

June 2008

## ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

### Re: Salary Schedules for 2007-08, 2008-09 and 2009-10

This Addendum to Collective Bargaining Agreement ("Addendum") is made and entered into this 18th day of June, 2008 between the Board of Directors ("the Board") of SWCCCASE and Special Education Council 2445 of Local 943, IFT-AFT (the "Union").

### RECITALS

**WHEREAS**, the Board and the Union entered into a Collective Bargaining Agreement ("CBA") for 2005-2010; and

**WHEREAS**, ARTICLE XII. COMPENSATION SCHEDULES AND PRINCIPLES of the CBA establishes a methodology for calculating salary schedules and determining the compensation of Group One Employees and Registered Nurses with Bachelor's Degree (Section A); Physical/Occupational Therapists (Section B); and Sign Language Interpreters, Non-certificated Registered Nurses (without Bachelor's Degree), COTAs, PTAs and Braillists (Section C); hereinafter referred to for convenience as "the Affected Employees"; and

**WHEREAS**, the Board and the Union have identified difficulties with implementing the methodology for calculating the salary schedules and determining the compensation for the Affected Employees; and

**WHEREAS**, ARTICLE XIV. EFFECT OF AGREEMENT of the CBA provides that the CBA may not be supplemented or amended during its term except by the written, mutual agreement of the Board and the Union; and

**WHEREAS**, the Board and the Union deem it desirable to enter into this Addendum to resolve any issues related to the compensation of the Affected Employees for the 2007-08 school year and determine the compensation of the Affected Employees for the 2008-09 and 2009-10 school years.

**NOW, THEREFORE**, in consideration of the promises by the Board and the Union to one another as provided below, and for other good and valuable consideration that the parties deem sufficient by their approval of this Addendum and their signatures hereto, it is hereby agreed as follows:

1. **Incorporation of Recitals.** The foregoing Recitals are incorporated herein and made a part hereof as if fully restated in this Section 1, *verbatim*.

2. **Sections A, B and C of ARTICLE XII. COMPENSATION SCHEDULES AND PRINCIPLES** of the CBA shall be without further force and effect.

3. **Salary Schedules for 2007-08.** The Salary Schedules for the Affected Employees for the 2007-08 school year are set forth in Appendix A to this Addendum.

4. **Salary Schedules for 2008-09.** The Salary Schedules for the Affected Employees for the 2008-09 school year are set forth in Appendix B to this Addendum.

5. **Salary Schedules for 2009-10.** The Salary Schedules for the Affected Employees for the 2009-10 school year are set forth in Appendix C to this Addendum.

6. Section I. **Longevity Compensation – Teachers** of the CBA shall remain in force and effect for the 2008-09 and 2009-10 school years.

7. The Union agrees that this Addendum shall not be deemed a violation of the CBA. Except in the case of an alleged violation of this Addendum, neither bargaining unit employees nor the Union shall present or raise, for any reason, this Addendum or its terms or conditions in any subsequent grievance or arbitration proceeding regarding the interpretation, application or implementation of the current CBA or its successor.

**SPECIAL EDUCATION COUNCIL 2445,  
LOCAL 943, IFT-AFT**

**BOARD OF DIRECTORS, SWCCCASE**

Theresa M. Long  
President

Tom Pider  
Chairperson

Shirley Lampung / Tz  
Secretary

J. M. ...  
Secretary

Date: 6/18/08

Date: 6/18/08

**SOUTHWEST COOPERATIVE**

**APPENDIX A**

**SALARY SCHEDULE 2007-2008**

**06/09/08**

**BASED ON 2006-2007 MEMBER DISTRICT AVERAGE @ 103%**

**CERTIFIED STAFF, O/T'S, P/T'S, RN'S w. BA**

<b>STEP</b>	<b>BA</b>	<b>BA-10</b>	<b>BA-20</b>	<b>MA</b>	<b>MA-15</b>	<b>MA-30</b>
1	37,461	38,174	38,887	40,752	42,106	43,460
2	38,744	39,495	40,245	42,338	43,724	45,110
3	40,027	40,815	41,603	43,924	45,342	46,760
4	41,310	42,136	42,961	45,510	46,960	48,410
5	42,592	43,456	44,320	47,097	48,579	50,060
6	43,853	44,758	45,663	48,615	50,150	51,684
7	45,114	46,060	47,006	50,133	51,721	53,308
8	46,375	47,362	48,349	51,651	53,292	54,932
9	47,636	48,664	49,692	53,169	54,863	56,556
10	48,897	49,967	51,037	54,688	56,435	58,181
11		50,432	51,967	56,120	57,965	59,809
12		50,897	52,897	57,552	59,495	61,437
13		51,362	53,827	58,984	61,025	63,065
14			54,757	60,416	62,555	64,693
15			55,685	61,846	64,083	66,319
16			56,187	63,086	65,472	67,858
17			56,689	64,326	66,862	69,397
18			57,191	65,566	68,251	70,936
19			57,693	66,806	69,641	72,475
20			58,196	68,045	71,030	74,014
21				68,966	72,160	75,354
22				69,887	73,291	76,694
23				70,809	74,422	78,034

*Tracy Skump*  
*Theresa M. Long*

**SOUTHWEST COOPERATIVE**

**SALARY SCHEDULE 2007-2008**

**06/09/08**

**BASED ON 2006-2007 MEMBER DISTRICT AVERAGE @ 103%**

**SIGN LANG. INTERPRETER, COTA/PTA, RN w/o BA, BRAILLIST**

**77%**

<b>STEP</b>	<b>BA</b>	<b>BA-10</b>	<b>BA-20</b>	<b>MA</b>	<b>MA-15</b>	<b>MA-30</b>
1	28,845	29,394	29,943	31,379	32,422	33,464
2	29,833	30,411	30,989	32,600	33,667	34,735
3	30,821	31,428	32,034	33,821	34,913	36,005
4	31,809	32,445	33,080	35,043	36,159	37,276
5	32,796	33,461	34,126	36,265	37,406	38,546
6	33,767	34,464	35,161	37,434	38,616	39,797
7	34,738	35,466	36,195	38,602	39,825	41,047
8	35,709	36,469	37,229	39,771	41,035	42,298
9	36,680	37,471	38,263	40,940	42,245	43,548
10	37,651	38,475	39,298	42,110	43,455	44,799
11		38,833	40,015	43,212	44,633	46,053
12		39,191	40,731	44,315	45,811	47,306
13		39,549	41,447	45,418	46,989	48,560
14			42,163	46,520	48,167	49,814
15			42,877	47,621	49,344	51,066
16			43,264	48,576	50,413	52,251
17			43,651	49,531	51,484	53,436
18			44,037	50,486	52,553	54,621
19			44,424	51,441	53,624	55,806
20			44,811	52,395	54,693	56,991
21				53,104	55,563	58,023
22				53,813	56,434	59,054
23				54,523	57,305	60,086

*Theresa M. Long*

**SOUTHWEST COOPERATIVE  
SALARY SCHEDULE 2008-2009  
CERTIFIED STAFF, O/T'S, P/T'S, RN'S w. BA**

JUNE 2008

<b>STEP</b>	<b>BA</b>	<b>BA-10</b>	<b>BA-20</b>	<b>MA</b>	<b>MA-15</b>	<b>MA-30</b>
1	38,749	39,462	40,176	42,117	43,580	45,043
2	39,699	40,445	41,191	43,388	44,867	46,346
3	40,650	41,428	42,206	44,659	46,153	47,648
4	41,601	42,411	43,221	45,930	47,440	48,950
5	42,551	43,393	44,235	47,202	48,727	50,252
6	43,691	44,568	45,445	48,597	50,176	51,756
7	44,831	45,743	46,654	49,992	51,625	53,259
8	45,971	46,918	47,864	51,387	53,074	54,762
9	47,111	48,092	49,074	52,782	54,524	56,265
10	48,251	49,267	50,283	54,177	55,973	57,769
11		50,233	51,303	55,695	57,610	59,525
12		50,698	52,323	57,214	59,247	61,281
13		51,163	53,342	58,732	60,884	63,037
14			54,362	60,250	62,522	64,793
15			55,382	61,769	64,159	66,549
16			55,963	63,192	65,725	68,258
17			56,543	64,616	67,292	69,968
18			57,124	66,039	68,859	71,678
19			57,705	67,463	70,425	73,388
20			58,285	68,886	71,992	75,097
21				69,907	73,163	76,420
22				70,928	74,335	77,742
23				71,948	75,506	79,065

*Top Slown*  
*Theresa M. Long*

**SOUTHWEST COOPERATIVE**

**77% SALARY SCHEDULE 2008-2009**

**JUNE 2008**

**SIGN LANG. INTERPRETER, COTA/PTA, RN w/o BA,  
BRAILLIST**

<b>STEP</b>	<b>BA</b>	<b>BA-10</b>	<b>BA-20</b>	<b>MA</b>	<b>MA-15</b>	<b>MA-30</b>
1	29,837	30,386	30,935	32,430	33,556	34,683
2	30,569	31,143	31,717	33,409	34,547	35,686
3	31,300	31,899	32,498	34,387	35,538	36,689
4	32,032	32,656	33,280	35,366	36,529	37,692
5	32,764	33,413	34,061	36,345	37,520	38,694
6	33,642	34,317	34,993	37,419	38,636	39,852
7	34,520	35,222	35,924	38,494	39,751	41,009
8	35,398	36,127	36,855	39,568	40,867	42,167
9	36,276	37,031	37,787	40,642	41,983	43,324
10	37,154	37,936	38,718	41,716	43,099	44,482
11		38,679	39,503	42,885	44,360	45,834
12		39,037	40,288	44,054	45,620	47,186
13		39,396	41,074	45,224	46,881	48,538
14			41,859	46,393	48,142	49,890
15			42,644	47,562	49,402	51,242
16			43,091	48,658	50,608	52,559
17			43,538	49,754	51,815	53,875
18			43,985	50,850	53,021	55,192
19			44,433	51,946	54,227	56,508
20			44,880	53,042	55,434	57,825
21				53,828	56,336	58,843
22				54,614	57,238	59,861
23				55,400	58,140	60,880

*Ray Skum*  
*Theresa Cond*

## APPENDIX C

**SOUTHWEST COOPERATIVE  
SALARY SCHEDULE 2009-2010  
CERTIFIED STAFF, O/T'S, P/T'S, RN'S w. BA**

JUNE 2008

STEP	BA	BA-10	BA-20	MA	MA-15	MA-30
1	39,372	40,082	40,793	42,559	44,066	45,572
2	40,337	41,080	41,823	43,843	45,367	46,890
3	41,327	42,103	42,880	45,167	46,706	48,246
4	42,317	43,126	43,936	46,490	48,046	49,601
5	43,306	44,149	44,993	47,813	49,385	50,957
6	44,296	45,172	46,049	49,137	50,725	52,313
7	45,482	46,395	47,308	50,589	52,233	53,878
8	46,669	47,618	48,567	52,041	53,742	55,443
9	47,856	48,841	49,826	53,494	55,250	57,007
10	49,043	50,064	51,086	54,946	56,759	58,572
11		51,287	52,345	56,398	58,268	60,137
12		52,293	53,406	57,979	59,972	61,965
13		52,777	54,468	59,559	61,676	63,793
14			55,529	61,140	63,381	65,621
15			56,591	62,721	65,085	67,449
16			57,652	64,301	66,789	69,277
17			58,257	65,783	68,420	71,057
18			58,862	67,265	70,051	72,837
19			59,466	68,747	71,682	74,617
20			60,071	70,229	73,313	76,397
21				71,710	74,943	78,176
22				72,773	76,163	79,553
23				73,836	77,383	80,930

*Ty Shumway*  
*Director of HR*

**SOUTHWEST COOPERATIVE**

**77% SALARY SCHEDULE 2009-2010**

**JUNE 2008**

**SIGN LANG. INTERPRETER, COTA/PTA, RN w/o BA,  
BRAILLIST**

<b>STEP</b>	<b>BA</b>	<b>BA-10</b>	<b>BA-20</b>	<b>MA</b>	<b>MA-15</b>	<b>MA-30</b>
1	30,316	30,863	31,410	32,770	33,930	35,091
2	31,060	31,632	32,204	33,759	34,932	36,105
3	31,822	32,420	33,017	34,778	35,964	37,149
4	32,584	33,207	33,831	35,797	36,995	38,193
5	33,346	33,995	34,644	36,816	38,027	39,237
6	34,108	34,783	35,458	37,835	39,058	40,281
7	35,022	35,724	36,427	38,954	40,220	41,486
8	35,935	36,666	37,397	40,072	41,381	42,691
9	36,849	37,608	38,366	41,190	42,543	43,896
10	37,763	38,549	39,336	42,308	43,704	45,101
11		39,491	40,305	43,426	44,866	46,306
12		40,265	41,123	44,644	46,178	47,713
13		40,638	41,940	45,861	47,491	49,121
14			42,758	47,078	48,803	50,528
15			43,575	48,295	50,115	51,936
16			44,392	49,512	51,428	53,343
17			44,858	50,653	52,683	54,714
18			45,323	51,794	53,939	56,084
19			45,789	52,935	55,195	57,455
20			46,254	54,076	56,451	58,825
21				55,217	57,706	60,196
22				56,035	58,646	61,256
23				56,853	59,585	62,316

*Tracy Skum*  
*Tracy Skum*