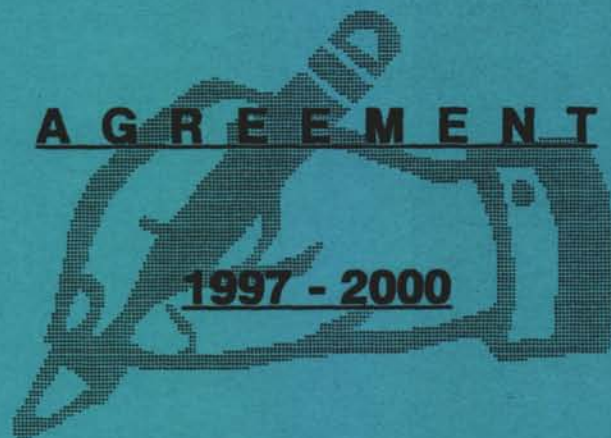
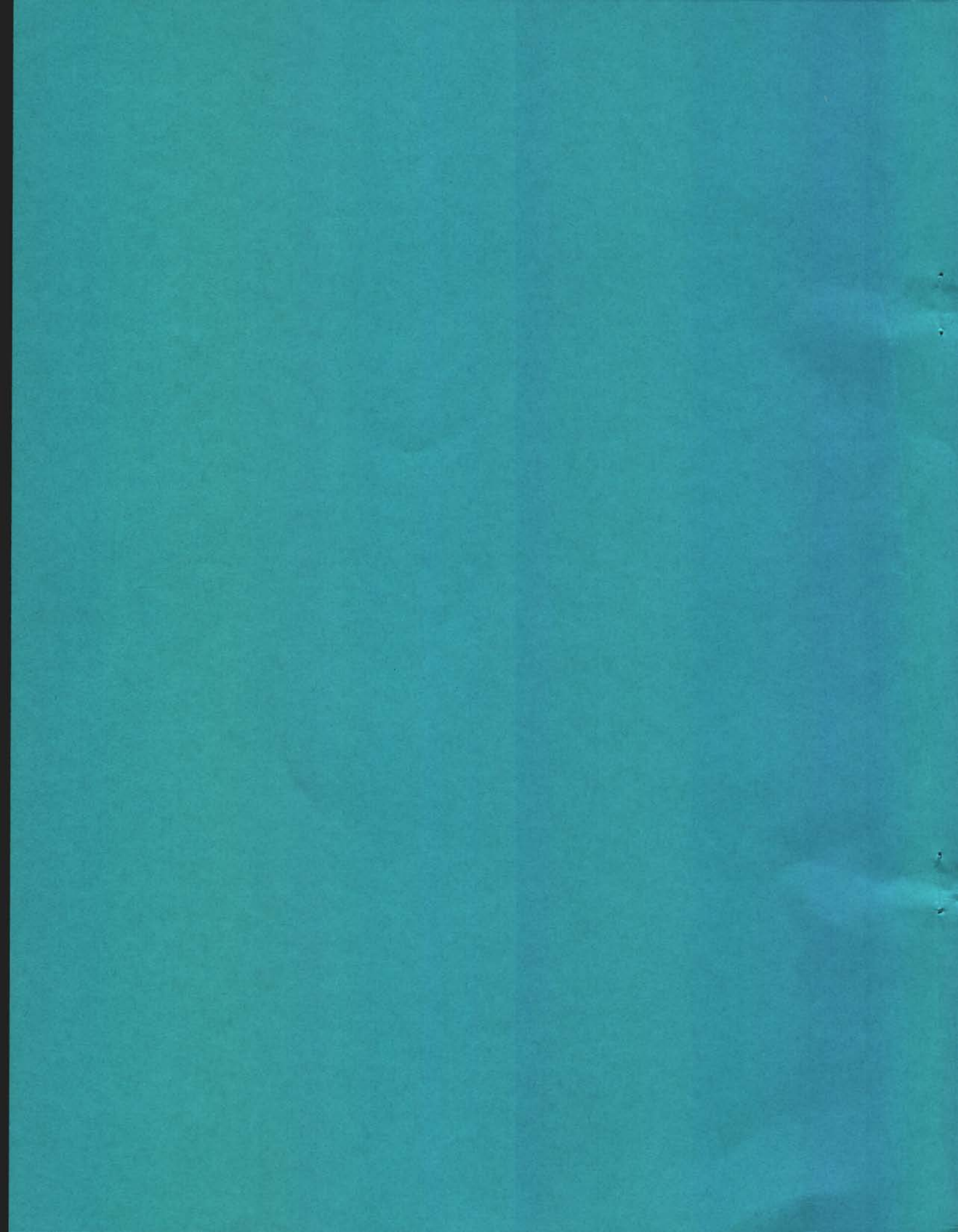


**THE
ROSEVILLE
COMMUNITY
SCHOOLS**



**ROSEVILLE
FEDERATION
OF SCHOOL
ADMINISTRATORS**

Roseville Community Schools



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AGREEMENT

This Agreement is entered into between the Roseville Community Schools, Macomb County, Roseville, Michigan, hereinafter referred to as the "District" and Roseville Federation of School Administrators hereinafter referred to as the "Union".

ARTICLE I

RECOGNITION

Pursuant to and in accordance with the applicable provisions of Act 379 of the Public Acts of 1965 as amended, the Board of Education of the Roseville Community Schools recognizes the Union as the exclusive representative for the purpose of collective bargaining in respect to wages, hours and conditions of employment for the term of this Agreement for all employees included in the bargaining unit as described below:

All Central Office Administrators and Supervisors, including Supervisor of Buildings and Grounds, Supervisor of Food Service, Supervisor of Alternative Education, Coordinator of Buildings and Grounds, Coordinator of Community Education and Communications, Director of Special Education, Director of Elementary Curriculum, Director of Secondary Curriculum, and excluding all others.

ARTICLE II

UNION SECURITY (AGENCY SHOP AND CHECK OFF)

- A. Membership in the Union is not compulsory. All employees have the right to join, maintain or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against any employee as regards such matters.
- B. All employees in the bargaining unit recognized by this contract shall as a condition of continued employment, pay the Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union and limited to an amount of money equal to the Union's regular and usual dues. For present employees such payments shall commence with the first pay 31 days after the effective or execution date, hereof, whichever ever is later, and for new employees with the first pay 31 days after the date of employment.

ARTICLE II

UNION SECURITY (AGENCY SHOP AND CHECK OFF) Continued

- C. If any provisions of this Article are invalid under Federal Law or the Laws of the State of Michigan, such provisions shall be modified to comply with the requirements of Federal and State Law or shall be renegotiated for the purpose of adequate replacement. The Agreement shall also be guided by the Federal Wage Price Council directives and controls.
- D. During the period of time covered by this Agreement, the District agrees to deduct from the pay of any employee all dues or agency shop fees of the Union and pay such amount to the Union, provided, however, that the Union presents to the Board authorizations, signed by such employee, allowing such deductions and payments to the Union.
- (1) Amount of dues will be certified to the District by the Secretary-Treasurer of the Union.
 - (2) Those sums paid by the employees who elect not to join the Union, the equivalent of monthly dues, will be deducted by the District and transmitted to the Union in the same manner as Union dues.
 - (3) Any special assessments or penalties imposed by the Union upon its members shall be collected by the Union Treasurer and not be the District.
- E. The Union agrees to save the District harmless from all legal fees, salaries, payments or any expenses incurred in the enforcement of this Article of the Agreement. The District shall not be liable.
- F. In the event that an authorization to deduct is not signed by an employee or the employee is 30 days in arrears of dues assessment, the services of such employee shall be discontinued 30 days after notice of the fact is given to the District if the employee has not made such an authorization by that time. Back dues shall not be imposed upon employees for a period prior to notification of the District by the Union that the employee has refused to authorize the deduction.

ARTICLE II

UNION SECURITY (AGENCY SHOP AND CHECK OFF) Continued

- G. The Union and its members may use District building facilities at reasonable times and hours for meetings when such buildings are available and operating staffs are on duty. The request for building use must be made to the building administrator. The Union may post notices on any bulletin board ordinarily designated for Union use.
- H. The Board agrees to furnish to the Union, in response to reasonable requests from time to time, available information concerning the financial resources of the District, and such other information as will assist the Union in developing intelligent, accurate, informed and constructive programs in behalf of the employees, together with information which may be necessary for the Union to process any grievance or complaint. However, nothing herein shall be construed to expand the provision in the Freedom of Information Act.

ARTICLE III

AID TO OTHER UNIONS AND UNION SECURITY

- A. The Employer will not aid or promote any labor group or organization which purports to engage in collective bargaining on behalf of this unit.
- B. The Board agrees that every employee in the bargaining unit shall have the right to organize, join and support the Union, provided that employees shall not engage in Union activities during working hours that distract from their duties except as it may be necessary to discuss a grievance in accordance with the procedure established.

ARTICLE IV

MANAGEMENT RIGHTS

- A. The District on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
- (1) To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
 - (2) To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their promotion, demotion or dismissal;
 - (3) To determine duties, responsibilities and assignments of the Administrators; to reassign duties to other members of the group or to groups outside the unit; and/or to eliminate positions.
- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of the Agreement.

ARTICLE V

GRIEVANCE PROCEDURE

- A. The District agrees to recognize the Union and/or the designated representative of the Union in processing grievances as the occasion may arise.
- B. Definition of a Grievance. A claim by an employee, group of employees or the Union that there has been a violation of the terms of this Agreement and will be subject to the grievance procedure as provided herein.

ARTICLE V

GRIEVANCE PROCEDURE (CONTINUED)

C. Grievance Procedure.

Step 1.

The employee with a grievance, and/or the representative of the Union shall first discuss the matter with the immediate supervisor directly with the object of resolving the matter informally. The immediate supervisor shall submit a written response to the employee.

Step 2.

In the event that the employee is not satisfied with the disposition of the grievance at Step 1, the employee may, within five (5) working days after the occurrence of the act giving rise to the grievance, file a written statement of grievance with the Deputy Superintendent who shall respond in writing to the grievance within five (5) working days following the receipt of same. The written statement of grievance shall contain:

- a. The name of the aggrieved employee or employees.
- b. The description of the act giving rise to the grievance.
- c. The section or sections of the Agreement allegedly violated.
- d. The action requested to remedy the grievance.

Step 3.

If the response of the Deputy Superintendent is not satisfactory to the employee, the Union may within five (5) days after receipt of the response from the Deputy Superintendent appeal the written grievance to the Superintendent and a meeting shall be arranged within five (5) days to discuss the grievance.

The Superintendent shall provide a written response to the grievance within five (5) days after the meeting to discuss the grievance.

ARTICLE V

GRIEVANCE PROCEDURE (CONTINUED)

Step 4.

Prior to any request for arbitration, either the Union or the District may request a pre-arbitration hearing. Such hearing shall be held in a private session with the Superintendent of Schools.

Step 5. Arbitration.

- (1) If the dispute remains unresolved after completion of the foregoing procedure, the Union may within fifteen (15) days after receipt of the Employer's response at Step 3 with written notice to the Employer, submit the grievance to an impartial arbitrator selected from the American Arbitration Association, under and in accordance with the rules of said Association.
- (2) The decision of the arbitrator shall be binding on both parties.
- (3) The arbitrator shall have no power or authority to add to, delete, alter or modify the terms of this Agreement, nor shall he have the power to substitute his judgment for the judgment of the Board.
- (4) The arbitrator shall be requested to submit his decision on the matter within thirty (30) calendar days after conclusion of the hearing.
- (5) The fees of the American Arbitration Association and of the arbitrator shall be shared equally by both parties. All other expenses shall be borne by the party incurring the expenses.

ARTICLE VI

VACATIONS

Twelve month administrative employees will accrue vacation days according to the following schedule:

0 through 1 years of service	-1 week
1 through 2 years of service	-2 weeks
3 through 6 years of service	-3 weeks
7 through 12 years of service	-4 weeks
13 and more years of service	-5 weeks

- B. Previous experience in the District will be allowed to count toward the above formula.

ARTICLE VI

VACATIONS (CONTINUED)

- C. Vacations will be requested and approved in advance by the Superintendent.
- D. Vacations must be taken during the year following the date in which they were earned or they will be lost (unless carry over is approved by the Superintendent).

Exception: Upon death, retirement, or resignation, an employee shall be paid for all unused vacation days including those earned in the current year. The payment will also include any previously approved carryover days.
- E. During periods when school is not in session , and summer hours are in effect, members may request through the Superintendent to have their daily/weekly work schedules adjusted.
- F. The Board reserves the right to close school district operations in order to establish a unified vacation period. Such closing will be announced for the upcoming year at the annual organization meeting of the Board in July.
- G. Any absence under the vacation policy of more than two (2) calendar weeks duration requires the authorization of the Superintendent. Vacations during the school year of more than five (5) days must have the approval of the Superintendent.

ARTICLE VII

HOLIDAYS

- A. All employees in the unit shall be entitled to the following holidays with pay provided they would normally be scheduled to work on the day stated:

Independence Day (July 4)	Day before New Years
Labor Day	New Year's Day
Thanksgiving Day	Good Friday
Day after Thanksgiving	Easter Monday
Day before Christmas	Memorial Day
Christmas Day	

- B. Should any of the above listed holidays fall on a Saturday, Friday, the day preceding shall be the recognized holiday. Should any of the above holidays fall on a Sunday, Monday, the day following shall be the recognized holiday.
- C. Should schools be open on one or more of the holidays listed above, employees shall work at regular pay rates and shall be allowed compensatory time off at another date.

ARTICLE VIII

SICK LEAVE, PERSONAL LEAVE, FUNERAL LEAVE AND RETIREMENT

- A. Sick Leave. Employees hired prior to July 1, 1997 shall be granted fifteen (15) days sick leave per year. Employees hired after July 1, 1997 shall be granted twelve (12) days sick leave per year.

There shall be unlimited accumulation of sick leave days.

- B. Personal Leave. Up to four (4) days from the Employee's individual sick leave bank may be used for personal leave annually. Personal leave days shall not be granted on the day before or the day after a holiday or vacation period except:

When prior request has been approved by the Superintendent or his designee. Requests shall be submitted in writing a least one (1) week prior to the intended absence and shall include the reason for the request. Approval or denial of the request shall be at the sole discretion of the Superintendent or his designee. Denial of such a request shall not be the proper subject of a grievance.

ARTICLE VIII

SICK LEAVE, PERSONAL LEAVE, FUNERAL LEAVE AND RETIREMENT
(CONTINUED)

For those members who are assigned a position in the Unit after July 1, 1984, Personal Business Days may only be used for urgent personal business that can only be conducted during regular working hours. Approval for the use of the day must be received at least 24 hours in advance of the intended absence. In an emergency, the time limitation for personal business leave may be waived. In no instance are the personal days to be used as or in conjunction with vacation days

- C. Funeral Leave. Employees shall be granted up to five (5) days funeral leave in case of death in the immediate family without pay deduction or charge to their individual sick bank. The immediate family shall include spouse, father, mother, brother, sister, grandmother, grandfather, son or daughter and the corresponding in-laws of the employee.

Employees shall be allowed to use up to one day annually to attend the funeral of a relative not listed above or of a close friend.

Attendance of funerals of staff members or at funerals of the immediate household of staff members shall be reported by the Employee and recorded as absence for school business.

- D. Retirement

Upon retirement or death, employees shall be paid one-half (1/2) of the first 70 accumulated sick leave days in their individual bank plus twenty percent (20%) of any additional sick leave accumulation ranging from 71 to 195 days. Based on the formula, a maximum severance shall not exceed payment for sixty (60) days.

R.F.S.A. members who are former members of the Roseville Federation of Teachers shall receive payment at the greater of the following computations:

1. Their own daily rate, or
2. The same daily rate as an R.F.T. member with the same degree at the top step of the salary schedule.

ARTICLE VIII

SICK LEAVE, PERSONAL LEAVE, FUNERAL LEAVE AND RETIREMENT
(CONTINUED)

- E. Compensatory Time. On days schools are closed for inclement weather and any district group is being reimbursed for the day(s), members of RFSA who report to work shall be allowed compensatory time off on another date. Use of compensatory time requires approval in advance by the Superintendent.

ARTICLE IX

INSURANCE

- A. The Board will provide up to and including full family coverage for medical, surgical, major medical and hospitalization insurance comparable to that provided on July 1 during 1974-75. In addition, an additional rider shall be provided:
1. Coverage of prescription drugs with a three dollar (\$3.00) co-payment by the insured.
 2. Coverage for outpatient psychiatric care - \$400 per member, per calendar year maximum, comparable to rider OPC of Blue Cross and Blue Shield of Michigan.
 3. Coverage for convalescent care, comparable to rider CC of Blue Cross and Blue Shield of Michigan.
 4. Coverage for routine PAP Smear, comparable to rider RPS of Blue Cross and Blue Shield of Michigan.
- B. Employees shall be provided with group life policies in the amount of \$50,000 or two times the annual salary of the employee, whichever is greater. This policy shall include accidental death and dismemberment benefits.
- C. The Board shall provide a long-term group disability policy. The terms of the policy shall provide that payment shall begin after ninety (90) calendar days and will continue coverage as long as the disability continues for the balance of his/her life, or until retirement under the Michigan Public School Employees Retirement Act, or until the age of 70, whichever comes first.

ARTICLE IX
INSURANCE (CONTINUED)

This coverage shall be for sixty-five percent of the employee's annual wage on a fully integrated basis with other coverage.

Individual sick bank accumulations will be frozen from the 91st day of disability until the employee returns, retires or expires. Employees who retire or expire on disability will be eligible for the severance payment based on the formula and their frozen accumulation of sick leave.

The policy shall provide that after inception and offsets are established, increases in social security payments and/or payments from the Michigan Public School Employees Retirement Fund shall not decrease the insured payments. All terms and conditions of the policy shall prevail.

- D. The Board will provide a dental care program for all employees up to an including family coverage. Diagnostic, preventive and emergency palliative will be covered 100% and the remaining basic dental services will be covered 85% Prosthodontics services will be covered 60% and orthodontic services will be covered 50%
- E. The Union and the District agree that coordination of benefits for medical, dental and optical insurance to avoid duplication of coverage is desirable.
- F. Each employee shall be provided with family coverage comparable to Co-op Optical Service coverage but not to exceed the Co-op Service premium for the benefits entitled Roseville Community Schools Administrators.
- G. The parties agree to develop and offer alternative benefit packages (to single health care subscribers and non-health care subscribers) provided there is no additional cost to the district.

ARTICLE IX

INSURANCE (CONTINUED)

H. Workers' Compensation - Injury on the Job

1. Each employee will be covered by the applicable Workers' Compensation Laws.
2. For the first 12 months of the injury, the employer agrees to make up the difference between the employee's regular net pay and payment(s) received under provisions of the Workers' Compensation Act (Insurance), Long Term Disability and Social Security.
3. For the second 12 months of the injury, the employee shall be paid one-half the difference between his/her regular net pay and payment received under provisions of the Workers' Compensation Act, Long Term Disability and Social Security. His/her days off work shall not be deducted from accumulated sick leave during the two years.
4. If the compensable injury was due to an assault by a student, the year one benefit will extend for the duration of the disability.
5. An employee shall not accumulate a day of sick leave during any month in which the employee receives pay for less than the majority of the scheduled working days in that month.

I. CAFETERIA PLAN

The following Cafeteria Plan will be offered as described below provided that it does not violate any laws and/or not change the tax status of the Benefit Plan of the Roseville Community Schools. If the program is judged in non compliance with law or IRS Regulations the Union and the Board will meet to explore alternatives.

The plan year will be October 1, through September 30. Should either party wish to change the Cafeteria Plan Year the parties shall meet to agree on the changes.

ARTICLE IX

INSURANCE (CONTINUED)

Members who do not enroll in medical coverage programs, and show documentation that they have coverage from a different source will be eligible for an annual stipend in the amount of \$1,000. In the case where a married member's spouse is also eligible for medical coverage with the Roseville Schools only one of the married couple will be eligible for the \$1,000 annual stipend. The other spouse will not be eligible for any stipend or added benefit listed below.

Members who are enrolled in medical coverage as a two person family will be eligible for an annual stipend in the amount of \$250 plus an enhanced benefit. Members enrolled in single person medical coverage will be eligible for an annual stipend of \$500 plus an enhanced benefit. The enhanced benefits will be announced on September 1 for the next Cafeteria Plan Year effective October 1 through September 30.

All members will be eligible to participate in Salary Reduction Reimbursement Accounts for Child Care and Medical Expenses.

ARTICLE X

LONGEVITY

During the term of this contract, employees shall receive longevity payments according to the following schedule:

	<u>97/98</u>	<u>98/99</u>	<u>99/00</u>
5 years or more of service	\$1,600	\$1,750	\$1,950
10 years or more of service	1,850	2,000	2,200
15 years or more of service	2,100	2,250	2,450
20 years or more of service	2,350	2,500	2,700
25 years or more of service	2,600	2,750	2,950
30 years or more of service	2,900	3,200	3,400

This payment will be made at the first regular pay period in December of the school year in which it is earned.

ARTICLE XI

MILEAGE

- A. Mileage will be reimbursed at the district's prevailing rate. Home to work, work to home mileage will not be paid.
- B. Directors of Curriculum, Special Education and Special Projects will be compensated \$125 per month for in-district travel and mileage at the prevailing rate for out-of-district travel.

ARTICLE XII

VACANCIES AND TRANSFERS

- A. Employees shall be notified in writing of all administrative vacancies. If interested, they shall apply in writing to the Superintendent or his designee.
- B. Employees shall be given an opportunity to request lateral transfers when positions are open. Such requests shall be submitted in writing to the Superintendent or his designee.
- C. Positions, when posted, shall be described in terms of minimum qualifications.
- D. Employees who apply and meet the minimum requirements shall be granted an interview by the Board of Education, provided the Board of Education holds interviews for the position.
- E. REDUCTION IN FORCE AND RECALL In the event positions are eliminated the employees affected will have the right to apply for any vacancies within the district. The displaced member will be given consideration and will be equally eligible with all applicants for the position(s) in question.

If the displaced employee is not transferred to another position his/her name will be placed on a recall list and the employee will be given consideration and will be equally eligible with all applicants for the first vacancy within the district for which s/he is qualified. The employee shall remain on the recall list until s/he is recalled or two years, whichever is soonest.

ARTICLE XIII

PROFESSIONAL DEVELOPMENT

- A. The District will reimburse employees for membership fees in the appropriate National and State Associations. Employees must produce proof of membership for each year in which they claim reimbursement. The Board of Education of the Roseville Schools encourages attendance, participation and representation in the activities of local, state and national education organizations.
- B. Administrative Certification: The Board of Education requires administrative certification in all positions for which certification is available from the State Department of Education.

Administrative Certification: The Board of Education will reimburse members up to \$1,000 per certification renewal period for the cost incurred in maintaining administrative certification (excluding permits) including renewal fees and C.E.U. credits.

Except for retirement, any member who voluntarily leaves his/her administrative position during the term of the certificate shall repay the district any costs of the renewal for which the member had been reimbursed. The Board will have the right to deduct such repayment from salary or other payment due the member leaving the administrative position.

ARTICLE XIV

CHANGE OF RESPONSIBILITIES

Substantial changes in an employee's responsibilities will be the proper subject of discussion between the Union and the Employer provided that a request to discuss the issue is made by the Union within 15 days.

ARTICLE XV

NO STRIKE--NO LOCKOUT

- A. The Union agrees that no work stoppage will be voted, condoned, authorized or undertaken by its members during the term of this Agreement, and that any employee engaging in a concerted work stoppage, authorized or unauthorized, will be subject to disciplinary action.
- B. The Board agrees to abide by the law in regard to lock outs.

ARTICLE XVI

LAW SAVINGS CLAUSE

In the event that any other terms, conditions or provisions of this Agreement should be rendered or declared invalid by reasons of existing or subsequently enacted legislation, or by any degree of a court of competent jurisdiction, such provisions shall remain in full effect. A special conference may be called to discuss the provisions declared or rendered invalid.

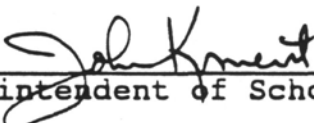
ARTICLE XVII

DURATION OF AGREEMENT


- A. This Agreement shall continue in full force and effect from the date ratified by the union and approved by the Board July 1, 1997 through June 30, 2000, when it shall terminate.
- B. Should either party wish to extend or modify this Agreement, they shall give the other party written notice to that effect not less than sixty (60) days nor more than ninety (90) days prior to its expiration date.
- C. This Agreement shall supersede any rules, regulations, or practices which are contrary to or inconsistent with its terms.

**FOR THE ROSEVILLE
BOARD OF EDUCATION**

**FOR THE ROSEVILLE
FEDERATION OF SCHOOL
ADMINISTRATORS**



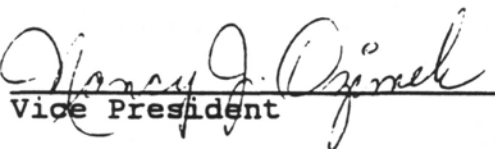
Superintendent of Schools



President



Deputy Superintendent



Vice President

SCHEDULE OF WAGES

1997/98

<u>POSITION</u>	<u>STEP</u>	<u>NON-DEG.</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>EDS</u>	<u>PHD</u>
DIRECTOR	1	_____	72,234	74,455	74,735	75,449	76,163
	2	_____	76,307	77,542	79,523	80,237	80,951
	3	_____	76,807	79,061	80,742	81,456	82,170
COORDINATOR	1	49,968	52,965	53,465	54,065	54,765	55,465
	2	52,058	55,179	55,679	56,279	56,979	57,679
	3	53,697	56,918	57,418	58,018	58,718	59,418
SUPERVISOR	1	44,923	46,382	46,882	47,482	48,182	48,882
	2	47,619	49,077	49,577	50,177	50,877	51,577
	3	48,070	49,528	50,028	50,628	51,328	52,028
SUPERVISOR (10 1/2 MONTH)	1	36,837	38,033	38,443	38,935	39,509	40,083
	2	39,048	40,243	40,653	41,145	41,719	42,293
	3	39,417	40,613	41,023	41,515	42,089	42,663

Note: In all positions except Director, salary lanes have been built based on BA lane plus: \$500 for MA, \$1100 for MA+30, \$1800 for EDS and \$2500 for PHD.

Upon ratification of this agreement there will be a one time supplemental payment of \$500 for members with up to 25 years of service; \$700 for members with more than 25 years of service.

SCHEDULE OF WAGES

1998/99

<u>POSITION</u>	<u>STEP</u>	<u>NON-DEG.</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>EDS</u>	<u>PHD</u>
DIRECTOR	1	_____	73,679	75,944	76,230	76,958	77,686
	2	_____	77,833	79,093	81,113	81,842	82,570
	3	_____	78,343	80,642	82,357	83,085	83,813
COORDINATOR	1	50,967	54,024	54,524	55,124	55,824	56,524
	2	53,099	56,283	56,783	57,383	58,083	58,783
	3	54,771	58,056	58,556	59,156	59,856	60,556
SUPERVISOR	1	45,821	47,310	47,810	48,410	49,110	49,810
	2	48,571	50,059	50,559	51,159	51,859	52,559
	3	49,031	50,519	51,019	51,619	52,319	53,019
SUPERVISOR (10 1/2 MONTH)	1	37,573	38,794	39,204	39,696	40,270	40,844
	2	39,828	41,048	41,458	41,950	42,524	43,098
	3	40,205	41,426	41,836	42,328	42,902	43,476

Note: In all positions except Director, salary lanes have been built based on BA lane plus: \$500 for MA, \$1100 for MA+30, \$1800 for EDS and \$2500 for PHD.

SCHEDULE OF WAGES

1999/00

<u>POSITION</u>	<u>STEP</u>	<u>NON-DEG.</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>EDS</u>	<u>PHD</u>
DIRECTOR	1	_____	75,153	77,463	77,755	78,497	79,240
	2	_____	79,390	80,675	82,735	83,479	84,221
	3	_____	79,910	82,255	84,004	84,747	85,489
COORDINATOR	1	51,986	55,104	55,604	56,204	56,904	57,604
	2	54,161	57,409	57,909	58,509	59,209	59,909
	3	55,866	59,217	59,717	60,317	61,017	61,717
SUPERVISOR	1	46,737	48,256	48,756	49,356	50,056	50,756
	2	49,542	51,060	51,560	52,160	52,860	53,560
	3	50,012	51,529	52,029	52,629	53,329	54,029
SUPERVISOR (10 1/2 MONTH)	1	38,324	39,570	39,980	40,472	41,046	41,620
	2	40,624	41,869	42,279	42,771	43,345	43,919
	3	41,010	42,254	42,664	43,156	43,730	44,304

Note: In all positions except Director, salary lanes have been built based on BA lane plus: \$500 for MA, \$1100 for MA+30, \$1800 for EDS and \$2500 for PHD.

