

Master Agreement



**Between the
Board of Education of Carroll County
and the**

**Local 2741/Council 3
American Federation of State,
County and Municipal Employees
AFL-CIO**

July 2027 ~ June 2029

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This Agreement entered into this 1st day of July, 2026, by and between the Board of Education of Carroll County, herein called the “Board” and American Federation of State, County, and Municipal Employees (AFSCME) Maryland Council 3, herein called the “Union”. AFSCME Local 2741 is the “Local Union”.

PREAMBLE

This Agreement has as its purpose the promotion of harmonious relations between the Board and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE I - RECOGNITION

SECTION 1

The Board recognizes the Union as the sole and exclusive bargaining agent for the purpose of negotiating salaries, wages, hours, and other conditions of employment for all regular full time and part time employees who work a minimum of twenty (20) hours per week in Plant Maintenance and Plant Operations, excluding the Plant Operations Supervisor, the Plant Maintenance Supervisor, all management personnel, professionals, and clerical employees.

The Board shall furnish the Union with a list of names and addresses of employees by schools or other locations upon request.

SECTION 2 - SHOP STEWARDS

The Board shall recognize local shop stewards as authorized representatives of the Union at work areas designated in writing by the Union or Local Union to the Superintendent. The Union will notify the Superintendent of any changes in stewards as they occur.

ARTICLE II - DUES DEDUCTION

SECTION 1

The Board agrees to deduct Union membership dues, PEOPLE deductions, Union authorized supplemental insurance, or other Union authorized deductions, from the paychecks of unit members who individually request in writing that such deductions be made. All current employees covered by this Agreement, who have joined the Union, shall be considered members of the Union. Employees may join the Union at any time. Union members in good standing have exclusive member-only benefits provided by the Union and the Local Union. The amounts to be deducted shall be certified to the Board by the Union. The aggregate deductions, together with an itemized statement, shall be remitted monthly to the Union each month after such deductions are made. Such withholdings are to be transmitted via electronic fund transfer to the account authorized by the comptroller of AFSCME Council 3, not later than the 15th day after the 1st day of the succeeding month. The itemized statement for the membership lists and bargaining unit lists shall be remitted monthly via email to AFSCME Council 3 in Excel format. The lists shall contain the following information: employee name, unique ID, home address, telephone numbers

of record (identified as home or cell if known), personal and work email addresses, date of hire, full time or part time status, department, classification, grade, annual salary, gender, and race. The Board will furnish a list of all changes to employee information on a monthly basis. Payroll deductions of dues are continuing and cancellations of individual dues deductions can be effected only by written notice to the Union via certified mail, postmarked between June 15 and June 30 of the last year of this agreement. To be completed for submission to the Board on or before July 30.

The mailing address is:

President
AFSCME Council 3 & Local 2741
1410 Bush Street, Suite A
Baltimore, MD 21230

In addition to the above mentioned lists, the Board will provide the Union and the Local Union with new employee information (name, classification, home and personal cell phone numbers, work email address, and home and work site addresses) at least ten (10) days in advance of new employee orientation, unless there is an unforeseeable circumstance, via email.

SECTION 2 – NEW EMPLOYEE ACCESS

AFSCME representatives will be given thirty (30) minutes to meet with new employees at their facilities operations training. This time will be scheduled during regular work hours and will not replace any lunch break or other designated leave. The Board will provide advanced notice to the AFSCME Local Union President and Shop Stewards via email when a new employee starts so that these meetings may be scheduled.

For employees who do not have facilities operations training, the Board shall allow the Union to make other arrangements to meet with employees during duty hours during their first thirty (30) days of employment.

ARTICLE III - HOURS OF WORK

SECTION 1 - REGULAR HOURS

The regular hours of work each day shall be consecutive except that they may be interrupted by a lunch period.

SECTION 2 - WORK WEEK

The work week shall consist of five (5) consecutive eight (8) hour days, Monday to Friday inclusive.

SECTION 3 - WORK DAY

Eight (8) consecutive hours of work within the twenty-four (24) hour period beginning at midnight shall constitute the regular workday.

SECTION 4 - WORK SHIFT

Eight (8) consecutive hours of work not including the lunch period shall constitute a work shift. All employees shall be scheduled to work in a regular work shift, and each work shift shall have a regular starting and quitting time.

SECTION 5 - WORK SCHEDULE

Work schedules showing the employee's shift, work days, and hours shall be posted on all department bulletin boards at all times.

For non-emergency changes in an employee's work schedule, such changes shall be made pursuant to the following procedures:

1. When possible, the employee shall be given fourteen (14) calendar days of notice of such a change.
2. The Union shall be notified of such change.
3. The employee and the Union shall be notified of the expected duration of the new or temporary assignment.
4. When a change in work schedule is needed, it will be done on a voluntary basis. If there are multiple volunteers, and qualifications are considered by employer to be relatively equal, it shall be assigned by seniority. If there are no volunteers the least senior employee qualified to perform the function shall be assigned the schedule on an involuntary basis.

Employees called in prior to their regularly scheduled workday shall be allowed to work their entire regular shift in addition to the hours prior to the start of their regular shift.

SECTION 6 - DUTY YEAR

The duty year shall be the year-round (12-month) calendar approved and adopted by the Superintendent and the Central Office for twelve (12) month employees. Employee work schedules shall be aligned with this calendar, which includes holidays, breaks and early dismissals, and no separate calendar shall apply.

Employees shall be paid for all holidays and breaks (pursuant to Article V) as well as pre-scheduled office closures and early dismissals observed by the Central Office.

ARTICLE IV - MEAL PERIOD/BREAK

All employees shall be granted a lunch period during each work shift. Except in cases of emergency, lunch periods shall be duty free. Whenever possible, the lunch period shall be scheduled at the middle of each shift. If it is necessary to recall/reassign a person during lunch, the person will be provided another thirty (30) minute duty free lunchtime within that duty day.

In the event that an employee is required to work two (2) hours beyond his/her work shift, the employee shall receive \$15.00 as a meal allowance.

Employees shall be granted a paid fifteen (15) minute rest break during the first half of each shift and a paid fifteen (15) minute rest break during the second half of each shift, provided the rest breaks are not taken during the first hour nor the last hour of the regular workday, nor contiguous with the lunch period, unless approved. If it is necessary due to the needs of the system to recall/reassign a person during a rest break, the person will be provided a rest break at another time within that duty day, when feasible.

Employees who normally work four (4) or more hours, but less than six (6) hours, are entitled to one (1) rest break not to exceed fifteen (15) minutes. The rest break period should be scheduled as close to the middle of the work period as possible.

ARTICLE V – HOLIDAYS

SECTION 1 - HOLIDAYS RECOGNIZED AND OBSERVED

Employees shall receive their regular pay for the recognized holidays listed below:

January 1	Labor Day
Martin Luther King, Jr.	Primary Election Day
Presidents' Day	General Election Day
Friday before Easter	Thanksgiving Day
Monday after Easter	The day after Thanksgiving
Memorial Day	Christmas Day
July 4th	

Employees shall utilize the CCPS Twelve Month Calendar developed for APSASCCO, CASE, and ATSP 12-month employees.

Eligible employees shall receive one day's pay for each of the holidays listed above and for non-work days defined in the CCPS Twelve Month Calendar on which they perform no work.

All days and early dismissal days, other than recognized holidays included in the CCPS Twelve Month Calendar, are considered non-work days. If an employee works on any non-work days, he/she shall be paid at their regular rate, plus time and one-half for all hours worked. These days do not apply to Sections 2 or 3 of this Article.

SECTION 2 - HOLIDAY WORK

If an employee works on any of the recognized holidays listed above, he/she shall be paid the following premium rates in addition to his/her holiday pay:

For the first eight hours: Time and one-half for all hours worked.

For each additional hour: Double time and one-half for all hours worked on the holiday.

SECTION 3 - HOLIDAY HOURS FOR OVERTIME PURPOSES

For the purpose of computing overtime, all recognized holiday hours (worked or unworked) for which employees are compensated shall be regarded as hours worked.

SECTION 4 - PERSONAL LEAVE DAYS

All employees shall be granted three (3) Personal Leave days. Employees shall notify their Supervisor at least 24 hours in advance of taking personal leave.

All persons will be allowed to carry over one Personal Leave day into the next year for a total of four (4). No more than three (3) consecutive days shall be allowed to be taken off at one time.

Unused Personal Leave days in excess of 1 will be transferred to accumulated Sick Leave at the end of the year.

ARTICLE VI - SENIORITY, EMPLOYEE ASSIGNMENT & EMPLOYEE EVALUATION PROCEDURES

SECTION 1 - SENIORITY

DEFINITION

Seniority means an employee's length of continuous service in the AFSCME Bargaining Unit position with the Board since the employee's last date of hire.

SENIORITY LISTS

Seniority information showing the continuous service of each employee shall be available to the Local Union or Union upon request to the Director of Human Resources. An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause, and retirement.

SECTION 2 - PROBATION PERIOD

During the first one hundred and twenty (120) calendar days of employment, employees shall be considered probationary employees, effective for employees hired after July 1, 2026. The employee's probationary period shall be extended by forty-five (45) days if an employee is absent due to illness or other cause, or for other reason as determined by the appropriate supervisor. New employees shall be added to the seniority list after the completion of their probationary period.

SECTION 3 - TRIAL PERIOD

Whenever an employee is promoted to a higher paying job, he/she shall be placed on a trial period of forty-five (45) days. Should his/her performance be unsatisfactory during this period, he/she shall be notified in writing and be returned to a position within his/her former salary or wage category as soon as a vacancy occurs.

SECTION 4 - PROMOTIONS/TRANSFERS

The term promotion, as used in this provision, means the advancement of an employee to a higher paying classification.

The Employer shall fill the openings by promoting/transferring from among the qualified applicants the employee with the longest continuous service provided all other factors are equal. In a circumstance where all factors considered for a promotional/transfer opportunity are equal between a present employee and an outside applicant, the first preference will be given to the present employee. Seniority, posted and recorded job qualifications, work performance evaluations as well as experience are factors which may be considered for promotions/transfers.

SECTION 5 - POSTING VACANCIES

All job openings (Plant Maintenance and Plant Operations) and all new job classifications shall be posted prominently at each work location on bulletin board throughout the school system and sent out via email. Position vacancies shall remain open for a minimum of ten (10) duty days.

SECTION 6 - TRANSFERS

Voluntary Transfers

Employees desiring to transfer to other jobs shall submit a transfer request form to the Director of Human Resources.

If an employee's request for voluntary transfer has been granted, the Board shall be under no obligation to consider a subsequent request for transfer by said employee for one (1) year from the effective date of transfer.

Involuntary Transfers

If it becomes necessary for the Board to transfer employees to other jobs for the benefit of the school system, the selection of employees for transfer shall be made by the Board provided that in making such selection the Board shall ensure that it occurs within the same job classification whenever possible, and seniority will be one factor considered for transfer. If other factors, such as ability to do the job and other criteria related to qualifications need to be considered, the Board shall discuss it with the Union.

Should the Board require an involuntary transfer for other reasons, the Board will provide the basis for decision and the explanation to the employee and Union. The explanation will be delivered in writing, upon request.

Transfers Within Cost Center

In cases where there is a lateral transfer within a cost center, the cost center administrator may transfer an existing employee within that cost center without advertising the position. No employee on probation or on temporary status shall be eligible. This applies to plant operation employees only. Employees desiring a transfer within the cost center shall notify in writing the cost center administrator of their desire to transfer.

SECTION 7 – INTERVIEW

Unit personnel shall be granted an interview provided that:

1. The applicant meets all of the posted qualifications,
2. The applicant has had a satisfactory performance rating on the most recent performance evaluation, and
3. The applicant has not been subject to any formal disciplinary action of a written reprimand or greater that was upheld in the preceding twelve (12) month period.

When there is any doubt regarding an applicant's eligibility, the Board shall grant the interview.

SECTION 8 - REDUCTION IN FORCE/LAYOFF

In the event it becomes necessary to lay off employees for any reason, employees shall be laid off departmentally in the inverse order of their seniority within each department after all probationary employees have been laid off. For the purpose of this section maintenance and operations shall be assumed to be one department.

A more senior employee may displace a less senior employee, provided they are qualified for the position.

SECTION 9 - RECALL

Employees laid off pursuant to the previous section shall be placed on a recall list for their custodial or maintenance assignment for a period of two (2) years. No new employees shall be hired into a custodial, maintenance or transportation position vacated by a layoff until all employees on layoff in that job category with recall rights desiring to return to work have been recalled.

SECTION 10 - EMPLOYEE EVALUATION PROCEDURE

All employees shall be formally evaluated at least once during their first year of employment and at least once every other year thereafter.

- a. All monitoring of the performance of an employee resulting in his/her formal evaluation shall be conducted openly and with full knowledge of the employee.
- b. A corrective action plan shall be developed between the employee and the supervisor when performance is rated less than satisfactory. A copy of the plan shall be provided to the employee.
- c. Evaluations will be completed electronically in the Staff Evaluations application in the CCPS Web Portal. Employees will have electronic access to all of their evaluations. Employees will be required to electronically "Accept" the evaluation documents. Acceptance of the document does not necessarily indicate agreement, but acknowledges receipt. Employee comments can be added to the document and will become part of the electronic record. Written instructions will be provided to employees on an annual basis

by the cost center administrator or designee. Training and/or assistance will be made available upon request.

SECTION 11 – PERSONNEL FILE

- a. A personnel file shall be maintained in the Human Resources Office of the Board of Education. Any employee shall have the right, upon request, to review the contents of the employee's personnel file, and to receive a copy, at the employee's expense, of any document contained therein, excluding letters of recommendation. If the file is provided electronically, there will be no charge. Any employee shall be entitled to have a representative of the Union accompany the employee during such a review.
- b. Unless it is part of a formal disciplinary or corrective action, no material derogatory to an employee's conduct, service, character, or personality will be placed in the employee's personnel file unless the employee has had an opportunity to review such material. The employee shall acknowledge that the employee has had the opportunity to review such material by affixing the employee's signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee also shall have the right to submit a written answer to such material. No anonymous material shall be placed in an employee's personnel file.

Duplicate copies of letters or materials sent to the employee shall be filed without the employee's signature.

ARTICLE VII - SICK LEAVE

SECTION 1

Employees shall earn sick leave at the rate of one (1) day for each month of completed service.

SECTION 2

Sick leave may be accumulated to the amount earned. Employees shall be given a written accounting of accumulated sick leave days with each salary check.

SECTION 3

An employee who is unable to report to work because of illness or injury is required to personally notify (or have someone notify the employee's supervisor and/or building administrator on their behalf) at least one (1) hour prior to the time the employee is to report for duty, or as soon as possible in case of unexpected emergencies.

SECTION 4

The Board may require proof of illness, only to the extent permitted by FMLA, MD Sick and Safe Leave or other applicable law, or if there is reasonable cause to believe that an absence is not due to a bona fide illness.

SECTION 5

Employees may use available Sick Leave, Personal Leave, Paid Leave or Unpaid Leave for pregnancy-related medical appointments, temporary work restrictions, recovery following childbirth, or pregnancy loss. Employees shall provide reasonable notice of such leave whenever possible, and medical certification may be required. Employees shall not be required to work beyond their documented medical limitations. Reasonable accommodations shall be provided, to the extent possible, in consultation with the employee's medical provider to enable the employee to safely perform the essential functions of their position.

Once medically released, eligible employees may use other types of paid leaves (Personal Business, Annual Leave) or Unpaid Leave, with approval from the Department of Human Resources, consistent with the Family & Medical Leave Act (FMLA).

Non-birthing parents, including male employees, may use available leave to care for a spouse, partner, or newly adopted child, and eligible employees are entitled to FMLA leave for bonding with a newborn, newly adopted child, or following pregnancy loss.

All or any portion of a leave taken by an employee because of a medical disability connected with or resulting from pregnancy may, at the employee's option, be charged to available unused sick leave. A request for maternity leave shall be made to the Board at least thirty (30) days prior to the date on which the leave is to begin except in the case of an emergency. The request shall include a notice from the physician certifying the pregnancy. An employee may continue in active employment as late into pregnancy as desired provided the employee is able to properly perform required functions and the doctor permits work. Once an employee is released by the physician, the employee may use other types of paid leaves (personal business, unpaid leave or annual leave, if applicable) with approval from the Department of Human Resources in accordance with the Family & Medical Leave Act (FMLA). Requests for FMLA must be made within 30 days of commencement of the employee's leave for the birth of their child. Male unit members may use sick days during the period of medical disability for their spouse under Section 5.

Please see Article VIII, Ssection 4 for additional Unpaid Leave options for parents and non-birthing parents.

SECTION 6

Accrued Sick Leave may be used to assist in the healthcare of person(s) who live in the employee's household, or to care for a parent, spouse, child, grandparent, grandchild, sibling, or legal guardian, regardless of their residence or for other relatives requested in writing and approved by the Superintendent/Designee prior to the leave. The Board may require proof of

illness under the same requirements as the employee's illness except for protected leave under FMLA and MD Sick and Safe Leave.

Accrued sick leave may also be used for absence from work necessary due to domestic violence, sexual assault or stalking committed against the employee or the employee's family member and the leave is being used for (1) to obtain medical or mental health attention; (2) to obtain services from a victim services organization; or (3) because the employee has temporarily relocated as a result of the domestic violence, sexual assault or stalking.

The Board agrees to comply with requirement under the Maryland Healthy Working Families Act.

SECTION 7

For employees hired prior to July 1, 1997: Employees will be paid for unused sick days in the following manner:

- a. Payment for unused sick days will be made to the employee upon that employee's early or full service retirement or, upon the employee's death, to the employee's estate.
- b. Employees, who have a balance of less than 250 unused sick days as of June 30, 2002, will receive payment for 50% of the employee's accumulated unused sick days up to a maximum of 250 unused days at their average daily rate*.
- c. Employees who have a balance of unused sick days greater than 250 days as of June 30, 2002, will receive payment for 50% of the employee's accumulated unused sick days up to their June 30, 2002, unused sick leave balance, at their average daily rate*.
- d. Payments for unused sick days in amounts greater than \$5,000 will be paid in equal amounts over five consecutive years beginning with the year of retirement.
- e. Payments for unused sick days in the amount at \$5,000 or less or for the death of an employee will be paid in a lump sum to the employee or the employee's estate in the year of retirement or death.

*Note: For sick leave payoff purposes, an employee's average daily rate will be calculated on the average of the employee's annual salary for the last three years of service divided by 1/260 for twelve-month employees, 1/180 for ten-month employees.

The following criteria must be met to qualify for sick leave payment:

1. Unused accumulated sick leave applies to that leave which has been earned while the unit member has been employed by the Board of Education of Carroll County.
2. Unused sick leave payment is to be provided to the unit member only when he/she has completed all requirements to become a retiree and draw a retirement allowance in accordance with the provisions of the Maryland State Retirement and Pension System.

SECTION 8

An employee in active pay status who, because of accident or illness, is unable to return to work after all available sick leave, vacation leave and personal leave has been exhausted may request extended sick leave with pay. Such request for extended sick leave must be made in writing to the Board. The number of days of extended sick leave shall be granted at the discretion of the Board.

SECTION 9 - CLASSIFIED EMPLOYEE SICK LEAVE BANK

1. The purpose of the Sick Leave Bank is to provide paid sick leave to members of the Bank.
2. All employees who earn sick leave are eligible to participate in the Sick Leave Bank. Participation is voluntary, but only contributors will be permitted to use the bank.
3. Three standing Committees will be established.
 - a. Rules Committee
 - b. Review/Approval Committee
 - c. Board of Education Appeal Committee
4. Specific rules concerning eligibility, enrollment, contributions, and use will be developed by the Rules Committee. This Committee will also be responsible for periodic review of all rules and procedures.
5. Final appeal on all disputes will be to the Board of Education.

ARTICLE VIII - LEAVE OF ABSENCE

SECTION 1 - ELIGIBILITY REQUIREMENTS

Employees shall be eligible for leaves of absence without pay after one (1) year of service with the Board at The Board's discretion.

SECTION 2 - APPLICATION FOR LEAVE

Any request for a leave of absence shall be submitted in writing by the employee to the employee's supervisor. The request shall state the reason the leave of absence is being requested and the approximate length of time off the employee desires.

Authorization for a leave of absence shall be furnished to the employee by The Board in writing.

Any request for a leave of absence shall be answered by The Board within five (5) days after the next regular Board meeting following the request. Requests for immediate discretionary leaves (for example, unexpected emergencies) shall be answered before the end of the shift on which the request is submitted.

In addition to accruing seniority while on any leave of absence granted under the provisions of this Agreement, when possible, employees shall be returned to the position they held at the time the leave of absence was requested.

SECTION 3 - PAID LEAVES

BEREAVEMENT LEAVE

In the case of death of persons defined below, an employee shall receive leave for the bereavement without loss of pay.

For the purposes of this agreement, the bereavement period will begin the day of death or the first day following death and run five (5) duty days for the death of a parent, foster parent, parent-in-law, child, grandchild, spouse, domestic partner, sibling, daughter-in-law, son-in-law, step-parent, step-child, or any member of the immediate household, and three (3) duty days for the death of an employee's grandparent, grandparent-in-law, brother-in-law or sister-in-law.

The Superintendent/Designee may grant an extension of any bereavement leave for other relatives, friends, associates, or colleagues provided that the request is made in writing prior to the requested leave.

The use of bereavement days is allowed within one year of the death of the family member. Days are not required to be used consecutively.

JURY DUTY

Employee shall be granted a leave of absence with pay when they are required to report for jury duty.

CIVIL DUTY

Employees elected or appointed to any political or legislative position who request a leave of absence to perform their civic duty shall be granted a leave of absence with pay for the period necessary to fulfill their civic responsibilities.

Employees shall be paid the difference, if any, between the compensation they receive and their wages for each day of service.

COURT APPEARANCE

Absence for the following reasons shall not be charged against personal leave and shall be granted with full pay:

- For time necessary for an appearance in any legal proceeding connected with the employee's employment.

If an employee is summoned to appear at a legal proceeding connected with Board employment, or if subpoenaed to testify in court as a witness in a civil or criminal case not related to Board employment, provided the unit member is not a party to the civil case or a defendant in the criminal proceeding, the employee shall provide notice to the Director of Human Resources. The employee shall be granted time off with pay for this purpose.

ADMINISTRATIVE LEAVE - UNION BUSINESS

Employees will be granted administrative leave with pay to:

- Allow Union Officers and Shop Stewards to visit bargaining unit member work locations
- Allow Union Officers and Shop Stewards to investigate grievances and attend bargaining unit member disciplinary proceedings
- Attend Labor-Management, Safety and other committee meetings
- Allow the Bargaining Committee to prepare and attend bargaining sessions

The Local Union President and one Union Officer or Shop Steward shall be released from duties without loss of pay to attend all meetings of the Board. The Local Union President, or designee, shall also be released to attend any meeting or hearing scheduled by the State Board of Education or the State Superintendent of Schools, when required or requested to be present.

Beginning July 1, 2026, the Board shall provide twenty (20) days of paid administrative leave to the Union Leave Bank every fiscal year for Union Officers, Shop Stewards or other designated Union members to:

- Attend Union leadership conferences
- Attend Union conventions
- Attend Union training
- Attend Union Presidents meetings

A maximum of four (4) employees may use paid Union Leave at the same time. Leave may be used in one (1) hour increments. Any unused time allocated to the Union Leave Bank shall roll over from one fiscal year to the next.

The Union may send one unit representative to attend regular Board of Education meetings provided attendance is shared equally among the two departments (Maintenance and Plant Operations).

SECTION 4 - UNPAID LEAVES

UNION BUSINESS

Employees elected to any Union office or selected by the Union to do work which takes them from their employment with the Employer shall at the written request of the Union be granted a leave of absence not to exceed two (2) years.

MATERNITY AND PARENTAL LEAVE

1. A request for a non-compensatory leave shall be made to the Board at least thirty (30) days prior to the date on which the leave is to begin except in the case of an emergency.
2. The leave of absence shall become effective on the last day of formal employment and may extend to a total of twelve (12) months. A request may be submitted to the Board of Education for an extension of this leave at the end of the first leave.

3. Before returning to duty, the employee may be required to present a doctor's certificate stating that she is able to resume her regular work.
4. Any employee adopting a child shall be entitled, upon request, to a non-compensatory leave to commence at any time during the first year after receiving de facto custody of said child, or prior to receiving such custody, in order to fulfill the requirements for adoption.

EDUCATION

After completing one (1) year of service, any employee may request a leave of absence for educational purposes.

MILITARY SERVICE

Any employee who is a member of a reserve force of the United States or of this State and who is ordered by the appropriate authorities to attend a training period or perform other duties under the supervision of the United States or this State shall be granted a leave of absence during the period of such activity. The Board shall pay the difference, if any, between the compensation the employee receives from the military service and the employee's regular weekly wages.

Any employee who enters into active service in the armed forces of the United States while in the service of the Employer shall be granted a leave of absence without pay for the period of military service.

SECTION 5

After completion of a leave of absence and return to work, an employee shall have the option to purchase service for the leave period from the State Retirement Systems in accordance with the rules and regulations of the State Retirement Systems. While on approved leave, an employee shall have the option to remain an active participant in the Board's fringe benefit programs provided the employee pays the entire cost of participation.

SECTION 6 - WORKER'S COMPENSATION LEAVE

Whenever an employee, who has successfully completed the initial probationary period, is absent from work as a result of personal injury occurring in the course of his/her employment, he/she will be paid his/her full salary for a compensable injury for a period not to exceed 90 duty days and with no loss of fringe benefits, and no part of such absence will be charged to his/her accumulated personal, annual, or sick leave. If an employee aggravates an injury for which he/she has received compensation, and a temporary award is reinstated, this is not a new claim for compensation, and the employee is under the initial ninety (90) day period. Any Worker's Compensation payment made for temporary disability due to said injury and applicable to the aforementioned ninety (90) duty day period shall be endorsed over to the Board.

If the employee is continued on temporary total disability from Worker's Compensation beyond the ninety (90) duty day period, these options shall be available to him/her:

- a. The employee may elect to use his/her earned leave to continue receiving the full regular salary and the temporary disability payments shall be endorsed over to the Board.
- b. The employee may elect to receive only Worker's Compensation benefits and not use any of his/her earned leave.

The employee is placed on a non-compensatory leave of absence once they elect to either receive Worker's Compensation checks or the employee has exhausted their own accrued leave. The employee can remain on a non-compensatory leave of absence for up to two (2) years. While on a non-compensatory leave of absence, the employee will not receive salary payments. Any Worker's Compensation payment for temporary disability due to the injury may be retained by the employee. During the ninety (90) duty day period, during the use of the employee's own leave and during the non-compensatory leave of absence (up to two (2) years), the Board agrees to continue paying its share of medical insurance premium during the period of disability.

Employees who have not completed the initial probationary period may use sick days for any days not reimbursed by Worker's Compensation for a personal injury occurring in the course of his/her employment. Any payment issued by Worker's Compensation will be directed to the employee for any days the employee was not otherwise fully paid. The employee shall remain on Worker's Compensation status for a maximum of ninety (90) duty days. At the end of the 90th duty day, the employee is placed on a non-compensatory leave of absence [up to two (2) years].

ARTICLE IX - VACATIONS

This Article applies to Plant Maintenance and Operations employees who are employed for 12 months.

SECTION 1

All employees shall earn vacation at the rate of twelve (12) days per year from the date of employment to and including the fourth (4th) duty year. Beginning with the fifth (5th) duty year to and including the tenth (10th) duty year, employees shall earn vacation at the rate of sixteen (16) days per year. After the tenth (10th) duty year, employees shall earn vacation at the rate of seventeen (17) days per year. After the fifteenth (15th) duty year, employees shall earn vacation at the rate of twenty-one (21) days per year.

Employees shall be able to accumulate and carry over vacation leave as of June 30 of any year provided, however, that those persons earning vacation at the annual rate of sixteen (16) days or more shall not be allowed a vacation balance exceeding thirty (30) days as of June 30th. Persons earning vacation at the annual rate of twelve (12) days shall not be permitted a leave balance exceeding twenty (20) days as of any June 30th. After July 1, the maximum leave balance may exceed thirty (30) days or twenty (20) days but must be reduced to the required leave by the succeeding June 30.

SECTION 2

It is the policy of the Board that vacations are necessary to the health and well being of all its employees and that time off should be taken by every employee except in unavoidable

circumstances. By mutual agreement, however, employees may be compensated for unused vacation time provided that the amount compensated does not exceed the employee's total available vacation days minus five (5) days.

SECTION 3

Pay for all vacations shall be based on the rate of pay of the employee at the time of vacation including shift differential.

SECTION 4

Vacation preference should be determined on the basis of seniority, if possible. Whenever possible, employees shall be notified of the disposition of a vacation request in writing within five (5) duty days.

SECTION 5

Any employee required to return to work while on vacation shall be compensated for the time actually worked at the rate of time and one-half for the current vacation week only. Any remaining vacation weeks may be rescheduled as designated in Section 4, above.

SECTION 6

An employee leaving the service shall be reimbursed for all accrued vacation to which the employee was entitled during the current year less any vacation time taken.

SECTION 7

When central office and administrative staff are released from duty, Plant Maintenance and Operations employees shall report to work for their scheduled shift unless otherwise directed. All employees who report to work will be allowed equal time from duty, hour for hour, at a time mutually agreed upon between the employee and his/her supervisor.

SECTION 8

Any additional vacation benefits permitted by order of the Board for other employees during the term of this Agreement shall become a part of this Agreement on the effective date of the order.

ARTICLE X - WAGES

SECTION 1 - WAGE SCHEDULE

Employees shall be compensated in accordance with wage schedules attached to this Agreement. The attached wage schedules shall be considered part of this Agreement.

Employees will receive a 2% Cost of Living adjustment (COLA) on July 1 of each of the following Years: 2026, 2027, and 2028 (FY 27, FY 28, and FY 29).

On July 1 of 2026, 2027, and 2028 (FY 27, FY 28, and FY 29) all employees hired on or before March 1st of that year shall receive a 1 (one) step increase.

On July 1 of 2026, 2027, and 2028 (FY 27, FY 28, and FY 29) all employees at the top of the pay scale shall receive a \$1,000 stipend:

If they were hired on or before December 31st 2020 for FY 27;

If they were hired on or before December 31st 2021 for FY 28; and

If they were hired on or before December 31st 2022 for FY 29

The Board and the Union shall meet during FY 27 to review the Segal Compensation Study and reach an agreement on adjusting step placement for employees to be phased in effective July 1 of 2027 and 2028 (FY 28 and FY 29) to improve pay equity within the bargaining unit. The Board agrees to allocate \$860,000 to the bargaining unit (\$430,000 to be used in FY 28 and \$430,000 to be used in FY 29). This amount is in addition to the negotiated COLA and step. The Union has discretion on how to apply the allocated funds.

SECTION 2 - PAY PERIOD

The Board shall provide an opportunity for Direct Deposit for all employees. For employees who use Direct Deposit, such deposits will be received on a semi-monthly basis. For employees who chose to receive a check, such check shall be distributed on a semi-monthly basis when possible. In no case shall employees receive less than 24 pays.

Employees currently paid by Direct Deposit will continue to be paid by Direct Deposit. In addition, employees hired after June 30, 2023 will be paid by Direct Deposit.

Semi-monthly pay schedule, which is on or earlier than the 15th and the 31st of the month, eliminates the requirement of an altered pay schedule. Any altered pay schedule will be negotiated with the Union.

SECTION 3 - SHIFT DIFFERENTIALS

In addition to the established wage rates, the Employer shall pay a premium of five percent (5%) to employees working on the second shift and a premium of seven and one-half percent (7½%) to employees working the third shift.

The shift will be determined by the employee's regular quitting time - second shift ending in the hours between 7:30 p.m. and 12:59 a. m. and third shift ending in the hours between 1:00 a.m. and 8:30 a.m.

SECTION 4 - HIGHER CLASSIFICATION

Any employee assigned to a higher classification after five consecutive days shall be compensated at the grade and step of the classification to which the employee is appointed; pay and higher classification shall be paid from the date on which the employee began working in the higher classification.

SECTION 5 - TRAVEL EXPENSES

Personnel utilizing personal vehicles for business purposes shall be reimbursed monthly at the IRS rate established in January and July for business mileage.

SECTION 6 - SALARY ERROR

In the event of a salary error, neither the Board of Education nor the unit member may claim salary adjustment for any more than the current fiscal year. However, errors discovered through July 31 will be correctable. This limitation shall not apply to matters arising under federal or state Discrimination laws.

Should an employee be overpaid, the employee shall have the option to have the overpayment deducted bi-weekly or in a lump sum.

SECTION 7 – PAY EQUITY ADJUSTMENT

Ongoing Transparency:

On a semi-annual basis, the employer shall provide the Union with a list of all hires placed above the entry step, identifying the classification, department, step placement, and justification (market or qualifications).

ARTICLE XI - CALL TIME

With the exception noted herein, employees called to work outside of their regularly scheduled shift shall be paid for a minimum of four (4) hours work. They shall be paid for the balance of their regular work shift at their appropriate rate. Employees required to perform boiler checks in the schools on Saturdays and/or Sundays shall be guaranteed a minimum of two hour's pay at time and one-half for each of said days on which they performed such duties.

If the call time work assignment and the employee's regular shift overlap, the employee shall be paid the call time rate of time and one-half for all hours outside of the employee's regularly scheduled shift and the employee shall then be paid for the balance of the employee's regular shift at the employee's regular rate of pay.

ARTICLE XII - OVERTIME

If it becomes necessary for an employee to work seven (7) consecutive days in one work week (Monday - Sunday), the employee will be paid double time for the seventh (7th) day worked.

SECTION 1 - RATE OF PAY

Time and one-half the employee's regular hourly rate of pay shall be paid for all hours of work in excess of forty (40) hours in any work week. The workweek begins on Monday at 12AM through Sunday at 11:59PM.

SECTION 2 - COMPENSATORY TIME

When mutually agreed by the employee and his/her supervisor or principal, the employee may take compensatory time in lieu of overtime, provided scheduling needs are met and the employee does not accumulate over twenty (20) hours of compensatory time.

For leave accumulated beyond twenty (20) hours, the employee must use those hours within two weeks, or the hours in excess of 20 will convert to overtime pay.

Employees shall be able to check their compensatory leave balance through the time keeper, school administrator and/or supervisor at each cost center.

SECTION 3 - DISTRIBUTION

Overtime work shall be voluntary whenever possible and should be distributed equally to employees working within the same job classification and work location. Should no one volunteer to work, then the least senior employee qualified to perform the function shall be assigned the work on an involuntary basis. Should this situation appear again, then the next least senior employee shall be assigned the work. This means of involuntary overtime assignment shall continue, with equitable distribution to protect the mutual interests of the parties.

SECTION 4 – COMMUNITY USE OF SCHOOLS

Employees who normally open and close schools shall be given the opportunity to open and close schools at their regular rate of pay when school buildings are open for community use.

Employees required to report to work due to community use of facilities on weekends are guaranteed a minimum of four (4) hours of assigned work. This guarantee is regardless of the group(s) requesting the use of facility not showing or not giving 24-hour notice of cancellation.

SECTION 5 - COMPUTATION OF OVERTIME

All leave with pay shall be considered time worked in the computation of overtime.

ARTICLE XIII - INSURANCE

FLEXIBLE BENEFIT PLAN

The Board shall provide the following flexible benefit plan to employees who are paid more than twenty (20) hours per week. All employee benefits plans provided by the Board under this Article shall have plan years based on the calendar year.

No Coverage - Employees who produce proof of other medical insurance coverage may elect no coverage. Those electing no coverage as of June 30, 2001, will receive a cash "buy-out" equal to 40% of the annual premium for the "Point-of-Service Plan Individual Coverage" up to \$1,220.44 per year. Any employee receiving a cash "buy-out" who elects coverage on or after July 1, 2001 will no longer be eligible to receive the cash "buy-out" at a later date.

DENTAL

Traditional - See Traditional Dental Chart below.

No Coverage - Employees may elect no coverage. Those electing no coverage as of June 30, 2001, will receive a cash "buy-out" equal to 40% of the annual premium for "Traditional Individual Coverage" up to \$89.70 per year. Any employee receiving a cash "buy-out" who elects coverage on or after July 1, 2001, will no longer be eligible to receive the cash "buy-out" at a later date.

TRADITIONAL DENTAL		
NO DEDUCTIBLE	PER PERSON PER CALENDAR YEAR DEDUCTIBLE*	PER PERSON PER CALENDAR YEAR DEDUCTIBLE*
100%**	80%**	50%**
Emergency treatment Oral examinations X-Rays Teeth cleaning Fluoride treatments for children to age 19 Space maintainers	Laboratory tests Fillings Amalgam Silicate Acrylic Root canal Repair and maintenance of bridgework and dentures Periodontal services Extractions and other oral surgery Anesthesia	Gold and porcelain fillings and crowns Installation of bridgework and crowns Orthodontia (subject to separate \$2,500 lifetime maximum per person) – Effective January 1, 2017
Preventative Services	Basic Services	Major Services
\$1,500 Per Person - Calendar Year Maximum** \$2,000 Per Person – Calendar Year Maximum** (Effective January 1, 2017)		

* \$50 per person; \$150 - Family maximum - when three (3) Family Members have each met the \$50 Deductible - See the Schedule of Insurance.

**Paid by Traditional Dental.

ADDITIONAL LIFE INSURANCE

All eligible employees shall be permitted to purchase term life insurance in addition to the amount provided by the Board in paragraph C. of this Article.

BEFORE TAX PREMIUM

The premiums paid by employees shall be paid with pre-tax dollars where applicable.

FLEXIBLE SPENDING ACCOUNTS

Employees may establish spending accounts on a voluntary basis with pre-tax dollars to be used for non-covered medical expenses or dependent care expenses.

BASE RATES:

The Board pays 85% of the premium rate for all levels of coverage offered.

The Board shall provide for all eligible employees in this bargaining unit term life insurance in an amount equal to one and one-half of the employee's annual salary; provided, however, that any employee shall have the option of having the term life insurance capped at \$50,000.

The Board agrees to provide to the extent of present policy provisions for insurance coverage for financial loss arising from liability, provided such person, at the time of the act or omission complained of, was acting within the scope of such person's employment or under the direction of the Board.

A supplemental optical insurance plan will be offered to all eligible employees and each member of the eligible employee's immediate family as of January 1, 2013. The supplemental optical plan will be fully employee paid.

Effective July 1, 2010, the Board shall provide an optical insurance plan for those unit members who are not covered by medical insurance under which all eligible employees and each member of the eligible employee's immediate family shall be entitled to an eye examination and a discount program for lenses, frames and contacts every two (2) years.

Health Insurance Advisory Committee - The Board and the Association agree to continue the Health Insurance Advisory Committee for the purpose of reviewing all aspects of the Health Insurance Program and making recommendations to the Superintendent of Schools for possible changes in content or procedures, as well as, regarding the components of an Employee Wellness Program.

The Board and the Association shall encourage all employees to audit any and all hospital bills. There shall be an "Audit Incentive Program" under which employees shall receive 50% of any savings realized from the employee's audit of a hospital bill up to a maximum recovery of \$500 per hospital stay.

The Board shall offer the option of a Health Care Savings Account (HSA) to unit members.

1. Members and enrolled family members who select the HSA medical plan will be enrolled in a catastrophic medical plan that picks up coverage after the HAS deductible is met.

2. The Board pays 95% of the catastrophic medical premium rate for all levels of coverage for members who select the HSA.
3. The Board will contribute to members' HSA, thirty-five percent (35%) of the plan deductible for each level of coverage it offers.
4. Members who select the HSA medical plan may contribute to their HSA, through payroll deductions, additional funds up to the IRS limit.
5. A detailed listing of HSA benefits can be found in the plan summary document.

Point of Service Plan – Revised July 1, 2010

Summary of Benefits

A detailed listing of benefits can be found in the benefit's book.

Plan Feature	In-Network	Out-of-Network
Your Annual Deductible	None	\$250 per person/ \$500 per family
Co-insurance	Plan pays 90% Excludes co-payments for certain services.	After the deductible, Plan pays 75% of UCR* You pay all remaining costs.
Your Annual Out-of-Pocket Maximum	\$1,000 per person/ \$2,000 per family	\$2,000 per person/ \$4,000 per family
Lifetime Maximum Benefit	No Maximum	
Inpatient Hospital (Facility and doctor charges)	Plan pays 90% after \$100 per confinement deductible	After the plan deductible and \$200 per confinement deductible, Plan pays 75% of UCR*, you pay all remaining costs.
Outpatient Hospital (Facility and doctor charges)	Plan pays 90%	After the deductible, Plan pays 75% of UCR*, you pay all remaining costs.
Emergency Care in a Hospital	For Facility - Plan pays 100%, you pay \$25 For Physician - Plan pays 90% Non emergency use of emergency room is not covered.	Same as in network Non emergency use of emergency room is not covered.
Surgical Expenses	For Facility - Plan pays 90% For Office - Plan pays 100% , you pay \$10 for office visit	After the deductible, Plan pays 75% of UCR*, you pay all remaining costs.
Doctor's Office Visits	You pay \$10 per visit	After the deductible, Plan pays 75% of UCR*, you pay all remaining cost.

Preventive Care	For annual physical - \$10 co-payment Annual gyn exam - you pay \$10 co-payment Mammogram -- Plan pays 90%	After the deductible, Plan pays 75% of UCR*, you pay all remaining costs. Annual gyn exam and Pap smear -- Plan pays 75% of UCR* Mammogram - Plan pays 75% of UCR*
Well Child Care	Schedule of visits based on age – you pay \$10 per visit	Plan pays 75% of UCR*, you pay all remaining costs.
Prescription Drug	\$10 co-payment – generic \$25 co-payment – name brand	No coverage at non participating pharmacies.
Vision Care – Eye Exam covered every 24 months Discount program available for frames, lenses and contacts	You pay \$10 co-payment	After deductible, plan pay 75% of UCR*

MENTAL HEALTH AND SUBSTANCE ABUSE BENEFITS

Plan Feature	In-Network	Out-of-Network
Mental Health and Substance Abuse Benefits		
Inpatient Care	Plan pays 90% after \$100 per confinement deductible	After the plan deductible and \$200 per confinement deductible 75% of UCR*, and you pay remaining costs;
Outpatient Care	Plan pays 100% after \$10 copay	Plan pays 75% after deductible of UCR*

Mental Health and Substance Abuse benefit revisions made due to change in federal law effective January 1, 2010.

ARTICLE XIV - MANAGEMENT RESPONSIBILITY

Nothing in this agreement shall be construed as delegating to others the authority conferred by law on The Board, or in any way abridging or reducing such authority.

Except as expressly provided otherwise in this agreement, the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in The Board.

This Article shall not operate to waive any of the rights and obligations of the Board and the Union, including any applicable requirements to: (i) communicate with one another, (ii) give advance notice, or (iii) engage in bargaining over proposed changes in any terms or conditions of employment that are mandatory subjects of bargaining.

ARTICLE XV - GRIEVANCE AND ARBITRATION

SECTION 1 - DEFINITIONS

A "grievant" shall mean an employee, group of employees; AFSCME Local 2741, or AFSCME MD Council 3 filing a grievance.

A "grievance" shall mean a controversy, dispute or disagreement of any kind or character arising out of or in any way involving interpretation or application, administration or alleged violation of any provision of this Agreement.

SECTION 2 - PROCEDURES AND STEPS

Within twenty (20) duty days following the act, notification thereof, or condition which is the basis of a complaint, an employee may file a grievance with the employee's Principal or the employee's appropriate Administrator. Prior to filing the written grievance every effort shall be made to solve the grievance informally between the grievant, steward, and the grievant's immediate supervisor below the level of Principal or Administrator.

STEP 1

If the grievance has not been resolved informally as referred to above, a written grievance may be presented to the employee's Principal or appropriate Administrator. Within ten (10) duty days thereafter the management representative to whom the grievance was presented or a designated representative shall meet with the grievant and steward and give a written decision to the grievant.

STEP 2

If the grievance is not settled in Step 1, the grievant may, within 20 duty days of the notification of the Step 1 decision, move it to Step 2 by written notice to the Superintendent of Schools. The Superintendent of Schools or designated representative shall have ten (10) duty days after receipt of the grievance to meet with the grievant, steward, and Union representative, and give a written decision to the grievant, and Union representative.

STEP 3

ARBITRATION

If the grievance is not settled in Step 2, the Union may move the matter to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association upon notice to the Board within fifteen (15) duty days following the Step 2 decision. The parties further agree to accept the arbitrator's award as final and binding upon them.

SECTION 3 - UNION REPRESENTATION

All employees shall have the right of representation at each step of the Grievance Procedure.

SECTION 4 - NO REPRISALS

No reprisals shall be invoked against any employee for processing a grievance.

SECTION 5 - TIMELINESS

An employee(s) filing a formal grievance shall be responsible for the timely filing of an initial grievance and all appeals.

ARTICLE XVI - DISCIPLINE AND DISCHARGE

Disciplinary actions against Unit members shall include oral reprimand, written reprimand, suspension and discharge and normally shall be progressive in nature; however, such disciplinary measures shall be consistent with the severity of the offense.

All employees shall have the right of representation during matters of discipline. The employee may appeal an issue related to discipline and discharge pursuant to the administrative appeals process established in the Annotated Code of Maryland.

Any employee directed to attend a disciplinary or investigatory meeting by the Human Resources Department will be notified by telephone in advance of the meeting of her/his right to Union representation at such a meeting. This notification will then be confirmed by email sent to the employee's CCPS email account prior to the meeting. These notification rights do not apply if the employee is only being interviewed as a witness in an investigation and is not the subject of the investigation/discipline. The school system shall make reasonable efforts to complete internal investigations, not involving external agencies, within thirty (30) calendar days from the date on which the employee's supervisor or HR gained knowledge of the alleged offense.

If the Board has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

The Board shall not discharge or discipline any employee without just cause as determined by the Superintendent. In case of any discharge or suspension, the employee shall be notified in writing of discharge or discipline and given reason thereof.

ARTICLE XVII - STRIKES AND LOCKOUTS

SECTION 1 - LOCKOUTS

No lockout of employees shall be instituted by the Board during the term of this Agreement.

SECTION 2 - STRIKES

No strikes of any kind shall be caused or sanctioned by the Union during the term of this Agreement.

ARTICLE XVIII - SAFETY AND HEALTH, SMOKE-FREE WORKPLACE, SAFETY COMMITTEE, AND UNIFORMS

SECTION 1 - SAFETY AND HEALTH

The Board and the Union shall cooperate in the endorsement of safety and the use of proper safety equipment. The Board will provide, to the extent possible, safe, secure, healthful working conditions for all employees. All employees shall comply with all safety rules and regulations established by the Board.

Should an employee feel that his/her work requires him/her to be in unsafe or unhealthy situations, the matter shall be brought to the attention of the employee's immediate supervisor. If the matter is not adjusted satisfactorily, it will be processed according to the Grievance Procedure.

SECTION 2 - SMOKE FREE WORKPLACE

The Board of Education of Carroll County is committed to providing employees, students, and visitors with a safe and healthy environment. It is also in the educational interest of this Board to set a positive example by its actions. Smoking, second-hand smoke, and smokeless tobacco have been found to pose definite health hazards.

Therefore, the sale or use of tobacco products including electronic cigarettes or vapor type devices is strictly prohibited while on or in property owned, leased, or used by Carroll County Public Schools at all times. This includes facilities and vehicles. There shall be no exceptions.

SECTION 3 - SAFETY COMMITTEE

The Union shall select a safety committee consisting of one representative from each department (plant maintenance and plant operations).

SECTION 4 - UNIFORMS

The Board shall continue to furnish uniforms, to each Operations and Maintenance employee in the bargaining unit. The number of uniforms furnished is as follows:

Maintenance	Operations	IPM
7 pairs of pants (To include any combination of cargo or jean style)	7 pairs of pants (To include any combination of cargo or jean style)	7 pairs of pants (To include any combination of cargo or jean style)
7 shirts	7 shirts	7 shirts
1 jacket and liner	1 jacket and liner	1 jacket and liner
7 T-shirts	7 T-shirts	7 T-shirts
7 pairs of shorts	7 pairs of shorts	7 pairs of shorts
1 pair of regular coveralls	1 pair of insulated coveralls	1 pair of regular coveralls
1 hooded sweatshirt	1 hooded sweatshirt	1 hooded sweatshirt

Building Supervisors, Shift Foreman, Maintenance Employees, Outside Grounds Employees, and IPM Employees also receive 1 pair insulated coveralls and 1 baseball style cap.

All uniforms and jackets shall be properly fitted and sized for male and female employees as appropriate. Employees provided uniforms are expected to wear uniforms on duty and are restricted from wearing uniforms for employment other than Board of Education employment.

ARTICLE XIX – LABOR MANAGEMENT COMMITTEE

- A. The employer and the Union agree that cooperation between the parties benefits the students, staff, and administration of the Carroll County Public School system. To this end, the Board and the Union agree to establish a Labor Management Committee. The employer and Union agree to meet at least four (4) times per fiscal year to discuss matters of mutual concern. Such meetings shall not be used by either party to present or discuss grievances in any form or fashion. Issues of mutual concern will be considered, and recommendations may be made by the committee to the Board and the Union. An agenda shall be agreed to by both parties at least one (1) week prior to each meeting.
- B. The Committee shall be composed of Union representatives that shall include the Local Union President, Labor Representative and up to three (3) other members of the bargaining unit covered by this Agreement, representing the departments represented by the Union. The employer representatives shall consist of the Superintendent of Schools or designee and up to four (4) other employees of the Carroll County Public Schools system appointed by the Superintendent.
- C. The date, place, and hour of meetings shall be mutually agreed upon by the parties. Every effort shall be made to relieve the employee representatives for such time as is necessary to attend meetings without loss of pay or leave time. The President of the Union shall

forward to the Human Resources Director at least five (5) days in advance of each meeting the names of the employee representatives.

- D. The Labor Management Committee shall oversee the work of the Committee referenced in Article XVIII of this Agreement.
- E. The Labor Management Committee may form subcommittees to address issues of mutual concern.
- F. Safety concerns will be a standing topic of the LMC.

ARTICLE XX - TRAINING

The Board and Union shall jointly develop a training program through which employees will be given the opportunity to receive training for the purpose of qualifying for advancement.

The two dates for mandatory training will be placed in the school calendar as well as in the custodial/maintenance calendar. Vacation will not be granted for these two days.

Functional computers shall be made available to AFSCME-represented employees, and they shall be provided adequate time during their normal work shifts to complete mandatory annual training. Functional computers are considered to be the same computers issued to faculty, administrators, and students.

SECTION 1 - COURSE REIMBURSEMENT

The Board shall pay a maximum of two-thousand dollars (\$2,000) per fiscal year for course reimbursement for college, adult education and/or trade classes. Reimbursement is limited to tuition, course-related fees and course related materials.

Courses must relate to the functions within the plant maintenance, operations and pupil transportation departments, and may apply to promotional opportunities within and among these areas. All courses must be approved in advance by the Superintendent/Designee and the unit member must successfully complete the course to qualify for reimbursement.

SECTION 2 - ACCREDITATION/CERTIFICATION STIPEND

Should a plant maintenance or plant operations employee receive any of the following trades licenses the employee shall receive an annual stipend as follows:

Grade 3 State Engineers License	\$300
Grade 2 State Engineers License	\$350
Grade 1 State Engineers License	\$400

Maryland State Water Systems Operators License	\$400
Journeyman Plumber, Electrician or HVACR	\$400
Master Plumber, Electrician, HVACR	\$600
Pool Operator's Certificate (Carroll Springs only)	\$400
CDL	\$250
Locksmith	\$400
Proof of license status may be required annually.	

ARTICLE XXI - GENERAL PROVISIONS

SECTION 1 - PLEDGE AGAINST DISCRIMINATION AND COERCION

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, pregnancy, marital status, parental status, race, color, creed, national origin, ancestry, genetic information, religion, sexual orientation, gender identity, or expression, mental or physical disability, military status (including veteran status), political affiliation, labor affiliations or membership or any other lawfully protected class. The Union endorses the nondiscrimination principles stated above. The Union's responsibility is limited to representing bargaining unit employees through the grievance process; enforcement of this Article is the sole responsibility of the Board.

The Board agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Board or any Board representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or for any other cause.

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

SECTION 2 - UNION DESIGNATED SPACE

The Board agrees to furnish and maintain suitable bulletin board space in convenient places in each work area to be used by the Union.

The Union shall limit its posting of notices and bulletins to such bulletin boards.

SECTION 3 - VISITS BY UNION REPRESENTATIVES

The Board agrees that accredited representatives of the American Federation of State, County, and Municipal Employees whether local Union representative, district council representatives, or International representatives, shall have full and free access to the premises of the Board provided notice of visitation is given and the visitation does not interfere with the Board's operation.

SECTION 4 - PRINTING OF AGREEMENT

The Board will provide the Union's Executive and/or Negotiation Team with draft copies of tentatively approved new contracts no later than ten (10) duty days prior to AFSCME's scheduled contract ratification meeting. With agreement from both parties, the ten (10) duty day window can be extended.

The cost of printing the ratified agreement shall be shared jointly between the Union and the Board. Each work location will have a printed copy of the Master Agreement for employees to access. Furthermore, any employee who expresses a desire for a copy of the Master Agreement shall be provided with access to print a copy of said agreement from the CCPS website.

ARTICLE XXII - SAVING CLAUSE

In the event any Article, Section or Portion of this Agreement should be held invalid and unenforceable by any Court of competent jurisdiction, such decision shall apply only to the specific Article, Section or Portion thereof specifically specified in the Court's decision, and upon issuance of such a decision, the Board and The Union agree to negotiate immediately with regards to a substitute for the invalidated Article, Section or Portion thereof.

ARTICLE XXIII – DURATION

Unless otherwise provided herein, the provisions of this agreement shall remain in full force and effect until June 30, 2029, with the following exception:

The Board and the Union shall meet during FY 27 with the goal of reaching agreement on adjusting step placement for eligible employees as set forth in Article X Section 1 and to review the implementation of the Maryland Paid Family and Medical Leave Insurance (FAMLI) beginning in FY 28.

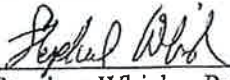
The parties agree that any mutually-agreed upon changes from the joint committee on Staffing and Promotions may be implemented during the term of the agreement within the value of the annual salary increases noted above.

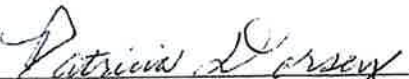
Negotiations shall begin no later than thirty (30) days prior to the anniversary date of this agreement. This agreement shall remain in full force and effect during the period of negotiations.

This agreement is contingent on full funding by the Carroll County Commissioners of the Board of Education's budget requests. If the County Commissioners fail to fully fund the Board's fiscal year budget request, §6-511 of the Education Article, *Annotated Code of Maryland*, shall apply.

IN WITNESS HEREOF, the parties here unto set their hands and seal this 1st day of July, 2026.

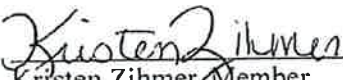
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CARROLL COUNTY

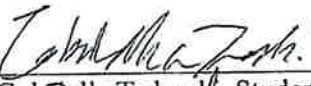

Stephen Whisler, President

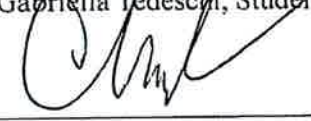

Dr. Patricia Dorsey, Vice President


Tara Battaglia, Member

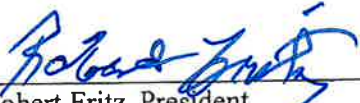

Dr. Greg Malveaux, Member


Kristen Zihmer, Member


Gabriella Tedeschi, Student Representative


Dr. Cynthia McCabe
Superintendent of Schools

AFSCME


Robert Fritz, President


Kevin Melvin, Vice President


Tina Mayne, Secretary


Wayne Wheeler, Executive Board


Ken Dougherty, Executive Board


Dave Zink, Trustee


Lisa McKinney, Field Representative,
AFSCME Maryland Council 3


Patrick Moran, President,
AFSCME Maryland Council 3

Carroll County Public Schools																										
Plant Operations Salary Scale																										
FY 2027																										
	CAT I						CAT II						CAT III						CAT IV							
SHIFT	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3	1	2	3		
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15											
STEP 1	\$ 38,898	\$ 40,721	\$ 41,633	\$ 43,989	\$ 45,027	\$ 46,068	\$ 47,105	\$ 50,771	\$ 51,983	\$ 53,191	\$ 54,402	\$ 59,243	\$ 60,663	\$ 62,086	\$ 63,284											
STEP 2	39,972	41,796	42,708	45,063	46,102	47,143	48,179	51,846	53,057	54,265	55,476	60,318	61,740	63,160	64,359											
STEP 3	41,046	42,872	43,782	46,139	47,177	48,217	49,253	52,921	54,133	55,339	56,551	61,392	62,814	64,235	65,434											
STEP 4	42,122	43,946	44,858	47,213	48,251	49,292	50,328	53,996	55,208	56,414	57,625	62,465	63,889	65,311	66,509											
STEP 5	43,195	45,021	45,932	48,287	49,326	50,367	51,403	55,070	56,283	57,489	58,700	63,541	64,963	66,385	67,583											
STEP 6	44,270	46,094	47,007	49,362	50,400	51,442	52,478	56,144	57,357	58,563	59,775	64,615	66,036	67,460	68,656											
STEP 7	45,344	47,168	48,082	50,436	51,476	52,516	53,552	57,219	58,431	59,638	60,849	65,690	67,112	68,534	69,731											
STEP 8	46,418	48,244	49,157	51,512	52,549	53,590	54,626	58,294	59,507	60,712	61,924	66,764	68,186	69,607	70,806											
STEP 9	47,494	49,318	50,231	52,586	53,623	54,665	55,701	59,369	60,580	61,788	62,998	67,838	69,261	70,683	71,881											
STEP 10	48,568	50,393	51,305	53,661	54,699	55,740	56,775	60,443	61,655	62,863	64,072	68,914	70,335	71,757	72,956											
STEP 11	49,643	51,467	52,380	54,735	55,773	56,815	57,850	61,517	62,729	63,938	65,147	69,988	71,409	72,832	74,031											
STEP 12	50,717	52,541	53,454	55,808	56,849	57,889	58,924	62,592	63,804	65,012	66,221	71,063	72,485	73,906	75,105											
STEP 13	51,793	53,617	54,529	56,884	57,923	58,963	59,998	63,666	64,879	66,086	67,297	72,137	73,559	74,980	76,180											
STEP 14	52,868	54,691	55,603	57,958	58,997	60,038	61,074	64,741	65,953	67,161	68,371	73,212	74,634	76,056	77,255											
STEP 15	53,942	55,766	56,677	59,034	60,072	61,113	62,149	65,816	67,028	68,235	69,446	74,288	75,708	77,130	78,329											

**Carroll County Public Schools
Plant Maintenance Salary Scale
FY 2027**

		CAT I			CAT II						CAT III						CAT IV				
				3	1	4	5	1	2	6	7	8	1	9	10	11	12	13	1	2	3
SHIFT	GRADE	1	2	3	1	4	5	1	2	6	7	8	1	9	10	11	12	13	1	2	3
STEP 1		\$38,898	\$40,721	\$41,633	\$45,679	\$46,759	\$47,841	\$48,925	\$52,461	\$53,712	\$54,963	\$56,213	\$59,243	\$60,663	\$62,086	\$63,506					
STEP 2		39,966	41,789	42,703	46,947	48,029	49,111	50,194	53,963	55,215	56,466	57,716	60,978	62,401	63,822	65,243					
STEP 3		41,034	42,859	43,771	48,215	49,298	50,379	51,464	55,465	56,717	57,969	59,218	62,714	64,137	65,559	66,978					
STEP 4		42,103	43,927	44,840	49,484	50,567	51,649	52,732	56,968	58,221	59,471	60,722	64,451	65,872	67,296	68,714					
STEP 5		43,170	44,996	45,908	50,753	51,835	52,917	54,002	58,470	59,722	60,975	62,225	66,187	67,609	69,032	70,451					
STEP 6		44,238	46,066	46,978	52,023	53,104	54,186	55,270	59,974	61,226	62,476	63,727	67,923	69,347	70,770	72,188					
STEP 7		45,307	47,133	48,047	53,291	54,372	55,456	56,539	61,476	62,727	63,978	65,230	69,661	71,083	72,505	73,923					
STEP 8		46,377	48,202	49,114	54,563	55,642	56,724	57,807	62,979	64,230	65,481	66,732	71,397	72,818	74,242	75,662					
STEP 9		47,445	49,269	50,184	55,831	56,911	57,994	59,075	64,481	65,732	66,983	68,237	73,134	74,556	75,977	77,397					
STEP 10		48,514	50,339	51,252	57,100	58,178	59,262	60,345	65,984	67,236	68,487	69,738	74,870	76,292	77,714	79,133					
STEP 11		49,583	51,407	52,321	58,370	59,448	60,531	61,614	67,486	68,739	69,989	71,241	76,607	78,029	79,451	80,871					
STEP 12		50,652	52,477	53,388	59,637	60,716	61,801	62,883	68,990	70,241	71,491	72,743	78,343	79,764	81,186	82,608					
STEP 13		51,719	53,546	54,458	60,906	61,986	63,069	64,152	70,491	71,743	72,994	74,246	80,079	81,501	82,924	84,344					
STEP 14		52,787	54,614	55,526	62,175	63,255	64,340	65,421	71,996	73,247	74,499	75,747	81,814	83,237	84,660	86,079					
STEP 15		53,856	55,682	56,594	63,444	64,524	65,607	66,691	73,497	74,749	76,003	77,253	83,553	84,975	86,397	87,817					

Carroll County Public Schools
Plant Operations Salary Scale
FY 2028

SHIFT GRADE	CAT I			CAT II			CAT III			CAT IV					
	1	2	3	1	2	3	1	2	3	1	2	3			
STEP 1	\$ 39,676	\$ 41,535	\$ 42,466	\$ 44,869	\$ 45,928	\$ 46,989	\$ 48,047	\$ 51,786	\$ 53,023	\$ 54,255	\$ 55,490	\$ 60,428	\$ 61,876	\$ 63,328	\$ 64,550
STEP 2	40,771	42,632	43,562	45,964	47,024	48,086	49,143	52,883	54,118	55,350	56,586	61,524	62,975	64,423	65,646
STEP 3	41,867	43,729	44,658	47,062	48,121	49,181	50,238	53,979	55,216	56,446	57,682	62,620	64,070	65,520	66,743
STEP 4	42,964	44,825	45,755	48,157	49,216	50,278	51,335	55,076	56,312	57,542	58,778	63,714	65,167	66,617	67,839
STEP 5	44,059	45,921	46,851	49,253	50,313	51,374	52,431	56,171	57,409	58,639	59,874	64,812	66,262	67,713	68,935
STEP 6	45,155	47,016	47,947	50,349	51,408	52,471	53,528	57,267	58,504	59,734	60,971	65,907	67,357	68,809	70,029
STEP 7	46,251	48,111	49,044	51,445	52,506	53,566	54,623	58,363	59,600	60,831	62,066	67,004	68,454	69,905	71,126
STEP 8	47,346	49,209	50,140	52,542	53,600	54,662	55,719	59,460	60,697	61,926	63,162	68,099	69,550	70,999	72,222
STEP 9	48,444	50,304	51,236	53,638	54,695	55,758	56,815	60,556	61,792	63,024	64,258	69,195	70,646	72,097	73,319
STEP 10	49,539	51,401	52,331	54,734	55,793	56,855	57,911	61,652	62,888	64,120	65,353	70,292	71,742	73,192	74,415
STEP 11	50,636	52,496	53,428	55,830	56,888	57,951	59,007	62,747	63,984	65,217	66,450	71,388	72,837	74,289	75,512
STEP 12	51,731	53,592	54,523	56,924	57,986	59,047	60,102	63,844	65,080	66,312	67,545	72,484	73,935	75,384	76,607
STEP 13	52,829	54,689	55,620	58,022	59,081	60,142	61,198	64,939	66,177	67,408	68,643	73,580	75,030	76,480	77,704
STEP 14	53,925	55,785	56,715	59,117	60,177	61,239	62,295	66,036	67,272	68,504	69,738	74,676	76,127	77,577	78,800
STEP 15	55,021	56,881	57,811	60,215	61,273	62,335	63,392	67,132	68,369	69,600	70,835	75,774	77,222	78,673	79,896

Carroll County Public Schools
Plant Maintenance Salary Scale
FY 2028

SHIFT GRADE	CAT I			CAT II			CAT III			CAT IV				
	1	2	3	1	2	3	1	2	3	1	2	3	1	2
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
STEP 1	\$39,676	\$41,535	\$42,466	\$46,593	\$47,694	\$48,798	\$49,904	\$53,510	\$54,786	\$56,062	\$57,337	\$60,428	\$61,876	\$63,328
STEP 2	40,765	42,625	43,557	47,886	48,990	50,093	51,198	55,042	56,319	57,595	58,870	62,198	63,649	65,098
STEP 3	41,855	43,716	44,646	49,179	50,284	51,387	52,493	56,574	57,851	59,128	60,402	63,988	65,420	66,870
STEP 4	42,945	44,806	45,737	50,474	51,578	52,682	53,787	58,107	59,385	60,660	61,936	65,740	67,189	68,642
STEP 5	44,033	45,896	46,826	51,768	52,872	53,975	55,082	59,639	60,916	62,195	63,470	67,511	68,961	70,413
STEP 6	45,123	46,987	47,918	53,063	54,166	55,270	56,375	61,173	62,451	63,726	65,002	69,281	70,734	72,185
STEP 7	46,213	48,076	49,008	54,357	55,459	56,565	57,670	62,706	63,982	65,258	66,535	71,054	72,505	73,955
STEP 8	47,305	49,166	50,096	55,654	56,755	57,858	58,963	64,239	65,515	66,791	68,067	72,825	74,274	75,727
STEP 9	48,394	50,254	51,188	56,948	58,049	59,154	60,257	65,771	67,047	68,323	69,602	74,597	76,047	77,497
STEP 10	49,484	51,346	52,277	58,242	59,342	60,447	61,552	67,304	68,581	69,857	71,133	76,367	77,818	79,268
STEP 11	50,575	52,435	53,367	59,537	60,637	61,742	62,846	68,836	70,114	71,389	72,666	78,139	79,590	81,040
STEP 12	51,665	53,527	54,456	60,830	61,930	63,037	64,141	70,370	71,646	72,921	74,198	79,910	81,359	82,810
STEP 13	52,753	54,617	55,547	62,124	63,226	64,330	65,435	71,901	73,178	74,454	75,731	81,681	83,131	84,582
STEP 14	53,843	55,706	56,637	63,419	64,520	65,627	66,729	73,436	74,712	75,989	77,262	83,450	84,902	86,353
STEP 15	54,933	56,796	57,726	64,713	65,814	66,919	68,025	74,967	76,244	77,523	78,798	85,224	86,675	88,125

**Carroll County Public Schools
Plant Operations Salary Scale
FY 2029**

SHIFT GRADE	CAT I			CAT II			CAT III			CAT IV		
	1	2	3	1	2	3	1	2	3	1	2	3
STEP 1	\$ 40,470	\$ 42,366	\$ 43,315	\$ 45,766	\$ 46,847	\$ 47,929	\$ 49,008	\$ 50,126	\$ 51,243	\$ 52,362	\$ 53,480	\$ 54,599
STEP 2	\$ 41,586	\$ 43,485	\$ 44,433	\$ 46,883	\$ 47,964	\$ 49,048	\$ 50,165	\$ 51,284	\$ 52,401	\$ 53,519	\$ 54,637	\$ 55,755
STEP 3	\$ 42,704	\$ 44,604	\$ 45,551	\$ 48,003	\$ 49,083	\$ 50,165	\$ 51,243	\$ 52,362	\$ 53,480	\$ 54,599	\$ 55,715	\$ 56,833
STEP 4	\$ 43,823	\$ 45,722	\$ 46,670	\$ 49,120	\$ 50,200	\$ 51,284	\$ 52,401	\$ 53,519	\$ 54,637	\$ 55,755	\$ 56,873	\$ 57,991
STEP 5	\$ 44,940	\$ 46,839	\$ 47,788	\$ 50,238	\$ 51,319	\$ 52,401	\$ 53,519	\$ 54,637	\$ 55,755	\$ 56,873	\$ 57,991	\$ 59,109
STEP 6	\$ 46,058	\$ 47,956	\$ 48,906	\$ 51,356	\$ 52,436	\$ 53,520	\$ 54,599	\$ 55,678	\$ 56,757	\$ 57,836	\$ 58,915	\$ 60,033
STEP 7	\$ 47,176	\$ 49,073	\$ 50,025	\$ 52,474	\$ 53,556	\$ 54,637	\$ 55,715	\$ 56,794	\$ 57,873	\$ 58,952	\$ 60,033	\$ 61,151
STEP 8	\$ 48,293	\$ 50,193	\$ 51,143	\$ 53,593	\$ 54,672	\$ 55,755	\$ 56,833	\$ 57,912	\$ 58,991	\$ 60,070	\$ 61,149	\$ 62,267
STEP 9	\$ 49,413	\$ 51,310	\$ 52,261	\$ 54,711	\$ 55,789	\$ 56,873	\$ 57,951	\$ 59,029	\$ 60,108	\$ 61,187	\$ 62,266	\$ 63,345
STEP 10	\$ 50,530	\$ 52,429	\$ 53,378	\$ 55,829	\$ 56,909	\$ 57,992	\$ 59,069	\$ 60,148	\$ 61,227	\$ 62,306	\$ 63,385	\$ 64,464
STEP 11	\$ 51,649	\$ 53,546	\$ 54,497	\$ 56,947	\$ 58,026	\$ 59,110	\$ 60,187	\$ 61,266	\$ 62,345	\$ 63,424	\$ 64,503	\$ 65,582
STEP 12	\$ 52,766	\$ 54,664	\$ 55,613	\$ 58,062	\$ 59,146	\$ 60,228	\$ 61,304	\$ 62,382	\$ 63,461	\$ 64,539	\$ 65,618	\$ 66,697
STEP 13	\$ 53,886	\$ 55,783	\$ 56,732	\$ 59,182	\$ 60,263	\$ 61,345	\$ 62,422	\$ 63,501	\$ 64,579	\$ 65,658	\$ 66,737	\$ 67,816
STEP 14	\$ 55,004	\$ 56,901	\$ 57,849	\$ 60,299	\$ 61,381	\$ 62,464	\$ 63,541	\$ 64,618	\$ 65,697	\$ 66,775	\$ 67,854	\$ 68,933
STEP 15	\$ 56,121	\$ 58,019	\$ 58,967	\$ 61,419	\$ 62,498	\$ 63,582	\$ 64,660	\$ 65,739	\$ 66,817	\$ 67,896	\$ 68,975	\$ 70,054

Carroll County Public Schools
Plant Maintenance Salary Scale
FY 2029

SHIFT GRADE	CAT I			CAT II			CAT III			CAT IV				
	1	2	3	1	5	6	1	8	9	10	11	12	13	14
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
STEP 1	\$40,470	\$42,366	\$43,315	\$47,525	\$48,648	\$49,774	\$50,902	\$54,580	\$55,882	\$57,183	\$58,484	\$61,637	\$63,114	\$64,595
STEP 2	41,580	43,478	44,428	48,844	49,970	51,095	52,222	56,143	57,445	58,747	60,047	63,442	64,922	66,400
STEP 3	42,692	44,590	45,539	50,163	51,290	52,415	53,543	57,705	59,008	60,311	61,610	65,247	66,728	68,207
STEP 4	43,804	45,702	46,652	51,483	52,610	53,736	54,863	59,269	60,573	61,873	63,175	67,055	68,533	70,015
STEP 5	44,914	46,814	47,763	52,803	53,929	55,055	56,184	60,832	62,134	63,439	64,739	68,861	70,340	71,821
STEP 6	46,025	47,927	48,876	54,124	55,249	56,375	57,503	62,396	63,700	65,001	66,302	70,667	72,149	73,629
STEP 7	47,137	49,038	49,988	55,444	56,568	57,696	58,823	63,960	65,262	66,563	67,866	72,475	73,955	75,434
STEP 8	48,251	50,149	51,098	56,767	57,890	59,015	60,142	65,524	66,825	68,127	69,428	74,282	75,759	77,242
STEP 9	49,362	51,259	52,212	58,087	59,210	60,337	61,462	67,086	68,388	69,689	70,994	76,089	77,568	79,047
STEP 10	50,474	52,373	53,323	59,407	60,529	61,656	62,783	68,650	69,953	71,254	72,556	77,894	79,374	80,853
STEP 11	51,587	53,484	54,434	60,728	61,850	62,977	64,103	70,213	71,516	72,817	74,119	79,702	81,182	82,661
STEP 12	52,698	54,598	55,545	62,047	63,169	64,298	65,424	71,777	73,079	74,379	75,682	81,508	82,986	84,466
STEP 13	53,808	55,709	56,658	63,366	64,491	65,617	66,744	73,339	74,642	75,943	77,246	83,315	84,794	86,274
STEP 14	54,920	56,820	57,770	64,687	65,810	66,940	68,064	74,905	76,206	77,509	78,807	85,119	86,600	88,080
STEP 15	56,032	57,932	58,881	66,007	67,130	68,257	69,386	76,466	77,769	79,073	80,374	86,928	88,409	89,888
														91,364