

**SECTION 15  
PAY RATES**

15.1 Effective with the start of the Winter Term 2013 the pay rates per equated hour shall be as follows:

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
\$596.00	\$619.00	\$689.00	\$754.00

The rate for Step 9 shall be \$913 per equated hour for the duration of this contract.

The pay rates for each equated hour per step shall increase by 1% for each of the following academic years: 2013/14, 2014/15, 2015/16, 2016/17 and 2017/18.

Step advancement shall be awarded pursuant to the contract beginning in Winter Term 2013.