

Robbinsdale Area Schools

New Hope, MN 55427

PROGRAM DIRECTORS

TERMS AND CONDITIONS OF EMPLOYMENT

2019-2020

2020-2021

Program Directors 2019-2021
The attached terms and conditions of employment apply to the following District 281 employees
Adult Academic Program Director
Adventure Club Program Director
Assistant Directors of Special Education
Assistant Child Nutrition Program Director
Activities Program Directors
Buildings and Grounds Program Director
Child Nutrition Program Director
Community Education Program Director
Community Enrichment and Engagement Program Director
ECFE Program Director
Facilities Program Director
Fiscal Operations Program Director
Grounds Program Director
High School Custodians Program Director
Human Resources Program Director
Information Systems Program Director
Integration and Equity Program Director
Media/Instructional Technology Program Director
Middle School Custodians Program Director
Payroll Program Director
Print Production Program Director
Redesign Program Director
Purchasing Program Director
Research/Evaluation/Assessment Program Director
Secondary Curriculum and Multi Languages Program Director
Special Education Program Director
Technology Services Program Director
Title 1 Supervisor Program Director

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DISTRICT 281

**PROGRAM DIRECTORS
TERMS AND CONDITIONS OF EMPLOYMENT**

**ARTICLE 1
DEFINITION**

1-1 Program directors are "leaders or managers" of programs of varying sizes and complexity. All program director positions require supervision and management of others and their work. Program directors support the education program through their leadership functions. Most program directors are employees at will except those program directors requiring State of Minnesota licensure who are covered by continuing contract rights as described in Minnesota Statute 122A.40.

1-2 FULL TIME

For the purpose of eligibility for the benefits set forth herein, a full time employee shall be defined as an employee working a minimum of 40 hours per week and 38 weeks per year.

1-3 PART TIME

For the purpose of eligibility for the benefits set forth herein, a part time employee shall be defined as an employee working at least 20 hours per week but less than 40 hours per week and working a minimum of 38 weeks per year.

**ARTICLE II
CAFETERIA BENEFITS
and
DEFERRED COMPENSATION**

2-1 CAFETERIA BENEFITS

2-1-1 ELIGIBILITY

Each full-time employee whose employment commences on or after July 1, 1995, and who is scheduled to hold a permanent position will be allocated a specified dollar amount each month for use in purchasing the premiums for medical insurance, dental insurance, basic life insurance, supplemental life insurance and vision insurance.

Any full time program director who enrolls in the district medical insurance plan with at least a \$750 annual deductible or a family plan annual deductible of at least \$1500, shall receive a VEBA contribution twice a month as follows:

Effective	Cafeteria Plan	VEBA
January 1, 2020	\$1,350	\$550 per year
January 1, 2021	\$1,380	\$550 per year

The full time employee shall purchase, at a minimum, single coverage under the group hospitalization/major medical insurance plan and employees working 25 or more hours

per week shall purchase long-term disability income insurance. For purposes of computing the amount to be charged to the employee's account for the purchase of insurance coverage, the rate in effect for a particular month shall be the rate billed by the carrier for that month.

2-1-1-1 HSA Option Employees with a HSA qualified insurance plan will be allowed to direct District VEBA contributions to their HSA.

2-1-1-2 When a current employee moves into a program director position, he/she is automatically enrolled in cafeteria benefits.

2-1-2 ADDITIONAL COVERAGE

If an employee elects to purchase group insurance fringe benefits offered by the school district which results in monthly premium charges greater than the amount allocated to the employee's account pursuant to the above, any cost in excess of the monthly allocation shall be borne by the employee and paid by payroll deduction.

2-1-3 EXCESS ALLOCATION

If the insurance premiums for coverage elected are less than the allocation, the money is added to the program director's salary each pay period.

2-1-4 DISCONTINUANCE OF ALLOCATION

Monthly allocation to employees for the purposes of purchasing insurance fringe benefits shall cease on the first of the month following:

2-1-4-1 Termination of employment with the district.

2-1-4-2 Leaving on an authorized leave of absence, unless other provisions of this Agreement make provision for continuance of the monthly allocation.

2-1-5 PART TIME EMPLOYEES

Employees hired on or after July 1, 1995 who are regularly scheduled to work at least 20 hours per week shall be eligible for cafeteria benefits. The amount of the allocation shall be prorated based on the full-time equivalency.

Part time program directors who enroll in the district medical plan with at least a \$750 annual deductible, or a family plan annual deductible of at least \$1500, shall receive a prorated VEBA contribution

2-2 DEFERRED COMPENSATION

The district will provide up to \$1,750 per year in a deferred compensation match to all employees. The deferred compensation match will be paid twice monthly at the rate of \$72.92. Part time employees whose assignment is at least .5 will receive a prorated match. Employees hired before July 1, 1995 and choosing the deferred comp match must waive their right to severance pay as described in 10-1.

2-2-1 Roth 403(b)

Effective January 1, 2011 and subject to federal law, within the 403(b) plan, in addition to pre-tax 403(b) contributions, employees shall be allowed the option of making after-tax Roth 403(b) contributions through any approved vendor accepting such contributions. However, any employer contributions shall be made on a non-Roth pre-tax 403(b) basis.

2-3 CONTINUATION OF BENEFITS

Subject to the provisions of this agreement, and the limitations of the group insurance plans, an employee on unpaid leave of absence may continue to participate in the group insurance plans. An employee choosing to continue participation shall pay the full monthly premium for such plans commencing on the date the unpaid leave of absence begins. This clause does not apply to employees on leaves approved under the federal Family Medical Leave Act.

ARTICLE III GROUP INSURANCE - FULL TIME EMPLOYEES for employees hired prior to July 1, 1995

Employees hired prior to July 1, 1995 were given an opportunity to choose to receive cafeteria benefits. This ended January, 1, 2000. Once an employee chose to move to the cafeteria plan, he/she could not go back to standard coverage.

3-1 HEALTH INSURANCE

The District will provide up to \$1,356 for January 2020 and \$1,386 for January 2021 toward the premium for the hospitalization/major medical insurance for the approved group health insurance plan for eligible full-time employees. Full time program directors who enroll in the district medical insurance plan with at least a \$750 annual deductible, or a family plan annual deductible of at least \$1500, shall receive a VEBA contribution of \$550 per year.

3-1-2 HSA Option

Employees with a HSA qualified insurance plan will be allowed to direct District VEBA contributions to their HSA.

3-2 DENTAL INSURANCE

The school district will pay 100 percent of the annual single premium and 80 percent of the family premium for full time employees who participate in the district group dental insurance plan.

3-3 TERM LIFE INSURANCE

Full-time employees shall be eligible for term life insurance as follows:

3-3-1 An employee may participate in the group life insurance program by carrying one

basic unit of term insurance in an amount equal to \$120,000 and the district will pay 75 percent of the annual premium. Two additional units of term insurance (one unit equals \$60,000) may be purchased through the group, with the cost to be borne by the employee.

3-3-2 Employees shall sign a certificate of insurability after which the insurance carrier will determine whether or not the individual qualifies for the additional units.

3-4 LONG-TERM DISABILITY INSURANCE

Full-time employees shall be eligible for long-term disability insurance as follows:

3-4-1 The employee pays fifty percent (50%) of the monthly premium cost of the income disability plan subject to the conditions and specifications of the contract between the district and the insurance carrier.

3-4-2 The plan shall provide an insured income benefit equal to two-thirds (2/3) of the employee's salary, as long as the LTD claim is approved by the insurance carrier. Benefits under this plan will commence after a sixty-five (65) working day waiting period.

3-4-3 Employees with sick leave accumulation in excess of sixty-five (65) days may, at the employee's option, be paid at one-third (1/3) of the annual contract income by the district until sick leave is exhausted at the rate of one-third (1/3) day per day of absence.

ARTICLE IV GROUP INSURANCE - PART TIME EMPLOYEES for employees hired prior to July 1, 1995

4-1 HEALTH INSURANCE

The school district shall participate in the hospitalization/major medical insurance programs for employees who work a minimum of 20 hours per week and 38 weeks per year. The district will pay a prorated amount, based on the amounts in 2-1, toward the premium costs of these programs calculated in the following manner:

Amount paid by Board for part time	=	Hours of PT ----- Hours of FT	X	Amount paid by Board for a full-time employee as specified above
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Part time program directors who enroll in the district medical plan with at least a \$750 annual deductible, or a family plan annual deductible of at least \$1500, shall receive a prorated VEBA contribution.

4-1-2 HSA Option

Employees with a HSA qualified insurance plan will be allowed to direct District VEBA contributions to their HSA.

4-2 DENTAL INSURANCE

The school district will pay 100 percent of the annual single premium for dental insurance for part time employees who work a minimum of 20 hours per week and 38 weeks per year. Part time employees can purchase family dental coverage at no additional cost to the district.

4-3 TERM LIFE INSURANCE

The school district shall participate in the term life insurance program for part time employees who work a minimum of 20 hours per week and 38 weeks per year. The school district will pay one-half (1/2) of the amount paid on behalf of full-time employees for term life insurance.

4-4 LONG-TERM DISABILITY INSURANCE

The school district shall participate in the long-term disability program for part time employees who work a minimum of 25 hours per week and 38 weeks per year. The school district will pay one-half (1/2) of the amount paid on behalf of full-time employees for long-term disability insurance

ARTICLE V SICK LEAVE

5-1 SICK LEAVE ALLOWANCE

An annual sick leave allowance of fifteen (15) paid days shall be granted to each full-year (52 week) employee working 40 hours per week. The unused sick leave allowance may be accumulated to an unlimited amount. Sick leave may be used for personal illness, injury, medical or dental appointments, and for absences due to illness of the employee's spouse, parent, significant other, or child.

5-1-1 EXCESS SICK LEAVE DAYS

At the end of the contract year, program directors who were hired after July 1, 1995 may sell back up to 4 days of unused sick/vacation days at their daily rate of pay towards the purchase of an approved deferred compensation plan, The program director must have a sick/vacation leave balance of 65 days or more in order to be eligible.

5-2 FAMILY MEDICAL LEAVE ACT

The District may apply the provisions of the Family Medical Leave Act to employees who are granted sick leave under Article 5-1.

5-3 SICK LEAVE POOL

The District agrees to maintain a Sick Leave Pool. Sick Leave Pool By-Laws are available from the Human Resources Office.

5-4 PART TIME EMPLOYEES

Part time employees who work less than 52 weeks per year or less than 40 hours per week but at least 12 hours per week shall receive prorated annual sick leave allowance. The unused sick leave allowance may be accumulated to an unlimited amount. Sick leave may be used for personal illness, injury, medical or dental appointments, and for absences due to illness of the employee's spouse, parent, significant other, or child.

The number of days of sick leave allowance per year for part time employees shall be calculated in the following manner:

Example for part time employees:

40 hours per week/42 weeks per year

Full-time, full year (1.0 FTE) 15 days x 8 hours = 120 hours annual sick leave

$120 \div 52 = 2.3076$

$2.3076 \times 42 \text{ weeks} = 96.9192 \text{ hours}$

Total sick leave accrued for year would be 97 hours

38 hours per week/38 weeks per year

Full-time, full year (1.0 FTE) 15 days x 8 hours = 120 hours annual sick leave

$38 \div 40 = .95 \text{ FTE} \times 120 = 114.0 \text{ hours}$

$114.0 \div 52 = 2.1923$ $2.1923 \times 38 \text{ weeks} = 83.3074 \text{ hours}$

Total sick leave accrued for year would be 83 hours

ARTICLE VI LEAVES OF ABSENCE

6-1 BEREAVEMENT LEAVE

6-1-1 A leave of absence with pay, not to exceed five (5) days, shall be granted because of the death in the employee's immediate family, which shall be defined as spouse, significant other, brother, sister, child, parent or legal guardian. Requests for bereavement leave for other family deaths shall be granted if approved by supervisor. These days will not be deducted from the employees' sick time or vacation time.

6-1-2 Up to three (3) days shall be granted because of death in the family, which shall be defined as aunt, uncle, sister-in-law, brother-in-law, parent-in-law, son or daughter-in-law, grandparents and grandchildren. Requests for bereavement leave for other family deaths shall be granted if approved by supervisor. These days will not be deducted from the employees' sick time or vacation time.

6-1-3 In addition to the leave specified in this provision, employees may use up to three (3) days personal leave for bereavement.

6-2 PERSONAL LEAVE

Employees shall be granted up to three (3) days of personal leave per year without salary deduction for necessary absence required for the transaction of personal business which cannot

be completed outside of work hours. Each day used for personal leave will be deducted from sick leave. Personal leave shall be defined as follows: leave granted for an individual for compelling personal affairs that cannot be consummated outside school hours. Requests for such leaves must normally be submitted at least three days (3) in advance to the individual's immediate supervisor. Unused personal leave days are not cumulative.

6-3 JURY DUTY

Employees who receive a summons are to notify the Human Resources Office immediately of the proposed dates of service. A copy of the jury duty check should be sent to the Payroll Department as proof of service.

6-4 CHILD CARE LEAVE

Child care leave shall be granted for birth or adoption. Such leave shall be granted because of the need to prepare and provide parental care to a natural born or adopted child or children. An employee making application for child care leave shall submit a written request to the Executive Director of Human Resources of the intention to take the leave at least two (2) calendar months before commencement of the intended leave. Accumulated sick leave and/or vacation may be used in lieu of unpaid leave. A pregnant employee will also provide at the time of the leave application a statement from the physician indicating the expected date of delivery.

All child care leaves shall be without compensation, except for sick leave or vacation use for the period of time during which the employee is temporarily, medically disabled because of a pregnancy or a pregnancy-related condition.

The child care leave, including the period of disability, shall not exceed twelve (12) months in duration. However, if complications arise as a result of pregnancy or adoption, a program director may apply for additional leave time. Failure of the employee to return pursuant to the date determined under this section shall constitute grounds for termination unless the school district and the employee mutually agree to an extension of the leave. The employee's position at the time of the leave shall be held for 60 working days.

6-4-1 Reassignment

Program directors returning from authorized leave shall have the option of returning to the same or similar position.

6-4-2 Subsequent School Year Salary

A program director will not accrue credit for salary advancement while on leave of absence. Advancement is based on subd. 11-4.

6-5 MILITARY LEAVE

Employees shall be eligible for up to fifteen (15) days of military leave without loss of pay in accordance with Minnesota Statute 192.26. Additional unpaid leave may be granted. Requests for such leave shall be submitted to the Executive Director of Human Resources by the employee upon receipt of such orders, but in no event more than two (2) work days following receipt of such orders.

6-6 OTHER LEAVES

Under conditions and procedures prescribed by the superintendent, a sabbatical or a general leave of absence may be requested. Upon the superintendent's recommendation, such leave may be granted by the School Board.

**ARTICLE VII
WORKING CONDITIONS**

7-1 The normal work schedule shall be forty (40) hours per week consisting of five eight hour days. The starting and ending times of the work day shall be determined by the supervisor of the employee.

7-1-1 Staff the have a 52 week contract: In years where the number of days exceed 260, staff would be allowed to take on additional day as a floating holiday.

7-2 EMERGENCY CLOSING

7-2-1 When there is an emergency school closing due to inclement weather or mechanical problems with the building (this does not include school closing when the reason is severely cold temperatures) program directors are expected to report to work if at all possible, including the list of program directors included in article VII – 7-2.

- Adventure Club Program Director
- Activities Program Directors
- Buildings and Grounds Program Director
- Facilities Program Director
- Grounds Program Director
- Middle School/High School Custodians Program Director

7-2-2 Employees who work will be granted a make-up day to be attached to accrued vacation time. Employees not required to report to work will be paid when there is an emergency closing.

7-2-3 When there is an emergency closing due to severely cold temperatures, all employees are expected to report to work at their normal time.

**ARTICLE VIII
HOLIDAYS**

8-1 Employees scheduled to work on the day and the week of the following holidays will receive the holiday off with pay:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Presidents' Day	Thanksgiving Day
Good Friday*	Friday after Thanksgiving
Easter Monday*	Christmas Eve
Memorial Day	Christmas Day

***8-1-1** Adventure Club director who is requested to work on Good Friday and Easter Monday will be granted an alternate day, to be mutually agreed upon with supervisor.

8-2 Program directors may be granted up to two (2) days of leave with pay per year for observance of religious holidays. Program directors requesting time off for a religious holiday shall submit a memo setting forth the full particulars to the Executive Director of Human Resources prior to the holiday. Such days will not be deducted from accrued sick leave.

In the years that it is necessary for some program directors to have three (3) days for religious observances, an additional day may be granted upon request to the human resources department for approval.

**ARTICLE IX
VACATIONS**

9-1 ELIGIBILITY

Eligibility for vacation benefits is limited to full-time, full year (52 weeks) employees and requires prior approval of the supervisor. For those granted this benefit, the following earning schedule shall apply: For the first four full years of full-time employment, employees shall earn twenty (20) days of vacation.

Employees working full-year (52 weeks) for 20 hours or more but less than 40 hours a week will be eligible for vacation according to the Earning Schedule in this section. However, the amount of hours will be prorated to the amount of hours for which the employee is regularly scheduled.

9-1-1 Pro-rated vacation days will be provided to those employees working more than 42 weeks, but less than 52 weeks.

9-1-2 Program directors working 38-42 week per year will receive 3 days of vacation time per year.

Earning Schedule

# Continuous Years of Service in District	# Days of Vacation, based on date of hire
During Years 1-4	20 days
During Years 5-12	25 days

9-2 TERMS

9-2-1 Vacation days would be accrued on July 1 and available for use. Staff leaving the district who have used days in excess of this allotment will have the equivalent amount deducted from their final paycheck at their daily rate of pay in the year of separation.

9-2-2 Vacations may be taken in blocks of time not to exceed two weeks. With supervisory approval, vacations can be extended beyond this limit.

9-2-3 Employees may accumulate up to 240 hours/year. Hours beyond the 240 hour limit will be deducted from the employee account after September 1. Beginning July 1, 2016, If the district cannot grant an employee's request for vacation, this limitation will be waived for the number of days requested but denied. Unused vacation will be paid at the daily rate at retirement or resignation.

9-2-4 Any variation to this schedule will be done through documentation to the employee and in the employee's file in the Human Resources department.

ARTICLE X RETIREMENT

10-1 SEVERANCE

The purpose of the severance program in Robbinsdale Area Schools is to reward employees for service rendered over a long period of time and to provide severance for employees.

10-2 ELIGIBILITY

To qualify for severance pay, the employee must:

10-2-1 Be at least 55 years of age at the time the employee's retirement becomes effective or be less than 55 years of age and have worked full time in District 281 for thirty (30) years.

10-2-2 Have completed fifteen (15) or more years of full time service, or the equivalent, in Robbinsdale Area Schools on June 30 of the school year in which the employee's retirement becomes effective.

10-2-3 Have provided to the school district a written resignation 60 calendar days prior to the date the retirement becomes effective.

10-2-4 Employees who elected to participate in the deferred compensation plan are not eligible for severance provisions in Article X.

10-2-5 Employees hired on or after July 1, 1995 are not eligible for severance.

10-3 BASIS OF PAY

Severance pay shall be composed of two parts: Years of Service and Unused Sick Leave.

10-3-1 UNUSED SICK LEAVE

The amount of severance pay shall be up to 85 days based on the employee's final salary. If an employee qualifies under 10-2-2 but does not have fifteen (15) or more years of full time service, the amount of severance shall be calculated by multiplying the average amount of the employee's full-time equivalency times the employee's full-time salary for the last full year of service. Salary shall be defined as contract salary amount and shall not include any additional compensation, extended employment or other extra compensation. A maximum of eighty five (85) days may be accumulated for unused sick leave

10-3-2 ACCUMULATED SICK LEAVE

The maximum number of severance pay days an employee may receive for accumulated sick leave is eighty five (85) days. Provisions in 10-3-2 are subject to limitations noted in 10-3-1. Below is the table to determine the number of days an employee may receive severance pay for:

<u>Sick Days Accumulated</u>	<u>Days of Severance Pay</u>
1-30	1 day paid for 1 unused day max 30 paid days
31 – 120	1 day paid for 3 unused days max.30 paid days
121-370	1 day paid for 10 unused days max.25 paid days

10-3-3 YEARS OF SERVICE

When program directors, who were hired prior to July 1, 1995, reach 15 years of service or the equivalent and 55 years of age, 30 days of salary will be added to a health reimbursement account.

10-4 AMOUNT OF PAY

Days accumulated toward severance pay as noted in previous articles shall be multiplied by the daily rate of pay at time of retirement. The product of this multiplication will be the number of

days of severance pay to be paid to the employee upon retirement.

10-5 TIME OF PAYMENT

Severance pay for unused sick leave shall be in one lump sum no later than a date two (2) months following the date of retirement. Severance pay for years of service shall be paid into the health care reimbursement account on July 1 following the date of eligibility.

10-5-1 SEVERANCE POST RETIREMENT

To the extent that this agreement provides for payments to employees near or after retirement, and to the extent that the Internal Revenue Code provides tax deferral and tax savings opportunities, the District agrees to make a reasonable effort to provide such plans. The entire payment shall be deposited into an approved health care reimbursement account.

10-6 SEVERANCE INSURANCE

10-6-1 Employees who qualify for the severance pay program shall have partial health insurance premiums paid by the school district according to the following:

10-6-1-1 An employee of the district who is a member of the Robbinsdale Area Schools major medical and hospitalization group plan, who has 15 years of full-time employment in the school district, and who retires following the age of 55 may continue as a member in the insurance group.

10-6-1-2 For employees hired prior to July 1, 1995, who elected to participate in the cafeteria plan, the district will continue to pay the exact cafeteria dollar amount toward the employee's medical and dental premiums, that the employee is receiving at the time of retirement. Excess money not applied to the premium will not be refunded to the retiree.

For program directors not receiving the cafeteria benefit, the maximum district contribution is determined at the time of retirement and will be the district contribution toward either the single plan monthly cost or the family plan monthly cost in the higher cost hospitalization/medical insurance plan. If the monthly premium exceeds the maximum district contribution the program director must pay the additional amount.

10-6-1-3 For employees hired on or after July 1, 1995, 10-6-1 shall not apply. Such employees can, at the time of their retirement, continue in the district's existing health insurance program at their own expense.

10-6-1-4 After eligibility for Medicare, the retired employee may continue in the group at no cost to the district unless prohibited by the insurance carrier.

10-6-2 Retired employees who do not meet the eligibility requirements for severance shall have the option of remaining within the health and dental insurance groups at no cost to the district unless prohibited by Minnesota Statute or by the agency or insurance carrier involved.

ARTICLE XI SALARY

11-1 LONGEVITY PAY

Longevity pay (career increment) of \$540 at year 7, \$1,080 at year 11, \$1,620 at year 16, and \$2,160 at year 21 will be added to annual salary for Program Directors who begin in the indicated year of service by December 31. Longevity pay is based on total consecutive number of years of employment in the district, regardless of employee group.

11-2 PROFESSIONAL DEVELOPMENT, CONTINUING EDUCATION & TECHNOLOGY INVESTMENT

The school district shall make reimbursements for tuition and/or registration expenses for advanced college or certification coursework, which pertains directly to the position. Reimbursement for technology purchase may be made in lieu of coursework reimbursement. The reimbursements shall consist of 100% of the first \$1,000 spent, and 50% of the next \$3,000, for a total annual maximum of \$2,500. Technology reimbursements shall not exceed \$1,000 per year. Expenditures will require pre-approval from the Executive Director to whom the program director reports. Stipends for technology may not be submitted during the year of planned separation from the district.

11-3 NATIONAL CONFERENCES

In order to stay current with the issues in their field, Program Directors can request to attend a national conference or comparable conference at a reasonable cost every other year, with supervisor pre-approval.

11-4 MARKET PLACE ADJUSTMENT

The District may adjust a salary on an annual basis to address the current market place demands in order to keep key employees. Any upward adjustment is for one year only and must be reviewed annually in order to continue. The salary may, if market conditions change, revert back to the original job level and step.

11-5 SALARY SCHEDULE

See Addendum for current schedule. Employees hired after January 1 of the current fiscal year will not receive a step increase until July 1 of the fiscal year after the following fiscal year.

11-6 SALARY PAYMENT OPTION

During new employee orientation, program directors whose work year is 40 weeks or less will have an option to be paid on a 21 or 26 pay basis. Employees will have an annual opportunity to change pay options, provided they notify Human Resources no later than August 1 for the upcoming year.

ADDENDUM

**2019-
2020**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	7th Year	11th Year	16th Year	21st Year
9	119,430	123,002	126,573	130,145	133,716	136,720	540	1,080	1,620	2,160
8	109,053	112,624	116,195	119,767	123,317	126,111	540	1,080	1,620	2,160
7	98,759	102,225	105,796	109,368	112,939	115,481	540	1,080	1,620	2,160
6	89,326	92,750	96,196	99,620	103,065	105,376	540	1,080	1,620	2,160
5	80,440	83,780	87,141	90,481	93,843	95,965	540	1,080	1,620	2,160
4	72,541	76,154	79,788	83,423	87,036	89,011	540	1,080	1,620	2,160
3	65,209	68,486	71,763	74,936	78,339	80,104	540	1,080	1,620	2,160
2	59,873	62,898	65,902	68,927	71,952	73,570	540	1,080	1,620	2,160
1	57,016	59,915	62,793	65,692	68,570	70,104	540	1,080	1,620	2,160
0	51,344	53,907	56,491	59,074	61,637	63,024	540	1,080	1,620	2,160

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	7th Year	11th Year	16th Year	21st Year
9	57.42	59.14	60.85	62.57	64.29	65.73	0.26	0.52	0.78	1.04
8	52.43	54.15	55.86	57.78	59.29	60.63	0.26	0.52	0.78	1.04
7	47.48	49.15	50.86	52.58	54.30	55.52	0.26	0.52	0.78	1.04
6	42.95	44.59	46.25	47.89	49.55	50.66	0.26	0.52	0.78	1.04
5	38.67	40.28	41.89	43.50	45.12	46.14	0.26	0.52	0.78	1.04
4	34.88	36.61	38.36	40.11	41.84	42.79	0.26	0.52	0.78	1.04
3	31.35	32.93	34.50	36.03	37.66	38.51	0.26	0.52	0.78	1.04
2	28.79	30.24	31.68	33.14	34.59	35.37	0.26	0.52	0.78	1.04
1	27.41	28.81	30.19	31.58	32.97	33.70	0.26	0.52	0.78	1.04
0	24.68	25.92	27.16	28.40	29.63	30.30	0.26	0.52	0.78	1.04

**2020-
2021**

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	7th Year	11th Year	16th Year	21st Year
9	121,819	125,462	129,015	132,747	136,390	139,454	540	1,080	1,620	2,160
8	111,234	114,876	118,519	122,162	125,783	128,633	540	1,080	1,620	2,160
7	100,734	104,269	107,912	111,555	115,198	117,791	540	1,080	1,620	2,160
6	91,113	94,605	98,120	101,612	105,127	107,484	540	1,080	1,620	2,160
5	82,048	85,456	88,884	92,291	95,720	97,884	540	1,080	1,620	2,160
4	73,991	77,677	81,384	85,091	88,777	90,791	540	1,080	1,620	2,160
3	66,513	69,856	73,199	76,434	79,906	81,706	540	1,080	1,620	2,160
2	61,070	61,156	67,220	70,306	73,391	75,041	540	1,080	1,620	2,160
1	58,156	61,113	64,049	67,006	69,942	71,506	540	1,080	1,620	2,160
0	52,370	54,985	57,620	60,256	62,870	64,284	540	1,080	1,620	2,160

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	7th Year	11th Year	16th Year	21st Year
9	58.57	60.32	62.07	63.82	65.57	67.05	0.26	0.52	0.78	1.04
8	53.48	55.23	56.98	58.73	60.47	61.84	0.26	0.52	0.78	1.04
7	48.43	50.13	51.88	53.63	55.38	56.63	0.26	0.52	0.78	1.04
6	43.80	45.48	47.17	48.85	50.54	51.67	0.26	0.52	0.78	1.04
5	39.45	41.08	42.73	44.37	46.02	47.06	0.26	0.52	0.78	1.04
4	35.57	37.34	39.13	40.91	42.68	43.65	0.26	0.52	0.78	1.04
3	31.98	33.58	35.19	36.75	38.42	39.28	0.26	0.52	0.78	1.04
2	29.36	30.84	32.32	33.80	35.28	36.08	0.26	0.52	0.78	1.04
1	27.96	29.38	30.79	32.21	33.63	34.38	0.26	0.52	0.78	1.04
0	25.18	26.43	27.70	28.97	30.23	30.91	0.26	0.52	0.78	1.04

ADDENDUM SALARY SCHEDULE-

Any program director that holds a Ph.D. or equivalent shall receive an additional \$2,100 stipend over their annual salary amount. The program director must provide proof of the doctorate.