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1-10-1992

# State of Connecticut & State Board of Education and State Vocational Federation of Teachers, American Federation of Teachers, AFL-CIO, Local 4200A Memorandum (1989)

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State of Connecticut & State Board of Education and State Vocational Federation of Teachers, American Federation of Teachers, AFL-CIO, Local 4200A Memorandum (1989)

**Location**

CT

**Effective Date**

1-10-1992

**Expiration Date**

August 1993

**Number of Workers**

1000

**Employer**

State of Connecticut; State Board of Education

**Union**

State Vocational Federation of Teachers

**Union Local**

4200A

**NAICS**

61

**Sector**

State government

**Item ID**

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**Keywords**

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**Comments**

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JUL 29 1992  
Memo  
8/93

**Memorandum of Agreement**

**Between**

**The State Board of Education**

**And**

**State Vocational Federation of Teachers, Local 4200A**

**American Federation of Teachers, AFL-CIO**

State of CT  
Ted Sergi  
\* David Sullivan  
203-638-4101

**Contract Extension Through August 19, 1993  
and  
Objective Job Evaluation for Full-Time Faculty**

State of CT.  
Dept. of Education  
25 Industrial Park Rd  
Middletown, CT. 06457

Memorandum of Agreement  
Between  
The State Board of Education  
And  
State Vocational Federation of Teachers, Local 4200A  
American Federation of Teachers, AFL-CIO

The State of Connecticut and the State Board of Education (the "Board") and the State Vocational Federation of Teachers, Local 4200A (the "Union") agree as follows:

1. The current collective bargaining agreement between the parties, scheduled to expire on June 30, 1992 shall continue in effect until August 19, 1993 except as noted here in. In any instance where there is conflict between the language in the printed contract and the language in this memorandum of agreement, the memorandum of agreement shall prevail. The contract is revised to add the provisions of this agreement, including the terms of the OJE settlement.
2. The terms and conditions of the agreement between the State and SEBAC are agreed to and incorporated herein by reference.
3. Bargaining unit salaries shall be governed by the following:
  - A. There shall be no step movement (A.I.) on August 21, 1992 except as required pursuant to implementation of OJE and/or as a result of promotions. Step movement shall be effective at the beginning of the pay period which includes September 1, 1993 and each year thereafter in accordance with current practice.
  - B. Effective December 13, 1991 all steps on the salary schedule for full-time employees (Appendix A) shall be rolled back to the rates which were in effect on August 22, 1991.
  - C. Effective January 10, 1992 the Board and the Union agree to implement the terms of the Objective Job Evaluation (OJE) as attached here to. This constitutes a complete settlement of the re-opener pursuant to Appendix H of the contract for all employees, except for coaches, advisors and athletic coordinators. Pending legislature approval of OJE, the amount previously approved by the General Assembly for General Wage Increases shall be reallocated to fund OJE. In the event the General Assembly fails to approve this agreement, appropriate salary adjustments will be made.
  - D. Effective August 21, 1992 all steps on the salary schedule for full-time employees (Appendix A) shall be increased by six and one-half (6.5) percent.
  - E. Effective July 9, 1993 all steps on the salary schedule for full-time employees (Appendix A) shall be increased by four and one-half (4.5) percent.

4. In all other respects, the provisions of the contract which are in effect during 1991-92 shall continue through August 19, 1993. Economic provisions, such as but not limited to night school pay, summer school pay, apprentice program pay, coaches' stipends, substitute rates, parking pool, and athletic coordinators' pay shall continue at the same rates as established for the 1991-92 contract year, except to the extent that advisor, coach or athletic coordinator stipends are modified by OJE.
5. This Agreement is subject to approval by the General Assembly.

SVFT OJE

MISCELLANEOUS PROVISIONS

1. The parties agree that this constitutes the complete agreement between the parties and the salary adjustments implemented hereunder establish internal alignment among all employees within the bargaining unit, with the exception of coaches, advisors, and athletic coordinators.
2. The effective date of implementation is January 10, 1992.
3. The parties agree that the department head stipend is eliminated January 10, 1992. Department Heads shall be entitled to a pro-rata payment of the stipend based on the number of days worked as Department Heads prior to January 10, 1992. Payment shall be at the normally scheduled time in June, unless the Board elects to make such payment earlier.
4. Attainment of a professional certificate shall not entitle an initial educator to be slotted as a professional educator unless the professional certificate is in the area in which such employee is currently teaching.
5. For purposes of lateral or administrative transfer, no differentiation will be made based solely on whether an applicant has an initial, provisional or a professional certificate.
6. Slotting is determined by using the base annual salary in effect on January 9, 1992. For all department heads, the \$1,000 department head differential is considered part of the annual salary prior to slotting. Slotting is by the round-up method except that employees at Step 9, Step 11 and Step 12A on January 9, 1992 shall receive an additional step.
7. Slotting of classifications shall be as follows:
  - 290 - 330 points to Group 1. Group 1 includes instructors with an initial, temporary or provisional certificate in their current teaching area. (Psychologists are excluded).
  - 331 - 360 points to Group 2. Group 2 includes instructors with a professional certificate in their current teaching area and Library/Media Department Heads. (Psychologists are excluded).
  - 361+ points to Group 3. Group 3 includes psychologists and Department Heads. (Library/Media Department Heads are excluded).

SVFT OJE

Miscellaneous Provisions (continued)

8. The provisions of Article 3, Section Six (b) and Article 3, Section Ten shall expire automatically on June 30, 1992. This shall not preclude either party from renegotiating the inclusion of these provisions or any modification thereof in any successor agreement.

The provisions of Article 3, Section Six (a) shall be modified to change the expiration date from June 30, 1992 to August 19, 1993.

9. No employee shall suffer any salary loss as a result of implementation of this study, as provided in C.G.S. Section 5-200c. Those instructors in steps 12A and 12B who have initial or provisional certificates in their teaching area on January 9, 1992 shall continue at the same rate of pay after implementation of the OJE agreement. Those on step 12A shall be entitled to move to step 12B effective February 21, 1992. These instructors shall also be entitled to receive any general wage increase granted to other full-time instructors. When such instructor receives his/her professional certificate in his/her teaching area or is promoted to department head, he/she will be slotted in the appropriate salary group and step and his/her salary shall be adjusted accordingly.
10. Salary paid during the summer shall be at the bi-weekly rate in effect at that time; there will be no decrease in the summer (pro-rata) pay to reflect the days worked at a lower rate, during the same school year.



SVFT OJE  
SALARY GROUP

Salary Plan Effective 1/10/92

Step	Group 1		Step	Group 2		Step	Group 3	
	<u>Annual Salary</u>	<u>Biweekly</u>		<u>Annual Salary</u>	<u>Biweekly</u>		<u>Annual Salary</u>	<u>Biweekly</u>
1	25,852.00	990.50	1	29,568.00	1,132.88	1	34,147.00	1,308.32
2	27,421.00	1,050.62	2	31,363.00	1,201.65	2	36,219.00	1,387.71
3	28,990.00	1,110.73	3	33,158.00	1,270.43	3	38,291.00	1,467.09
4	30,559.00	1,170.85	4	34,953.00	1,339.20	4	40,363.00	1,546.48
5	32,128.00	1,230.96	5	36,748.00	1,407.97	5	42,435.00	1,625.87
6	33,697.00	1,291.08	6	38,543.00	1,476.75	6	44,507.00	1,705.25
7	35,266.00	1,351.19	7	40,338.00	1,545.52	7	46,579.00	1,784.64
8	36,835.00	1,411.31	8	42,133.00	1,614.30	8	48,651.00	1,864.03
9	38,404.00	1,471.42	9	43,928.00	1,683.07	9	50,723.00	1,943.41
10	39,973.00	1,531.54	10	45,723.00	1,751.84	10	52,795.00	2,022.80
11	41,542.00	1,591.65	11	47,518.00	1,820.62	11	54,867.00	2,102.19
	= 1,569.00			1,795.00			2,072.00	

SVFT OJE

SPECIAL EDUCATION DEPARTMENT HEAD

The most senior special education instructor at each school as of the date of implementation of the OJE agreement shall be appointed Department Head, subject to the following conditions:

1. The instructor's most recent rating must have been satisfactory.
2. The instructor must possess a professional certificate.
3. If the most senior instructor at a particular school does not possess a professional certificate or does not wish to be a Department Head, the next most senior instructor will be appointed, subject to the provisions of Nos. 1 and 2 above.

If there is no instructor with a professional certificate in a school, the Department Head shall be offered to instructors with an initial or provisional certificate in order of seniority, subject to No. 1 above.

4. All Department Heads shall serve a probationary period as provided in Article 11, Section Six. For purposes of this subsection, the probationary shall be deemed to start on the date of implementation of the OJE agreement.
5. Slotting shall be by the round-up method.
6. If a General Education Department Head is from Special Education, such individual can compete with other special education instructors in his/her school, but shall not have preferential treatment based on General Education Department Head status.
7. Future vacancies shall be filled according to Article 11, Section Four (b) of the contract.

SVFT OJE

SALARY PLACEMENT ON CHANGE IN STATUS  
(NOT APPLICABLE TO SLOTTING PURSUANT TO OJE IMPLEMENTATION)

1. When an employee has received his/her professional certificate which would entitle him/her to move to a higher salary group, step placement pursuant to said movement shall be calculated by adding the amount of the average annual increment of the higher salary group to the employee's current annual salary and placing him/her on that step in the higher salary group which is at least equal to that amount. The new salary rate will remain in effect through the end of the school year; there will be no decrease in the summer (pro-rata) pay to reflect the school days worked at the lower rate.

The effective date of the increase shall be the start of the payperiod on or after the date the professional certificate is effective provided the employee immediately provides a copy of the professional certificate to the School Director. If the employee delays in providing a copy of the professional certificate to the School Director, the effective date of the increase shall be the start of the payperiod following delivery of the certificate to the Director.

2. An instructor who is promoted to Department Head shall be placed on that step in the higher salary group which is an increase of at least the amount of the average annual increment of the higher salary group.
3. When an employee transfers to a classification in a lower salary group in lieu of layoff, step placement shall be by the round-down method, i.e. the employee is placed at that step in the lower salary group which is closest to but not more than the annual salary he/she was receiving immediately prior to the effective date of the transfer.
4. When an employee moves, voluntarily or involuntarily for disciplinary reasons, to a classification in a lower salary group, he/she shall be placed on that step in the lower salary group which is arrived at by subtracting the average annual increment of the higher salary group from the employee's annual salary immediately prior to the effective date of the transfer and placing him/her on the step closest to but not more than the resulting figure. Examples: 1) An employee with a professional certificate in his/her teaching area applies for and is granted a transfer to a different teaching area where he/she has a provisional certificate. 2) A department head applies for and is granted a transfer to an instructor position. 3) An employee is involuntarily transferred to a different teaching area or demoted from department head to instructor for disciplinary reasons.
5. When an instructor is administratively (involuntarily) transferred to another school and is required to teach a different subject or when an instructor is reassigned in the same school and a change in subject is involved and such administrative transfer or reassignment is unrelated to a reduction in force, transfer in lieu of layoff or discipline, no salary reduction shall occur if the instructor had a professional certificate in the former subject area and an initial or provisional certificate in the new subject area.

In Witness Whereof  
The Parties Execute This Agreement

For the State Vocational Federation of Teachers  
Local 4200A  
American Federation of Teachers, AFL-CIO

For the Board of Education  
State of Connecticut

By \_\_\_\_\_  
Barry Scheinberg, Negotiator

\_\_\_\_\_  
Ronald Tabellione, President

By \_\_\_\_\_  
Saranne P. Murray, Negotiator

\_\_\_\_\_  
David C. Sullivan, Negotiator

\_\_\_\_\_  
Arthur Quimby, Superintendent

\_\_\_\_\_  
John Mannix, Chairman





APPENDIX A

SALARY SCHEDULE FOR FULL-TIME TEACHERS  
EFFECTIVE 12/13/91 through 1/9/92  
(6.5% ROLLBACK)

<u>PAYPLAN/ GROUP</u>	<u>STEP</u>	<u>ANNUAL</u>	<u>BIWEEKLY</u>	<u>DAILY (184 th)</u>	<u>HOURLY (DAILY/7)</u>	<u>AVERAGE INCREMENT</u>
VS 01	01	24,880.00	953.26	135.22	19.32	
VS 01	02	26,300.00	1,007.67	142.94	20.42	
VS 01	03	27,043.00	1,036.14	146.98	21.00	
VS 01	04	28,289.00	1,083.87	153.75	21.97	
VS 01	05	29,286.00	1,122.07	159.17	22.74	
VS 01	06	30,337.00	1,162.34	164.88	23.56	1,654.00
VS 01	07	32,551.00	1,247.17	176.91	25.28	
VS 01	08	33,604.00	1,287.51	182.64	26.10	
VS 01	09	34,652.00	1,327.67	188.33	26.91	
VS 01	10	37,609.00	1,440.96	204.40	29.20	
VS 01	11	39,172.00	1,500.85	212.90	30.42	
VS 01	12(12A)	43,050.00	1,649.43	233.97	33.43	
VS 01	13(12B)	44,726.00	1,713.64	243.08	34.73	

Employees on Step 11 during the 1990-91 school year move to Step 12A on 8/23/91 and from Step 12A to Step 12B on 2/21/92.

MISCELLANEOUS PAYMENT RATES

VOCATIONAL SCHOOL INSTRUCTOR HOURLY:	VH 01 H 01	\$	15.00/HOUR
VOCATIONAL EVENING SCHOOL SUPERVISOR:	VE 01 H 01	\$	18.50/HOUR
VOCATIONAL SCHOOL SUBSTITUTE INSTRUCTOR:	VU 01 D 01	\$	75.00/DAY

DEPARTMENT HEAD DIFFERENTIAL:	\$1,000.00/YEAR
TRADE INSTRUCTOR DIFFERENTIAL:	\$ 497.00/YEAR

LONGEVITY RATES - 10 YEARS:	\$ 175.00/SEMI-ANNUALLY
- 15 YEARS:	\$ 350.00/SEMI-ANNUALLY
- 20 YEARS:	\$ 525.00/SEMI-ANNUALLY
- 25 YEARS:	\$ 700.00/SEMI-ANNUALLY

APPENDIX A

SALARY SCHEDULE FOR FULL-TIME TEACHERS  
EFFECTIVE ON IMPLEMENTATION OF OJE - 1/10/92 THROUGH 8/20/92

<u>PAYPLAN/ GROUP</u>	<u>STEP</u>	<u>ANNUAL</u>	<u>BIWEEKLY</u>	<u>DAILY (184th)</u>	<u>HOURLY (DAILY/7)</u>	<u>AVERAGE INCREMENT</u>
VS 01	01	25,852.00	990.50	140.50	20.08	
VS 01	02	27,421.00	1,050.62	149.03	21.30	
VS 01	03	28,990.00	1,110.73	157.56	22.51	
VS 01	04	30,559.00	1,170.85	166.09	23.73	
VS 01	05	32,128.00	1,230.96	174.61	24.95	1,569.00
VS 01	06	33,697.00	1,291.08	183.14	26.17	
VS 01	07	35,266.00	1,351.19	191.67	27.39	
VS 01	08	36,835.00	1,411.31	200.20	28.60	
VS 01	09	38,404.00	1,471.42	208.72	29.82	
VS 01	10	39,973.00	1,531.54	217.25	31.04	
VS 01	11	41,542.00	1,591.65	225.78	32.26	
VS 02	01	29,568.00	1,132.88	160.70	22.96	
VS 02	02	31,363.00	1,201.65	170.46	24.36	
VS 02	03	33,158.00	1,270.43	180.21	25.75	
VS 02	04	34,953.00	1,339.20	189.97	27.14	
VS 02	05	36,748.00	1,407.97	199.72	28.54	1,795.00
VS 02	06	38,543.00	1,476.75	209.48	29.93	
VS 02	07	40,338.00	1,545.52	219.23	31.32	
VS 02	08	42,133.00	1,614.30	228.99	32.72	
VS 02	09	43,928.00	1,683.07	238.74	34.11	
VS 02	10	45,723.00	1,751.84	248.50	35.50	
VS 02	11	47,518.00	1,820.62	258.25	36.90	
VS 03	01	34,147.00	1,308.32	185.59	26.52	
VS 03	02	36,219.00	1,387.71	196.85	28.13	
VS 03	03	38,291.00	1,467.09	208.11	29.73	
VS 03	04	40,363.00	1,546.48	219.37	31.34	
VS 03	05	42,435.00	1,625.87	230.63	32.95	2,072.00
VS 03	06	44,507.00	1,705.25	241.89	34.56	
VS 03	07	46,579.00	1,784.64	253.15	36.17	
VS 03	08	48,651.00	1,864.03	264.41	37.78	
VS 03	09	50,723.00	1,943.41	275.67	39.39	
VS 03	10	52,795.00	2,022.80	286.93	41.00	
VS 03	11	54,867.00	2,102.19	298.20	42.60	
VS 04	01(12A)	43,050.00	1,649.43	233.97	33.43	
VS 04	02(12B)	44,726.00	1,713.64	243.08	34.73	

MISCELLANEOUS PAYMENT RATES

VOCATIONAL SCHOOL INSTRUCTOR HOURLY:	VH 01 H 01 \$	15.00/HOUR
VOCATIONAL EVENING SCHOOL SUPERVISOR:	VE 01 H 01 \$	18.50/HOUR
VOCATIONAL SCHOOL SUBSTITUTE INSTRUCTOR:	VU 01 D 01 \$	75.00/DAY

TRADE INSTRUCTOR DIFFERENTIAL: \$ 497.00/YEAR

LONGEVITY RATES - 10 YEARS:	\$ 175.00/SEMI-ANNUALLY
- 15 YEARS:	\$ 350.00/SEMI-ANNUALLY
- 20 YEARS:	\$ 525.00/SEMI-ANNUALLY
- 25 YEARS:	\$ 700.00/SEMI-ANNUALLY



APPENDIX A

SALARY SCHEDULE FOR FULL-TIME TEACHERS  
EFFECTIVE 8/21/92 - 7/8/93  
(+ 6.5%)

<u>PAYPLAN/ GROUP</u>	<u>STEP</u>	<u>ANNUAL</u>	<u>BIWEEKLY</u>	<u>DAILY (184 th)</u>	<u>HOURLY (DAILY/7)</u>	<u>AVERAGE INCREMENT</u>
VS 01	01	27,533.00	1,054.91	149.64	21.38	
VS 01	02	29,204.00	1,118.93	158.72	22.68	
VS 01	03	30,875.00	1,182.96	167.80	23.98	
VS 01	04	32,546.00	1,246.98	176.89	25.27	
VS 01	05	34,217.00	1,311.00	185.97	26.57	1,671.00
VS 01	06	35,888.00	1,375.02	195.05	27.87	
VS 01	07	37,559.00	1,439.05	204.13	29.17	
VS 01	08	39,230.00	1,503.07	213.21	30.46	
VS 01	09	40,901.00	1,567.09	222.29	31.76	
VS 01	10	42,572.00	1,631.12	231.37	33.06	
VS 01	11	44,243.00	1,695.14	240.46	34.36	
VS 02	01	31,490.00	1,206.52	171.15	24.45	
VS 02	02	33,402.00	1,279.78	181.54	25.94	
VS 02	03	35,314.00	1,353.03	191.93	27.42	
VS 02	04	37,225.00	1,426.25	202.31	28.91	
VS 02	05	39,137.00	1,499.51	212.71	30.39	1,912.00
VS 02	06	41,049.00	1,572.76	223.10	31.88	
VS 02	07	42,960.00	1,645.98	233.48	33.36	
VS 02	08	44,872.00	1,719.24	243.87	34.84	
VS 02	09	46,784.00	1,792.50	254.27	36.33	
VS 02	10	48,695.00	1,865.71	264.65	37.81	
VS 02	11	50,607.00	1,938.97	275.04	39.30	
VS 03	01	36,367.00	1,393.38	197.65	28.24	
VS 03	02	38,574.00	1,477.94	209.65	29.95	
VS 03	03	40,780.00	1,562.46	221.64	31.67	
VS 03	04	42,987.00	1,647.02	233.63	33.38	
VS 03	05	45,194.00	1,731.58	245.62	35.09	2,207.00
VS 03	06	47,400.00	1,816.10	257.61	36.81	
VS 03	07	49,607.00	1,900.66	269.61	38.52	
VS 03	08	51,814.00	1,985.22	281.60	40.23	
VS 03	09	54,020.00	2,069.74	293.59	41.95	
VS 03	10	56,227.00	2,154.30	305.59	43.66	
VS 03	11	58,434.00	2,238.86	317.58	45.37	
VS 04	01 (12B)	47,634.00	1,825.06	258.89	36.99	

MISCELLANEOUS PAYMENT RATES

VOCATIONAL SCHOOL INSTRUCTOR HOURLY:	VH 01 H 01	\$ 15.00/HOUR
VOCATIONAL EVENING SCHOOL SUPERVISOR:	VE 01 H 01	\$ 18.50/HOUR
VOCATIONAL SCHOOL SUBSTITUTE INSTRUCTOR:	VU 01 D 01	\$ 75.00/DAY
TRADE INSTRUCTOR DIFFERENTIAL:		\$ 497.00/YEAR
LONGEVITY RATES - 10 YEARS:	\$ 175.00/SEMI-ANNUALLY	
- 15 YEARS:	\$ 350.00/SEMI-ANNUALLY	
- 20 YEARS:	\$ 525.00/SEMI-ANNUALLY	
- 25 YEARS:	\$ 700.00/SEMI-ANNUALLY	

APPENDIX A

SALARY SCHEDULE FOR FULL-TIME TEACHERS  
EFFECTIVE 7/9/93  
(+ 4.5%)

<u>PAYPLAN/ GROUP</u>	<u>STEP</u>	<u>ANNUAL</u>	<u>BIWEEKLY</u>	<u>DAILY (184th)</u>	<u>HOURLY (DAILY/7)</u>	<u>AVERAGE INCREMENT</u>
VS 01	01	28,772.00	1,102.38	156.37	22.34	
VS 01	02	30,519.00	1,169.32	165.87	23.70	
VS 01	03	32,265.00	1,236.21	175.36	25.06	
VS 01	04	34,011.00	1,303.11	184.85	26.41	
VS 01	05	35,757.00	1,370.00	194.34	27.77	1,747.00
VS 01	06	37,503.00	1,436.90	203.83	29.12	
VS 01	07	39,250.00	1,503.84	213.32	30.48	
VS 01	08	40,996.00	1,570.73	222.81	31.83	
VS 01	09	42,742.00	1,637.63	232.30	33.19	
VS 01	10	44,488.00	1,704.53	241.79	34.55	
VS 01	11	46,234.00	1,771.42	251.28	35.90	
VS 02	01	32,908.00	1,260.85	178.85	25.56	
VS 02	02	34,906.00	1,337.40	189.71	27.11	
VS 02	03	36,904.00	1,413.95	200.57	28.66	
VS 02	04	38,901.00	1,490.46	211.42	30.21	
VS 02	05	40,899.00	1,567.02	222.28	31.76	1,998.00
VS 02	06	42,897.00	1,643.57	233.14	33.31	
VS 02	07	44,894.00	1,720.08	243.99	34.86	
VS 02	08	46,892.00	1,796.63	254.85	36.41	
VS 02	09	48,890.00	1,873.19	265.71	37.96	
VS 02	10	50,887.00	1,949.70	276.56	39.51	
VS 02	11	52,885.00	2,026.25	287.42	41.07	
VS 03	01	38,004.00	1,456.10	206.55	29.51	
VS 03	02	40,310.00	1,544.45	219.08	31.30	
VS 03	03	42,616.00	1,632.80	231.61	33.09	
VS 03	04	44,922.00	1,721.15	244.15	34.88	
VS 03	05	47,228.00	1,809.51	256.68	36.67	2,306.00
VS 03	06	49,533.00	1,897.82	269.21	38.46	
VS 03	07	51,840.00	1,986.21	281.74	40.25	
VS 03	08	54,146.00	2,074.56	294.28	42.04	
VS 03	09	56,451.00	2,162.88	306.80	43.83	
VS 03	10	58,758.00	2,251.27	319.34	45.63	
VS 03	11	61,064.00	2,339.62	331.87	47.42	
VS 04	01	49,778.00	1,907.21	270.54	38.65	

MISCELLANEOUS PAYMENT RATES

VOCATIONAL SCHOOL INSTRUCTOR HOURLY:	VH 01 H 01	\$ 15.00/HOUR
VOCATIONAL EVENING SCHOOL SUPERVISOR:	VE 01 H 01	\$ 18.50/HOUR
VOCATIONAL SCHOOL SUBSTITUTE INSTRUCTOR:	VU 01 D 01	\$ 75.00/DAY

TRADE INSTRUCTOR DIFFERENTIAL: \$ 497.00/YEAR

LONGEVITY RATES - 10 YEARS:	\$ 175.00/SEMI-ANNUALLY
- 15 YEARS:	\$ 350.00/SEMI-ANNUALLY
- 20 YEARS:	\$ 525.00/SEMI-ANNUALLY
- 25 YEARS:	\$ 700.00/SEMI-ANNUALLY