

**AGREEMENT BETWEEN THE
FALMOUTH SCHOOL COMMITTEE
AND
FALMOUTH EDUCATOR'S ASSOCIATION - UNIT D (Nurses)
2009-2012**

**ARTICLE I
GENERAL**

Recognizing that the prime purpose of the Falmouth Public School System is to provide education of the highest quality for the children of Falmouth, we, the undersigned parties to this Contract, agree to the following principles:

1. The Committee, elected by the citizens of Falmouth, is a public body established under the laws of the Commonwealth of Massachusetts and with the duties, powers, responsibilities and rights provided by these laws and the applicable rules and regulations of administrative agencies under such laws.
2. The Superintendent of Schools of Falmouth (hereinafter referred to as "the Superintendent") is the executive officer of the Committee and as such administers and directs the operation of the public schools of Falmouth in accordance with the decisions of the Committee.
3. The nursing staff of the Falmouth School System shares with the Committee, the Superintendent, the principals, the teachers and the teacher assistant's responsibility for providing for the pupils of the Falmouth Public Schools health care of the highest possible quality consistent with the policies of the Committee.
4. Fulfillment of these respective responsibilities can be facilitated by free exchange of views and information among the Committee, the Superintendent, the principals, the teachers, the teacher assistants, and the nursing staff.
5. The Association recognizes that the basic duty of each nurse is to use her abilities in the most effective and proper manner to improve the quality of health care offered by the Falmouth Public Schools.

**ARTICLE II
SCHOOL COMMITTEE RIGHTS**

The parties further recognize and agree that as to every matter not specifically mentioned or provided for in this Contract, and as to every matter, a final decision as to which is reserved to the Committee hereunder, or as to which the Committee specifically retains discretion hereunder, the Committee continues to retain, whether exercised or not, the sole and unquestioned right to exercise in its discretion, the duties, powers, responsibilities, and rights mentioned in Article I of this Contract provided they are not in violation of the Nurses' Practice Act and/or the regulations of the Board of Registered Nurses.

**ARTICLE III
RECOGNITION**

For the purpose of collective bargaining with respect to wages, hours, and other conditions of employment, the negotiation of agreements, and any questions arising hereunder, the Committee recognizes the Association as the exclusive representative of nurses employed by the Falmouth School Committee, as such employees are municipal employees as defined in Section 178G of Chapter 150 of the General Laws of Massachusetts. Nurses as used in this Agreement shall mean school nurses.

**ARTICLE IV
ASSOCIATION AND NURSES' RIGHTS**

- A. The committee shall continue its present practice of not directly or indirectly discouraging, depriving, or coercing any nurse in the enjoyment of any rights conferred by the Act or other Acts of the Commonwealth of Massachusetts and the United States and of not discriminating against any nurse with respect to hours, salaries, terms or conditions of employment, by reason of her membership in the Association, her participation in any activities of the Association or collective negotiations with the Committee, or her institution of any grievance, complaint, or proceeding under this Agreement.
- B. The Association and its representatives shall have the right to use school building facilities in accordance with the Building Use Policies at all reasonable hours for meetings without charges, provided that when special custodial service is required the Committee may make reasonable charges as provided in the

Building Use Policies. The principal may designate a suitable and adequate place if there would be a conflict with other scheduled activities.

- C. The Association shall be able to post official notices on the bulletin board provided in the faculty lounge. Copies of such notices will be given to the building principal, but his advance approval will not be required. If a member of the administration objects to a particular notice, the matter will be taken up with the Association. The Association shall have the use of system mailboxes, which may exist, and the professional staff mailboxes.
- D. The Committee agrees to furnish, upon reasonable request, available information as required by law concerning members of the bargaining unit which shall be utilized to assist the Association in developing intelligent, accurate, informed and constructive collective bargaining proposals, or in the processing of grievances under this Contract.
- E. The Committee shall continue its present practice of not discriminating against any employee or applicant for employment by reason of race, creed, color, marital status, age, sex, handicap, or national origin, as provided by law.
- F. Any preventive medical treatment financed by the Committee for the students shall be provided for the nurses.

ARTICLE V GRIEVANCE PROCEDURE

- A. A “grievance” is hereby defined as a dispute, claim or controversy by the Association, an employee or employees involving the meaning, interpretation, or application of this contract. A “grievant” is defined as the Association, an employee or employees covered in the recognition clause of this agreement.
- B. Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits to the aggrieved employee and to the President of the Association shall permit the aggrieved party or parties to proceed to the next step.
- C. Failure at any step of this procedure to appeal the grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

D. PROCEDURE STEP ONE

A grievant shall, with or without a representative of the Association, discuss it with his immediate supervisor and the principal within fifteen (15) school days of the occurrence on which the grievance is based or within ten (10) school days of the date on which the nurse has knowledge or reasonably should have had knowledge of the occurrence. Any meeting with reference to the above shall be held during non-class hours. A grievance involving more than one principal shall begin at Step Two.

STEP TWO

In the event that the grievance shall not have been satisfactorily resolved at Step One or in the event that no decision has been reached within five (5) school days after presentation of the grievance to the immediate supervisor and principal, the grievant shall, within five (5) school days of the notification of the Step One decision, put the grievance in writing and send copies to the Superintendent of Schools and to the President of the Association. This written statement of the grievance shall be the basis for discussion of the grievance at this and at each subsequent step. Within ten (10) school days of the receipt of this written grievance, the Superintendent of Schools or his designee shall meet with the grievant and the said President or his designee in an effort to settle the grievance. A decision in writing shall be rendered within ten (10) school days of the Step Two meeting. Copies of the decision shall be sent to the grievant and the President of the Association.

STEP THREE

Within five (5) school days of receipt of the Step Two decision, the grievant may notify the President of the Association and the Executive Board in writing of the grievant’s desire to have the grievance presented to the School Committee; and, within five (5) school days following receipt of any such notice, the Executive Board of the Association shall meet with the said President and the grievant to decide whether or not the Association shall present the grievance to the School Committee. If the Executive Board shall so vote, the grievance shall be presented in writing by the Association to the School Committee within fifteen (15) school days of receipt of the Step Two decision. A meeting shall be held to consider the grievance at the next regularly scheduled School Committee meeting, but in no event more than twenty (20) school days from the submission of the grievance at this Step. If either the Association

or the School Committee so desires, this meeting shall be held in closed session. A decision in writing shall be rendered within ten (10) school days of the Step Three meeting. Copies of the decision shall be sent to the grievant and to the President of the Association.

STEP FOUR

Within ten (10) school days of the receipt of the Step Three decision, the Association may, by giving written notice to the School Committee and to the American Arbitration Association, present the grievance for arbitration unless all parties mutually agree to use some other arbitration tribunal for the resolution of the grievance. The expenses of the arbitrator shall be shared equally by the School Committee and the Falmouth Educators' Association, and the award made shall be final and binding upon the School Committee, the Association and the grievant.

MISCELLANEOUS

If a grievance involves employees who do not have a common principal or supervisor, the grievance may start at Step Two within the time limits set forth in Step One.

A grievance filed by the Association or class or group of nurses, or is of a general nature, may be submitted in writing to the Superintendent directly and the process of such grievance shall be commenced at Step Two.

During the summer and vacation periods when school is not in session, business days will be used in place of school days for Steps One through Four.

ARTICLE VI WORKING CONDITIONS

- A. The work year of school nurses (other than new personnel who may be required to attend additional orientation or training sessions) will conform to the calendar established by joint agreement between the School Committee and the Falmouth Educators' Association, but will in no event be longer than six (6) days more than the number of days when pupils are required to be in attendance. Effective September 1, 2010 the work year will in no event be longer than four (4) days more than the number of days when pupils are required to be in attendance.
- B. The work day of school nurses shall be seven (7) hours and twenty-five (25) minutes which includes sixty (60) minutes divided between before the student day and after student dismissal time, except in the high school with forty-five (45) minutes divided between before the beginning of the student day and after student dismissal.
- C. Each nurse shall have thirty (30) minutes daily, free of any duty, for lunch, and may leave the premises during that period of time after notifying the principal or his/her designee.
- D. Provided, however, that individual adjustments in working conditions may be made to provide for particular scheduling difficulties arising in the workday, work week, or work year.
- E. Provided, further, that if the School Committee deems that educational circumstances indicate that other changes are warranted, it will notify the Association of the contemplated change and will, upon request of the Association, negotiate with respect to compensation adjustments, if any, which the change might warrant.
- F. In no event will the change become effective until the September following the commencement of such negotiations, unless otherwise agreed by the parties.
- G. Any grievance alleging a violation of this Article may be commenced at Step Two of the grievance procedure within ten (10) school days of the date on which the nurse and/or the Association has knowledge or reasonably should have had knowledge of the occurrence of the event upon which the grievance is based.
- H. Nurses may be required to attend In-Service meetings and/or regular teachers' meetings without additional compensation at the request of the School Principal or the Director of Pupil Personnel Services. In addition, nurses may be required to attend nurses' department meetings as scheduled by the Director of Pupil Personnel Services. A nurse liaison, annually selected by the Director of Pupil Personnel Services, will receive a \$750 stipend.

All nurses shall be entitled to participate in training provided by the Falmouth School district.

**ARTICLE VII
TUITION REIMBURSEMENT**

Members of Unit D will be eligible to participate in the Tuition Reimbursement plan established for Unit A and shall receive PDP's on the same basis as teachers. (Article XXIV, Section E)

**ARTICLE VIII
NURSE'S ASSIGNMENT**

- A. Individual notification shall be sent prior to the close of the school year regarding assignments for the coming school year.
- B. If a nurse is not being rehired, the reasons for such action shall be stated in writing and sent prior to the close of the school year.
If a nurse is not being rehired due to a reduction in force, he/she will be eligible to be on a recall list for a period of two years. Such nurses will be subject to "recall" in inverse order of layoffs and shall be given preference for any temporary nurse's positions, which become available.
During this period, health insurance coverage will continue subject to State and Federal laws.
- C. All newly hired nurses will be notified in writing of their employment. Included in this notification will be information with respect to hours, building assignments and rate of compensation. It is understood that information with respect to building assignments may be tentative.

**ARTICLE IX
VACANCIES AND TRANSFERS**

- A. Whenever any vacancy in a nursing position occurs or a new position is created during the school year, it will be publicized by means of a notice placed on the Falmouth Educators' Association bulletin board in each school as far in advance of the appointment as practicable.
During the months school is not in session, such notice shall be posted in the Administration Building. In both situations the qualifications for the position and its rate of compensation will be clearly set forth.
- B. In so far as practicable, all nurses will be given adequate opportunity to make application for such position and appropriate consideration will be given them.
- C. Copies of all open nurses' positions will be sent to the President of the Association.

**ARTICLE X
PERSONNEL FILES**

- A. Each nurse shall have the right, upon request, to review the contents of her own personnel files at the nurse's school or at the Administration Building. A representative of the Association may, at the nurse's request, accompany the nurse in this review. The review shall be made in the presence of the administrator responsible for the safekeeping of these files.
- B. Any complaint by a parent of a student, or any person, directed toward a nurse deemed serious enough to be included in the nurse's file, shall be promptly called to the nurse's attention. The identity of the complainant shall be made known and the nurse afforded the opportunity to refute such complaint prior to its inclusion in the file.
- C. No material derogatory to a nurse's conduct, service, character or personality shall be placed in either a nurse's building file or personnel file in the Administration Building unless the nurse has had the opportunity to read the material. The nurse shall acknowledge that she has read the material by affixing her signature on the actual copy to be filed with the understanding that such signature merely signifies that she has read the material to be filed, and does not necessarily indicate agreement with its contents.
- D. The nurse shall have the right to answer any material contained in the files, and her answer shall be attached to the file copy. In the event the charges made against a nurse are proven to be without substance, any and all reference concerning the charges shall be deleted from the nurse's personnel file, or the nurse may elect to have the documentary evidence remain in the file.

ARTICLE XI
LEAVES OF ABSENCE

- A. Full-time nurses shall be entitled to fifteen (15) days of sickness or accident leave exclusive of Saturdays and Sundays or holidays without loss of pay. If such sick leave allowance is not used in any particular year, it shall continue to accumulate through terms of employment. The date from which the leave shall be computed shall be the starting date of employment. Part-time employees will have their sick leave converted to FTE as prescribed by Sick Leave conversion Policy of 1983. See Appendix E: "Sick Leave Conversion."
- Up to five (5) days of sick leave may be used in case of illness in the nurse's immediate family, which precludes the nurse from reporting to work on that day.
- B. In addition to the above fifteen (15) days sick leave, up to three (3) days leave without loss of pay may be utilized for the following reasons:
1. Personal business that cannot be transacted during non-school hours. Personal leave shall not be used for recreational purposes or in the pursuit of an outside occupation.
 2. Other personal reasons approved by the Principal.
 3. Bereavement - in the event of a death not covered in section D below.
- C. Any unused personal days will be converted into accumulated sick days.
- D. In addition to sick leave a nurse may be granted a leave of absence with pay of up to four (4) days in the event of the death of spouse, child, parent, grandchild, grandparent, mother-in-law, father-in-law, brother-in-law, sister-in-law, and sibling of the nurse or the nurse's spouse, or of persons residing in the nurse's immediate household or others at the discretion of the Superintendent or designee.
- E. In addition to sick leave, a nurse shall be granted a leave of absence with pay of up to three (3) days for religious holidays, where the tenets of the religion require absence from work.
- F. A nurse may, with the approval of the Superintendent or designee, will be entitled to a leave of absence with pay to attend meetings, conferences or visitations in the interest of the school, or for other justifiable reasons.
- G. A leave of absence without pay of up to two (2) years will be granted for the purposes of caring for a child after childbirth, adoption of a child or child rearing. Such leave shall be called "Child Rearing Leave." A teacher who is on Child Rearing Leave shall not be entitled to accrued paid sick leave or other benefits during the period of such leave. Upon return from such leave of absence, the teacher shall return to the step of the salary schedule the teacher would have attained prior to the effective date of the Child Rearing Leave, unless the teacher was in an active employee status of at least ninety-two (92) workdays during the work year in which such leave commenced, in which case such teacher shall advance to the next step. Upon return from such leave, such teacher shall be restored to the position held before the leave began, if it is open. If it is not open, the equivalent, open position. A teacher may not return from Child Rearing Leave during the school year, except by agreement of the Superintendent. For leave of absence for any disability related to pregnancy, childbirth or the recuperation there from, the employee is entitled to Sick Leave under the terms of that provision to the extent such employee has sick leave available to her. Leaves for such disabilities, which exceed eight (8) weeks, shall require medical certification.
- If any of the above is in conflict with applicable Federal and State statutes, said statutes will prevail.
- H. When a nurse is summoned to serve jury duty the School Committee will pay the difference between pay received for jury duty and the nurse's current salary commensurate with State and Federal statutes.
- I. Leaves without pay for other reasons may be granted by the School Committee.
- J. A nurse, upon return from a leave, shall be restored to a comparable position as the one held prior to said leave. Retirement and seniority status shall not be affected by the leave.
- K. A nurse with twenty (20) years of service in the Falmouth School system who notifies the Committee of their intent to retire under the Massachusetts Retirement System at the end of the school year shall receive twenty dollars (\$20) per day for any unused sick leave in excess of one hundred (100) days, up to a maximum of one thousand dollars (\$1,000).
- A nurse with twenty five (25) years of service in the Falmouth School system shall receive twenty dollars (\$20) per day for any unused sick leave in excess of one hundred (100) days, up to a maximum of twelve hundred fifty dollars (\$1,250). The number of sick days will be determined on June 1 of the final year of service.

**ARTICLE XII
SUBSTANCE ABUSE/EAP**

Alcoholism and drug abuse is recognized by the parties to be treatable illnesses. Without detracting from the existing rights and obligations of the parties recognized in the other provisions of this contract, the Committee and the Association agree to cooperate in encouraging employees afflicted with alcoholism or drug abuse to undergo a program designed to rehabilitate the employee.

The Town of Falmouth Employee Assistance Program will be available to nurses to address the need for the following:

1. A process for the rehabilitation of members who have substance abuse problems.
2. A process for dealing with HIV/AIDS if and when the necessity arises.
3. Other types of counseling programs for members whom are in need of such services.

If the employee refuses to avail him/herself of assistance, and alcoholism or drug abuse impairs work performance, attendance, conduct, or reliability, the normal contractual disciplinary procedures for dealing with problem employees will be used.

**ARTICLE XIII
NURSES' EVALUATION**

- A. It is recognized that evaluation of the nurse is both necessary and desirable.
- B. All monitoring or observation of the work performance of a nurse will be conducted openly and with full knowledge of the nurse.
- C. Nurses will be evaluated each of their first three years of service and every other year thereafter. By September 15, of any school year in which a nurse is to be evaluated, the nurse shall be informed of his/her designated evaluator.
- D. By June 15, nurses will be given a copy of evaluation reports prepared by their evaluators and will have the right to discuss such reports with their evaluators.
- E. The nurse is required to sign such evaluation. This signature in no way indicates agreement with the contents thereof; it is only an indicator that she has seen the evaluation. Said evaluation will be placed in the nurse's personnel file.

The nurse may provide, in writing, a rebuttal to any statements that are in conflict with the nurse's opinions. Said rebuttals will be placed in the nurse's personnel file, attached to any statements that are in conflict.

**ARTICLE XIV
PROTECTION**

- A. No nurse will be discharged, disciplined, or reduced in compensation without just cause provided that any grievance arising out of this provision may be processed only through Step Three of the grievance procedure. Provided there is no break in service, after completion of three (3) consecutive full years of service, a grievance under this section may proceed through Step Four of the grievance procedure as provided in Article V of this Agreement.
- B. Nurses will immediately report to the principal in writing any and all cases of abusive conduct and/or torts suffered by them in connection with their employment.
- C. This report will be forwarded to the Superintendent and the School Committee, which will comply with any reasonable request from the nurse for information in its possession relating to the incident or the person involved, and will act in appropriate ways as liaison between the nurse, the police and the courts. In addition, any student involved in such assault will be promptly and properly disciplined after the responsibility has been established.
- D. If a criminal or civil proceeding is brought against a nurse alleging that she committed an assault in connection with her employment, the Committee may furnish legal counsel to defend her in such proceedings if she requests such assistance. If the Committee does not provide such counsel, and the nurse is exonerated, then the committee will reimburse the nurse for reasonable counsel fees incurred by her.
- E. If a nurse is exonerated from any responsibility with respect to acts referred to in "B" above; she shall not suffer the loss of any advantages because of time lost due to such acts.

**ARTICLE XV
PAYROLL DEDUCTIONS**

- A. The Committee hereby accepts the provisions of Section 17C of Chapter 180 of the General Laws of Massachusetts and, in accordance therewith, shall certify to the Treasurer of the Town of Falmouth all payroll deductions for the payment of dues to the Association, including V.O.T.E., duly authorized by members. Such authorization shall be given in writing on a form agreeable to both parties. The deduction of membership dues shall be made in eight (8) equal monthly installments, beginning in September and ending in April, and the Committee agrees to remit to the Treasurer of the Association all monies deducted, accompanied by a list of the nurses from whom such deductions have been made and the amount of the deduction. The Association shall, by the first week of each school year, give written notification to the Human Resource Office of the amount of dues, which are to be deducted in that school year under such authorizations. The amounts of the deductions for these dues or representation fees shall not be subject to change during the entire school year. For the purposes of this Article, the term "School Year" shall mean the twelve-month period beginning with September 1.
- B. The Association shall indemnify and save the Committee and/or the Town of Falmouth harmless against claims, demands, suits or other forms of liability, which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this Article.

**ARTICLE XVI
INSURANCE PROTECTION AND RETIREMENT**

- A. Nurses working twenty (20) or more hours per week will be able to participate in all insurance programs presently available to all school employees; i.e., Blue Cross/Blue Shield and Life Insurance.
- B. Nurses working twenty (20) or more hours per week shall become members of the Massachusetts Teachers' Retirement System from the date of their employment.

**ARTICLE XVII
NURSES' COMPENSATION**

The rates of compensation for nurses are set forth in Appendix A of this Contract.

**ARTICLE XVIII
MISCELLANEOUS PROVISIONS**

- A. As to matters covered by this Contract, the provisions hereof shall control in any case where a conflict may exist between such provisions and any policy, practice, procedure, custom or writing not incorporated in this Contract.
- B. If any provision of this Contract, or any application of this Contract to any member of the nursing staff covered hereby shall be found contrary to law, such provision or application shall have effect only to the extent permitted by law but all other provisions or applications of this Contract shall continue in full force and effect.

**ARTICLE XIX
WAIVER**

The Association and the Committee agree that each has had a right to bargain for any provision that they wished in this Contract and on matters that were or could have been discussed during negotiations, except where otherwise provided in the Contract, each expressly waives the right to reopen the Contract for any further demands or proposals, and agrees that the present contract constitutes a complete agreement on all matters and that if other proposals have been made, they have been withdrawn in consideration of the Agreement.

**ARTICLE XX
AGENCY SERVICE FEE**

Subject to the requirement of all applicable laws, every employee covered by this Contract who is not a member in good standing of the Association as a condition of continued employment, shall pay to the Association either directly or by payroll deduction, an agency service fee as established by the Association but not to exceed regular Association dues, provided, however, that in no case shall such condition arise until after the thirtieth day of the beginning of the employee's employment.

**ARTICLE XXI
SENIORITY**

- A. The Committee shall prepare a seniority list, which indicates the date on which all members of the bargaining unit were hired. The Association shall be supplied with the list, which shall be kept current.
- B. Seniority is based upon the length of service within the system. Periods of service divided by a break due to resignation or termination shall not be added together to determine seniority.
- C. In appointing part-time nurses to full-time positions or in making staff reductions, if the School Committee determines that merit and ability are equal, length of service in the Falmouth School System shall govern.

**ARTICLE XXII
SICK LEAVE BANK**

Nurses shall be eligible to participate in the Unit A sick leave bank under the established terms and conditions.

**ARTICLE XXIII
LONGEVITY/LONGEVITY BUY-OUT**

- A. **LONGEVITY PAYMENTS:** (For employees working twenty (20) or more hours per week)

	2009-2010	2010-2011	2011-2012
10 years	\$375	\$400	\$450
15 years	\$475	\$500	\$550
20 years	\$575	\$600	\$650
25 years	\$675	\$700	\$750

A nurse hired prior to February 1 shall be given credit for the full year.

Employees who are members of the bargaining unit as of June 30, 2005, shall be entitled to a Longevity Payment of \$225.00 per year after five (5) years of service. This five-year Longevity Payment shall not apply to employees hired after June 30, 2005.

- B. Bargaining unit members with fifteen (15) completed years of service in Falmouth may elect longevity payment of \$2,000 (effective August 31, 2012 for 2012-2013 change to \$3,000) per year for three (3) consecutive years that follow acceptance under this provision. Longevity payments specified in Section A of this Article will cease upon acceptance under Section B of the Article. Bargaining unit members will be entitled to the entire sum of \$6,000 (effective August 31, 2012 for 2012-2013 change to \$9,000) regardless of date of termination. Payment will continue until the remaining credit is exhausted if an entitled unit member is terminated.
- C. Effective 9/1/09, employees or their estate with at least fifteen (15) completed years of service in Falmouth and who have provided a written notice of intent to retire, shall receive six thousand dollars (\$6,000.00) minus the total of longevity compensation during the last three (3) years of employment. Written notice shall be submitted to the Superintendent as follows:
 - a. For retirement effective at the end of a school year or during the days following the end of a school year in June or in July or August (i.e. the days between the end of one school year and the beginning of another), written notice shall be submitted to the Superintendent on or before the December 1 of the school year at the end of which the employee will retire. Payment shall be made on or before the July 31, immediately following the date of retirement.
 - b. For a retirement with an effective date during a school year, written notice shall be submitted to the Superintendent on or before the December 15 immediately preceding the school year in which the effective date of retirement shall occur. Payment of the buyback option shall be made on or before the July 31 of the fiscal year following the effective date of retirement.
 - c. In the event an abnormally high number of members elect this buyout in a specific year, members electing this buyout will be accepted in the order of seniority, with the most senior being paid during that fiscal year and the remainder being paid by the July 31 of the next fiscal year, as described in Sections a and b above.

APPENDIX A
F.E.A. UNIT D - NURSES SALARY SCHEDULE

2009-2010 (1%)

<u>Bachelor's</u>		<u>Master's</u>	
1	\$38,346	1	\$40,970
2	\$39,794	2	\$42,777
3	\$41,599	3	\$44,585
4	\$43,768	4	\$46,392
5	\$46,298	5	\$50,003
6	\$47,743	6	\$51,813
7	\$49,190	7	\$53,618
8	\$51,008	8	\$55,800
9	\$53,175	9	\$59,414

2010-2011 (1.5%)

<u>Bachelor's</u>		<u>Master's</u>	
1	\$38,921	1	\$41,584
2	\$40,391	2	\$43,418
3	\$42,223	3	\$45,254
4	\$44,425	4	\$47,088
5	\$46,993	5	\$50,753
6	\$48,459	6	\$52,590
7	\$49,928	7	\$54,422
8	\$51,773	8	\$56,637
9	\$53,973	9	\$60,305
10	\$55,808	10	\$62,141

2011-2012 (2%) 1st half

<u>Bachelor's</u>		<u>Master's</u>	
1	\$39,699	1	\$42,416
2	\$41,199	2	\$44,287
3	\$43,067	3	\$46,159
4	\$45,313	4	\$48,030
5	\$47,933	5	\$51,768
6	\$49,428	6	\$53,642
7	\$50,927	7	\$55,511
8	\$52,808	8	\$57,770
9	\$55,052	9	\$61,512
10	\$58,796	10	\$65,256

2011-2012 (2%) 2nd half

<u>Bachelor's</u>		<u>Master's</u>	
1	\$40,493	1	\$43,264
2	\$42,022	2	\$45,172
3	\$43,929	3	\$47,082
4	\$46,219	4	\$48,991
5	\$48,891	5	\$52,804
6	\$50,417	6	\$54,714
7	\$51,945	7	\$56,621
8	\$53,865	8	\$58,926
9	\$56,154	9	\$62,742
10	\$59,972	10	\$66,561