

PAY POLICY 05  
 CLASSIFIED TEACHING PARENTS  
 ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)  
 COMPENSATION SCHEDULE  
 (160 HOURS)

EFFECTIVE DATE: \*\*JULY 2007

<-HOURLY RATES->												<---- APPROXIMATE SALARY ---->		
E/EPR														
EPR	REGULAR	<----- GRADE AND STEP ----->										*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
7.67	8.46	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	613.60	782.80	1,565.60
8.03	8.85	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	642.40	819.40	1,638.80
8.38	9.24	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	670.40	855.20	1,710.40
8.76	9.66	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	700.80	894.00	1,788.00
9.16	10.10	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	732.80	934.80	1,869.60
9.58	10.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	766.40	977.60	1,955.20
10.01	11.04	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	800.80	1,021.60	2,043.20
10.49	11.56	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	839.20	1,070.40	2,140.80
10.98	12.10	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	878.40	1,120.40	2,240.80
11.47	12.65	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	917.60	1,170.60	2,341.20
12.01	13.24	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	960.80	1,225.60	2,451.20
12.57	13.86	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,005.60	1,282.80	2,565.60
13.17	14.52	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	1,053.60	1,344.00	2,688.00
13.79	15.20	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	1,103.20	1,407.20	2,814.40
14.42	15.90	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	1,153.60	1,471.60	2,943.20
15.12	16.67	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	1,209.60	1,543.00	3,086.00
15.85	17.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	1,268.00	1,617.40	3,234.80
16.59	18.29	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	1,327.20	1,693.00	3,386.00
17.36	19.14	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	1,388.80	1,771.60	3,543.20
18.17	20.03	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,453.60	1,854.20	3,708.40

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS BY MULTIPLYING THE E/EPR HOURLY RATE BY THE FACTOR OF .90703 TO GET THE EPR HOURLY RATE.

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. IT IS DERIVED BY MULTIPLYING THE EPR HOURLY RATE BY 80.

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 (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT AND CALCULATION OF OT WHEN AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK).

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OVERTIME A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR 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.

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

\*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.50%.

\*\*EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2007.

PAY POLICY 05  
 CLASSIFIED TEACHING PARENTS  
 ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)  
 COMPENSATION SCHEDULE  
 (120 HOURS)

<-HOURLY RATES->		<-APPROXIMATE SALARY->														
E/EPR		BASE BI-WEEKLY														
EPR	REGULAR	GRADE AND STEP												BI-WEEKLY	BI-WEEKLY WITH OT	
7.67	8.46	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	920.40	1,089.60
8.03	8.85	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	963.60	1,140.60
8.38	9.24	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,005.60	1,190.40
8.76	9.66	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,051.20	1,244.40
9.16	10.10	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	.....	.....	1,099.20	1,301.20
9.58	10.56	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	.....	.....	1,149.60	1,360.80
10.01	11.04	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	.....	.....	1,201.20	1,422.00
10.49	11.56	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	.....	.....	1,258.80	1,490.00
10.98	12.10	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	.....	.....	1,317.60	1,559.60
11.47	12.65	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	.....	.....	1,376.40	1,629.40
12.01	13.24	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	.....	.....	1,441.20	1,706.00
12.57	13.86	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	.....	.....	1,508.40	1,785.60
13.17	14.52	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	.....	.....	1,580.40	1,870.80
13.79	15.20	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	.....	.....	1,654.80	1,958.80
14.42	15.90	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	.....	.....	1,730.40	2,048.40
15.12	16.67	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	.....	.....	1,814.40	2,147.80
15.85	17.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	.....	.....	1,902.00	2,251.40
16.59	18.29	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	.....	.....	1,990.80	2,356.60
17.36	19.14	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	.....	.....	2,083.20	2,466.00
18.17	20.03	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,180.40	2,581.00

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE EPR HOURLY RATE 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 WEEKS 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

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 (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT 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 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.

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

\*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

\*\*EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2007.