### LICENSED PROFESSIONAL SALARY PLAN
**Effective January 29, 2014 and ending June 30, 2014**

<table>
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^ Highest entry level for 2013-2014.
16* is 3.7% greater than Step 13 and is halfway between Step 13 and Longevity.

The 2012-13 Salary Plan reflects a decrease in the total number of contract days from 191 to 182. Between July 1, 2013 and January 28, 2014, the Salary Plan will have no cost of living increase. Effective January 29, 2014, the Salary Plan will be 0.8% higher than the July 1, 2013-January 28, 2014 Salary Plan. (See Appendix A-2). Members eligible for step movement will advance a step on November 5, 2013, which will be reflected in the November 30, 2013 paycheck.