Hours
Level	Start							
1	\$11.91	\$13.10	\$13.74	\$14.41	\$14.76	\$15.12	\$15.49	\$15.86
2	\$13.46	\$14.65	\$15.30	\$15.97	\$16.32	\$16.67	\$17.05	\$17.42
3	\$15.03	\$16.22	\$16.86	\$17.53	\$17.88	\$18.24	\$18.61	\$18.99
4	\$16.58	\$17.77	\$18.42	\$19.09	\$19.44	\$19.79	\$20.17	\$20.54

\*The employee will move to step 2 upon the completion of one calendar year or 2080 hours of service with the employer, whichever comes first.

2. Effective July 1, 2013, the hourly rate for employees shall be as follows:

Step	1	2	3	4	5	6	7	8
		2,080 Hours	6,240 Hours	10,400 Hours	14,560 Hours	18,720 Hours	24,960 Hours	31,200 Hours
Level	Start							
1	\$12.18	\$13.37	\$14.01	\$14.68	\$15.03	\$15.39	\$15.76	\$16.13
2	\$13.73	\$14.92	\$15.57	\$16.24	\$16.59	\$16.94	\$17.32	\$17.69
3	\$15.30	\$16.49	\$17.13	\$17.80	\$18.15	\$18.51	\$18.88	\$19.26
4	\$16.85	\$18.04	\$18.69	\$19.36	\$19.71	\$20.06	\$20.44	\$20.81

\*The employee will move to step 2 upon the completion of one calendar year or 2080 hours of service with the employer, whichever comes first.

3. Effective July 1, 2014, the hourly rate for employees shall be as follows:

Step	1	2	3	4	5	6	7	8
		2,080 Hours	6,240 Hours	10,400 Hours	14,560 Hours	18,720 Hours	24,960 Hours	31,200 Hours
Level	Start							
1	\$12.42	\$13.61	\$14.25	\$14.92	\$15.27	\$15.63	\$16.00	\$16.37
2	\$13.97	\$15.16	\$15.81	\$16.48	\$16.83	\$17.18	\$17.56	\$17.93
3	\$15.54	\$16.73	\$17.37	\$18.04	\$18.39	\$18.75	\$19.12	\$19.50
4	\$17.09	\$18.28	\$18.93	\$19.60	\$19.95	\$20.30	\$20.68	\$21.05

\*The employee will move to step 2 upon the completion of one calendar year or 2080 hours of service with the employer, whichever comes first.

**CLASSIFIED COLLECTIVE BARGAINING AGREEMENT**

Levels 1-4	
Accounting Specialist	Instructional Assistant
Administrative Assistant	Library Assistant
Computer Support Technician	Specialist
Facilities Services Technician	

**A. Wage Placement**

All new or vacant positions will be filled at Step 1 of their respective level. Respective level is defined as the status quo. Changes in compensation will be resolved according to the provisions of Article II, B, New and Modified Positions.