

T.A.  
L. Bryson  
M. Forderley

**ARTICLE IV  
ASSOCIATION RIGHTS**

**Section G. Conference Days**

The Board will establish days with pay per year for the Association to use for annual conferences, based on 4.5% of the OCEA Education Support Professional membership on June 1 of each year. Any fraction will be rounded up to the next whole number. Withdrawal of days shall be by notification from the Association President to the Superintendent or his designated representative at least five (5) working days (except in cases of emergency) in advance of the leave. The Association shall provide at least fifteen (15) working days' notice when submitting a request for the release of three (3) or more employees from a single site or more than ten (10) district-wide. Notification shall include the names of the employees to be granted leave and the conference being attended. Except in cases of emergency, no substitutions may be made later than five (5) working days prior to the effective date of leave. Each employee for whom leave is to be granted shall apply to his/her respective principal in accordance with the same five (5) working day time limit.

T.A.

L. Brizdine

9/22/11

Michelle  
Vanderley

**ARTICLE II  
MISCELLANEOUS PROVISIONS**

**Section H. Safety Shoes**

All Education Support Professionals bargaining unit employees working in the Maintenance Department who are required to wear hard-toed safety shoes, will receive an annual safety shoe payment of \$80.00. All safety shoes must meet OSHA standards.

ESP SALARY SCHEDULES 2011-12

TA 11/14/11  
 JTB-m.r.

Pay Level	ID	ID	IE	IE	IF	IK	IKA	IKB	2	2	3	3	4	4
Slot #	U06	U43	U04	U54	U05	U27	U34	U42	U19	U15	U22	U16	U26	U17
Desc	Base	12 Mo	Base	12 Mo	Base	Base	Base	Base	Base	12 Mo	Base	12 Mo	Base	12 Mo
Change to Base														
Days														
Hours/Day														
Hours*Days														
Addl Per Hr														
Exp. Step														
0	10.77	10.79	10.06	10.08	10.58	19.56	20.32	21.10	12.47	12.50	12.68	12.71	13.14	13.17
1	10.83	10.85	10.13	10.15	10.64	19.68	20.44	21.23	12.54	12.58	12.76	12.79	13.22	13.25
2	10.94	10.96	10.23	10.25	10.74	19.88	20.63	21.43	12.66	12.69	12.88	12.91	13.35	13.39
3	10.94	10.96	10.23	10.25	10.74	19.88	20.63	21.43	12.66	12.69	12.88	12.91	13.35	13.39
4	10.94	10.96	10.23	10.25	10.74	19.88	20.63	21.43	12.66	12.69	12.88	12.91	13.35	13.39
5	11.12	11.15	10.39	10.42	10.90	20.11	20.88	21.67	12.83	12.86	13.05	13.09	13.53	13.56
6	11.30	11.33	10.57	10.60	11.07	20.36	21.12	21.93	13.00	13.04	13.24	13.28	13.71	13.75
7	11.49	11.52	10.75	10.78	11.25	20.64	21.41	22.20	13.18	13.22	13.45	13.48	13.91	13.95
8	11.71	11.75	10.97	11.00	11.44	20.93	21.71	22.51	13.42	13.45	13.66	13.70	14.14	14.18
9	11.95	11.98	11.20	11.23	11.65	21.23	22.02	22.79	13.62	13.66	13.89	13.93	14.38	14.42
10	12.19	12.22	11.41	11.44	11.86	21.58	22.35	23.14	13.85	13.89	14.14	14.18	14.61	14.65
11	12.41	12.45	11.64	11.68	12.07	21.90	22.69	23.45	14.06	14.10	14.39	14.43	14.89	14.92
12	12.69	12.73	11.89	11.92	12.27	22.24	23.02	23.80	14.30	14.35	14.64	14.68	15.13	15.17
13	12.95	12.99	12.11	12.14	12.54	22.59	23.39	24.19	14.54	14.58	14.93	14.96	15.39	15.44
14	13.20	13.25	12.36	12.40	12.80	22.97	23.77	24.55	14.78	14.82	15.16	15.20	15.65	15.70
15	13.46	13.49	12.60	12.63	13.03	23.34	24.13	24.93	15.08	15.12	15.43	15.47	15.95	15.99
16	13.72	13.76	12.86	12.89	13.28	23.74	24.51	25.29	15.32	15.36	15.66	15.71	16.23	16.28
17	13.95	13.99	13.09	13.13	13.50	24.08	24.90	25.65	15.57	15.61	15.95	15.99	16.45	16.51
18	14.23	14.27	13.35	13.39	13.77	24.45	25.26	26.02	15.85	15.89	16.22	16.26	16.76	16.80
19	14.49	14.53	13.61	13.65	13.98	24.83	25.61	26.42	16.09	16.13	16.44	16.48	16.99	17.05
20	14.75	14.79	13.85	13.89	14.23	25.21	25.99	26.80	16.38	16.43	16.74	16.78	17.30	17.34
21	15.00	15.04	14.09	14.12	14.48	25.56	26.37	27.15	16.63	16.67	16.96	17.01	17.54	17.59
22	15.28	15.32	14.34	14.38	14.73	25.96	26.73	27.52	16.88	16.92	17.25	17.30	17.81	17.86
23	15.53	15.57	14.59	14.63	14.96	26.34	27.10	27.92	17.15	17.20	17.50	17.54	18.11	18.15
24	15.81	15.85	14.80	14.84	15.21	26.67	27.49	28.28	17.37	17.42	17.76	17.81	18.37	18.42
25	16.05	16.09	15.09	15.13	15.45	27.07	27.86	28.63	17.65	17.70	18.01	18.06	18.63	18.69
26	16.30	16.35	15.32	15.36	15.66	27.46	28.22	29.02	17.92	17.97	18.27	18.32	18.88	18.94
27	16.56	16.61	15.56	15.60	15.93	27.78	28.58	29.38	18.17	18.21	18.53	18.58	19.19	19.24
28	16.86	16.91	15.86	15.90	16.21	28.20	28.98	29.75	18.45	18.50	18.79	18.84	19.49	19.54

ESP SALARY SCHEDULES 2011-12

Pay Level	Slot #	Desc	Change to Base	Days	Hours/Day	Hours*Days	Addl Per Hr	Exp. Step
5	U31	Base	13.46	5	U18	12 Mo	13.50	13.81
5	U37	Base	13.55	6	U21	12 Mo	13.85	14.50
6	U44	Base	13.67	7	U73	Base	14.83	14.92
6	U49	Base	13.71	8	U24	12 Mo	14.87	14.96
6	U50	Base	13.85	9	U74	Base	15.20	15.30
6	U51	Base	13.89	9	U25	12 Mo	15.24	15.34
7	U60	Base	14.02	10	U49	Base	15.61	15.70
7	U63	Base	14.06	10	U28	12 Mo	15.65	15.74
7	U66	Base	14.06	10A	U50	Base	16.03	16.13
7	U67	Base	14.06	10A	U40	12 Mo	16.08	16.18
7	U68	Base	14.06	10B	U51	Base	16.30	16.40
7	U69	Base	14.06	10B	U51	Base	16.40	16.50
7	U70	Base	14.06	10B	U51	Base	16.50	16.60
7	U71	Base	14.06	10B	U51	Base	16.60	16.70
7	U72	Base	14.06	10B	U51	Base	16.70	16.80
7	U73	Base	14.06	10B	U51	Base	16.80	16.90
7	U74	Base	14.06	10B	U51	Base	16.90	17.00
7	U75	Base	14.06	10B	U51	Base	17.00	17.10
7	U76	Base	14.06	10B	U51	Base	17.10	17.20
7	U77	Base	14.06	10B	U51	Base	17.20	17.30
7	U78	Base	14.06	10B	U51	Base	17.30	17.40
7	U79	Base	14.06	10B	U51	Base	17.40	17.50
7	U80	Base	14.06	10B	U51	Base	17.50	17.60
7	U81	Base	14.06	10B	U51	Base	17.60	17.70
7	U82	Base	14.06	10B	U51	Base	17.70	17.80
7	U83	Base	14.06	10B	U51	Base	17.80	17.90
7	U84	Base	14.06	10B	U51	Base	17.90	18.00
7	U85	Base	14.06	10B	U51	Base	18.00	18.10
7	U86	Base	14.06	10B	U51	Base	18.10	18.20
7	U87	Base	14.06	10B	U51	Base	18.20	18.30
7	U88	Base	14.06	10B	U51	Base	18.30	18.40
7	U89	Base	14.06	10B	U51	Base	18.40	18.50
7	U90	Base	14.06	10B	U51	Base	18.50	18.60
7	U91	Base	14.06	10B	U51	Base	18.60	18.70
7	U92	Base	14.06	10B	U51	Base	18.70	18.80
7	U93	Base	14.06	10B	U51	Base	18.80	18.90
7	U94	Base	14.06	10B	U51	Base	18.90	19.00
7	U95	Base	14.06	10B	U51	Base	19.00	19.10
7	U96	Base	14.06	10B	U51	Base	19.10	19.20
7	U97	Base	14.06	10B	U51	Base	19.20	19.30
7	U98	Base	14.06	10B	U51	Base	19.30	19.40
7	U99	Base	14.06	10B	U51	Base	19.40	19.50
7	U100	Base	14.06	10B	U51	Base	19.50	19.60
7	U101	Base	14.06	10B	U51	Base	19.60	19.70
7	U102	Base	14.06	10B	U51	Base	19.70	19.80
7	U103	Base	14.06	10B	U51	Base	19.80	19.90
7	U104	Base	14.06	10B	U51	Base	19.90	20.00
7	U105	Base	14.06	10B	U51	Base	20.00	20.10
7	U106	Base	14.06	10B	U51	Base	20.10	20.20
7	U107	Base	14.06	10B	U51	Base	20.20	20.30
7	U108	Base	14.06	10B	U51	Base	20.30	20.40
7	U109	Base	14.06	10B	U51	Base	20.40	20.50
7	U110	Base	14.06	10B	U51	Base	20.50	20.60
7	U111	Base	14.06	10B	U51	Base	20.60	20.70
7	U112	Base	14.06	10B	U51	Base	20.70	20.80
7	U113	Base	14.06	10B	U51	Base	20.80	20.90
7	U114	Base	14.06	10B	U51	Base	20.90	21.00
7	U115	Base	14.06	10B	U51	Base	21.00	21.10
7	U116	Base	14.06	10B	U51	Base	21.10	21.20
7	U117	Base	14.06	10B	U51	Base	21.20	21.30
7	U118	Base	14.06	10B	U51	Base	21.30	21.40
7	U119	Base	14.06	10B	U51	Base	21.40	21.50
7	U120	Base	14.06	10B	U51	Base	21.50	21.60
7	U121	Base	14.06	10B	U51	Base	21.60	21.70
7	U122	Base	14.06	10B	U51	Base	21.70	21.80
7	U123	Base	14.06	10B	U51	Base	21.80	21.90
7	U124	Base	14.06	10B	U51	Base	21.90	22.00
7	U125	Base	14.06	10B	U51	Base	22.00	22.10
7	U126	Base	14.06	10B	U51	Base	22.10	22.20
7	U127	Base	14.06	10B	U51	Base	22.20	22.30
7	U128	Base	14.06	10B	U51	Base	22.30	22.40
7	U129	Base	14.06	10B	U51	Base	22.40	22.50
7	U130	Base	14.06	10B	U51	Base	22.50	22.60
7	U131	Base	14.06	10B	U51	Base	22.60	22.70
7	U132	Base	14.06	10B	U51	Base	22.70	22.80
7	U133	Base	14.06	10B	U51	Base	22.80	22.90
7	U134	Base	14.06	10B	U51	Base	22.90	23.00
7	U135	Base	14.06	10B	U51	Base	23.00	23.10
7	U136	Base	14.06	10B	U51	Base	23.10	23.20
7	U137	Base	14.06	10B	U51	Base	23.20	23.30
7	U138	Base	14.06	10B	U51	Base	23.30	23.40
7	U139	Base	14.06	10B	U51	Base	23.40	23.50
7	U140	Base	14.06	10B	U51	Base	23.50	23.60
7	U141	Base	14.06	10B	U51	Base	23.60	23.70
7	U142	Base	14.06	10B	U51	Base	23.70	23.80
7	U143	Base	14.06	10B	U51	Base	23.80	23.90
7	U144	Base	14.06	10B	U51	Base	23.90	24.00
7	U145	Base	14.06	10B	U51	Base	24.00	24.10
7	U146	Base	14.06	10B	U51	Base	24.10	24.20
7	U147	Base	14.06	10B	U51	Base	24.20	24.30
7	U148	Base	14.06	10B	U51	Base	24.30	24.40
7	U149	Base	14.06	10B	U51	Base	24.40	24.50
7	U150	Base	14.06	10B	U51	Base	24.50	24.60
7	U151	Base	14.06	10B	U51	Base	24.60	24.70
7	U152	Base	14.06	10B	U51	Base	24.70	24.80
7	U153	Base	14.06	10B	U51	Base	24.80	24.90
7	U154	Base	14.06	10B	U51	Base	24.90	25.00
7	U155	Base	14.06	10B	U51	Base	25.00	25.10
7	U156	Base	14.06	10B	U51	Base	25.10	25.20
7	U157	Base	14.06	10B	U51	Base	25.20	25.30
7	U158	Base	14.06	10B	U51	Base	25.30	25.40
7	U159	Base	14.06	10B	U51	Base	25.40	25.50
7	U160	Base	14.06	10B	U51	Base	25.50	25.60
7	U161	Base	14.06	10B	U51	Base	25.60	25.70
7	U162	Base	14.06	10B	U51	Base	25.70	25.80
7	U163	Base	14.06	10B	U51	Base	25.80	25.90
7	U164	Base	14.06	10B	U51	Base	25.90	26.00
7	U165	Base	14.06	10B	U51	Base	26.00	26.10
7	U166	Base	14.06	10B	U51	Base	26.10	26.20
7	U167	Base	14.06	10B	U51	Base	26.20	26.30
7	U168	Base	14.06	10B	U51	Base	26.30	26.40
7	U169	Base	14.06	10B	U51	Base	26.40	26.50
7	U170	Base	14.06	10B	U51	Base	26.50	26.60
7	U171	Base	14.06	10B	U51	Base	26.60	26.70
7	U172	Base	14.06	10B	U51	Base	26.70	26.80
7	U173	Base	14.06	10B	U51	Base	26.80	26.90
7	U174	Base	14.06	10B	U51	Base	26.90	27.00
7	U175	Base	14.06	10B	U51	Base	27.00	27.10
7	U176	Base	14.06	10B	U51	Base	27.10	27.20
7	U177	Base	14.06	10B	U51	Base	27.20	27.30
7	U178	Base	14.06	10B	U51	Base	27.30	27.40
7	U179	Base	14.06	10B	U51	Base	27.40	27.50
7	U180	Base	14.06	10B	U51	Base	27.50	27.60
7	U181	Base	14.06	10B	U51	Base	27.60	27.70
7	U182	Base	14.06	10B	U51	Base	27.70	27.80
7	U183	Base	14.06	10B	U51	Base	27.80	27.90
7	U184	Base	14.06	10B	U51	Base	27.90	28.00
7	U185	Base	14.06	10B	U51	Base	28.00	28.10
7	U186	Base	14.06	10B	U51	Base	28.10	28.20
7	U187	Base	14.06	10B	U51	Base	28.20	28.30
7	U188	Base	14.06	10B	U51	Base	28.30	28.40
7	U189	Base	14.06	10B	U51	Base	28.40	28.50
7	U190	Base	14.06	10B	U51	Base	28.50	28.60
7	U191	Base	14.06	10B	U51	Base	28.60	28.70
7	U192	Base	14.06	10B	U51	Base	28.70	28.80
7	U193	Base	14.06	10B	U51	Base	28.80	28.90
7	U194	Base	14.06	10B	U51	Base	28.90	29.00
7	U195	Base	14.06	10B	U51			

ESP SALARY SCHEDULES 2011-12

Pay Level	Slot #	Desc	Change to Base	Days	Hours/Day	Hours*Days	Addl Per Hr	Exp. Step
10C	U52	Base	16.76					0
10C	U41	12 Mo	16.81					1
10D	U93	Base	16.89					2
10X	U47	Base	20.20					3
11	U55	Base	16.94					4
11	U29	12 Mo	16.99					5
11X	U48	Base	20.32					6
12	U56	Base	18.50					7
12	U30	12 Mo	18.56					8
12X	U53	Base	22.03					9
13	U57	Base	20.51					10
13	U32	12 MO	20.56					11
14	U58	Base	22.12					12
14	U35	12 Mo	22.18					13
			16.87					14
			17.03					15
			17.03					16
			17.03					17
			17.20					18
			17.39					19
			17.61					20
			17.81					21
			18.04					22
			18.30					23
			18.53					24
			18.80					25
			19.07					26
			19.33					27
			19.61					28
			19.89					29
			20.16					30
			20.42					31
			20.72					32
			21.01					33
			21.23					34
			21.54					35
			21.81					36
			22.08					37
			22.35					38
			22.60					39
			22.88					40
			23.19					41
			20.21					42
			20.52					43
			20.88					44
			21.22					45
			21.60					46
			21.93					47
			22.29					48
			22.61					49
			22.98					50
			23.33					51
			23.68					52
			24.03					53
			24.38					54
			24.73					55
			25.12					56
			19.49					57
			19.85					58
			20.18					59
			20.56					60
			20.88					61
			21.22					62
			21.60					63
			21.93					64
			22.29					65
			22.61					66
			22.98					67
			23.33					68
			23.68					69
			24.03					70
			24.38					71
			24.73					72
			25.12					73
			19.54					74
			19.90					75
			20.23					76
			20.61					77
			20.93					78
			21.28					79
			21.66					80
			22.05					81
			22.40					82
			22.76					83
			23.13					84
			23.43					85
			23.76					86
			24.07					87
			24.40					88
			24.72					89
			25.05					90
			25.38					91
			25.69					92
			26.01					93
			26.36					94
			26.65					95
			27.00					96
			27.34					97
			27.65					98
			28.00					99
			28.35					100
			28.76					101
			29.17					102
			29.54					103
			29.96					104
			30.33					105
			26.07					106
			26.41					107
			26.73					108
			27.09					109
			27.47					110
			27.86					111
			28.21					112
			28.58					113
			28.93					114
			29.30					115
			29.64					116
			29.99					117
			30.35					118





ESP SALARY SCHEDULES 2011-12

Pay Level	IK	12	12	12X	13	14	14	15	16
Slot #	U10	U83	U#2	U87	U80	UX1	U01	U91	U90
Desc	IK w Assoc	Associates	Masters	Bachelors	Bachelors	Bachelors	Masters	Masters	Associates
Change to Base	591.00	591.00	1477.00	1181.00	1181.00	1181.00	1477.00	1477.00	591.00
Days	187	254	217	254	254	254	254	254	254
Hours/Day	7.00	7.50	7.50	7.50	7.50	7.50	7.50	7.5000	7.50
Hours*Days	1309.00	1905.00	1627.50	1905.00	1905.00	1905.00	1905.00	1905.00	1905.00
Addl Per Hr	0.4515	0.3102	0.9075	0.6199	0.6199	0.6199	0.7753	0.7753	0.3102
0	20.0115	18.8702	19.4075	22.6499	21.1799	22.7999	22.9553	24.3253	25.4502
1	20.1315	18.9802	19.5275	22.7799	21.3099	22.9399	23.0953	24.4653	25.6002
2	20.3315	19.1602	19.7075	22.9899	21.5099	23.1499	23.3053	24.6953	25.8402
3	20.3315	19.1602	19.7075	22.9899	21.5099	23.1499	23.3053	24.6953	25.8402
4	20.3315	19.1602	19.7075	22.9899	21.5099	23.1499	23.3053	24.6953	25.8402
5	20.5615	19.4002	19.9475	23.2599	21.7399	23.3599	23.5153	24.9253	26.0702
6	20.8115	19.6402	20.1875	23.5399	21.9799	23.5999	23.7553	25.1753	26.2902
7	21.0915	19.9002	20.4475	23.8699	22.2399	23.8499	24.0053	25.4353	26.5502
8	21.3815	20.2002	20.7375	24.1999	22.5299	24.1099	24.2653	25.7253	26.8302
9	21.6815	20.4902	21.0375	24.5499	22.8199	24.4199	24.5753	26.0053	27.1202
10	22.0315	20.8002	21.3375	24.9199	23.1399	24.7099	24.8653	26.3353	27.4102
11	22.3515	21.1202	21.6575	25.3099	23.4299	24.9999	25.1553	26.6553	27.7302
12	22.6915	21.4502	21.9875	25.6899	23.7999	25.3099	25.4653	26.9853	28.0402
13	23.0415	21.7902	22.3275	26.1099	24.1099	25.6599	25.8153	27.3253	28.3802
14	23.4215	22.1202	22.6575	26.4799	24.4499	26.0199	26.1753	27.6853	28.7502
15	23.7915	22.4802	23.0275	26.9199	24.8099	26.3799	26.5353	28.0153	29.0502
16	24.1915	22.8402	23.3775	27.3099	25.1599	26.6999	26.8553	28.3753	29.4302
17	24.5315	23.1602	23.6975	27.7399	25.5099	27.0999	27.2553	28.7553	29.7902
18	24.9015	23.5402	24.0775	28.1399	25.8399	27.4299	27.5853	29.0853	30.1402
19	25.2815	23.8802	24.4175	28.5799	26.2199	27.7899	27.9453	29.4253	30.5102
20	25.6615	24.2302	24.7575	28.9699	26.5799	28.1599	28.3153	29.8253	30.8802
21	26.0115	24.5802	25.1175	29.4099	26.9299	28.4799	28.6353	30.1453	31.2002
22	26.4115	24.9302	25.4575	29.8299	27.2799	28.8299	28.9853	30.5153	31.5902
23	26.7915	25.3002	25.8275	30.2399	27.6299	29.1999	29.3553	30.8753	31.9402
24	27.1215	25.6402	26.1675	30.6599	27.9899	29.5499	29.7053	31.2053	32.2702
25	27.5215	25.9902	26.5075	31.0499	28.3399	29.9199	30.0753	31.5753	32.6602
26	27.9115	26.3402	26.8675	31.4599	28.6899	30.2599	30.4153	31.9153	32.9702
27	28.2315	26.6902	27.2075	31.8799	29.0599	30.6099	30.7653	32.2653	33.3302
28	28.6515	27.0602	27.5875	32.3399	29.3799	30.9699	31.1253	32.6353	33.7002

Exp. Step