

TENTATIVE AGREEMENT

2006

AMENDMENT

TO THE

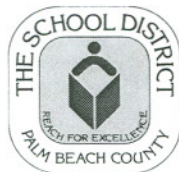
2003-2006 LABOR CONTRACT

BETWEEN

PALM BEACH COUNTY SCHOOL DISTRICT

AND THE

ASSOCIATION OF EDUCATIONAL SECRETARIES AND
OFFICE PROFESSIONALS



ASSOCIATION OF EDUCATIONAL
SECRETARIES AND OFFICE
PROFESSIONALS

Peggy McKeefry 3/28/06
Peggy McKeefry, President Date

Natalie Engel 3/28/06
Natalie Engel, Negotiator Date

SCHOOL DISTRICT OF PALM BEACH
COUNTY, FLORIDA

James Hayes, Jr. 3-28-06
James Hayes, Jr., Chief Negotiator Date

Van V. Ludy 03/28/06
Van V. Ludy, Co-Chief Negotiator Date

THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA

Monroe Benaim, M.D.

District 1

Paulette Burdick

District 2

William Graham, Vice-Chairman

District 3

Thomas E. Lynch, Chairman

District 4

Mark Hansen

District 5

Sandra Richmond, Ed.D.

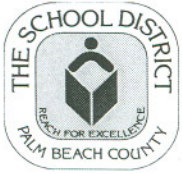
District 6

Debra L. Robinson, M.D.

District 7



Arthur C. Johnson, Ph.D.
Superintendent of Schools



BARGAINING TEAM

James Hayes, Jr., Chief Negotiator

Van V. Ludy, Co-Chief Negotiator

Mike Burke, Director, Budget Services

**Ernie Camerino, Assistant Director, Compensation &
Employee Information Services**

Henry Floyd, Principal, Lake Shore Middle School

Dorothy McKinon, Principal, Gold Coast School of Choice

Larna Ramsey, Specialist, Labor Relations

Mike Riley, Principal, South Grade Elementary School



BARGAINING TEAM

Peggy McKeefry, President

Natalie Engel, Negotiator

Angela Barnes, Accounting Department

Jody Johansen, Secretary, Exceptional Student Education

Judy Lerro, Secretary, Research and Evaluation Department

Jean Ruzycski, School Secretary, S.D. Spady Elementary School



ARTICLE I

SECTION A - DEFINITIONS

11. Collective Bargaining – The performance of the mutual obligations of the public employer and the bargaining agent of the employee organization to meet at reasonable times, to negotiate in good faith, and to execute a written contract with respect to agreements reached that pertain to wages, hours of work, and terms and conditions of employment.

12. AESOP – The bargaining agent recognized by the public employer and certified by PERC as designated or selected by a majority of public employees as their representative for purposes of collective bargaining.



ARTICLE I

SECTION B – RECOGNITION

3. Any position created or any change in title of any position shall not result in such position being excluded from the AESOP unit, except in the instance such position is proposed by the School Board or the Superintendent of Schools to be managerial or confidential within the meaning of (PERA). The bargaining unit will be timely notified of such proposals.



ARTICLE 3 – EMPLOYEE RIGHTS & RESPONSIBILITIES

Section A – Work Year And Working Hours

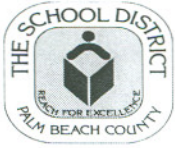
1. Workweek

The basic workweek shall consist of forty (40) hours unless otherwise specified by the District. Where practical, to accomplish the mission of the District, the workweek should be scheduled in five (5) or fewer consecutive workdays. During the normal workday, hours shall be scheduled consecutively. The District shall establish the basic workday, workweek, work year and the hours of work best suited to meet the needs of the Department and to provide superior service to the District. Nothing in this Agreement shall be construed as a guarantee or limitation of the number of hours per day or days per week to be worked.

The parties agree to establish a joint committee to review contract provisions pertaining to establishing the number of hours in a workday, the number of days in a workweek, the number of days/weeks in the contract work year and the assignment of duties not directly related to the job description. The joint committee will also review the practice an employee's hours/duty days being shortened during that year. The joint committee will recommend changes to applicable sections of the contract and will be established within twenty (20) days of the ratification of this agreement. Each party may appoint five (5) members to the joint committee. ~~Subject to future bargaining by the parties, the committee's report will be used as a basis to establish working hours, work days, the work year, and the assignment or non-assignment of duties, not directly related to the job description except as may be mutually agreed to by the parties.~~ A report and recommendations will be submitted to the Superintendent of Schools and Association President on or before August 1, 2006. Immediately thereafter, the parties shall meet to negotiate those recommendations that are the subject of bargaining.

When an employee is removed from his/her job duties and assigned temporary duties in a higher classification for fifteen (15) consecutive work days, the employee shall receive a five percent (5%) increase or the new minimum of the higher classification, whichever is greater. The increase will be retroactive to the first day of the assignment in the higher classification. All reassignments in this provision shall be done by the Principal or Department Head. In no instance, however, will a paraprofessional I be eligible for substitute teacher or permanent substitute pay.

Paragraphs 2, 3, and 4 of this Section remain unchanged.



ARTICLE 3 – EMPLOYEES RIGHTS AND RESPONSIBILITIES

SECTION B- PERSONNEL PROCEDURES

All provisions remain unchanged except as follows:

1. Transfers/Involuntary Transfers/Temporary Transfers

Employee wishing to transfer must apply to the School or Department. Application is made by submitting a letter of application and resume. In the future, this submission may be required to be sent via the web. Employees desiring to transfer must possess the qualifications stated in Board approved job descriptions. An employee whose transfer request is approved by the School/Department having the vacancy will be released from his/her current assignment as soon as practical, but not later than twenty (20) workdays from the date his/her transfer was approved by that School/Department.



ARTICLE 3 – EMPLOYEES RIGHTS AND RESPONSIBILITIES

SECTION B- PERSONNEL PROCEDURES

All provisions remain unchanged except as follows:

3. Vacancies

- ~~(a) All openings shall be listed as a job opening with Personnel Services.~~
- ~~(b) Any Job Opening will be posted prior to filling the position. The vacancy will be posted in the publication *FOCUS ON EDUCATION* and on the Employment Hotline unless changed by the district to some other form of advertising or posting.~~
- ~~(c) Current employees possessing the necessary qualifications shall be given equal consideration from among qualified applicants for such vacancies or promotions whenever possible.~~
- (a) All AESOP bargaining unit vacancies and promotional vacancies in a Department or School will be posted internally in that Department or School to provide current AESOP bargaining unit employees assigned to that Department or to that School the opportunity to apply for and be considered to fill the posted vacancy.**
- (b) In the event a posted vacancy is not filled as provided in (a) above, the vacancy will be posted on the web with the notation that only District employees are being considered to fill the vacancy at this time. This will provide the opportunity for all AESOP bargaining unit employees in the District to apply for and be considered to fill the posted vacancy.**
- (c) In the event the posted vacancy is not filled from within the Department, School or District as provided in (a) and (b) above, the vacancy will again be posted on the web except it will not indicate that only current employees are being considered at this time. After following provisions of (a) and (b) above, the District may consider applicants who are not current employees to fill the posted vacancy.**



ARTICLE 3 – EMPLOYEES RIGHTS AND RESPONSIBILITIES

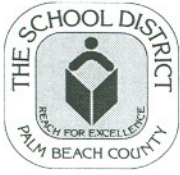
SECTION B- PERSONNEL PROCEDURES

New provision:

13. Excessing

When a School or Department must reduce the number of employees at that School or Department due to declining student enrollment, budgetary restrictions, reorganization or other reasons as determined by the District, the following provisions will apply:

- (a) Employees will be excessed by seniority based on the employee's length of continuous employment with the District, including approved leaves of absence, and not based on the length of time the employee has been in a particular position.
- (b) Excessing will be by job code with the least senior employee being excessed unless a more senior employee in that same job code at that work location volunteers to be excessed. In such cases, the volunteering employee will be excessed and the less senior employee in that job code will not be excessed.
- (c) The only exception to this provision is when a less senior employee has received specialized training such as in ESE, Pre-K, etc. and if the more senior employee within that job code at the School or Department declines to be trained in that area. In these cases, the more senior employee who declines to be trained will be excessed and the less senior trained employee will not be excessed.
- (d) Employees to be excessed will be notified in writing in a timely manner and are encouraged to seek transfers to Schools or Departments that have posted vacancies.
- (e) For those excessed employees who are unable to secure another position through the transfer process, the District will list all unplaced excessed employees according to their seniority and starting with the most senior, place those employees in positions for which they are qualified.
- (f) When placing an excessed employee, consideration shall be given to the individual's prior year work location, assignment, workday, and work year.



ARTICLE 3 – EMPLOYEES RIGHTS AND RESPONSIBILITIES

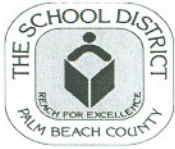
SECTION B- PERSONNEL PROCEDURES

New provision:

16. Probationary Employees

New provision:

- (f) Step 0 shall be the entry pay rate for all newly hired probationary employees, except as provided for in paragraph 9 above.



ARTICLE 6 - COMPENSATION AND BENEFITS

SECTION A - PAY SCHEDULE

1. (a) Effective July 1, 2003, and thereafter no bargaining unit employee shall be granted a step increase on the salary schedule unless a step increase is specifically negotiated and agreed to between the parties.
- ~~(b) Effective January 1, 2004, a 4% across the Board increase will be applied to the current salary schedule. The January 1, 2004 salary schedule is attached as Appendix A.~~
- ~~(c) Effective January 1, 2005, a 4% across the board increase will be applied to the January 1, 2004 salary schedule. The January 1, 2005 salary schedule is attached as Appendix B. The salary schedules contained in Appendix B will range from Levels 5 through 14. Notwithstanding the Preamble provisions of the parties 2003-2006 Collective Bargaining Agreement, the parties agree that this salary schedule is not subject to change until January 1, 2006 and that any future salary agreements will be effective January 1, of any given year unless an alternative date is mutually agreed to by the parties.~~
- (b) Effective January 1, 2006, the FY06 Performance Based Salary Schedules shall be improved across the board by .5% and eligible employees as defined in (1) and (2) below shall be granted a FY06 salary increase as follows:**
 - (1) Eligible employees whose District service is less than six (6) years as of July 1, 2005, shall be granted a one (1) step increase, effective January 1, 2006.**
 - (2) Eligible employees whose District service is six (6) years or greater as of July 1, 2005, shall be granted a two (2) step salary increase, effective January 1, 2006.**
- (c) Only bargaining unit employees who are employees at the time of Board action are entitled to any retroactive pay increase. Only those employees whose evaluations with the District are rated as being overall satisfactory the previous school year will receive this salary increase.
- (d) Any bargaining unit members at the maximum step of the Pay Plan will have their salaries frozen and red-lined after the **across the board** increase is applied as provided in paragraph (e**b**) above. Accordingly, no bargaining unit employee at step 25 is eligible for a step increase based on an overall satisfactory annual evaluation the previous year or any increase in pay that will place them outside the new salary schedule **except as provided in b(1) or (2) above when those employees with six or more years of service with the District who were at step 24 or 25 will be granted an increase of two (2) steps even if this takes their salaries off the salary schedule. This exception also applies to those employees with less than six (6) years of District service who were at step 25 who will be granted an increase of one (1) step if this takes their salaries off the salary schedule. This exception is for the period January 1, 2006 through December 31, 2006 and is not a continuing provision. Unless otherwise agreed to by the parties, those employees being paid off the Salary Schedule during the period January 1, 2006 through December 31, 2006 will not be granted further salary increases until any future negotiated Salary Schedule maximums at step 25 exceeds their off the schedule salaries.**

Paragraphs 2, 3, 4, 5, 6 and 7 of this Section remain unchanged.

8. The parties agree to establish a joint committee comprised of three (3) representatives of the Association and three (3) representatives of the District to study and make recommendations concerning the desirability and feasibility of establishing a Performance Pay Program for Association represented employees and to separately study and make recommendations concerning the desirability and feasibility of providing reimbursement to an employee who is asked to drive his/her personal vehicle on school business and that vehicle is vandalized and/or personal property of the employee is stolen from the vehicle while on school business. The parties also agree to review district job classification policies and practices. The committee will also address pay comparability issues. A report and recommendations will be submitted to the Superintendent of Schools and Association President on or before August 1, 2006.



ARTICLE 6 – COMPENSATION AND BENEFITS

SECTION C- EDUCATIONAL INCENTIVE AWARDS

All provisions remain unchanged except as follows:

Just before “Level IV – Professional” add the following:

Note: The parties agree to temporarily reduce by half the number of in-service points that must be earned in order to attain the Level I, Level II and the Level III Educational Incentive Awards listed above until such time the District determines it has the training capacity to provide the full number of in-service points in the future to AESOP represented employees who wish to earn these points. When this is determined, the District will inform the AESOP President and the full number of in-service points required will be reinstated at that time. Until that time, the number of in-service points required for Level I A is temporarily reduced to 30; Level I B is temporarily reduced to 37; Level II is temporarily reduced to 60 and Level III is temporarily reduced to 60. These temporary reductions in the number of in-service points is effective for the 2005-2006 school year for awards to be paid in November of 2006.

Level IV - Professional

- Secretarial-clerical employees who have earned the designation “Certified Professional Secretary” (CPS) will be paid an annual educational incentive award of \$5600 effective for the 2005-2006 school year with the initial payment to be made in November of 2006.
- Secretarial-clerical employees who have earned an Associate Degree in a job-related area from an accredited college or university or who have earned an Associate Degree is directly related to the employee’s primary job assignment or a career field available to District employees will be paid an annual educational incentive award of \$1,000.
- Secretarial-clerical employees who have earned a Bachelors Degree in a job-related area from an accredited college or university or who have earned a Bachelor’s Degree is directly related to the employee’s primary job assignment or a career field available to District employees will be paid an annual educational incentive award of \$1,500.

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
Twelve Month Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	15,146	16,556	18,096	19,778	21,619	23,628	25,825	28,227	30,852	33,723	0
1	15,550	16,987	18,554	20,267	22,137	24,181	26,412	28,851	31,513	34,421	1
2	15,966	17,429	19,025	20,767	22,670	24,747	27,013	29,486	32,187	35,136	2
3	16,392	17,882	19,508	21,280	23,213	25,324	27,626	30,137	32,877	35,865	3
4	16,830	18,347	20,001	21,806	23,772	25,917	28,254	30,801	33,580	36,607	4
5	17,279	18,825	20,510	22,344	24,344	26,523	28,896	31,482	34,299	37,367	5
6	17,739	19,314	21,031	22,897	24,929	27,143	29,552	32,175	35,033	38,144	6
7	18,213	19,817	21,562	23,462	25,529	27,777	30,224	32,887	35,782	38,933	7
8	18,699	20,332	22,110	24,043	26,142	28,426	30,910	33,611	36,548	39,741	8
9	19,197	20,862	22,671	24,636	26,771	29,092	31,612	34,353	37,330	40,565	9
10	19,709	21,404	23,245	25,244	27,414	29,771	32,332	35,111	38,129	41,407	10
11	20,236	21,961	23,835	25,868	28,074	30,468	33,066	35,884	38,944	42,264	11
12	20,776	22,532	24,439	26,505	28,748	31,179	33,816	36,676	39,778	43,142	12
13	21,330	23,120	25,059	27,163	29,439	31,909	34,586	37,485	40,630	44,036	13
14	21,899	23,721	25,695	27,832	30,147	32,655	35,372	38,313	41,498	44,950	14
15	22,482	24,339	26,347	28,519	30,872	33,418	36,174	39,158	42,387	45,881	15
16	23,083	24,972	27,014	29,223	31,613	34,199	36,996	40,022	43,294	46,833	16
17	23,699	25,621	27,699	29,946	32,374	34,999	37,837	40,904	44,220	47,804	17
18	24,331	26,287	28,402	30,685	33,153	35,818	38,697	41,807	45,168	48,796	18
19	24,979	26,970	29,123	31,443	33,949	36,655	39,576	42,729	46,134	49,808	19
20	25,648	27,673	29,861	32,220	34,764	37,513	40,474	43,671	47,120	50,842	20
21	26,332	28,394	30,618	33,014	35,601	38,389	41,394	44,634	48,129	51,896	21
22	27,035	29,132	31,393	33,831	36,457	39,287	42,336	45,621	49,159	52,972	22
23	27,754	29,891	32,190	34,667	37,335	40,205	43,296	46,626	50,212	54,071	23
24	28,496	30,670	33,007	35,523	38,231	41,145	44,280	47,655	51,286	55,192	24
25	29,257	31,466	33,843	36,400	39,150	42,106	45,286	48,705	52,384	56,336	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
226 Day Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	14,504	15,854	17,329	18,940	20,703	22,627	24,731	27,031	29,545	32,294	0
1	14,891	16,267	17,768	19,408	21,199	23,156	25,293	27,629	30,178	32,962	1
2	15,289	16,690	18,219	19,887	21,709	23,698	25,868	28,237	30,823	33,647	2
3	15,697	17,124	18,681	20,378	22,229	24,251	26,455	28,860	31,484	34,345	3
4	16,117	17,570	19,154	20,882	22,765	24,819	27,057	29,496	32,157	35,056	4
5	16,547	18,027	19,641	21,397	23,312	25,399	27,672	30,148	32,846	35,784	5
6	16,987	18,496	20,140	21,927	23,873	25,993	28,300	30,812	33,549	36,528	6
7	17,441	18,977	20,648	22,468	24,447	26,600	28,943	31,493	34,266	37,283	7
8	17,907	19,470	21,173	23,024	25,034	27,222	29,600	32,187	34,999	38,057	8
9	18,384	19,978	21,710	23,592	25,637	27,859	30,273	32,897	35,748	38,846	9
10	18,874	20,497	22,260	24,174	26,252	28,510	30,962	33,623	36,513	39,652	10
11	19,379	21,030	22,825	24,772	26,884	29,177	31,665	34,363	37,294	40,473	11
12	19,896	21,577	23,403	25,382	27,530	29,858	32,383	35,122	38,092	41,314	12
13	20,426	22,140	23,997	26,012	28,192	30,557	33,120	35,897	38,908	42,170	13
14	20,971	22,716	24,606	26,653	28,870	31,271	33,873	36,690	39,740	43,045	14
15	21,529	23,308	25,231	27,311	29,564	32,002	34,641	37,499	40,591	43,937	15
16	22,105	23,914	25,869	27,985	30,273	32,750	35,428	38,326	41,460	44,849	16
17	22,695	24,535	26,525	28,677	31,002	33,516	36,234	39,171	42,346	45,778	17
18	23,300	25,173	27,199	29,385	31,748	34,300	37,057	40,036	43,254	46,728	18
19	23,921	25,827	27,889	30,111	32,510	35,102	37,899	40,918	44,179	47,697	19
20	24,561	26,500	28,596	30,855	33,291	35,923	38,759	41,821	45,123	48,688	20
21	25,216	27,191	29,321	31,615	34,092	36,762	39,640	42,743	46,090	49,697	21
22	25,889	27,898	30,063	32,397	34,912	37,622	40,542	43,688	47,076	50,727	22
23	26,578	28,624	30,826	33,198	35,753	38,501	41,461	44,650	48,084	51,780	23
24	27,289	29,370	31,608	34,018	36,611	39,402	42,404	45,636	49,113	52,853	24
25	28,017	30,133	32,409	34,858	37,491	40,322	43,367	46,641	50,164	53,949	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
216 Day Calendar
8 Hours Per Day**

Effective January 1, 2004

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	13,862	15,153	16,562	18,102	19,787	21,626	23,636	25,835	28,237	30,865	0
1	14,232	15,547	16,982	18,549	20,261	22,132	24,174	26,406	28,842	31,504	1
2	14,613	15,952	17,413	19,007	20,749	22,650	24,724	26,987	29,459	32,158	2
3	15,003	16,367	17,855	19,477	21,246	23,178	25,285	27,583	30,091	32,826	3
4	15,404	16,792	18,306	19,958	21,757	23,721	25,860	28,191	30,734	33,505	4
5	15,815	17,230	18,772	20,450	22,281	24,275	26,447	28,814	31,392	34,200	5
6	16,236	17,677	19,249	20,957	22,816	24,843	27,048	29,448	32,064	34,911	6
7	16,670	18,138	19,735	21,474	23,366	25,423	27,663	30,100	32,750	35,634	7
8	17,114	18,609	20,236	22,005	23,927	26,017	28,291	30,763	33,451	36,373	8
9	17,570	19,094	20,750	22,548	24,502	26,627	28,933	31,442	34,166	37,127	9
10	18,039	19,590	21,275	23,105	25,091	27,248	29,592	32,135	34,898	37,898	10
11	18,521	20,100	21,815	23,676	25,695	27,886	30,264	32,843	35,644	38,682	11
12	19,015	20,623	22,368	24,259	26,312	28,537	30,950	33,568	36,407	39,486	12
13	19,522	21,161	22,935	24,861	26,944	29,205	31,655	34,308	37,187	40,304	13
14	20,043	21,711	23,517	25,473	27,592	29,888	32,374	35,066	37,981	41,141	14
15	20,577	22,276	24,114	26,102	28,256	30,586	33,108	35,840	38,795	41,993	15
16	21,127	22,856	24,725	26,746	28,934	31,301	33,861	36,630	39,625	42,864	16
17	21,691	23,450	25,352	27,408	29,630	32,033	34,630	37,438	40,473	43,753	17
18	22,269	24,059	25,995	28,085	30,343	32,783	35,418	38,264	41,340	44,661	18
19	22,862	24,684	26,655	28,778	31,072	33,549	36,222	39,108	42,224	45,587	19
20	23,474	25,328	27,330	29,489	31,818	34,334	37,044	39,970	43,127	46,533	20
21	24,100	25,988	28,023	30,216	32,584	35,136	37,886	40,851	44,050	47,498	21
22	24,744	26,663	28,733	30,964	33,367	35,958	38,748	41,755	44,993	48,483	22
23	25,402	27,358	29,462	31,729	34,171	36,798	39,627	42,675	45,957	49,489	23
24	26,081	28,071	30,210	32,513	34,991	37,658	40,527	43,616	46,940	50,515	24
25	26,778	28,799	30,975	33,315	35,832	38,538	41,448	44,577	47,945	51,562	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
206 Day Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	13,221	14,451	15,796	17,264	18,871	20,624	22,542	24,639	26,930	29,436	0
1	13,573	14,828	16,195	17,691	19,323	21,107	23,055	25,184	27,507	30,045	1
2	13,936	15,213	16,607	18,127	19,788	21,601	23,579	25,738	28,095	30,670	2
3	14,308	15,609	17,028	18,575	20,262	22,105	24,114	26,306	28,698	31,306	3
4	14,691	16,015	17,459	19,034	20,750	22,622	24,662	26,886	29,311	31,954	4
5	15,083	16,432	17,903	19,504	21,249	23,151	25,223	27,480	29,939	32,617	5
6	15,484	16,859	18,358	19,986	21,760	23,693	25,795	28,085	30,580	33,295	6
7	15,898	17,298	18,821	20,480	22,284	24,246	26,382	28,706	31,233	33,984	7
8	16,322	17,747	19,299	20,987	22,819	24,813	26,981	29,338	31,902	34,689	8
9	16,757	18,210	19,789	21,504	23,368	25,394	27,594	29,986	32,585	35,408	9
10	17,204	18,683	20,290	22,035	23,929	25,987	28,222	30,648	33,282	36,143	10
11	17,664	19,169	20,805	22,580	24,505	26,595	28,863	31,322	33,993	36,891	11
12	18,135	19,668	21,332	23,136	25,094	27,216	29,517	32,014	34,721	37,658	12
13	18,619	20,181	21,874	23,710	25,697	27,853	30,189	32,720	35,465	38,438	13
14	19,115	20,706	22,429	24,294	26,315	28,504	30,876	33,443	36,223	39,236	14
15	19,624	21,245	22,998	24,894	26,948	29,170	31,576	34,180	36,999	40,049	15
16	20,149	21,798	23,580	25,508	27,594	29,852	32,293	34,934	37,791	40,880	16
17	20,686	22,364	24,178	26,139	28,259	30,550	33,027	35,704	38,599	41,727	17
18	21,238	22,945	24,792	26,784	28,939	31,265	33,778	36,493	39,426	42,593	18
19	21,804	23,542	25,421	27,446	29,633	31,995	34,545	37,297	40,270	43,476	19
20	22,388	24,155	26,065	28,124	30,345	32,744	35,329	38,120	41,130	44,379	20
21	22,985	24,785	26,726	28,817	31,075	33,509	36,132	38,960	42,011	45,299	21
22	23,598	25,429	27,402	29,530	31,823	34,293	36,954	39,822	42,910	46,238	22
23	24,226	26,091	28,098	30,260	32,589	35,094	37,792	40,699	43,829	47,198	23
24	24,874	26,771	28,811	31,007	33,371	35,915	38,651	41,597	44,767	48,176	24
25	25,538	27,466	29,541	31,773	34,173	36,754	39,529	42,514	45,725	49,175	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
196 Day Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	12,579	13,750	15,029	16,426	17,955	19,623	21,448	23,443	25,623	28,007	0
1	12,914	14,108	15,409	16,832	18,385	20,083	21,935	23,961	26,172	28,587	1
2	13,260	14,475	15,800	17,247	18,828	20,553	22,435	24,488	26,732	29,181	2
3	13,614	14,851	16,202	17,673	19,279	21,032	22,944	25,029	27,305	29,786	3
4	13,977	15,237	16,611	18,110	19,743	21,524	23,465	25,580	27,888	30,402	4
5	14,350	15,634	17,034	18,557	20,218	22,028	23,998	26,146	28,486	31,034	5
6	14,732	16,040	17,466	19,016	20,704	22,542	24,543	26,722	29,095	31,679	6
7	15,126	16,458	17,907	19,485	21,202	23,069	25,101	27,313	29,717	32,334	7
8	15,530	16,886	18,363	19,968	21,711	23,608	25,671	27,914	30,353	33,005	8
9	15,943	17,326	18,828	20,460	22,234	24,161	26,254	28,530	31,003	33,690	9
10	16,368	17,776	19,305	20,965	22,768	24,725	26,852	29,160	31,666	34,389	10
11	16,806	18,239	19,795	21,484	23,316	25,304	27,462	29,802	32,343	35,101	11
12	17,255	18,713	20,297	22,013	23,875	25,894	28,084	30,460	33,036	35,830	12
13	17,715	19,201	20,812	22,559	24,449	26,501	28,724	31,132	33,744	36,572	13
14	18,187	19,700	21,340	23,115	25,037	27,120	29,377	31,819	34,464	37,331	14
15	18,671	20,214	21,881	23,685	25,639	27,754	30,043	32,521	35,203	38,105	15
16	19,171	20,739	22,435	24,270	26,255	28,403	30,725	33,239	35,956	38,895	16
17	19,682	21,278	23,004	24,870	26,887	29,067	31,424	33,971	36,725	39,702	17
18	20,207	21,832	23,588	25,484	27,534	29,747	32,138	34,721	37,512	40,525	18
19	20,745	22,399	24,187	26,114	28,195	30,442	32,868	35,487	38,315	41,366	19
20	21,301	22,983	24,800	26,759	28,872	31,155	33,614	36,269	39,134	42,225	20
21	21,869	23,581	25,429	27,418	29,567	31,882	34,378	37,069	39,972	43,100	21
22	22,453	24,194	26,072	28,097	30,278	32,628	35,160	37,889	40,827	43,994	22
23	23,050	24,825	26,734	28,791	31,007	33,391	35,958	38,723	41,701	44,906	23
24	23,666	25,472	27,413	29,502	31,751	34,171	36,775	39,578	42,593	45,837	24
25	24,298	26,133	28,107	30,231	32,514	34,969	37,610	40,450	43,505	46,788	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
190 Day Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	12,194	13,329	14,569	15,923	17,405	19,023	20,791	22,725	24,838	27,150	0
1	12,519	13,676	14,938	16,317	17,822	19,468	21,264	23,228	25,371	27,712	1
2	12,854	14,032	15,317	16,719	18,251	19,923	21,748	23,739	25,913	28,287	2
3	13,197	14,397	15,706	17,132	18,688	20,388	22,241	24,263	26,469	28,874	3
4	13,550	14,771	16,103	17,556	19,138	20,865	22,747	24,797	27,035	29,472	4
5	13,911	15,156	16,512	17,989	19,599	21,353	23,264	25,346	27,614	30,084	5
6	14,281	15,549	16,932	18,434	20,070	21,852	23,792	25,904	28,205	30,709	6
7	14,663	15,954	17,359	18,889	20,553	22,363	24,333	26,477	28,808	31,344	7
8	15,054	16,369	17,800	19,357	21,047	22,885	24,885	27,060	29,424	31,995	8
9	15,455	16,796	18,252	19,834	21,553	23,422	25,450	27,657	30,054	32,658	9
10	15,867	17,232	18,714	20,324	22,071	23,968	26,030	28,267	30,697	33,336	10
11	16,292	17,680	19,189	20,826	22,602	24,529	26,621	28,890	31,353	34,026	11
12	16,726	18,140	19,675	21,339	23,145	25,102	27,225	29,527	32,025	34,733	12
13	17,172	18,614	20,175	21,869	23,701	25,689	27,845	30,179	32,711	35,453	13
14	17,631	19,097	20,687	22,407	24,271	26,290	28,477	30,845	33,409	36,189	14
15	18,100	19,595	21,212	22,960	24,855	26,904	29,123	31,526	34,125	36,938	15
16	18,584	20,105	21,749	23,527	25,451	27,533	29,785	32,221	34,855	37,705	16
17	19,080	20,627	22,300	24,109	26,064	28,177	30,462	32,931	35,601	38,486	17
18	19,589	21,163	22,866	24,704	26,691	28,837	31,154	33,658	36,364	39,285	18
19	20,110	21,713	23,446	25,314	27,332	29,510	31,862	34,400	37,142	40,100	19
20	20,649	22,279	24,041	25,940	27,988	30,201	32,585	35,159	37,936	40,932	20
21	21,199	22,860	24,650	26,579	28,662	30,906	33,326	35,934	38,748	41,781	21
22	21,765	23,454	25,274	27,237	29,351	31,629	34,084	36,729	39,577	42,647	22
23	22,344	24,065	25,916	27,910	30,058	32,368	34,857	37,538	40,425	43,532	23
24	22,942	24,692	26,573	28,599	30,779	33,125	35,649	38,366	41,290	44,434	24
25	23,554	25,333	27,246	29,305	31,519	33,899	36,459	39,212	42,174	45,355	25

**THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
2007 AESOP Proposed Salary Schedule**

**AESOP (Association of Educational Secretaries and Office Professionals)
182 Day Calendar
8 Hours Per Day**

Effective January 1, 2006

Step	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Step
0	11,680	12,768	13,955	15,253	16,672	18,222	19,916	21,768	23,793	26,007	0
1	11,992	13,100	14,309	15,630	17,072	18,648	20,369	22,250	24,302	26,545	1
2	12,313	13,441	14,672	16,015	17,483	19,085	20,832	22,739	24,822	27,096	2
3	12,641	13,790	15,044	16,411	17,902	19,530	21,305	23,241	25,354	27,659	3
4	12,979	14,149	15,425	16,816	18,333	19,987	21,789	23,753	25,896	28,231	4
5	13,325	14,518	15,817	17,231	18,774	20,454	22,284	24,278	26,451	28,817	5
6	13,680	14,895	16,219	17,658	19,225	20,932	22,790	24,813	27,017	29,416	6
7	14,046	15,283	16,628	18,094	19,688	21,421	23,308	25,362	27,595	30,025	7
8	14,420	15,680	17,051	18,542	20,160	21,922	23,837	25,920	28,185	30,648	8
9	14,804	16,088	17,484	18,999	20,645	22,435	24,379	26,493	28,788	31,283	9
10	15,199	16,506	17,926	19,468	21,141	22,959	24,934	27,077	29,405	31,933	10
11	15,606	16,936	18,381	19,949	21,650	23,497	25,500	27,673	30,033	32,593	11
12	16,022	17,376	18,847	20,440	22,170	24,045	26,078	28,284	30,676	33,271	12
13	16,449	17,830	19,325	20,948	22,703	24,608	26,672	28,908	31,333	33,960	13
14	16,888	18,293	19,816	21,464	23,249	25,183	27,278	29,546	32,003	34,665	14
15	17,338	18,770	20,318	21,993	23,808	25,772	27,897	30,198	32,688	35,383	15
16	17,801	19,258	20,833	22,536	24,380	26,374	28,531	30,864	33,388	36,117	16
17	18,276	19,759	21,361	23,094	24,966	26,991	29,179	31,545	34,102	36,866	17
18	18,764	20,272	21,903	23,664	25,567	27,622	29,843	32,241	34,833	37,631	18
19	19,263	20,799	22,459	24,248	26,181	28,268	30,520	32,952	35,578	38,411	19
20	19,779	21,341	23,028	24,848	26,810	28,930	31,213	33,678	36,338	39,209	20
21	20,307	21,897	23,612	25,460	27,455	29,605	31,922	34,421	37,116	40,021	21
22	20,849	22,466	24,210	26,090	28,115	30,298	32,649	35,182	37,911	40,851	22
23	21,404	23,052	24,824	26,735	28,792	31,006	33,389	35,957	38,723	41,699	23
24	21,976	23,652	25,455	27,395	29,483	31,730	34,148	36,751	39,551	42,563	24
25	22,563	24,266	26,099	28,071	30,192	32,472	34,924	37,561	40,398	43,446	25