

## Schedule of Pay for Music Studio Instructors

<b>Music Studio Instructors</b>					
<b>Effective: September 1, 2019 – August 31, 2020</b>					
	<b><u>Continuous Employment</u></b>	<b><u>Base</u></b>	<b><u>Benefits</u></b>	<b><u>Vacation</u></b>	<b><u>Salary</u></b>
<b>Non-Seniority Hourly Rates</b>					
Studio I	< 5 years	\$60.23	\$2.77	\$2.41	\$65.41
	> 5 years	\$60.23	\$2.77	\$3.61	\$66.61
Studio II	< 5 years	\$69.27	\$3.19	\$2.77	\$75.23
	> 5 years	\$69.27	\$3.19	\$4.16	\$76.62
Studio III	< 5 years	\$78.29	\$3.60	\$3.13	\$85.02
	> 5 years	\$78.29	\$3.60	\$4.70	\$86.59
Studio IV	< 5 years	\$87.35	\$4.02	\$3.49	\$94.86
	> 5 years	\$87.35	\$4.02	\$5.24	\$96.61
<b>Seniority Hourly Rates</b>					
Studio I	< 5 years	\$61.54	\$2.83	\$2.46	\$66.83
	> 5 years	\$61.54	\$2.83	\$3.69	\$68.06
Studio II	< 5 years	\$70.77	\$3.26	\$2.83	\$76.86
	> 5 years	\$70.77	\$3.26	\$4.25	\$78.28
Studio III	< 5 years	\$80.02	\$3.68	\$3.20	\$86.90
	> 5 years	\$80.02	\$3.68	\$4.80	\$88.50
Studio IV	< 5 years	\$89.28	\$4.11	\$3.57	\$96.96
	> 5 years	\$89.28	\$4.11	\$5.36	\$98.75

<b>Music Studio Instructors</b>					
<b>Effective: September 1, 2020 – August 31, 2021</b>					
	<b><u>Continuous Employment</u></b>	<b><u>Base</u></b>	<b><u>Benefits</u></b>	<b><u>Vacation</u></b>	<b><u>Salary</u></b>
<b>Non-Seniority Hourly Rates</b>					
Studio I	< 5 years	\$60.83	\$2.89	\$2.43	\$66.15
	> 5 years	\$60.83	\$2.89	\$3.65	\$67.37
Studio II	< 5 years	\$69.96	\$3.32	\$2.80	\$76.08
	> 5 years	\$69.96	\$3.32	\$4.20	\$77.48
Studio III	< 5 years	\$79.07	\$3.76	\$3.16	\$85.99
	> 5 years	\$79.07	\$3.76	\$4.74	\$87.57
Studio IV	< 5 years	\$88.22	\$4.19	\$3.53	\$95.94
	> 5 years	\$88.22	\$4.19	\$5.29	\$97.70
<b>Seniority Hourly Rates</b>					
Studio I	< 5 years	\$62.16	\$2.95	\$2.49	\$67.60
	> 5 years	\$62.16	\$2.95	\$3.73	\$68.84
Studio II	< 5 years	\$71.48	\$3.40	\$2.86	\$77.74
	> 5 years	\$71.48	\$3.40	\$4.29	\$79.17
Studio III	< 5 years	\$80.82	\$3.84	\$3.23	\$87.89
	> 5 years	\$80.82	\$3.84	\$4.85	\$89.51
Studio IV	< 5 years	\$90.17	\$4.28	\$3.61	\$98.06
	> 5 years	\$90.17	\$4.28	\$5.41	\$99.86

<b>Music Studio Instructors</b>					
<b>Effective: September 1, 2021 – August 31, 2022</b>					
	<b><u>Continuous Employment</u></b>	<b><u>Base</u></b>	<b><u>Benefits</u></b>	<b><u>Vacation</u></b>	<b><u>Salary</u></b>
<b>Non-Seniority Hourly Rates</b>					
Studio I	< 5 years	\$61.44	\$3.01	\$2.46	\$66.91
	> 5 years	\$61.44	\$3.01	\$3.69	\$68.14
Studio II	< 5 years	\$70.66	\$3.46	\$2.83	\$76.95
	> 5 years	\$70.66	\$3.46	\$4.24	\$78.36
Studio III	< 5 years	\$79.86	\$3.91	\$3.19	\$86.96
	> 5 years	\$79.86	\$3.91	\$4.79	\$88.56
Studio IV	< 5 years	\$89.10	\$4.37	\$3.56	\$97.03
	> 5 years	\$89.10	\$4.37	\$5.35	\$98.82
<b>Seniority Hourly Rates</b>					
Studio I	< 5 years	\$62.78	\$3.08	\$2.51	\$68.37
	> 5 years	\$62.78	\$3.08	\$3.77	\$69.63
Studio II	< 5 years	\$72.19	\$3.54	\$2.89	\$78.62
	> 5 years	\$72.19	\$3.54	\$4.33	\$80.06
Studio III	< 5 years	\$81.63	\$4.00	\$3.27	\$88.90
	> 5 years	\$81.63	\$4.00	\$4.90	\$90.53
Studio IV	< 5 years	\$91.07	\$4.46	\$3.64	\$99.17
	> 5 years	\$91.07	\$4.46	\$5.46	\$100.99

### Schedule of Pay for Music Therapy Instructors

<b>Music Therapy Instructors</b>					
<b>Effective: September 1, 2019 – August 31, 2020</b>					
	<b><u>Continuous Employment</u></b>	<b><u>Base</u></b>	<b><u>Benefits</u></b>	<b><u>Vacation</u></b>	<b><u>Salary</u></b>
<b>Non-Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$54.22	\$2.49	\$2.17	\$58.88
	> 5 years	\$54.22	\$2.49	\$3.25	\$59.96
Supervisor I	< 5 years	\$60.23	\$2.77	\$2.41	\$65.41
	> 5 years	\$60.23	\$2.77	\$3.61	\$66.61
Supervisor II	< 5 years	\$66.26	\$3.05	\$2.65	\$71.96
	> 5 years	\$66.26	\$3.05	\$3.98	\$73.29
Supervisor III	< 5 years	\$72.25	\$3.32	\$2.89	\$78.46
	> 5 years	\$72.25	\$3.32	\$4.34	\$79.91
<b>Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$55.41	\$2.55	\$2.22	\$60.18
	> 5 years	\$55.41	\$2.55	\$3.32	\$61.28
Supervisor I	< 5 years	\$61.54	\$2.83	\$2.46	\$66.83
	> 5 years	\$61.54	\$2.83	\$3.69	\$68.06
Supervisor II	< 5 years	\$67.73	\$3.12	\$2.71	\$73.56
	> 5 years	\$67.73	\$3.12	\$4.06	\$74.91
Supervisor III	< 5 years	\$73.84	\$3.40	\$2.95	\$80.19
	> 5 years	\$73.84	\$3.40	\$4.43	\$81.67

<b>Music Therapy Instructors</b>					
<b>Effective: September 1, 2020 – August 31, 2021</b>					
	<b>Continuous Employment</b>	<b>Base</b>	<b>Benefits</b>	<b>Vacation</b>	<b>Salary</b>
<b>Non-Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$54.76	\$2.60	\$2.19	\$59.55
	> 5 years	\$54.76	\$2.60	\$3.29	\$60.65
Supervisor I	< 5 years	\$60.83	\$2.89	\$2.43	\$65.15
	> 5 years	\$60.83	\$2.89	\$3.65	\$67.37
Supervisor II	< 5 years	\$66.92	\$3.18	\$2.68	\$72.78
	> 5 years	\$66.92	\$3.18	\$4.02	\$74.12
Supervisor III	< 5 years	\$72.97	\$3.47	\$2.92	\$79.36
	> 5 years	\$72.97	\$3.47	\$4.38	\$80.82
<b>Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$55.96	\$2.66	\$2.24	\$60.86
	> 5 years	\$55.96	\$2.66	\$3.36	\$61.98
Supervisor I	< 5 years	\$62.16	\$2.95	\$2.49	\$67.60
	> 5 years	\$62.16	\$2.95	\$3.73	\$68.84
Supervisor II	< 5 years	\$68.41	\$3.25	\$2.74	\$74.40
	> 5 years	\$68.41	\$3.25	\$4.10	\$75.76
Supervisor III	< 5 years	\$74.58	\$3.54	\$2.98	\$81.10
	> 5 years	\$74.58	\$3.54	\$4.47	\$82.59

<b>Music Therapy Instructors</b>					
<b>Effective: September 1, 2021 – August 31, 2022</b>					
	<b>Continuous Employment</b>	<b>Base</b>	<b>Benefits</b>	<b>Vacation</b>	<b>Salary</b>
<b>Non-Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$55.31	\$2.71	\$2.21	\$60.23
	> 5 years	\$55.31	\$2.71	\$3.32	\$61.34
Supervisor I	< 5 years	\$61.44	\$3.01	\$2.46	\$66.91
	> 5 years	\$61.44	\$3.01	\$3.69	\$68.14
Supervisor II	< 5 years	\$67.59	\$3.31	\$2.70	\$73.60
	> 5 years	\$67.59	\$3.31	\$4.06	\$74.96
Supervisor III	< 5 years	\$73.70	\$3.61	\$2.95	\$80.26
	> 5 years	\$73.70	\$3.61	\$4.42	\$81.73
<b>Seniority Hourly Rates</b>					
Support Supervisor	< 5 years	\$56.52	\$2.77	\$2.26	\$61.55
	> 5 years	\$56.52	\$2.77	\$3.39	\$62.68
Supervisor I	< 5 years	\$62.78	\$3.08	\$2.51	\$68.37
	> 5 years	\$62.78	\$3.08	\$3.77	\$69.63
Supervisor II	< 5 years	\$69.09	\$3.39	\$2.76	\$75.24
	> 5 years	\$69.09	\$3.39	\$4.15	\$76.63
Supervisor III	< 5 years	\$75.33	\$3.69	\$3.01	\$82.03
	> 5 years	\$75.33	\$3.69	\$4.52	\$83.54

## Schedule of Pay for Music Coach-Accompanists

<b>Music Coach-Accompanists</b>					
<b>Effective: September 1, 2019 – August 31, 2020</b>					
	<b>Continuous Employment</b>	<b>Base</b>	<b>Benefits</b>	<b>Vacation</b>	<b>Salary</b>
<b>Non-Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$41.34	\$1.90	\$1.65	\$44.89
	> 5 years	\$41.34	\$1.90	\$2.48	\$45.72
Coach-Accompanist II	< 5 years	\$47.59	\$2.19	\$1.90	\$51.68
	> 5 years	\$47.59	\$2.19	\$2.86	\$52.64
Coach-Accompanist III	< 5 years	\$56.28	\$2.59	\$2.25	\$61.12
	> 5 years	\$56.28	\$2.59	\$3.38	\$62.25
Coach-Accompanist IV	< 5 years	\$60.15	\$2.77	\$2.41	\$65.33
	> 5 years	\$60.15	\$2.77	\$3.61	\$66.53
<b>Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$42.25	\$1.94	\$1.69	\$45.88
	> 5 years	\$42.25	\$1.94	\$2.54	\$46.73
Coach-Accompanist II	< 5 years	\$48.64	\$2.24	\$1.95	\$52.83
	> 5 years	\$48.64	\$2.24	\$2.92	\$53.80
Coach-Accompanist III	< 5 years	\$57.52	\$2.65	\$2.30	\$62.47
	> 5 years	\$57.52	\$2.65	\$3.45	\$63.62
Coach-Accompanist IV	< 5 years	\$61.45	\$2.83	\$2.46	\$66.74
	> 5 years	\$61.45	\$2.83	\$3.69	\$67.97

<b>Music Coach-Accompanists</b>					
<b>Effective: September 1, 2020 – August 31, 2021</b>					
	<b>Continuous Employment</b>	<b>Base</b>	<b>Benefits</b>	<b>Vacation</b>	<b>Salary</b>
<b>Non-Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$41.75	\$1.98	\$1.67	\$45.40
	> 5 years	\$41.75	\$1.98	\$2.51	\$46.24
Coach-Accompanist II	< 5 years	\$48.07	\$2.28	\$1.92	\$52.27
	> 5 years	\$48.07	\$2.28	\$2.88	\$53.23
Coach-Accompanist III	< 5 years	\$56.84	\$2.70	\$2.27	\$61.81
	> 5 years	\$56.84	\$2.70	\$3.41	\$62.95
Coach-Accompanist IV	< 5 years	\$60.75	\$2.89	\$2.43	\$66.07
	> 5 years	\$60.75	\$2.89	\$3.65	\$67.29
<b>Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$42.67	\$2.03	\$1.71	\$46.41
	> 5 years	\$42.67	\$2.03	\$2.56	\$47.26
Coach-Accompanist II	< 5 years	\$49.13	\$2.33	\$1.97	\$53.43
	> 5 years	\$49.13	\$2.33	\$2.95	\$54.41
Coach-Accompanist III	< 5 years	\$58.10	\$2.76	\$2.32	\$63.18
	> 5 years	\$58.10	\$2.76	\$3.49	\$64.35
Coach-Accompanist IV	< 5 years	\$62.06	\$2.95	\$2.48	\$67.49
	> 5 years	\$62.06	\$2.95	\$3.72	\$68.73

<b>Music Coach-Accompanists</b>					
<b>Effective: September 1, 2021 – August 31, 2022</b>					
	<b><u>Continuous Employment</u></b>	<b><u>Base</u></b>	<b><u>Benefits</u></b>	<b><u>Vacation</u></b>	<b><u>Salary</u></b>
<b>Non-Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$42.17	\$2.07	\$1.69	\$45.93
	> 5 years	\$42.17	\$2.07	\$2.53	\$46.77
Coach-Accompanist II	< 5 years	\$48.55	\$2.38	\$1.94	\$52.87
	> 5 years	\$48.55	\$2.38	\$2.91	\$53.84
Coach-Accompanist III	< 5 years	\$57.41	\$2.81	\$2.30	\$62.52
	> 5 years	\$57.41	\$2.81	\$3.44	\$63.66
Coach-Accompanist IV	< 5 years	\$61.36	\$3.01	\$2.45	\$66.82
	> 5 years	\$61.36	\$3.01	\$3.68	\$68.05
<b>Seniority Hourly Rates</b>					
Coach-Accompanist I	< 5 years	\$43.10	\$2.11	\$1.72	\$46.93
	> 5 years	\$43.10	\$2.11	\$2.59	\$47.80
Coach-Accompanist II	< 5 years	\$49.62	\$2.43	\$1.98	\$54.03
	> 5 years	\$49.62	\$2.43	\$2.98	\$55.03
Coach-Accompanist III	< 5 years	\$58.68	\$2.88	\$2.35	\$63.91
	> 5 years	\$58.68	\$2.88	\$3.52	\$65.08
Coach-Accompanist IV	< 5 years	\$62.68	\$3.07	\$2.51	\$68.26
	> 5 years	\$62.68	\$3.07	\$3.76	\$69.51