

PROPOSED
Changes in

MASTER CONTRACT

Between

Santa Rosa County School Board

Santa Rosa County, Florida

And

**The Carpenters Industrial Council,
United Brotherhood of Carpenters and
Joiners of America**

August 12, 2007 - August 11, 2010

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ARTICLE 8: BULLETIN BOARD

- 8.2 The Union agrees that it shall only use space on bulletin board described above for the following purposes:
- a. Notice of Union meetings;
 - b. Union elections;
 - c. Reports of Union committees;
 - d. Recreational and social affairs of the Union;
 - e. Minutes of Union meetings;
 - f. Organizing material
- 8.3 All Union materials placed on the bulletin board shall be signed by a Union officer and copies of any materials to be posted shall be forwarded to the Superintendent or his duly authorized Agent for review and approval prior to the posting of any such materials. Any disapproved posting request is subject to the grievance procedure.

ARTICLE 15: ON THE JOB INJURY

- 15.1 Any ~~permanent~~ regular employee covered by this Agreement who sustains a temporary or permanent disability as a result of accidental injury in the course of and arising out of employment by the Board shall receive all benefits required by the Worker's Compensation Laws of the State of Florida.

ARTICLE 20: LEAVE WITH PAY

20.2 SICK LEAVE.

- h. The only condition under which an employee can be paid for unused sick leave is upon retirement, participation in DROP, or death and after six (6) months satisfactory, continuous and creditable service, and the employee has not been otherwise disqualified under the provision of this Article. In such case, the employee shall be paid at the employee's current hourly rate of pay as provided below. However, such terminal sick leave pay shall not exceed an amount as follows:

A member of the non-instructional staff will be paid terminal pay for accumulated sick leave at retirement, participation in DROP, or to his/her beneficiary if service is terminated by death. Payment will be in the month following effective retirement date unless "5.(a)" is selected or "5.(b)" is applicable. Investment plan participants will be eligible for terminal sick leave pay only if the participant meets the normal retirement age or years of service as defined in paragraph b.(1)(a) below. No payment for sick leave will be made to investment plan participants under the early retirement criteria for pension plan participants as listed in paragraph b.(2)(a) below except by specific School Board action for retirement incentives for all employees.

....

2. Retirement as used in this section shall be defined as (1) the filing with the Board resignation forms that have been signed and notarized, and (2) the filing of the proper paperwork with the Division of Retirement with an effective retirement date within six (6) months of separation date from school board.
 - (a) Normal retirement age or date is the time the employee is first eligible to receive a

retirement benefit without a reduction of benefit because of employee age.

- (1) Under the Florida Retirement System, this is where the employee has at least 10 years of creditable service if employed before July 1, 2001, or six (6) years of creditable service if employed or continued employment on or after July 1, 2001 and age 62 or the employee has at least 30 years of creditable service, regardless of age. (This can include credit for military service.)

....

(b) Early Retirement

- (1) Early retirement under Florida Retirement Service is when the employee has at least 10 years of creditable service if employed before July 1, 2001, or six (6) years of creditable service if employed or continued employment on or after July 1, 2001 but has not reached normal retirement age or date (age 62 or 30 years of service).

20.4 Military Leave

- a. ~~Permanent Regular~~ Regular, non-probationary employees shall, upon presentation of a copy of their official orders, be granted leave with pay not to exceed three (3) days for the purpose of taking their physical examination for induction into the military service. Such leave shall not be deducted from the employees sick or annual leave credits.

ARTICLE 21: LEAVE WITHOUT PAY

21.5 Leave Related to Domestic Violence

- a. An employee, who has been employed by the District for at least three (3) calendar months, may request and shall be granted up to three (3) days of unpaid personal leave within a twelve (12) month period if he/she has been a victim of domestic violence or if a family or household member has been a victim of domestic violence.
- b. The leave must be used for one or more of the following purposes:
 1. To seek an injunction for protection against domestic violence or for protection in cases of repeat violence, dating violence or sexual violence;
 2. To obtain medical care and/or mental health counseling for the employee or a family or household member;
 3. To obtain services from a victim-services organization;
 4. To make the employee's home secure from the perpetrator or to seek new housing;
and/or
 5. To seek legal assistance related to the violence.
- c. All records related to such leave will be considered confidential.
- d. This leave shall be noncumulative and shall be requested in advance except in the case of an emergency.
- e. If an employee elects to be on paid leave, he/she may request personal leave chargeable to sick leave provided that the employee is eligible to be on such leave or he/she may request

annual (vacation) leave provided that the employee accrues annual leave and has an annual leave balance.

ARTICLE 21B: SICK LEAVE BANK

This Article will become effective July 1, 2008.

21B.1. The Board shall establish a sick leave bank for use by participating educational support employees.. The committee will be comprised of:

- a. One (1) SRPE member appointed by the president of SRPE
- b. One (1) Blue Collar member appointed by the president of the Carpenters Industrial Council, United Brotherhood of Carpenters and Joiners of America.
- c. One (1) employee appointed by the Superintendent.
- d. The Assistant Superintendent of Human Resources.

21B.2. To be eligible for membership in the Sick Leave Bank, the employee:

- a. Shall have completed one year of employment as a full-time employee of the Board.
- b. Be a full-time employee of the Board at the time of application.
- c. Have a minimum of nine (9) days of accumulated sick leave and/or annual leave at the date of application.
- d. Shall apply for membership on an approved form during the enrollment period. This form shall be submitted to the Assistant Superintendent Human Resources. Participation in the bank shall be voluntary on the part of each employee.

21B.3. Each participating member shall contribute one day of sick leave to the bank upon enrollment. Membership applications shall be submitted during the first twenty (20) workdays of a school calendar year. The committee shall act to approve or disapprove applications on basis of rules herein described. New members become eligible for participation in the Bank on October 1st. Deduction of the day for the new members will be reflected on the October Statement of Earnings and Deductions.

21B.4. Each participating employee shall contribute, by way of deduction from their official sick leave record, one day of sick leave anytime the balance in the Bank falls below twenty percent (20%) of the number of participants. No employee shall be required to contribute more than two (2) days in any one school year, after the initial membership contribution of one (1) day. The committee shall notify members in writing of the necessary contributions. Members shall have ten (10) working days in which to request withdrawal from the program rather than donate the requested day. Any participating member, who is unable to donate a day of sick leave at the time for contribution to be made, shall contribute their next available sick leave day or be removed from membership. Any sick leave pooled pursuant to this article shall be removed from the accumulated sick leave balance of the employee donating such leave and shall not be available to the donating employee as sick leave.

21B.5. Membership shall be on a continuing basis unless a letter requesting withdrawal from the Sick Leave Bank is submitted to the Human Resources Department of the school district. Upon receipt of said letter the committee shall be notified. Any member who chooses to withdraw from participation in the Sick Leave Bank shall not be able to withdraw any sick leave days already contributed.

21B.6. Members needing to utilize days in the Sick Leave Bank will request the needed number of days on a Sick Leave Bank Program Withdrawal Application form with the medical statement attached. The application must be completed in full. A participating employee may be eligible for sick leave from the Bank only after having met the following conditions:

- a. Has used all his/her accumulated sick leave.

- b. Is not eligible for Worker's Compensation pay.
- c. Is not eligible for Injury in Line-of-Duty pay as granted by rule of School Board.
- d. Has been absent from employment for at least five (5) consecutive working days.
- e. The above condition number 4 may be waived to provide for intermittent or reduced schedule under the following conditions:
 - 1. Illness has been judged by the Sick Leave Bank to be catastrophic in nature.
 - 2. The days requested are directly related to the catastrophic illness.
- f. Has an application approved by the Sick Leave Bank committee.

21B.7. Sick leave credit, up to thirty (30) days, may be granted to a participating member applicant at the discretion and upon the authority of the Sick Leave Bank committee after consideration by the committee of all outstanding eligible applications. Any sick leave awarded from the Sick Leave Bank to a participating employee shall be used for absence due to the employee's personal catastrophic illness, accident, or injury. Mental/emotional illnesses and pregnancy will not be considered catastrophic illnesses. However, complications from pregnancy or mental/emotional illnesses, which require hospitalization or institutionalization, will be considered by the committee. The Sick Leave Bank committee, at its discretion, is authorized to grant fifteen (15) additional days in hardship situations. Once days from the sick leave bank are granted, the use of the sick leave bank days will begin on the fourth (4th) day without pay. These days without pay shall be in addition to, and shall start after, any days without pay as stipulated in Article XVII, Sections A.3.e; A.3.f; and A.4. Each participating member shall not draw in excess of forty-five (45) days from the bank within a twelve-month period from the date the Sick Leave Bank is used.

21B.8. A participating employee shall not be required to pay back any sick leave awarded from the Bank except as otherwise provided for in this agreement. Alleged abuse of any provision contained in this agreement by a participant shall be investigated by the Sick Leave Bank committee. A finding of violation of any provision of this agreement may, upon the action and the authority of the committee, result in expulsion from further participation and/or a requirement to repay all the sick leave drawn from the Bank and be subject to other disciplinary action as determined by the School Board.

21B.9. Employees who have earned annual leave must deplete all annual leave before they shall be eligible to draw from the bank.

ARTICLE 23: UNION BUSINESS

23.4 Representatives of the Local Blue Collar Union, not to exceed (2) from any one school not to exceed four (4) in the district; not to exceed ~~six (6)~~ eight (8) days per school year for any one employee, excluding travel time; may be granted temporary duty for attending activities benefiting the Santa Rosa County School System, if approved by the Superintendent; and provided that the Union pay the cost of substitutes if they are required.

23.5 A representative of the Union may take unpaid leave for up to one (1) year to serve as a Union Representative and not lose seniority. At the conclusion of the leave the employee will return to his/her former job and duties.

ARTICLE 27: SUMMER WORK

27.4 Current Board employees will be given first choice of work assignments including bus routes over the employees of any contractor for same services.

ARTICLE 28: HOURS OF WORK AND OVERTIME

- 28.1 This Article will be construed in conjunction with the provisions of the Americans With Disabilities Act of 1990.

The workday for each full-time, 12 month employee shall be eight (8) hours, and the workweek shall be forty (40) hours during a given 7-day period.

The normal workday and workweek during a given 7-day period for a monthly full-time employee shall be:

Food Service Worker - 7.5 hours per day, 37.5 hours per week, 10 months per year.

Bus Driver and Bus Monitor - ~~4.5~~ 5 hours per day, 20 hours per week, 10 months per year.

Custodian - 8 hours per day, 40 hours per week, 11 months per year.

ARTICLE 29: WAGES

- 29.1 The proposed salary schedule (Exhibit A) will be the new salary schedule for 2007-2008. (This represents the same salary schedule paid to all other non-instructional employees, i.e., teacher aides, secretaries and foremen). Effective July 1, 2007.

....

- ~~29.7 For the 2001-2002 school year only, employees who have been on Step 18 of the salary schedule for 1 year shall receive a longevity stipend of \$250.00. This stipend will be paid to the employees in December 2001. Each employee shall receive the total amount of the stipend, regardless of the number of hours per day they work.~~

ARTICLE 30: INSURANCE

The Board shall make available group medical, dental, and life insurance plans for its employees.

To be eligible for any of the following benefits, an employee must work as least 17.5 hours per week and be a ~~permanent~~ regular employee.

ARTICLE 33: DURATION OF AGREEMENT

- 33.1 This Agreement shall commence and become effective on the 12th day of August, 2007, and shall continue in full force and effect until midnight of the 11th day of August, 2010. If either party desires to renegotiate this Agreement, it may do so by giving the other party written notice to that effect not less than ~~ninety (90) nor more than one hundred twenty (120)~~ sixty (60) days prior to August 11, 2010.
- 33.2 Article 29 (wages) and Article 30 (insurance) and two other articles of the Unions choice shall be subject to be reopened annually by the Union, provided the Union gives written notice to the Board of its desire to reopen said Agreement(s) not less than sixty (60) ~~nor more than ninety (90)~~ days prior to August 11 of each year.

APPENDIX A: SALARY SCHEDULE

CS001

S A N T A R O S A C O U N T Y S C H O O L B O A R D
2007-2008 BLUE COLLAR UNION PAY SCALE

12/05/07

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		1 STEP EACH YR & SATISFACTORY PERFORMANCE										
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
12 MONTHS	EQUALS 252	X 8.0	X	HOURLY RATE								
CAFETERIA	EQUALS 191	X 7.5	X	HOURLY RATE								
BUS DRIVE	EQUALS 188	X 4.0	X	HOURLY RATE								
OVERTIME	EQUALS	1.5	X	HOURLY RATE								
RANGE-01	HOURLY											
12 MONTHS	ANNUAL	16,430.40	17,115.84	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	21,611.52	22,075.20	22,559.04	
CAFETERIA	ANNUAL	11,674.88	12,161.93	12,691.95	13,221.98	13,794.98	14,396.63	15,026.93	15,356.40	15,685.88	16,029.68	
BUS DRIVE	ANNUAL	6,128.80	6,384.48	6,662.72	6,940.96	7,241.76	7,557.60	7,888.48	8,061.44	8,234.40	8,414.88	
OVERTIME	HOURLY	12.23	12.74	13.29	13.85	14.45	15.08	15.74	16.08	16.43	16.79	
RANGE-01	HOURLY											
12 MONTHS	ANNUAL	23,063.04	23,567.04	24,091.20	24,635.52	25,179.84	25,744.32	26,328.96	26,933.76			
CAFETERIA	ANNUAL	16,387.80	16,745.93	17,118.38	17,505.15	17,891.93	18,293.03	18,708.45	19,138.20			
BUS DRIVE	ANNUAL	8,602.88	8,790.88	8,986.40	9,189.44	9,392.48	9,603.04	9,821.12	10,046.72			
OVERTIME	HOURLY	17.16	17.54	17.93	18.33	18.74	19.16	19.59	20.04			
RANGE-02	HOURLY											
12 MONTHS	ANNUAL	17,115.84	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	22,559.04	23,042.88	23,567.04	
CAFETERIA	ANNUAL	12,161.93	12,691.95	13,221.98	13,794.98	14,396.63	15,026.93	15,685.88	16,029.68	16,373.48	16,745.93	
BUS DRIVE	ANNUAL	6,384.48	6,662.72	6,940.96	7,241.76	7,557.60	7,888.48	8,234.40	8,414.88	8,595.36	8,790.88	
OVERTIME	HOURLY	12.74	13.29	13.85	14.45	15.08	15.74	16.43	16.79	17.15	17.54	
RANGE-02	HOURLY											
12 MONTHS	ANNUAL	24,091.20	24,615.36	25,179.84	25,744.32	26,308.80	26,913.60	27,518.40	28,143.36			
CAFETERIA	ANNUAL	17,118.38	17,490.83	17,891.93	18,293.03	18,694.13	19,123.88	19,553.63	19,997.70			
BUS DRIVE	ANNUAL	8,986.40	9,181.92	9,392.48	9,603.04	9,813.60	10,039.20	10,264.80	10,497.92			
OVERTIME	HOURLY	17.93	18.32	18.74	19.16	19.58	20.03	20.48	20.94			
RANGE-03	HOURLY											
12 MONTHS	ANNUAL	17,861.76	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	23,546.88	24,071.04	24,615.36	
CAFETERIA	ANNUAL	12,691.95	13,221.98	13,794.98	14,396.63	15,026.93	15,685.88	16,373.48	16,731.60	17,104.05	17,490.83	
BUS DRIVE	ANNUAL	6,662.72	6,940.96	7,241.76	7,557.60	7,888.48	8,234.40	8,595.36	8,783.36	8,978.88	9,181.92	
OVERTIME	HOURLY	13.29	13.85	14.45	15.08	15.74	16.43	17.15	17.52	17.91	18.32	
RANGE-03	HOURLY											
12 MONTHS	ANNUAL	25,159.68	25,724.16	26,308.80	26,893.44	27,498.24	28,123.20	28,768.32	29,413.44			
CAFETERIA	ANNUAL	17,877.60	18,278.70	18,694.13	19,109.55	19,539.30	19,983.38	20,441.78	20,900.18			
BUS DRIVE	ANNUAL	9,384.96	9,595.52	9,813.60	10,031.68	10,257.28	10,490.40	10,731.04	10,971.68			
OVERTIME	HOURLY	18.72	19.14	19.58	20.01	20.46	20.93	21.41	21.89			

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-04	HOURLY	9.23	9.63	10.05	10.49	10.95	11.43	11.93	12.20	12.47	12.75
12 MONTHS	ANNUAL	18,607.68	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	24,595.20	25,139.52	25,704.00
CAFETERIA	ANNUAL	13,221.98	13,794.98	14,396.63	15,026.93	15,685.88	16,373.48	17,089.73	17,476.50	17,863.28	18,264.38
BUS DRIVE	ANNUAL	6,940.96	7,241.76	7,557.60	7,888.48	8,234.40	8,595.36	8,971.36	9,174.40	9,377.44	9,588.00
OVERTIME	HOURLY	13.85	14.45	15.08	15.74	16.43	17.15	17.90	18.30	18.71	19.13
RANGE-04	HOURLY	13.04	13.33	13.63	13.94	14.26	14.58	14.92	15.26		
12 MONTHS	ANNUAL	26,288.64	26,873.28	27,478.08	28,103.04	28,748.16	29,393.28	30,078.72	30,764.16		
CAFETERIA	ANNUAL	18,679.80	19,095.23	19,524.98	19,969.05	20,427.45	20,885.85	21,372.90	21,859.95		
BUS DRIVE	ANNUAL	9,806.08	10,024.16	10,249.76	10,482.88	10,723.52	10,964.16	11,219.84	11,475.52		
OVERTIME	HOURLY	19.56	20.00	20.45	20.91	21.39	21.87	22.38	22.89		
RANGE-05	HOURLY	9.63	10.05	10.49	10.95	11.43	11.93	12.47	12.75	13.03	13.33
12 MONTHS	ANNUAL	19,414.08	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	25,704.00	26,268.48	26,873.28
CAFETERIA	ANNUAL	13,794.98	14,396.63	15,026.93	15,685.88	16,373.48	17,089.73	17,863.28	18,264.38	18,665.48	19,095.23
BUS DRIVE	ANNUAL	7,241.76	7,557.60	7,888.48	8,234.40	8,595.36	8,971.36	9,377.44	9,588.00	9,798.56	10,024.16
OVERTIME	HOURLY	14.45	15.08	15.74	16.43	17.15	17.90	18.71	19.13	19.55	20.00
RANGE-05	HOURLY	13.63	13.94	14.25	14.58	14.91	15.25	15.60	15.96		
12 MONTHS	ANNUAL	27,478.08	28,103.04	28,728.00	29,393.28	30,058.56	30,744.00	31,449.60	32,175.36		
CAFETERIA	ANNUAL	19,524.98	19,969.05	20,413.13	20,885.85	21,358.58	21,845.63	22,347.00	22,862.70		
BUS DRIVE	ANNUAL	10,249.76	10,482.88	10,716.00	10,964.16	11,212.32	11,468.00	11,731.20	12,001.92		
OVERTIME	HOURLY	20.45	20.91	21.38	21.87	22.37	22.88	23.40	23.94		
RANGE-06	HOURLY	10.05	10.49	10.95	11.43	11.93	12.47	13.03	13.32	13.62	13.93
12 MONTHS	ANNUAL	20,260.80	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	26,853.12	27,457.92	28,082.88
CAFETERIA	ANNUAL	14,396.63	15,026.93	15,685.88	16,373.48	17,089.73	17,863.28	18,665.48	19,080.90	19,510.65	19,954.73
BUS DRIVE	ANNUAL	7,557.60	7,888.48	8,234.40	8,595.36	8,971.36	9,377.44	9,798.56	10,016.64	10,242.24	10,475.36
OVERTIME	HOURLY	15.08	15.74	16.43	17.15	17.90	18.71	19.55	19.98	20.43	20.90
RANGE-06	HOURLY	14.24	14.57	14.90	15.24	15.59	15.95	16.31	16.69		
12 MONTHS	ANNUAL	28,707.84	29,373.12	30,038.40	30,723.84	31,429.44	32,155.20	32,880.96	33,647.04		
CAFETERIA	ANNUAL	20,398.80	20,871.53	21,344.25	21,831.30	22,332.68	22,848.38	23,364.08	23,908.43		
BUS DRIVE	ANNUAL	10,708.48	10,956.64	11,204.80	11,460.48	11,723.68	11,994.40	12,265.12	12,550.88		
OVERTIME	HOURLY	21.36	21.86	22.35	22.86	23.39	23.93	24.47	25.04		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
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CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-07	HOURLY	10.49	10.95	11.43	11.93	12.47	13.03	13.61	13.92	14.24	14.56
12 MONTHS	ANNUAL	21,147.84	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,062.72	28,707.84	29,352.96
CAFETERIA	ANNUAL	15,026.93	15,685.88	16,373.48	17,089.73	17,863.28	18,665.48	19,496.33	19,940.40	20,398.80	20,857.20
BUS DRIVE	ANNUAL	7,888.48	8,234.40	8,595.36	8,971.36	9,377.44	9,798.56	10,234.72	10,467.84	10,708.48	10,949.12
OVERTIME	HOURLY	15.74	16.43	17.15	17.90	18.71	19.55	20.42	20.88	21.36	21.84
RANGE-07	HOURLY	14.89	15.23	15.58	15.94	16.30	16.68	17.06	17.46		
12 MONTHS	ANNUAL	30,018.24	30,703.68	31,409.28	32,135.04	32,860.80	33,626.88	34,392.96	35,199.36		
CAFETERIA	ANNUAL	21,329.93	21,816.98	22,318.35	22,834.05	23,349.75	23,894.10	24,438.45	25,011.45		
BUS DRIVE	ANNUAL	11,197.28	11,452.96	11,716.16	11,986.88	12,257.60	12,543.36	12,829.12	13,129.92		
OVERTIME	HOURLY	22.34	22.85	23.37	23.91	24.45	25.02	25.59	26.19		
RANGE-08	HOURLY	10.95	11.43	11.93	12.47	13.03	13.61	14.23	14.55	14.88	15.22
12 MONTHS	ANNUAL	22,075.20	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,332.80	29,998.08	30,683.52
CAFETERIA	ANNUAL	15,685.88	16,373.48	17,089.73	17,863.28	18,665.48	19,496.33	20,384.48	20,842.88	21,315.60	21,802.65
BUS DRIVE	ANNUAL	8,234.40	8,595.36	8,971.36	9,377.44	9,798.56	10,234.72	10,700.96	10,941.60	11,189.76	11,445.44
OVERTIME	HOURLY	16.43	17.15	17.90	18.71	19.55	20.42	21.35	21.83	22.32	22.83
RANGE-08	HOURLY	15.57	15.93	16.29	16.67	17.05	17.45	17.85	18.27		
12 MONTHS	ANNUAL	31,389.12	32,114.88	32,840.64	33,606.72	34,372.80	35,179.20	35,985.60	36,832.32		
CAFETERIA	ANNUAL	22,304.03	22,819.73	23,335.43	23,879.78	24,424.13	24,997.13	25,570.13	26,171.78		
BUS DRIVE	ANNUAL	11,708.64	11,979.36	12,250.08	12,535.84	12,821.60	13,122.40	13,423.20	13,739.04		
OVERTIME	HOURLY	23.36	23.90	24.44	25.01	25.58	26.18	26.78	27.41		
RANGE-09	HOURLY	11.43	11.93	12.47	13.03	13.61	14.23	14.88	15.22	15.56	15.92
12 MONTHS	ANNUAL	23,042.88	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,998.08	30,683.52	31,368.96	32,094.72
CAFETERIA	ANNUAL	16,373.48	17,089.73	17,863.28	18,665.48	19,496.33	20,384.48	21,315.60	21,802.65	22,289.70	22,805.40
BUS DRIVE	ANNUAL	8,595.36	8,971.36	9,377.44	9,798.56	10,234.72	10,700.96	11,189.76	11,445.44	11,701.12	11,971.84
OVERTIME	HOURLY	17.15	17.90	18.71	19.55	20.42	21.35	22.32	22.83	23.34	23.88
RANGE-09	HOURLY	16.29	16.66	17.05	17.44	17.84	18.26	18.68	19.12		
12 MONTHS	ANNUAL	32,840.64	33,586.56	34,372.80	35,159.04	35,965.44	36,812.16	37,658.88	38,545.92		
CAFETERIA	ANNUAL	23,335.43	23,865.45	24,424.13	24,982.80	25,555.80	26,157.45	26,759.10	27,389.40		
BUS DRIVE	ANNUAL	12,250.08	12,528.32	12,821.60	13,114.88	13,415.68	13,731.52	14,047.36	14,378.24		
OVERTIME	HOURLY	24.44	24.99	25.58	26.16	26.76	27.39	28.02	28.68		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-10	HOURLY	11.93	12.47	13.03	13.61	14.23	14.88	15.55	15.91	16.28	16.65
12 MONTHS	ANNUAL	24,050.88	25,139.52	26,268.48	27,437.76	28,687.68	29,998.08	31,348.80	32,074.56	32,820.48	33,566.40
CAFETERIA	ANNUAL	17,089.73	17,863.28	18,665.48	19,496.33	20,384.48	21,315.60	22,275.38	22,791.08	23,321.10	23,851.13
BUS DRIVE	ANNUAL	8,971.36	9,377.44	9,798.56	10,234.72	10,700.96	11,189.76	11,693.60	11,964.32	12,242.56	12,520.80
OVERTIME	HOURLY	17.90	18.71	19.55	20.42	21.35	22.32	23.33	23.87	24.42	24.98
RANGE-10	HOURLY	17.04	17.43	17.83	18.25	18.67	19.11	19.55	19.55	20.01	20.01
12 MONTHS	ANNUAL	34,352.64	35,138.88	35,945.28	36,792.00	37,638.72	38,525.76	39,412.80	40,340.16	40,340.16	40,340.16
CAFETERIA	ANNUAL	24,409.80	24,968.48	25,541.48	26,143.13	26,744.78	27,375.08	28,005.38	28,664.33	28,664.33	28,664.33
BUS DRIVE	ANNUAL	12,814.08	13,107.36	13,408.16	13,724.00	14,039.84	14,370.72	14,701.60	15,047.52	15,047.52	15,047.52
OVERTIME	HOURLY	25.56	26.15	26.75	27.38	28.01	28.67	29.33	30.02	30.02	30.02
RANGE-11	HOURLY	12.47	13.03	13.61	14.23	14.88	15.55	16.27	16.64	17.03	17.42
12 MONTHS	ANNUAL	25,139.52	26,268.48	27,437.76	28,687.68	29,998.08	31,348.80	32,800.32	33,546.24	34,332.48	35,118.72
CAFETERIA	ANNUAL	17,863.28	18,665.48	19,496.33	20,384.48	21,315.60	22,275.38	23,306.78	23,836.80	24,395.48	24,954.15
BUS DRIVE	ANNUAL	9,377.44	9,798.56	10,234.72	10,700.96	11,189.76	11,693.60	12,235.04	12,513.28	12,806.56	13,099.84
OVERTIME	HOURLY	18.71	19.55	20.42	21.35	22.32	23.33	24.41	24.96	25.55	26.13
RANGE-11	HOURLY	17.82	18.24	18.66	19.09	19.54	20.00	20.46	20.94	20.94	20.94
12 MONTHS	ANNUAL	35,925.12	36,771.84	37,618.56	38,485.44	39,392.64	40,320.00	41,247.36	42,215.04	42,215.04	42,215.04
CAFETERIA	ANNUAL	25,527.15	26,128.80	26,730.45	27,346.43	27,991.05	28,650.00	29,308.95	29,996.55	29,996.55	29,996.55
BUS DRIVE	ANNUAL	13,400.64	13,716.48	14,032.32	14,355.68	14,694.08	15,040.00	15,385.92	15,746.88	15,746.88	15,746.88
OVERTIME	HOURLY	26.73	27.36	27.99	28.64	29.31	30.00	30.69	31.41	31.41	31.41
RANGE-12	HOURLY	13.03	13.61	14.23	14.88	15.55	16.27	17.02	17.41	17.81	18.23
12 MONTHS	ANNUAL	26,268.48	27,437.76	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,098.56	35,904.96	36,751.68
CAFETERIA	ANNUAL	18,665.48	19,496.33	20,384.48	21,315.60	22,275.38	23,306.78	24,381.15	24,939.83	25,512.83	26,114.48
BUS DRIVE	ANNUAL	9,798.56	10,234.72	10,700.96	11,189.76	11,693.60	12,235.04	12,799.04	13,092.32	13,393.12	13,708.96
OVERTIME	HOURLY	19.55	20.42	21.35	22.32	23.33	24.41	25.53	26.12	26.72	27.35
RANGE-12	HOURLY	18.65	19.08	19.53	19.98	20.45	20.93	21.42	21.93	21.93	21.93
12 MONTHS	ANNUAL	37,598.40	38,465.28	39,372.48	40,279.68	41,227.20	42,194.88	43,182.72	44,210.88	44,210.88	44,210.88
CAFETERIA	ANNUAL	26,716.13	27,332.10	27,976.73	28,621.35	29,294.63	29,982.23	30,684.15	31,414.73	31,414.73	31,414.73
BUS DRIVE	ANNUAL	14,024.80	14,348.16	14,686.56	15,024.96	15,378.40	15,739.36	16,107.84	16,491.36	16,491.36	16,491.36
OVERTIME	HOURLY	27.98	28.62	29.30	29.97	30.68	31.40	32.13	32.90	32.90	32.90

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-13	HOURLY	13.61	14.23	14.88	15.55	16.27	17.02	17.80	18.22	18.64	19.07
12 MONTHS	ANNUAL	27,437.76	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	36,731.52	37,578.24	38,445.12
CAFETERIA	ANNUAL	19,496.33	20,384.48	21,315.60	22,275.38	23,306.78	24,381.15	25,498.50	26,100.15	26,701.80	27,317.78
BUS DRIVE	ANNUAL	10,234.72	10,700.96	11,189.76	11,693.60	12,235.04	12,799.04	13,385.60	13,701.44	14,017.28	14,340.64
OVERTIME	HOURLY	20.42	21.35	22.32	23.33	24.41	25.53	26.70	27.33	27.96	28.61
RANGE-13	HOURLY	19.52	19.97	20.44	20.92	21.41	21.91	22.43	22.96		
12 MONTHS	ANNUAL	39,352.32	40,259.52	41,207.04	42,174.72	43,162.56	44,170.56	45,218.88	46,287.36		
CAFETERIA	ANNUAL	27,962.40	28,607.03	29,280.30	29,967.90	30,669.83	31,386.08	32,130.98	32,890.20		
BUS DRIVE	ANNUAL	14,679.04	15,017.44	15,370.88	15,731.84	16,100.32	16,476.32	16,867.36	17,265.92		
OVERTIME	HOURLY	29.28	29.96	30.66	31.38	32.12	32.87	33.65	34.44		
RANGE-14	HOURLY	14.23	14.88	15.55	16.27	17.02	17.80	18.63	19.06	19.51	19.96
12 MONTHS	ANNUAL	28,687.68	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	38,424.96	39,332.16	40,239.36
CAFETERIA	ANNUAL	20,384.48	21,315.60	22,275.38	23,306.78	24,381.15	25,498.50	26,687.48	27,303.45	27,948.08	28,592.70
BUS DRIVE	ANNUAL	10,700.96	11,189.76	11,693.60	12,235.04	12,799.04	13,385.60	14,009.76	14,333.12	14,671.52	15,009.92
OVERTIME	HOURLY	21.35	22.32	23.33	24.41	25.53	26.70	27.95	28.59	29.27	29.94
RANGE-14	HOURLY	20.43	20.91	21.40	21.90	22.42	22.94	23.49	24.04		
12 MONTHS	ANNUAL	41,186.88	42,154.56	43,142.40	44,150.40	45,198.72	46,247.04	47,355.84	48,464.64		
CAFETERIA	ANNUAL	29,265.98	29,953.58	30,655.50	31,371.75	32,116.65	32,861.55	33,649.43	34,437.30		
BUS DRIVE	ANNUAL	15,363.36	15,724.32	16,092.80	16,468.80	16,859.84	17,250.88	17,664.48	18,078.08		
OVERTIME	HOURLY	30.65	31.37	32.10	32.85	33.63	34.41	35.24	36.06		
RANGE-15	HOURLY	14.88	15.55	16.27	17.02	17.80	18.63	19.50	19.95	20.42	20.90
12 MONTHS	ANNUAL	29,998.08	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	40,219.20	41,166.72	42,134.40
CAFETERIA	ANNUAL	21,315.60	22,275.38	23,306.78	24,381.15	25,498.50	26,687.48	27,933.75	28,578.38	29,251.65	29,939.25
BUS DRIVE	ANNUAL	11,189.76	11,693.60	12,235.04	12,799.04	13,385.60	14,009.76	14,664.00	15,002.40	15,355.84	15,716.80
OVERTIME	HOURLY	22.32	23.33	24.41	25.53	26.70	27.95	29.25	29.93	30.63	31.35
RANGE-15	HOURLY	21.39	21.89	22.40	22.93	23.47	24.03	24.60	25.18		
12 MONTHS	ANNUAL	43,122.24	44,130.24	45,158.40	46,226.88	47,315.52	48,444.48	49,593.60	50,762.88		
CAFETERIA	ANNUAL	30,641.18	31,357.43	32,088.00	32,847.23	33,620.78	34,422.98	35,239.50	36,070.35		
BUS DRIVE	ANNUAL	16,085.28	16,461.28	16,844.80	17,243.36	17,649.44	18,070.56	18,499.20	18,935.36		
OVERTIME	HOURLY	32.09	32.84	33.60	34.40	35.21	36.05	36.90	37.77		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-16	HOURLY	15.55	16.27	17.02	17.80	18.63	19.50	20.41	20.88	21.37	21.88
12 MONTHS	ANNUAL	31,348.80	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	42,094.08	43,081.92	44,110.08
CAFETERIA	ANNUAL	22,275.38	23,306.78	24,381.15	25,498.50	26,687.48	27,933.75	29,237.33	29,910.60	30,612.53	31,343.10
BUS DRIVE	ANNUAL	11,693.60	12,235.04	12,799.04	13,385.60	14,009.76	14,664.00	15,348.32	15,701.76	16,070.24	16,453.76
OVERTIME	HOURLY	23.33	24.41	25.53	26.70	27.95	29.25	30.62	31.32	32.06	32.82
RANGE-16	HOURLY	22.39	22.92	23.46	24.01	24.58	25.16	25.76	26.37		
12 MONTHS	ANNUAL	45,138.24	46,206.72	47,295.36	48,404.16	49,553.28	50,722.56	51,932.16	53,161.92		
CAFETERIA	ANNUAL	32,073.68	32,832.90	33,606.45	34,394.33	35,210.85	36,041.70	36,901.20	37,775.03		
BUS DRIVE	ANNUAL	16,837.28	17,235.84	17,641.92	18,055.52	18,484.16	18,920.32	19,371.52	19,830.24		
OVERTIME	HOURLY	33.59	34.38	35.19	36.02	36.87	37.74	38.64	39.56		
RANGE-17	HOURLY	16.27	17.02	17.80	18.63	19.50	20.41	21.36	21.86	22.38	22.91
12 MONTHS	ANNUAL	32,800.32	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	44,069.76	45,118.08	46,186.56
CAFETERIA	ANNUAL	23,306.78	24,381.15	25,498.50	26,687.48	27,933.75	29,237.33	30,598.20	31,314.45	32,059.35	32,818.58
BUS DRIVE	ANNUAL	12,235.04	12,799.04	13,385.60	14,009.76	14,664.00	15,348.32	16,062.72	16,438.72	16,829.76	17,228.32
OVERTIME	HOURLY	24.41	25.53	26.70	27.95	29.25	30.62	32.04	32.79	33.57	34.37
RANGE-17	HOURLY	23.45	24.00	24.57	25.15	25.75	26.36	26.98	27.63		
12 MONTHS	ANNUAL	47,275.20	48,384.00	49,533.12	50,702.40	51,912.00	53,141.76	54,391.68	55,702.08		
CAFETERIA	ANNUAL	33,592.13	34,380.00	35,196.53	36,027.38	36,886.88	37,760.70	38,648.85	39,579.98		
BUS DRIVE	ANNUAL	17,634.40	18,048.00	18,476.64	18,912.80	19,364.00	19,822.72	20,288.96	20,777.76		
OVERTIME	HOURLY	35.18	36.00	36.86	37.73	38.63	39.54	40.47	41.45		
RANGE-18	HOURLY	17.02	17.80	18.63	19.50	20.41	21.36	22.37	22.89	23.43	23.99
12 MONTHS	ANNUAL	34,312.32	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	46,146.24	47,234.88	48,363.84
CAFETERIA	ANNUAL	24,381.15	25,498.50	26,687.48	27,933.75	29,237.33	30,598.20	32,045.03	32,789.93	33,563.48	34,365.68
BUS DRIVE	ANNUAL	12,799.04	13,385.60	14,009.76	14,664.00	15,348.32	16,062.72	16,822.24	17,213.28	17,619.36	18,040.48
OVERTIME	HOURLY	25.53	26.70	27.95	29.25	30.62	32.04	33.56	34.34	35.15	35.99
RANGE-18	HOURLY	24.55	25.14	25.73	26.34	26.97	27.61	28.27	28.94		
12 MONTHS	ANNUAL	49,492.80	50,682.24	51,871.68	53,101.44	54,371.52	55,661.76	56,992.32	58,343.04		
CAFETERIA	ANNUAL	35,167.88	36,013.05	36,858.23	37,732.05	38,634.53	39,551.33	40,496.78	41,456.55		
BUS DRIVE	ANNUAL	18,461.60	18,905.28	19,348.96	19,807.68	20,281.44	20,762.72	21,259.04	21,762.88		
OVERTIME	HOURLY	36.83	37.71	38.60	39.51	40.46	41.42	42.41	43.41		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-19	HOURLY	17.80	18.63	19.50	20.41	21.36	22.37	23.42	23.97	24.54	25.12
12 MONTHS	ANNUAL	35,884.80	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	48,323.52	49,472.64	50,641.92
CAFETERIA	ANNUAL	25,498.50	26,687.48	27,933.75	29,237.33	30,598.20	32,045.03	33,549.15	34,337.03	35,153.55	35,984.40
BUS DRIVE	ANNUAL	13,385.60	14,009.76	14,664.00	15,348.32	16,062.72	16,822.24	17,611.84	18,025.44	18,454.08	18,890.24
OVERTIME	HOURLY	26.70	27.95	29.25	30.62	32.04	33.56	35.13	35.96	36.81	37.68
RANGE-19	HOURLY	25.72	26.33	26.95	27.60	28.25	28.93	29.62	30.33		
12 MONTHS	ANNUAL	51,851.52	53,081.28	54,331.20	55,641.60	56,952.00	58,322.88	59,713.92	61,145.28		
CAFETERIA	ANNUAL	36,843.90	37,717.73	38,605.88	39,537.00	40,468.13	41,442.23	42,430.65	43,447.73		
BUS DRIVE	ANNUAL	19,341.44	19,800.16	20,266.40	20,755.20	21,244.00	21,755.36	22,274.24	22,808.16		
OVERTIME	HOURLY	38.58	39.50	40.43	41.40	42.38	43.40	44.43	45.50		
RANGE-20	HOURLY	18.63	19.50	20.41	21.36	22.37	23.42	24.53	25.11	25.70	26.31
12 MONTHS	ANNUAL	37,558.08	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	50,621.76	51,811.20	53,040.96
CAFETERIA	ANNUAL	26,687.48	27,933.75	29,237.33	30,598.20	32,045.03	33,549.15	35,139.23	35,970.08	36,815.25	37,689.08
BUS DRIVE	ANNUAL	14,009.76	14,664.00	15,348.32	16,062.72	16,822.24	17,611.84	18,446.56	18,882.72	19,326.40	19,785.12
OVERTIME	HOURLY	27.95	29.25	30.62	32.04	33.56	35.13	36.80	37.67	38.55	39.47
RANGE-20	HOURLY	26.94	27.58	28.24	28.91	29.60	30.31	31.03	31.78		
12 MONTHS	ANNUAL	54,311.04	55,601.28	56,931.84	58,282.56	59,673.60	61,104.96	62,556.48	64,068.48		
CAFETERIA	ANNUAL	38,591.55	39,508.35	40,453.80	41,413.58	42,402.00	43,419.08	44,450.48	45,524.85		
BUS DRIVE	ANNUAL	20,258.88	20,740.16	21,236.48	21,740.32	22,259.20	22,793.12	23,334.56	23,898.56		
OVERTIME	HOURLY	40.41	41.37	42.36	43.37	44.40	45.47	46.55	47.67		
RANGE-21	HOURLY	19.50	20.41	21.36	22.37	23.42	24.53	25.69	26.30	26.92	27.56
12 MONTHS	ANNUAL	39,312.00	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	53,020.80	54,270.72	55,560.96
CAFETERIA	ANNUAL	27,933.75	29,237.33	30,598.20	32,045.03	33,549.15	35,139.23	36,800.93	37,674.75	38,562.90	39,479.70
BUS DRIVE	ANNUAL	14,664.00	15,348.32	16,062.72	16,822.24	17,611.84	18,446.56	19,318.88	19,777.60	20,243.84	20,725.12
OVERTIME	HOURLY	29.25	30.62	32.04	33.56	35.13	36.80	38.54	39.45	40.38	41.34
RANGE-21	HOURLY	28.22	28.89	29.58	30.29	31.02	31.76	32.52	33.30		
12 MONTHS	ANNUAL	56,891.52	58,242.24	59,633.28	61,064.64	62,536.32	64,028.16	65,560.32	67,132.80		
CAFETERIA	ANNUAL	40,425.15	41,384.93	42,373.35	43,390.43	44,436.15	45,496.20	46,584.90	47,702.25		
BUS DRIVE	ANNUAL	21,221.44	21,725.28	22,244.16	22,778.08	23,327.04	23,883.52	24,455.04	25,041.60		
OVERTIME	HOURLY	42.33	43.34	44.37	45.44	46.53	47.64	48.78	49.95		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-22	HOURLY	20.41	21.36	22.37	23.42	24.53	25.69	26.91	27.55	28.20	28.88
12 MONTHS	ANNUAL	41,146.56	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	55,540.80	56,851.20	58,222.08
CAFETERIA	ANNUAL	29,237.33	30,598.20	32,045.03	33,549.15	35,139.23	36,800.93	38,548.58	39,465.38	40,396.50	41,370.60
BUS DRIVE	ANNUAL	15,348.32	16,062.72	16,822.24	17,611.84	18,446.56	19,318.88	20,236.32	20,717.60	21,206.40	21,717.76
OVERTIME	HOURLY	30.62	32.04	33.56	35.13	36.80	38.54	40.37	41.33	42.30	43.32
RANGE-22	HOURLY	29.57	30.27	31.00	31.74	32.50	33.28	34.08	34.90		
12 MONTHS	ANNUAL	59,613.12	61,024.32	62,496.00	63,987.84	65,520.00	67,092.48	68,705.28	70,358.40		
CAFETERIA	ANNUAL	42,359.03	43,361.78	44,407.50	45,467.55	46,556.25	47,673.60	48,819.60	49,994.25		
BUS DRIVE	ANNUAL	22,236.64	22,763.04	23,312.00	23,868.48	24,440.00	25,026.56	25,628.16	26,244.80		
OVERTIME	HOURLY	44.36	45.41	46.50	47.61	48.75	49.92	51.12	52.35		
RANGE-23	HOURLY	21.36	22.37	23.42	24.53	25.69	26.91	28.19	28.86	29.55	30.26
12 MONTHS	ANNUAL	43,061.76	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	58,181.76	59,572.80	61,004.16
CAFETERIA	ANNUAL	30,598.20	32,045.03	33,549.15	35,139.23	36,800.93	38,548.58	40,382.18	41,341.95	42,330.38	43,347.45
BUS DRIVE	ANNUAL	16,062.72	16,822.24	17,611.84	18,446.56	19,318.88	20,236.32	21,198.88	21,702.72	22,221.60	22,755.52
OVERTIME	HOURLY	32.04	33.56	35.13	36.80	38.54	40.37	42.29	43.29	44.33	45.39
RANGE-23	HOURLY	30.98	31.72	32.48	33.26	34.06	34.88	35.72	36.58		
12 MONTHS	ANNUAL	62,455.68	63,947.52	65,479.68	67,052.16	68,664.96	70,318.08	72,011.52	73,745.28		
CAFETERIA	ANNUAL	44,378.85	45,438.90	46,527.60	47,644.95	48,790.95	49,965.60	51,168.90	52,400.85		
BUS DRIVE	ANNUAL	23,296.96	23,853.44	24,424.96	25,011.52	25,613.12	26,229.76	26,861.44	27,508.16		
OVERTIME	HOURLY	46.47	47.58	48.72	49.89	51.09	52.32	53.58	54.87		
RANGE-24	HOURLY	22.37	23.42	24.53	25.69	26.91	28.19	29.53	30.24	30.96	31.71
12 MONTHS	ANNUAL	45,097.92	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	60,963.84	62,415.36	63,927.36
CAFETERIA	ANNUAL	32,045.03	33,549.15	35,139.23	36,800.93	38,548.58	40,382.18	42,301.73	43,318.80	44,350.20	45,424.58
BUS DRIVE	ANNUAL	16,822.24	17,611.84	18,446.56	19,318.88	20,236.32	21,198.88	22,206.56	22,740.48	23,281.92	23,845.92
OVERTIME	HOURLY	33.56	35.13	36.80	38.54	40.37	42.29	44.30	45.36	46.44	47.57
RANGE-24	HOURLY	32.47	33.25	34.04	34.86	35.70	36.56	37.44	38.35		
12 MONTHS	ANNUAL	65,459.52	67,032.00	68,624.64	70,277.76	71,971.20	73,704.96	75,479.04	77,313.60		
CAFETERIA	ANNUAL	46,513.28	47,630.63	48,762.30	49,936.95	51,140.25	52,372.20	53,632.80	54,936.38		
BUS DRIVE	ANNUAL	24,417.44	25,004.00	25,598.08	26,214.72	26,846.40	27,493.12	28,154.88	28,839.20		
OVERTIME	HOURLY	48.71	49.88	51.06	52.29	53.55	54.84	56.16	57.53		

		1 STEP EACH YR & SATISFACTORY PERFORMANCE										
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
12 MONTHS	EQUALS 252	X 8.0	X	HOURLY RATE								
CAFETERIA	EQUALS 191	X 7.5	X	HOURLY RATE								
BUS DRIVE	EQUALS 188	X 4.0	X	HOURLY RATE								
OVERTIME	EQUALS	1.5	X	HOURLY RATE								
RANGE-25	HOURLY											
12 MONTHS	ANNUAL	23.42	24.53	25.69	26.91	28.19	29.53	30.95	31.69	32.45	33.23	
CAFETERIA	ANNUAL	47,214.72	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	63,887.04	65,419.20	66,991.68	
BUS DRIVE	ANNUAL	33,549.15	35,139.23	36,800.93	38,548.58	40,382.18	42,301.73	44,335.88	45,395.93	46,484.63	47,601.98	
OVERTIME	HOURLY	17,611.84	18,446.56	19,318.88	20,236.32	21,198.88	22,206.56	23,274.40	23,830.88	24,402.40	24,988.96	
		35.13	36.80	38.54	40.37	42.29	44.30	46.43	47.54	48.68	49.85	
RANGE-25	HOURLY											
12 MONTHS	ANNUAL	34.02	34.84	35.68	36.54	37.42	38.33	39.25	40.20			
CAFETERIA	ANNUAL	68,584.32	70,237.44	71,930.88	73,664.64	75,438.72	77,273.28	79,128.00	81,043.20			
BUS DRIVE	ANNUAL	48,733.65	49,908.30	51,111.60	52,343.55	53,604.15	54,907.73	56,225.63	57,586.50			
OVERTIME	HOURLY	25,583.04	26,199.68	26,831.36	27,478.08	28,139.84	28,824.16	29,516.00	30,230.40			
		51.03	52.26	53.52	54.81	56.13	57.50	58.88	60.30			
RANGE-26	HOURLY											
12 MONTHS	ANNUAL	24.53	25.69	26.91	28.19	29.53	30.95	32.43	33.21	34.00	34.82	
CAFETERIA	ANNUAL	49,452.48	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	66,951.36	68,544.00	70,197.12	
BUS DRIVE	ANNUAL	35,139.23	36,800.93	38,548.58	40,382.18	42,301.73	44,335.88	46,455.98	47,573.33	48,705.00	49,879.65	
OVERTIME	HOURLY	18,446.56	19,318.88	20,236.32	21,198.88	22,206.56	23,274.40	24,387.36	24,973.92	25,568.00	26,184.64	
		36.80	38.54	40.37	42.29	44.30	46.43	48.65	49.82	51.00	52.23	
RANGE-26	HOURLY											
12 MONTHS	ANNUAL	35.66	36.52	37.40	38.30	39.23	40.18	41.15	42.15			
CAFETERIA	ANNUAL	71,890.56	73,624.32	75,398.40	77,212.80	79,087.68	81,002.88	82,958.40	84,974.40			
BUS DRIVE	ANNUAL	51,082.95	52,314.90	53,575.50	54,864.75	56,196.98	57,557.85	58,947.38	60,379.88			
OVERTIME	HOURLY	26,816.32	27,463.04	28,124.80	28,801.60	29,500.96	30,215.36	30,944.80	31,696.80			
		53.49	54.78	56.10	57.45	58.85	60.27	61.73	63.23			
RANGE-27	HOURLY											
12 MONTHS	ANNUAL	25.69	26.91	28.19	29.53	30.95	32.43	33.99	34.80	35.64	36.50	
CAFETERIA	ANNUAL	51,791.04	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	70,156.80	71,850.24	73,584.00	
BUS DRIVE	ANNUAL	36,800.93	38,548.58	40,382.18	42,301.73	44,335.88	46,455.98	48,690.68	49,851.00	51,054.30	52,286.25	
OVERTIME	HOURLY	19,318.88	20,236.32	21,198.88	22,206.56	23,274.40	24,387.36	25,560.48	26,169.60	26,801.28	27,448.00	
		38.54	40.37	42.29	44.30	46.43	48.65	50.99	52.20	53.46	54.75	
RANGE-27	HOURLY											
12 MONTHS	ANNUAL	37.38	38.28	39.21	40.15	41.13	42.12	43.14	44.19			
CAFETERIA	ANNUAL	75,358.08	77,172.48	79,047.36	80,942.40	82,918.08	84,913.92	86,970.24	89,087.04			
BUS DRIVE	ANNUAL	53,546.85	54,836.10	56,168.33	57,514.88	58,918.73	60,336.90	61,798.05	63,302.18			
OVERTIME	HOURLY	28,109.76	28,786.56	29,485.92	30,192.80	30,929.76	31,674.24	32,441.28	33,230.88			
		56.07	57.42	58.82	60.23	61.70	63.18	64.71	66.29			

		1 STEP EACH YR & SATISFACTORY PERFORMANCE									
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
12 MONTHS	EQUALS 252 X 8.0 X	HOURLY RATE									
CAFETERIA	EQUALS 191 X 7.5 X	HOURLY RATE									
BUS DRIVE	EQUALS 188 X 4.0 X	HOURLY RATE									
OVERTIME	EQUALS 1.5 X	HOURLY RATE									
RANGE-28	HOURLY	26.91	28.19	29.53	30.95	32.43	33.99	35.62	36.48	37.36	38.26
12 MONTHS	ANNUAL	54,250.56	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	73,543.68	75,317.76	77,132.16
CAFETERIA	ANNUAL	38,548.58	40,382.18	42,301.73	44,335.88	46,455.98	48,690.68	51,025.65	52,257.60	53,518.20	54,807.45
BUS DRIVE	ANNUAL	20,236.32	21,198.88	22,206.56	23,274.40	24,387.36	25,560.48	26,786.24	27,432.96	28,094.72	28,771.52
OVERTIME	HOURLY	40.37	42.29	44.30	46.43	48.65	50.99	53.43	54.72	56.04	57.39
RANGE-28	HOURLY	39.18	40.13	41.10	42.10	43.12	44.16	45.24	46.33		
12 MONTHS	ANNUAL	78,986.88	80,902.08	82,857.60	84,873.60	86,929.92	89,026.56	91,203.84	93,401.28		
CAFETERIA	ANNUAL	56,125.35	57,486.23	58,875.75	60,308.25	61,769.40	63,259.20	64,806.30	66,367.73		
BUS DRIVE	ANNUAL	29,463.36	30,177.76	30,907.20	31,659.20	32,426.24	33,208.32	34,020.48	34,840.16		
OVERTIME	HOURLY	58.77	60.20	61.65	63.15	64.68	66.24	67.86	69.50		
RANGE-29	HOURLY	28.19	29.53	30.95	32.43	33.99	35.62	37.34	38.24	39.16	40.11
12 MONTHS	ANNUAL	56,831.04	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	75,277.44	77,091.84	78,946.56	80,861.76
CAFETERIA	ANNUAL	40,382.18	42,301.73	44,335.88	46,455.98	48,690.68	51,025.65	53,489.55	54,778.80	56,096.70	57,457.58
BUS DRIVE	ANNUAL	21,198.88	22,206.56	23,274.40	24,387.36	25,560.48	26,786.24	28,079.68	28,756.48	29,448.32	30,162.72
OVERTIME	HOURLY	42.29	44.30	46.43	48.65	50.99	53.43	56.01	57.36	58.74	60.17
RANGE-29	HOURLY	41.08	42.07	43.09	44.14	45.21	46.31	47.43	48.59		
12 MONTHS	ANNUAL	82,817.28	84,813.12	86,869.44	88,986.24	91,143.36	93,360.96	95,618.88	97,957.44		
CAFETERIA	ANNUAL	58,847.10	60,265.28	61,726.43	63,230.55	64,763.33	66,339.08	67,943.48	69,605.18		
BUS DRIVE	ANNUAL	30,892.16	31,636.64	32,403.68	33,193.28	33,997.92	34,825.12	35,667.36	36,539.68		
OVERTIME	HOURLY	61.62	63.11	64.64	66.21	67.82	69.47	71.15	72.89		
RANGE-30	HOURLY	29.53	30.95	32.43	33.99	35.62	37.34	39.14	40.09	41.06	42.05
12 MONTHS	ANNUAL	59,532.48	62,395.20	65,378.88	68,523.84	71,809.92	75,277.44	78,906.24	80,821.44	82,776.96	84,772.80
CAFETERIA	ANNUAL	42,301.73	44,335.88	46,455.98	48,690.68	51,025.65	53,489.55	56,068.05	57,428.93	58,818.45	60,236.63
BUS DRIVE	ANNUAL	22,206.56	23,274.40	24,387.36	25,560.48	26,786.24	28,079.68	29,433.28	30,147.68	30,877.12	31,621.60
OVERTIME	HOURLY	44.30	46.43	48.65	50.99	53.43	56.01	58.71	60.14	61.59	63.08
RANGE-30	HOURLY	43.07	44.11	45.18	46.28	47.41	48.56	49.74	50.95		
12 MONTHS	ANNUAL	86,829.12	88,925.76	91,082.88	93,300.48	95,578.56	97,896.96	100,275.84	102,715.20		
CAFETERIA	ANNUAL	61,697.78	63,187.58	64,720.35	66,296.10	67,914.83	69,562.20	71,252.55	72,985.88		
BUS DRIVE	ANNUAL	32,388.64	33,170.72	33,975.36	34,802.56	35,652.32	36,517.12	37,404.48	38,314.40		
OVERTIME	HOURLY	64.61	66.17	67.77	69.42	71.12	72.84	74.61	76.43		

