

**APPENDIX "A"**

**SALARY SCHEDULE**

**2009 - 2010**

For the 2009-2010 salary will reflect a .5% increase, a step increase & longevity.

**.5% Increase**

	<b>Grade 10</b>	<b>Grade 11</b>	<b>Grade 12</b>	<b>Grade 13</b>	<b>Grade 14</b>	<b>Grade 15</b>
<b>Step 1</b>	\$8.48	\$10.91	\$12.14	\$12.60	\$13.37	\$14.24
<b>Step 2</b>	\$8.83	\$11.67	\$12.94	\$13.38	\$14.13	\$15.43
<b>Step 3</b>	\$9.40	\$12.73	\$14.44	\$14.87	\$16.06	\$16.61
<b>Step 4</b>	\$9.77	\$13.77	\$15.39	\$15.86	\$16.67	\$17.80
<b>Step 5</b>	\$10.09	\$14.65	\$16.32	\$16.77	\$17.92	\$18.96
<b>Step 6</b>	\$10.44	\$14.65				
<b>Step 7</b>	\$10.81	\$14.65				
<b>Step 8</b>	\$10.81	\$15.88				
<b>Step 9</b>	\$10.81					
<b>Step 10</b>	\$13.74					

**2010 - 2011**

The 2010-2011 salary will reflect a .5% increase, a step increase & longevity.

**.5% Increase .**

	<b>Grade 10</b>	<b>Grade 11</b>	<b>Grade 12</b>	<b>Grade 13</b>	<b>Grade 14</b>	<b>Grade 15</b>
<b>Step 1</b>	\$8.52	\$10.96	\$12.20	\$12.66	\$13.44	\$14.31
<b>Step 2</b>	\$8.87	\$11.73	\$13.00	\$13.45	\$14.20	\$15.51
<b>Step 3</b>	\$9.45	\$12.79	\$14.51	\$14.94	\$16.14	\$16.69
<b>Step 4</b>	\$9.82	\$13.84	\$15.47	\$15.94	\$16.75	\$17.89
<b>Step 5</b>	\$10.14	\$14.72	\$16.40	\$16.85	\$18.01	\$19.05
<b>Step 6</b>	\$10.49	\$14.72				
<b>Step 7</b>	\$10.86	\$14.72				
<b>Step 8</b>	\$10.86	\$15.96				
<b>Step 9</b>	\$10.86					
<b>Step 10</b>	\$13.81					

\$1.10 an hour additional for "Emergency First Aid Training" designation. (classroom buildings only)

\$1.00 an hour additional for Associates Degree in Early Childhood Education (Grade 10 only)

- Grade 10**      **Educational Assistants (All Aides: Title I, Article 3, Bilingual, Preschool, Special Education Technician), Print Shop Clerk/Copier Operator,**
- Grade 11**      **Office Associate**
- Grade 12**      **Office Specialist**
- Grade 13**      **Administrative Assistant**
- Grade 14**      **Executive Assistant**
- Grade 15**      **Executive Specialist**

**Appendix "A"**  
**Bay City Educational Support Personnel Association**  
**Salary Schedule**

**2006-2007**

For the 2006-2007 salary, a freeze on steps/longevity will be reflected.  
 0% Increase. No steps; longevity, etc.

Step	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
1	\$8.11	\$10.44	\$11.61	\$12.05	\$12.78	\$13.62
2	\$8.45	\$11.16	\$12.38	\$12.79	\$13.51	\$14.75
3	\$8.99	\$12.18	\$13.81	\$14.23	\$15.36	\$15.89
4	\$9.34	\$13.17	\$14.72	\$15.17	\$15.94	\$17.02
5	\$9.65	\$14.01	\$15.61	\$16.04	\$17.14	\$18.14
6	\$9.99	\$14.01				
7	\$10.34	\$14.01				
8	\$10.34	\$15.19				
9	\$10.34					
10	\$13.14					

**2007-2008**

The 2007-2008 salary will reflect a 2% increase and steps/longevity will be reflected.

2%

Step	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
1	\$8.27	\$10.65	\$11.84	\$12.29	\$13.04	\$13.89
2	\$8.62	\$11.38	\$12.63	\$13.05	\$13.78	\$15.05
3	\$9.17	\$12.42	\$14.09	\$14.51	\$15.67	\$16.21
4	\$9.53	\$13.43	\$15.01	\$15.47	\$16.26	\$17.36
5	\$9.84	\$14.29	\$15.92	\$16.36	\$17.48	\$18.50
6	\$10.19	\$14.29				
7	\$10.55	\$14.29				
8	\$10.55	\$15.49				
9	\$10.55					
10	\$13.40					

**2008-2009**

The 2008-2009 salary will reflect a 2% increase and steps/longevity will be reflected.

2%

Step	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
1	\$8.44	\$10.86	\$12.08	\$12.54	\$13.30	\$14.17
2	\$8.79	\$11.61	\$12.88	\$13.31	\$14.06	\$15.35
3	\$9.35	\$12.67	\$14.37	\$14.80	\$15.98	\$16.53
4	\$9.72	\$13.70	\$15.31	\$15.78	\$16.59	\$17.71
5	\$10.04	\$14.58	\$16.24	\$16.69	\$17.83	\$18.87
6	\$10.39	\$14.58				
7	\$10.76	\$14.58				
8	\$10.76	\$15.80				
9	\$10.76					
10	\$13.67					

\$0.10 an hour additional for "Emergency First Aid Training" designation, (classroom buildings only)  
 \$1.00 an hour additional for Associates Degree in Early Childhood Education (Grade 10 only)

- Grade 10 Educational Assistants (All Aides: Title I, Article 3, Bilingual, Preschool, Special Education Technician), Print Shop Clerk/Copier Operator
- Grade 11 Office Associate
- Grade 12 Office Specialist
- Grade 13 Administrative Assistant
- Grade 14 Executive Assistant
- Grade 15 Executive Specialist