

PAY POLICY 04
 CLASSIFIED TEACHING PARENTS
 ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (Ees/ERs)
 COMPENSATION SCHEDULE
 (160 HOURS)

EFFECTIVE DATE: 07/01/2008

E/EPR HOURLY RATE	GRADE AND STEP											<----- APPROXIMATE SALARY ----->		
												*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
8.80	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	704.00	880.00	1,760.00
9.20	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	736.00	920.00	1,840.00
9.61	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	768.80	961.00	1,922.00
10.05	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	804.00	1,005.00	2,010.00
10.50	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	840.00	1,050.00	2,100.00
10.98	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	878.40	1,098.00	2,196.00
11.48	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	918.40	1,148.00	2,296.00
12.02	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	961.60	1,202.00	2,404.00
12.58	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	1,006.40	1,258.00	2,516.00
13.16	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	1,052.80	1,316.00	2,632.00
13.77	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	1,101.60	1,377.00	2,754.00
14.41	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	1,152.80	1,441.00	2,882.00
15.10	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	1,208.00	1,510.00	3,020.00
15.81	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	1,264.80	1,581.00	3,162.00
16.54	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	1,323.20	1,654.00	3,308.00
17.34	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	1,387.20	1,734.00	3,468.00
18.17	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	1,453.60	1,817.00	3,634.00
19.02	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	1,521.60	1,902.00	3,804.00
19.91	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	1,592.80	1,991.00	3,982.00
20.83	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,666.40	2,083.00	4,166.00

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK.

THE WEEKLY SALARY ON THE SCHEDULE IS COMPUTED BY MULTIPLYING THE E/EPR HOURLY RATE BY 80 HOURS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE.

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK, THE WEEKLY SALARY WITH OT MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY, THE WEEKLY SALARY WITH OT FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$840.00:

$$\begin{aligned}
 &64 (4 \times 16) \times \$10.50 = \$672.00 \\
 &32 (64 - 32) \times \$5.25 = \$168.00 \\
 &\hline
 &\$840.00
 \end{aligned}$$

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER PAY HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (WEEKLY SALARY) EXCLUDING OVERTIME.

PAY POLICY 04
 CLASSIFIED TEACHING PARENTS
 ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (Ees/ERs)
 COMPENSATION SCHEDULE
 (120 HOURS)

EFFECTIVE DATE: 07/01/2008

E/EPR REGULAR RATE	GRADE AND STEP											BASE BW SAL	BI-WEEKLY SALARY WITH OT
8.80	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,056.00	1,232.00
9.20	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,104.00	1,288.00
9.61	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	1,153.20	1,345.40
10.05	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	1,206.00	1,407.00
10.50	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	1,260.00	1,470.00
10.98	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	1,317.60	1,537.20
11.48	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	1,377.60	1,607.20
12.02	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	1,442.40	1,682.80
12.58	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	1,509.60	1,761.20
13.16	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	1,579.20	1,842.40
13.77	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	1,652.40	1,927.80
14.41	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	1,729.20	2,017.40
15.10	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	1,812.00	2,114.00
15.81	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	1,897.20	2,213.40
16.54	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	1,984.80	2,315.60
17.34	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	2,080.80	2,427.60
18.17	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	2,180.40	2,543.80
19.02	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	2,282.40	2,662.80
19.91	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	2,389.20	2,787.40
20.83	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,499.60	2,916.20

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM THE E/EPR COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE E/EPR HOURLY RATE FROM THE SCHEDULE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEK 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

THE E/EPR HOURLY RATE ON THIS SCHEDULE IS OBTAINED FROM THE 160 HOUR E/EPR SCHEDULE FOR TEACHING PARENTS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID ONE-HALF OF THE E/EPR HOURLY RATE.

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 120 HOURS IN A BIWEEKLY PERIOD, THE BIWEEKLY SALARY MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY (24-HOUR SHIFT), THE BIWEEKLY SALARY FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$1260.00:

$$\begin{aligned}
 104 (4 @ 16 + 5 @ 8) \times \$10.50 &= \$1092.00 \\
 32 (4 \times 8) \times \$5.25 &= \$168.00 \\
 \hline
 &= \$1260.00
 \end{aligned}$$

ANY HOUR WORKED OVER THE BASE HOURS OF 120 IN A BIWEEKLY WORK PERIOD WILL BE PAID AT TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.