

PBA - Base

Schedules / Groups Included Under PBA

Bargaining Group: PBA - Police Benevolent Association

Current Contract Period: January 1, 2009 - December 31, 2011

Entry Level Pay

Starting pay is step 1 level 15 of the PBA salary schedule for all new employees assigned to PBA.

Probation

Employees new to the system are on probation for 18 months after certification, or 18 months from the date of employment if hired by the District in an already certified job classification.

Advanced Degree Pay

Bargaining unit members shall be eligible for Advanced Degree Pay for a Master or Doctorate degree in Criminal Justice, Criminology, Public Administration, Police Administration or a related advanced degree approved by the Chief of Police conferred by an accredited college or university.

The annual Advanced Degree Pay supplement shall be paid as follows:

Master's Degree	\$2,000
Doctorate Degree	\$4,000

Personal Leave

Allowable 6 days per year, charged to sick leave, provided that such leave is not cumulative.

- a. Except in extenuating circumstances, should request such leave 24 hours in advance.
- b. Personal leave shall not be approved for any day immediately before or after a holiday, except for emergencies, bereavement, religious day, or to attend immediate family member's graduation.
- c. When misuse of personal leave is suspected, the District may investigate / require verification.

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Annual Leave

12 Month Employees Only

Less than 5 years, leave accrues at the rate of 1 day per month (total 12)
5 years < 10, leave accrues at the rate of 1.25 days per month (total 15)
10 years or more, leave accrues at the rate of 1.5 days per month (total 18)

Sick Leave

Allowable for personal illness and bereavement of immediate/close family member.

Employees are granted 4 days of sick leave on the last day of the first month of the appointive year.

Example: Employee on a 8 hour workday is granted 32 hours (8 hours x 4 days = 32)

Earns 1 day p/month thereafter, provided employee has 11 paid status days that month.

Cumulative from year to year with no maximum cap on amount of accrual.

Sick leave is maintained on an hourly basis and is charged in no less the 1 hour increments.

Credit for Out-of-County Sick Leave - can transfer sick leave from other FRS agencies, provided that at least 1/2 of the cumulative leave be established at the District.

The District may require a doctor's statement to verify illness.

Involuntary Transfer

Police Officers subject to involuntary transfer to a different school or assignment shall be given 2 weeks notice of such transfer prior to the effective date of the transfer. This notice provision is not applicable when notice of transfer occurs at the beginning of the school year.