

2006-2007

Supplement

to the

MASTER AGREEMENT

between the

**Baltimore (County Instructional) Assistants and Clerical
Employees, Inc. (BACE)**

and the

**Board of Education
of
Baltimore County**

July 1, 2006 - June 30, 2007

(This Document Replaces All Prior Supplements.)

ARTICLE 6 – EMPLOYEE RIGHTS AND WORKING CONDITIONS

6.5 Procedure in Case of Threat (Assault) and/or Physical Attack (Battery)

Any case of threat (assault) and/or physical attack (battery) upon a staff member while acting within the scope of her/his duties shall be promptly reported to her/his administrator/office head. The scope of the employee's duties in such cases shall be defined to include any extracurricular activity or duty, whether school-sponsored or PTA-sponsored.

Administrators shall proceed in accordance with the **Critical Response and School Emergency Safety Management Guide, Workplace Violence: Guidelines for Administrators Dealing with Threat and Physical Attack on a Staff Member.**

6.5.1 The administrator shall share with the employee all information relative to the immediate threat and/or physical attack relating to the persons involved, that is not legally prohibited, and will act in appropriate ways as liaison between the employee(s), the police, and the courts. The administrator, supervisor, Area Assistant Superintendent, or a member of the Superintendent's staff will appear with the employee at any consequent hearing.

Staff members shall report to the appropriate administrator any threats of civil or criminal action against them arising out of and in the course of their employment. Union members are also encouraged to contact their Association.

6.15 Dispensing Medication

Employees designated to dispense medication in the absence of the nurse shall be made aware of the current policy and procedures, and shall be given training related to this responsibility.

ARTICLE 7 – WAGES AND WORKING HOURS

7.6 Inclement Weather

Twelve (12) month employees shall be allowed to use personal business, compensatory time, or accrued vacation for absences directly related to inclement weather on days when schools are closed for students.

If there is a delayed opening of schools, paraeducators shall not be required to report sooner than fifteen (15) minutes prior to the delayed start of school. Ten (10) month office professionals shall not be required to report sooner than thirty (30) minutes prior to the delayed start of school. If schools are closed early, paraeducators may leave at the time of the school closing or as soon as all students leave the building.

ARTICLE 8 - Absences and Leaves

8.15 UNIFIED SICK LEAVE BANK

PURPOSE. The Board of Education (BOE) will provide a Unified Sick Leave Bank (USLB) benefit to employees represented by the BOE's bargaining units, and to non-represented administrative assistants and management employees. The purpose of the USLB is to provide a vehicle through which employees may donate their accrued sick leave for other eligible employees to use. This additional paid sick leave may be granted to employees who have exhausted their accumulated sick leave and urgent personal business days.

DEFINITION. The USLB may grant additional paid sick leave to an employee who through catastrophic illness, injury, or quarantine is unable to perform the duties of his/her position. Under a qualifying illness or injury, sick leave from the bank may also be granted for medical, dental, or optical examinations, or treatments that are impossible to schedule on non-duty days. Only the individual employee may use the USLB for his/her personal illness or injury. The USLB may not be used to be absent from work to care for members of the employee's family. Sick leave from the bank may not be granted when the employee has an active Workers' Compensation claim or when the employee is receiving compensation from Workers' Compensation. The USLB may not be used by an employee who is eligible for disability retirement to postpone that retirement. In no case will the granting of leave from the bank cause an employee to receive more than his/her regular annual salary.

ELIGIBILITY. All bargaining unit-represented employees will be automatically enrolled in the USLB once the following eligibility criteria are met:

10-MONTH EMPLOYEES. 10-MONTH EMPLOYEES WHO HAVE COMPLETED ONE YEAR OF CONTINUOUS SERVICE AND WHO HAVE ACCUMULATED 20 DAYS OF SICK LEAVE WILL BE AUTOMATICALLY ENROLLED IN THE USLB.

12-MONTH EMPLOYEES. 12-MONTH EMPLOYEES WHO HAVE COMPLETED ONE YEAR OF CONTINUOUS SERVICE AND WHO HAVE ACCUMULATED 24 DAYS OF SICK LEAVE WILL BE AUTOMATICALLY ENROLLED IN THE USLB.

Employees meeting the eligibility requirements will be assessed a contribution when enrolled. The initial assessment and subsequent employee contributions will be based upon the needs of the USLB as determined by its governing committee.

OPT OUT - An employee who is eligible for membership in the USLB may 'opt out' for any reason by notifying the USLB in writing of his/her desire to withdraw from the USLB. Employees who opt out of the USLB will remain eligible for membership and may request to be re-enrolled by making a written request to the USLB. Employees who have opted out and request to be re-enrolled must meet the eligibility requirements. Employees who opt out in the fiscal year the initial assessment is made will have that sick leave time returned to them.

USE OF THE USLB. Employees must use all accumulated sick and urgent personal business leave prior to drawing from the USLB. The life time total that an employee may draw from the USLB is one (1) year. One year is equal to the number of duty days for 10-month employees and is equal to 245 duty days for 12-month employees. The USLB will not be charged for holidays, compensable non-duty week days, or vacation days.

USLB GOVERNING COMMITTEE. Each union will appoint a USLB governing committee from its membership. The committee shall meet as needed to: review and verify employee requests to draw from the bank; recommend the approval or denial of such requests to the employee, to the Office of Risk Management and to other Board of Education (BOE) offices, as necessary; and to review the decision of the Manager of the Office of Risk Management regarding approval or denial of the request to draw from the USLB. Representatives of the committees shall meet with representatives of the BOE to develop procedural rules for the administration of the USLB. After approval by the Superintendent and the bargaining units, the USLB rules shall be distributed to employees. The representatives of the committees shall meet at least once annually with representatives of the BOE to review the rules and procedures of the Unified Sick Leave Bank, and to make recommendations for revisions to the rules and/or procedures.

APPEALS. Appeals of decisions of the Office of Risk Management may be made in writing within ten (10) duty days to the Assistant Superintendent, Department of Human Resources and Governmental Relations. Pending the outcome of the appeal to the Assistant Superintendent, the employee will continue to be paid from the sick leave bank.

ARTICLE 10 - Educational Assistance Benefits

The Educational Assistance Program is designed to provide financial assistance to permanent

employees who have successfully completed their probationary period and who are employed fifteen (15) hours per week or more. The Educational Assistance Program is for employees who wish to attend outside training courses to improve performance in their present position or to prepare themselves for recertification, relicensure, or a career ladder promotion within the educational system.

An employee must file a *Request for Course Approval Form* obtained from the office of the principal or other appropriate administrator to secure the prior approval of the appropriate member of the Office of Personnel to be eligible for reimbursement. Employees shall be eligible for up to one hundred twenty-five dollars (\$125.00) per credit hour for tuition upon presentation of Grade C or better for approved requests. Only twelve (12) semester hours will be honored per fiscal year. However, in programs requiring more than twelve (12) credits per year, the twelve (12) credit limit will be waived.

Employees on approved leaves of absence upon returning to active service shall be eligible for reimbursement for courses taken while on leave in accordance with the other provisions of the Article.

ARTICLE 16 - Job Security and Transfers

16.1.1 Voluntary Transfers

Employees who desire a transfer to a position in their same pay grade for which they qualify shall fill out a transfer request and forward the request to the Department of Personnel by the last student attendance day or within seven (7) week days after learning that he/she is to be involuntarily reassigned. If such notice was provided fewer than seven week days prior to the last student attendance day, or provided after the last student attendance day. Employees may also use the transfer roster to request to move from part-time to full-time positions and from full-time to part-time positions. Should an employee decline to be considered for a position or more than one offer for placement in an area or a specific location that he/she had requested or receive a voluntary transfer, the employee's name will be removed from the transfer roster until the annual registration.

Paraeducators will be considered for transfer opportunities from the time the transfer request forms are received by the Office of Personnel until September 30. All such transfers will not be effective sooner than July 1. After September 30, all paraeducator vacancies will be posted, and the established posting procedures will apply.

The employees on the transfer roster who have requested transfers within their grade for which they qualify will be referred to the appropriate administrator for review, provided the employee has demonstrated satisfactory competency. Among the data shared with the administrator at the time of referral will be the employee's adjusted hire date. When four (4) or more eligible employees have applied for the same position, the selection will be made from within this group except where the need to maintain balanced staffing is demonstrated. Where experience and competency are equal, seniority will prevail in the selection between two or more employees. Positions will be posted as indicated in Section 16.4.

A probationary employee who is transferred to a job of an identical classification level as the one in which he/she received his/her initial appointment will continue the probationary period already in existence and shall not be subject to starting a new probationary period.

16.1.3 Involuntary Transfers

In the event of an involuntary transfer as required by the needs of the school system, the following guidelines will be observed:

a. When an employee who is performing satisfactorily is transferred involuntarily, he/she will be included with the employees to be involuntarily transferred, laid off personnel and employees returning from leave and shall be considered for any and all vacancies which may exist within his/her prior classification for which the employee may qualify. Employees may submit a list of worksites in preferential order for which they wish to be considered.

b. Where a transfer has not been requested and the transfer results from a reduction in the number of employees at a work site, the Director of Personnel, or his/her designated representative, shall discuss the reason for such transfer with the employee involved prior to the implementation of the transfer. The employee may list worksites for which he/she wishes to be considered. When more than one clerical employee in an identical classified position is employed at a given school/office, the employee to be transferred shall be the one with the least seniority, except where the need to maintain balanced staffing is demonstrated.

When more than one paraeducator is employed at a given school/office, the employee to be transferred shall be the one with the least seniority, except where the need to maintain balanced staffing or to address special training or talents is demonstrated.

Employees involuntarily transferred shall remain on the transfer roster.

When an employee is transferred involuntarily after the beginning of the school year, he/she may elect to be included on the excess list for the following school year. Involuntarily transferred office professionals and paraeducators, and office professional and paraeducators requesting a transfer to another position, shall be considered for appropriate vacancies simultaneously.

ARTICLE 19 – AD HOC COMMITTEES

19.2 Representatives of BACE and the Board of Education will examine the following issues and submit recommendations to BACE and the Office of Staff Relations.

1. Joint planning opportunities for paraeducators and teachers;
2. Use of paraeducators and office professionals for purposes other than those for which they were hired, including the practice of and compensation for paraeducators and office professionals to substitute or provide classroom coverage;
3. Compensation for summer employment for 10-month employees;
4. Contract issues that will allow employees to transition to a teaching career; and,
5. The impact of ESEA on the above, including assessment requirements for paraeducators.

APPENDIX A
BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Schedule for 10-Month Clerical and Classified Employees, 2006-07
Annual Salary Based Upon 21.7 Biweekly Pays

	GRADE 01 (old 06)			GRADE 02 (old 07)			GRADE 03 (old 08)			GRADE 04 (old 09)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)
01	10.60	795.00	17,252	11.17	837.75	18,179	11.75	881.25	19,123	12.34	925.50	20,083
02	11.02	826.50	17,935	11.62	871.50	18,912	12.22	916.50	19,888	12.83	962.25	20,881
03	11.46	859.50	18,651	12.09	906.75	19,676	12.71	953.25	20,686	13.34	1,000.50	21,711
04	11.92	894.00	19,400	12.57	942.75	20,458	13.22	991.50	21,516	13.87	1,040.25	22,573
05	12.40	930.00	20,181	13.07	980.25	21,271	13.75	1,031.25	22,378	14.42	1,081.50	23,469
06	12.90	967.50	20,995	13.59	1,019.25	22,118	14.30	1,072.50	23,273	15.00	1,125.00	24,413
07	13.55	1,016.25	22,053	14.27	1,070.25	23,224	15.01	1,125.75	24,429	15.75	1,181.25	25,633
08	14.23	1,067.25	23,159	14.98	1,123.50	24,380	15.76	1,182.00	25,649	16.54	1,240.50	26,919
09	14.94	1,120.50	24,315	15.73	1,179.75	25,601	16.55	1,241.25	26,935	17.37	1,302.75	28,270
	GRADE 05 (old 10)			GRADE 06 (old 11)			GRADE 07 (old 12)			GRADE 08 (old 13)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)
01	12.92	969.00	21,027	13.50	1,012.50	21,971	14.10	1,057.50	22,948	14.70	1,102.50	23,924
02	13.44	1,008.00	21,874	14.04	1,053.00	22,850	14.66	1,099.50	23,859	15.29	1,146.75	24,884
03	13.98	1,048.50	22,752	14.60	1,095.00	23,762	15.24	1,143.00	24,803	15.90	1,192.50	25,877
04	14.54	1,090.50	23,664	15.19	1,139.25	24,722	15.85	1,188.75	25,796	16.53	1,239.75	26,903
05	15.12	1,134.00	24,608	15.80	1,185.00	25,715	16.48	1,236.00	26,821	17.19	1,289.25	27,977
06	15.73	1,179.75	25,601	16.43	1,232.25	26,740	17.14	1,285.50	27,895	17.88	1,341.00	29,100
07	16.51	1,238.25	26,870	17.25	1,293.75	28,074	18.00	1,350.00	29,295	18.78	1,408.50	30,564
08	17.34	1,300.50	28,221	18.12	1,359.00	29,490	18.90	1,417.50	30,760	19.72	1,479.00	32,094
09	18.21	1,365.75	29,637	19.03	1,427.25	30,971	19.85	1,488.75	32,306	20.71	1,553.25	33,706
	GRADE 09 (old 14)			GRADE 10 (old 15)			GRADE 11 (old 16)			GRADE 12 (old 17)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)
01	15.31	1,148.25	24,917	15.94	1,195.50	25,942	16.58	1,243.50	26,984	17.23	1,292.25	28,042
02	15.92	1,194.00	25,910	16.58	1,243.50	26,984	17.24	1,293.00	28,058	17.92	1,344.00	29,165
03	16.55	1,241.25	26,935	17.25	1,293.75	28,074	17.93	1,344.75	29,181	18.64	1,398.00	30,337
04	17.22	1,291.50	28,026	17.94	1,345.50	29,197	18.65	1,398.75	30,353	19.38	1,453.50	31,541
05	17.91	1,343.25	29,149	18.66	1,399.50	30,369	19.39	1,454.25	31,557	20.16	1,512.00	32,810
06	18.63	1,397.25	30,320	19.40	1,455.00	31,574	20.17	1,512.75	32,827	20.96	1,572.00	34,112
07	19.56	1,467.00	31,834	20.37	1,527.75	33,152	21.18	1,588.50	34,470	22.01	1,650.75	35,821
08	20.53	1,539.75	33,413	21.39	1,604.25	34,812	22.24	1,668.00	36,196	23.11	1,733.25	37,612
09	21.56	1,617.00	35,089	22.46	1,684.50	36,554	23.35	1,751.25	38,002	24.27	1,820.25	39,499
	GRADE 13 (old 18)			GRADE 14 (New)			GRADE 15 (New)					
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual			
Step	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)	Rate	(Hr x 75)	(Bi x 21.7)			
01	17.88	1,341.00	29,100	18.59	1,394.25	30,255	19.34	1,450.50	31,476			
02	18.59	1,394.25	30,255	19.34	1,450.50	31,476	20.11	1,508.25	32,729			
03	19.34	1,450.50	31,476	20.11	1,508.25	32,729	20.92	1,569.00	34,047			
04	20.11	1,508.25	32,729	20.92	1,569.00	34,047	21.76	1,632.00	35,414			
05	20.92	1,569.00	34,047	21.76	1,632.00	35,414	22.63	1,697.25	36,830			
06	21.76	1,632.00	35,414	22.63	1,697.25	36,830	23.54	1,765.50	38,311			
07	22.85	1,713.75	37,188	23.76	1,782.00	38,669	24.72	1,854.00	40,232			
08	23.99	1,799.25	39,044	24.95	1,871.25	40,606	25.96	1,947.00	42,250			
09	25.19	1,889.25	40,997	26.20	1,965.00	42,641	27.26	2,044.50	44,366			

APPENDIX A
BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Schedule for 12-Month Clerical and Classified Employees, 2006-07

Annual Salary Based Upon 26.1 Biweekly Pays

	GRADE 01 (old 06)			GRADE 02 (old 07)			GRADE 03 (old 08)			GRADE 04 (old 09)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)
01	10.60	795.00	20,750	11.17	837.75	21,865	11.75	881.25	23,001	12.34	925.50	24,156
02	11.02	826.50	21,572	11.62	871.50	22,746	12.22	916.50	23,921	12.83	962.25	25,115
03	11.46	859.50	22,433	12.09	906.75	23,666	12.71	953.25	24,880	13.34	1,000.50	26,113
04	11.92	894.00	23,333	12.57	942.75	24,606	13.22	991.50	25,878	13.87	1,040.25	27,151
05	12.40	930.00	24,273	13.07	980.25	25,585	13.75	1,031.25	26,916	14.42	1,081.50	28,227
06	12.90	967.50	25,252	13.59	1,019.25	26,602	14.30	1,072.50	27,992	15.00	1,125.00	29,363
07	13.55	1,016.25	26,524	14.27	1,070.25	27,934	15.01	1,125.75	29,382	15.75	1,181.25	30,831
08	14.23	1,067.25	27,855	14.98	1,123.50	29,323	15.76	1,182.00	30,850	16.54	1,240.50	32,377
09	14.94	1,120.50	29,245	15.73	1,179.75	30,791	16.55	1,241.25	32,397	17.37	1,302.75	34,002
	GRADE 05 (old 10)			GRADE 06 (old 11)			GRADE 07 (old 12)			GRADE 08 (old 13)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)
01	12.92	969.00	25,291	13.50	1,012.50	26,426	14.10	1,057.50	27,601	14.70	1,102.50	28,775
02	13.44	1,008.00	26,309	14.04	1,053.00	27,483	14.66	1,099.50	28,697	15.29	1,146.75	29,930
03	13.98	1,048.50	27,366	14.60	1,095.00	28,580	15.24	1,143.00	29,832	15.90	1,192.50	31,124
04	14.54	1,090.50	28,462	15.19	1,139.25	29,734	15.85	1,188.75	31,026	16.53	1,239.75	32,357
05	15.12	1,134.00	29,597	15.80	1,185.00	30,929	16.48	1,236.00	32,260	17.19	1,289.25	33,649
06	15.73	1,179.75	30,791	16.43	1,232.25	32,162	17.14	1,285.50	33,552	17.88	1,341.00	35,000
07	16.51	1,238.25	32,318	17.25	1,293.75	33,767	18.00	1,350.00	35,235	18.78	1,408.50	36,762
08	17.34	1,300.50	33,943	18.12	1,359.00	35,470	18.90	1,417.50	36,997	19.72	1,479.00	38,602
09	18.21	1,365.75	35,646	19.03	1,427.25	37,251	19.85	1,488.75	38,856	20.71	1,553.25	40,540
	GRADE 09 (old 14)			GRADE 10 (old 15)			GRADE 11 (old 16)			GRADE 12 (old 17)		
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual
Step	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)
01	15.31	1,148.25	29,969	15.94	1,195.50	31,203	16.58	1,243.50	32,455	17.23	1,292.25	33,728
02	15.92	1,194.00	31,163	16.58	1,243.50	32,455	17.24	1,293.00	33,747	17.92	1,344.00	35,078
03	16.55	1,241.25	32,397	17.25	1,293.75	33,767	17.93	1,344.75	35,098	18.64	1,398.00	36,488
04	17.22	1,291.50	33,708	17.94	1,345.50	35,118	18.65	1,398.75	36,507	19.38	1,453.50	37,936
05	17.91	1,343.25	35,059	18.66	1,399.50	36,527	19.39	1,454.25	37,956	20.16	1,512.00	39,463
06	18.63	1,397.25	36,468	19.40	1,455.00	37,976	20.17	1,512.75	39,483	20.96	1,572.00	41,029
07	19.56	1,467.00	38,289	20.37	1,527.75	39,874	21.18	1,588.50	41,460	22.01	1,650.75	43,085
08	20.53	1,539.75	40,187	21.39	1,604.25	41,871	22.24	1,668.00	43,535	23.11	1,733.25	45,238
09	21.56	1,617.00	42,204	22.46	1,684.50	43,965	23.35	1,751.25	45,708	24.27	1,820.25	47,509
	GRADE 13 (old 18)			GRADE 14 (New)			GRADE 15 (New)					
	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual	Hourly	Biwkly	Annual			
Step	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)	Rate	(Hr x 75)	(Bi x 26.1)			
01	17.88	1,341.00	35,000	18.59	1,394.25	36,390	19.34	1,450.50	37,858			
02	18.59	1,394.25	36,390	19.34	1,450.50	37,858	20.11	1,508.25	39,365			
03	19.34	1,450.50	37,858	20.11	1,508.25	39,365	20.92	1,569.00	40,951			
04	20.11	1,508.25	39,365	20.92	1,569.00	40,951	21.76	1,632.00	42,595			
05	20.92	1,569.00	40,951	21.76	1,632.00	42,595	22.63	1,697.25	44,298			
06	21.76	1,632.00	42,595	22.63	1,697.25	44,298	23.54	1,765.50	46,080			
07	22.85	1,713.75	44,729	23.76	1,782.00	46,510	24.72	1,854.00	48,389			
08	23.99	1,799.25	46,960	24.95	1,871.25	48,840	25.96	1,947.00	50,817			
09	25.19	1,889.25	49,309	26.20	1,965.00	51,287	27.26	2,044.50	53,361			

APPENDIX A
BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Schedule for Classified Employees, 2006-07
10-Month Annual Salary Based Upon 21.7 Biweekly Pays
12-Month Annual Salary Based Upon 26.1 Biweekly Pays

Longevity Pay				
<u>Steps</u>	<u>Hourly</u>	<u>Biwkly</u>	<u>10 Month Annual</u>	<u>12 Month Annual</u>
11 years =	0.62	46.63	1,012	1,217
13 years =	0.93	69.95	1,518	1,826
15 years =	1.24	93.28	2,024	2,435
17 years =	1.55	116.59	2,530	3,043
19 years =	1.87	139.91	3,036	3,652
21 years =	2.18	163.23	3,542	4,260
23 years =	2.49	186.54	4,048	4,869
25 years =	2.80	209.86	4,554	5,477
27 years =	3.11	233.17	5,060	6,086
29 years =	3.42	256.50	5,566	6,695
31 years =	3.73	279.82	6,072	7,303
33 years =	4.35	326.45	7,084	8,520

BALTIMORE COUNTY PUBLIC SCHOOLS

Paraeducator Salary Scale, 2006-07

Step	Grade 31			Grade 32			Grade 33			Grade 34			Grade 35		
	High School < than 30 Hours			High School Plus 30 Hours			High School Plus 60 Hours			High School Plus 90 Hours			Bachelor's Degree		
	Hrly	Biwkly	Annual	Hrly	Biwkly	Annual	Hrly	Biwkly	Annual	Hrly	Biwkly	Annual	Hrly	Biwkly	Annual
01	11.57	752.05	16,319	12.00	780.00	16,926	12.43	807.95	17,533	12.86	835.90	18,139	13.29	863.85	18,746
02	12.22	794.30	17,236	12.65	822.25	17,843	13.09	850.85	18,463	13.51	878.15	19,056	13.95	906.75	19,676
03	12.87	836.55	18,153	13.30	864.50	18,760	13.73	892.45	19,366	14.16	920.40	19,973	14.59	948.35	20,579
04	13.52	878.80	19,070	13.96	907.40	19,691	14.38	934.70	20,283	14.82	963.30	20,904	15.24	990.60	21,496
05	14.17	921.05	19,987	14.60	949.00	20,593	15.03	976.95	21,200	15.46	1,004.90	21,806	15.89	1,032.85	22,413
06	14.83	963.95	20,918	15.25	991.25	21,510	15.69	1,019.85	22,131	16.11	1,047.15	22,723	16.54	1,075.10	23,330
07	15.47	1,005.55	21,820	15.91	1,034.15	22,441	16.33	1,061.45	23,033	16.76	1,089.40	23,640	17.19	1,117.35	24,246
08	16.09	1,045.85	22,695	16.54	1,075.10	23,330	16.98	1,103.70	23,950	17.44	1,133.60	24,599	17.88	1,162.20	25,220
09	16.74	1,088.10	23,612	17.20	1,118.00	24,261	17.67	1,148.55	24,924	18.12	1,177.80	25,558	18.59	1,208.35	26,221
10	17.41	1,131.65	24,557	17.89	1,162.85	25,234	18.37	1,194.05	25,911	18.85	1,225.25	26,588	19.34	1,257.10	27,279

Longevity Steps	Annual	Biwkly	Longevity Steps	Annual	Biwkly
11 years =	1,012	46.63	23 years =	4,048	186.54
13 years =	1,518	69.95	25 years =	4,554	209.86
15 years =	2,024	93.28	27 years =	5,060	233.17
17 years =	2,530	116.59	29 years =	5,566	256.50
19 years =	3,036	139.91	31 Years =	6,072	279.82
21 years =	3,542	163.23	33 years =	7,084	326.45

BALTIMORE COUNTY PUBLIC SCHOOLS
Salary Schedule for Interpreters, 2006-07
Annual Salary Based on 21.7 Biweekly Pays

Step	Grade A			Grade B			Grade C		
	New Grade 12 - Old Grade 17			New Grade 13 - Old Grade 18			New Grade 14 - Additional Grade		
	Annual	Biwkly	Hrly	Annual	Biwkly	Hrly	Annual	Biwkly	Hrly
01	24,303	1,119.95	17.23	25,220	1,162.20	17.88	26,221	1,208.35	18.59
02	25,276	1,164.80	17.92	26,221	1,208.35	18.59	27,279	1,257.10	19.34
03	26,292	1,211.60	18.64	27,279	1,257.10	19.34	28,365	1,307.15	20.11
04	27,335	1,259.70	19.38	28,365	1,307.15	20.11	29,508	1,359.80	20.92
05	28,436	1,310.40	20.16	29,508	1,359.80	20.92	30,692	1,414.40	21.76
06	29,564	1,362.40	20.96	30,692	1,414.40	21.76	31,920	1,470.95	22.63
07	31,045	1,430.65	22.01	32,230	1,485.25	22.85	33,513	1,544.40	23.76
08	32,597	1,502.15	23.11	33,838	1,559.35	23.99	35,192	1,621.75	24.95
09	34,233	1,577.55	24.27	35,530	1,637.35	25.19	36,955	1,703.00	26.20

Steps 31 – 69 will be published in the 2006-07 Payroll Handbook.

Certification Levels:

- A. Not Certified
- B. Possession of NAD-RID National Level II Interpreter Certification; or
 NIC Generalist Certification; or
 RID Certificate of Interpreting; or
 RID Certificate of Transliteration
- C. Possession of RID Certificate of Interpreting and Certificate of Transliteration; or
 NAD-RID National Level IV or V Interpreter Certification; or
 NIC Certified Master or Advanced Level Certification.

Longevity Steps:

	Annual	Biwkly
11 years =	1,012	46.63
13 years =	1,518	69.95
15 years =	2,024	93.28
17 years =	2,530	116.59
19 years =	3,036	139.91
21 years =	3,542	163.23
23 years =	4,048	186.54
25 years =	4,554	209.86
27 years =	5,060	233.17
29 years =	5,566	256.50
31 years =	6,072	279.82
33 years =	7,084	326.45

**APPENDIX B
FLEXIBLE BENEFITS PLAN 2006-2007**

Medical, Dental, and Vision Deductions for Full-Time Employees 9/1/2006-8/31/2007

MEDICAL INSURANCE	<u>Total Premium</u>	Your Annual Share	Your Bi-Weekly Deduction*
Care First BlueCross BlueShield Triple Choice/MPOS			
Individual	\$ 5,792.04	\$579.20	\$ 28.96
Parent/Child	11,475.57	1,147.40	57.37
Husband/Wife	13,821.95	1,382.00	69.10
Family	15,583.88	1,558.20	77.91
Kaiser Permanente HMO (Maryland Only)			
Individual	\$ 4,664.04	\$ 466.40	\$ 23.32
Parent/Child(ren)	8,861.88	886.00	44.30
Husband/Wife	10,960.68	1,096.00	54.80
Family	13,992.24	1,399.20	69.96
Keystone Health Plan HMO (Pennsylvania Residents Only)			
Individual	\$ 5,286.24	\$ 528.60	\$ 26.43
Parent/Child	10,308.36	1,030.80	51.54
Husband/Wife	11,630.40	1,163.00	58.15
Family	16,652.04	1,665.20	83.26
<i>DENTAL INSURANCE</i>			
	Total Premium	Your Annual Share	Your Bi-Weekly Deduction*
CareFirst BlueCross BlueShield Preferred Dental			
Individual	\$ 270.94	\$ 94.80	\$ 4.74
Parent/Child or Husband/Wife	586.91	205.40	10.27
Family	889.98	311.40	15.57
CareFirst BlueCross BlueShield Maryland Dental			
Individual	\$ 308.90	\$ 132.60	\$ 6.63
Parent/Child or Husband/Wife	647.82	266.20	13.31
Family	1,088.10	509.60	25.48
CIGNA Dental DHMO			
Individual	\$ 319.20	\$ 143.00	\$ 7.15
Parent/Child or Husband/Wife	611.76	230.20	11.51
Family	919.68	341.00	17.05
<u>Vision Insurance</u>			
<i>VISION SERVICE PLAN</i>			
	Total Premium	Your Annual Share	Your Bi-Weekly Deduction*
Individual (Free if FTE is .5 or greater)	\$34.32	\$ -	\$ -
Family (includes Parent/Child and Husband/Wife)	136.44	102.00	5.10

*All employee benefits deductions are taken from 20 pay periods between September and June.