

AGREEMENT

BETWEEN

***WESTERN DUBUQUE COUNTY COMMUNITY
SCHOOL DISTRICT***

AND

TEAMSTERS LOCAL 120



July 1, 2021 to June 30, 2024

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Article 1
AGREEMENT

This one-year Agreement is entered into effective July 1, 2021 by and between the Western Dubuque Community School District (hereinafter called the “Employer” or “School Board” or “Board”) and Teamsters Local Union No. 120 (hereinafter called the “Union”). This agreement to end on June 30, 2024.

During the term of the agreement all articles shall remain current contract, except for the following that both parties agree to open for negotiations for the 2022-2023 and 2023-2024 contract years:

Article 5: Wages

Article 2
UNION RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees described by and defined in the State of Iowa, Public Employee Relations Board’s Certification in Case No. 8350, dated the 22nd day of March 2011. Such certification is attached to this Agreement as Appendix A.

Article 3
COMPLIANCE CLAUSE

Any individual contract between the Employer and an individual employee covered by this Agreement, heretofore or hereafter executed, shall be consistent with the terms and conditions of this Agreement. If any such individual contract is inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

Article 4
PAYROLL DEDUCTIONS

A. Payroll Deductions

Contributions for all approved other payroll deductions are totally voluntary and may be discontinued by written notice to the District. Upon appropriate written authorization from the employee, the District shall deduct from the wages of any employee and make appropriate remittance for Annuities for the “Retirement Investors’ Club (RIC) 403b Plan administered by the Iowa Department of Administrative Services. Employees shall be allowed a maximum of three (3) adjustments per calendar year in changing the amounts withheld or designation of company to be paid. Changes in the payroll deductions will be made only on the first payroll of any month and such requested changes must be received by the District office ten school days prior to the first payroll period of the month.

Article 5
WAGES

A. Classifications and Rates

The Employer and the Union agree that the following job classifications are established for employees covered by this Agreement:

Bus Driver	Food Service
Bus Mechanic	Interpreter
Clerical	Maintenance
Custodian	Paraprofessional

B. Progression Schedules

Progression to the top step of each job classification shall be based solely on longevity within a job classification, in accordance with the wage schedules contained in Appendix B of this agreement. Employees will move from one step to the next annually (except as otherwise noted in Appendix B) on July 1 of each year until employees achieve the highest step in their job classification. The District has the discretion to freeze all members on vertical when there are significant budget concerns.

C. Wage and Salary Schedule

Pay Differential: An added 25 cents per hour will be paid to employees during the school year that regularly begin or start their shifts after the times as listed below. The pay differential does not apply to summer hours.

Custodians: 2:30 pm to 11:00 pm shift
 3:00 pm to 11:30 pm shift

Bus Mechanics: 11:00 am to 7:00 pm shift

1. Appendix B contains the job classification and step schedules for all employees in the bargaining unit. Effective July 1, 2021 the base pay for all schedules will increased as follows:

Classification	2021-22 Base Pay Increase
Bus Drivers	.36
Clerical	.32
Custodians	.34
Food Service	.29
Interpreter	.34
Maintenance	.44
Mechanics	.44
Paraprofessionals	.29

2. Longevity Pay. Employees working 15 to 24 consecutive years with the District will have an additional 15 cents added to their wage scale pay. Employees working 25 or more consecutive years will have an additional 30 cents added to their wage scale.
3. An employee shall receive the rate of pay for the classification in which they are assigned on a permanent basis, except as specifically enumerated in the Involuntary Transfers section of the Employee Handbook.
4. Educational Lane Placement
Educational hours earned by employees are subject to educational lane placement if approved by the Superintendent or the Superintendent's appointee.
If approved a current employee would be placed on the appropriate lane at the beginning of the next semester.

In the case of a new hire lane placement would begin on their first day of work.
5. Second shift employees will receive a shift premium of 25 cents (.25) per hour.
6. Listing of Lead Custodian one each at: Epworth High School, Cascade High School and Drexler Middle School.
7. Listing of two Bus Driver Trainers district-wide.

D. Bus Driver Schedule of Pay/Sub Calling

Posting and assignments for non-route time activity trips will be available via the District web page or other means on a regular basis.

1. Transportation Definitions:
Route: Daily transportation of students to and from home and school. Minimum route time is 1 1/2 hours a.m., and 1 1/2 hours p.m.

Shuttle*: Recurring trips transporting students from school to various locations as a function of the educational program. Minimum shuttle time is 45 minutes. Each shuttle "route" will be filled on an annual basis by a licensed bus driver and the District will issue a contract for the position(s). Drivers will be paid from the time they pick up the bus to the time they return to the parking station, including pre-trip and post-trip inspections.

Trip*: Transporting students to and from activity and educational events. Trip routes will be filled on an annual basis by a licensed bus driver and the District will issue a contract for the position(s). Drivers will be paid from the time they pick up the bus to the time they return to the school, including pre-trip inspection.

Contracted Activity Trip Drivers paid time off (holiday, sick, personal, family illness, etc.) will be calculated annually by dividing their total number of TRIP hours from the prior fiscal year by the number of school days in the current school calendar. New trip drivers shall use the trip hours from the driver that previously held that trip position. Paid time off shall be limited to school days only. (no weekend/summer use)

If a driver is assigned a trip and the trip is cancelled for any reason (other than inclement weather or act of God) within two (2) days of the scheduled date, he/she will be paid for two (2) hours of work.

Late Run*: Transporting students to drop-off points in various communities following practices or events after school. Late run routes will be filled on an annual basis by a licensed bus driver and the District will issue a contract for the position(s). Drivers will be paid from the time they pick up the bus to the time they return to the parking station, including pre-trip and post-trip inspections.

2. Bus driver employees will be paid one (1) hour per week for cleaning and washing their bus. A driver will be paid actual time to take the bus to the garage for service. Bus drivers living more than ten (10) miles from their parking station will be paid forty-four (0.44) cents per mile for all commuting miles up to a maximum of forty (40) miles per day for regular routes only. The first ten (10) miles are not subject to reimbursement. Bus Drivers will be paid a maximum of 90 minutes per day for non-route time.

Example:

Home to Bus	15 miles	
Less	<u>10 miles</u>	minimum
	5 miles	
	<u>x 4 trips</u>	(a.m. & p.m.)
	20 miles	(reimbursable miles)

3. Regular bus drivers who substitute on another bus run shall be paid their regular hourly rate of pay. A list of sub drivers' names and phone numbers will be provided to route drivers. However, bus drivers will not be responsible for finding sub drivers.
4. Bus drivers will be reimbursed eighty (\$80.00) dollars for electricity used to heat buses during the winter months. The electricity bill must be submitted by the employee to the employer by May 1st.

5. Medical Work Release

A driver is considered on medical leave when a doctor has issued a medical work release stating that the driver shall not drive a school bus until a doctor certifies the medical condition has been resolved. Examples of this would be a surgery, injury, or accident that renders the driver unable to perform the duties they are contracted to do. Regular sick leave is not considered a medical work release.

E. School Cancellation and Delays

If school is called off after a delay but before 8:00 a.m. because of inclement weather, bus drivers will not be paid for that day. If school is called off after 8:00 a.m., bus driver employees shall be paid their regular route time for the A.M. only.

If school is delayed and not called off, drivers will be paid from the time that they start their route until the route is completed. A maximum of 120 additional minutes will be added to the A.M. route time if the regular school starting time is delayed. Example: If the school start is delayed by 30, 60, 90 or 120 minutes then the A.M. routes will have 30, 60, 90 and 120 minutes added respectively to their route time

Food Service workers that have reported to work and school is cancelled shall be entitled to two (2) hours of pay.

F. Shuttle Buses

No time will be paid in excess of 40 hours per week (total driving time, including route time) unless pre-approved through the Transportation Director except in case of an emergency.

G. Late Runs

Late runs are defined as trips involving transporting students to drop-off points in various communities following practices or events after school.

H. Method of Payment

1. Pay Periods

All employees shall be paid every other Friday via direct deposit to the banking institution(s) selected by the employee. The full balance of the employee's payroll deposit may be directed into a single personal bank account or directed into multiple accounts (saving/ checking/ etc.) at one or more depositories at the employee's discretion.

The breakdown of payroll deposits as specified by the employee shall remain in effect until a new Direct Deposit Payroll Authorization is completed. When a pay date falls on a school holiday, employees shall receive their paychecks on the day preceding such school holiday.

Article 6
VACATIONS

Vacation time is allowed for only those employees working at least 260 days per year exclusive of holiday time off. (Twelve-month employees). Employees newly entitled to vacation or hired after July 1st, 2020 must use vacation time in the year it was earned, with their initial balance to be used prior to June 30th.

- A. New Schedule: New hires entitled to vacation will be entitled to vacation pay after the 90-day probationary period.

Year of Employment		Davs of Vacation
1	Hire Date July/Aug/Sept	10
1	Hire Date Oct/Nov/Dec	8
1	Hire Date Jan/Feb/Mar	6
1	Hire Date Apil/May/June	4
2-6		10
7-13		15
14-25		20
26		21
27		22
28		23
29		24
30		25

1. All vacation dates of employees must be cleared and approved by the employee's immediate supervisor at least one week in advance.
2. Vacation must be used in at least half-day increments.
3. Vacation cannot be carried forward to the next year.
4. Earned vacation may be used prior to the start of the new year (July 1) with the approval of the employee's supervisor. (applicable to employees with vacation prior to July 1, 2020)

Article 7
LEAVES OF ABSENCE

A. Sick Leave

All employees shall be entitled to straight-time paid sick leave days each fiscal year, as of July 1 of each year whether or not they report for duty on that day as follows:

First year of employment	10 days
Second year of employment.....	11 days
Third year of employment	12 days
Fourth year of employment.....	13 days
Fifth year of employment.....	14 days
Sixth year of employment.....	15 days
Subsequent years of employment	15 days

These amounts shall apply only to consecutive years of employment. The employee must notify his or her supervisor when they are ill. The Employer may require the employee, at the employee's expense, to provide a doctor's certificate for absences of three (3) or more days and in cases of suspected abuse. Further, after a sick leave absence of three (3) or more days, employees may be required to submit a doctor's certificate, at the employee's expense, indicating an ability to return to work.

Unused sick leave days shall be accumulated from year to year up to one hundred and twenty (120) day. Employees may be required upon notification from their principal or immediate supervisor to submit a doctor's certificate indicating an inability to return to work after twenty (20) calendar days. Maternity leave shall be treated as any other kind of health or temporary disability under the sick leave provision.

An employee who receives workers' compensation benefits shall have the option of choosing one of the following for receiving their benefits.

Option #1: The employee cashes the check issued by workers' compensation insurance and receives no additional pay from the Employer. No sick leave is charged.

Option #2: The employee cashes the check issued by workers' compensation insurance as provided by law and supplements the amount by using District accumulated sick leave.

1. Sick Leave Pay

Daily sick leave pay shall be equal to the employees scheduled work hours times their hourly rate of pay.

2. Extended Leave

An employee who is unable to work because of personal illness or disability and

who has exhausted all sick leave available shall be granted a leave of absence without pay for the balance of the contract year. The Employer agrees to continue all fringe benefits provided by this agreement for the duration of the contract year. Extensions may be arranged by a conference between the employee and the Superintendent.

3. Prohibitions on Use of Sick Leave.

An employee may not use paid sick leave for employment-required physical examinations (including those periodic physical examinations required by the Employer) or for routine medical/dental checkups/examinations.

For bus driver employees, employment-required physical and routine six-month dental appointments shall not be considered sick leave. Employees will receive regular route pay level and regular daily hours for sick leave time.

On days in which school is called off an employee may not use paid sick leave. An employee using sick leave on a shortened school day will be paid the same as the employee's regular hours minus the late arrival or early dismissal time. Charged leave time will be figured to the closest half or full day increment.

4. Family Illness Leave: In the event of an illness or injury of a child, spouse, mother, father, brother, sister, stepmother, stepfather, stepchild, grandchild, mother-in-law, father-in-law, legal guardian, or other long-term household member, an employee may be granted four (4) days of paid leave, cumulative to four (4), per school year charged against paid sick leave effective July 1, 2022. Grandchild must be a legal dependent of the employee or living in the employee's home and the employee is the primary caregiver. Primary caregiver means that the grandparent is acting as parent and the parent of the child is not in the residence.

Procedures:

1. Use of the leave requires completion of the District's absentee form upon return to work.
2. In cases where the Administration suspects misuse of this leave, it may require medical evidence of such illness or injury at the employee's expense.

B. Temporary Leaves Of Absence

1. Paid Leave

At the beginning of each fiscal year, employees shall be entitled to the following leaves of absence with full pay each year.

a. Personal

At the beginning of every school year, each employee shall be credited with three (3) paid days to be used for the employee's personal business. These personal leave days may be accumulated to a maximum of six (6) days. Administrative approval is required for all personal leave.

Personal leave days must be used as part of the employee's regular contract days. They are not considered additional contract or pay days.

Employees who use personal days will be paid eight (8) times their current straight time hourly rate or the number of hours scheduled to work on that day times their current straight time hourly rate, whichever is less.

Personal days shall be utilized in not less than one-half (1/2) day increments.

Personal Leave Usage:

Personal and Vacation Usage – Summer Months:

Employees who use Personal or Vacation days will be paid eight (8) times their current straight time hourly rate or the number of hours scheduled to work on that day times their current straight time hourly rate, whichever is less. Employees who choose to use Personal or Vacation days while scheduled to work extended summer hours (ex. four 10-hour days, or four 9-hr days + one 4-hr day) have the option of either taking the entire day off and reducing their Personal or Vacation leave balance by more than 1.0 days, or taking the day off and working the additional 1-2 hours that same day or another day during that same work week. Taking a half day of Personal or Vacation leave would result in 4 hours of paid time off. (for employees working 40-hour work weeks)

Example 1: An employee is working their summer hour schedule of four 10-hour days. That employee may choose to have their Vacation leave balance reduced by 1.25 days (10 hours) or choose to have their Vacation leave balance reduced by 1.0 day (8 hours) and also working the other two hours either that same day or sometime that same work week. In either case, only 8 hours of paid time off will be granted for each Vacation day used.

Example 2: An employee choosing to use 4 Personal Leave days while working their summer hour schedule of four 10-hour days will only be paid 32 hours times their current straight time hourly rate. In order to be paid for 40 hours, the employee would have to work at least 8 hours that week.

Sick Leave: When an employee is off due to scheduled personal leave or vacation, the leave may not be retroactively switched or changed to sick leave unless there is a Doctor's release indicating an illness or injury.

b. Jury and Legal

When the employee submits proof of a necessary absence for jury service during school hours or to appear in court or a judicial/administrative hearing pursuant to a subpoena, he/she shall be provided such time. The employee shall be paid the difference between the amount that is received for jury duty/witness fee and his/her regular rate of pay times the hours absent for jury duty or witness appearance and related travel that day, but not exceeding the hours the employee was scheduled to work that day. In the event the employee is required to appear in court or before a judicial/administrative body as a party (plaintiff, defendant, or otherwise) which is not job related, the provisions of this paragraph shall not apply. This paragraph shall not apply if an employee, the Union, or the Employer is one of the parties to the controversy.

c. Bereavement

The Employer shall pay up to five (5) days straight time of paid leave at the time of death of an employee's immediate family member (spouse, child, brother, sister, parent and grandchildren). Up to three (3) working days of paid leave shall be granted at the time of death of an employee's father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandparents.

One day of paid leave may be granted by the Employer for the death of an Uncle or Aunt, and may be granted for the death of a friend, neighbor, or close relative.

Paid leave for bereavement is generally not intended for use outside of the normal mourning period. To delay use of allowed bereavement leave for related purposes, notification must be made to the building principal or immediate supervisor within the bereavement period.

The employee shall notify the principal or immediate supervisor as soon as possible on all bereavement leaves.

Bereavement leave shall not apply to school year employees for any deaths that may occur during the summer months, holidays or other non school days (non-contracted days). If such a death occurs during the non-contracted days (summer months/vacation time), bereavement leave will not be approved.

Bereavement leave must be utilized in not less than one-half day increments.

Bereavement Usage:

Sick Leave: When an employee is off due to sick leave, the employee is not entitled to use of bereavement leave for the friends or relatives provisions that would normally allow three or fewer days. This would not apply to bereavement use for an employee's immediate family.

Article 8

EXTENDED LEAVES OF ABSENCE

A. Public Office

A leave of absence without pay not to exceed four (4) years shall be granted to any employee upon application to the superintendent for the purpose of serving in a public, elected state or national office. Upon return from such leave, an employee shall be placed at the position he would have advanced to without said leave. Employees shall be credited with any new fringe benefits and previously accumulated benefits. However, no benefits shall accrue for the duration of said leave.

B. Family Illness

A leave of absence without pay may be granted for the purpose of caring for a sick or injured member of the employee's immediate family. Additional leave may be granted at the discretion of the Superintendent.

C. Good Cause

Other extended leaves of absence up to one (1) year without pay may be granted in writing by the Superintendent for good cause.

D. Military Leave

All officers and employees of the state, or a subdivision thereof, or a municipality other than employees employed temporarily for six (6) months or less, who are members of the national guard, organized reserves or any component of the military, naval, or air forces or nurse corps of this state or nation, or who may be otherwise inducted into military service of this state or of the United States, shall, when ordered by proper authority to active state or federal service, be entitled to leave of absence from such civil employment for the period of such active state or federal service, without loss of status or step in the pay scale, and without loss of pay during the first thirty (30) days of such leave of absence. The proper appointing authority may make a temporary appointment to fill any vacancy created by such leave of absence.

Article 10
TRAINING/TRAVEL

School Bus Permits:

The employer will pay for the following training costs required by the State of Iowa for new and existing bus drivers to obtain and renew their school bus permits.

1. Tuition Fee:
 New Drivers - Up to \$80.00 or actual whichever is less.
 Existing Drivers - Up to \$25.00 or actual whichever is less
2. Costs of required instructional materials.
3. Each driver will be paid the following for attendance at the sessions
 17 hours at the regular pay rate for new drivers
 3 hours at the regular pay rate for existing drivers

Other - Training/Travel:

Western Dubuque Schools will reimburse employees for the costs of Western Dubuque required travel and training as follows:

- A. Registration/Tuition: Actual cost as determined by a receipt. Amounts may be prepaid by the School District.
- B. Employees will be paid their regular working hour wages while attending required training sessions or conferences.

Article 11
JOB CLASSIFICATIONS

Each bargaining unit position will have a written job description. Job descriptions will be available through supervisors or building administrators for employees to review and comment. Each department will post a copy of the job descriptions for their department.

Article 12
MISCELLANEOUS PROVISIONS

A. Separability

If any provision of this Agreement is determined by a final decision of a Federal or State court to be contrary to law, then such provision shall not be valid and the provision shall be modified only to the extent that it conflicts with such law, but all other provisions of this Agreement shall remain in full force and effect.

B. Notices

Whenever any notice is required to be given to either the Employer or the Union under this Agreement, either party may do so by facsimile or letter at the following designated addresses:

The Employer: Western Dubuque Community School District
 310 4th Street SW
 P.O. Box 68
 Farley, Iowa 52046
 ATTN: Superintendent of Schools

The Union: Teamsters Local Union No. 120
 195 E. 14th St
 Dubuque, Iowa 52001-4909

The Local Union shall advise the Employer not later than October 1 of any calendar year of a change in the office of the Local Union Secretary-Treasurer or his/her mailing address. In the event that no notice is offered to the Employer, communications shall be sent to the last known address of the Local Union Secretary-Treasurer listed in the Employer's files.

C. Bulletin Boards

The Union will be allowed space on existing bulletin boards that are customarily used for the posting of information to employees. Where existing bulletin boards are not available the union shall provide bulletin boards. Bus schedules for shuttles will be posted on bulletin boards.

D. Layoff

Prior to the contracting out of any work currently performed by members of the bargaining unit which would result in the application of the layoff procedures of this contract the Employer shall give the union thirty (30) calendar days written notice. The Union's Secretary-Treasurer, two (2) other officials designated by the Union and up to three (3) representatives of the School District in order to discuss the impact of such contracting out on the affected members of the bargaining unit.

E. Uniforms

The District will not require the wearing of specific clothing or apparel. Employees should wear clothing or apparel that is suitable for their work environment. Supervisors may suggest appropriate dress. Maintenance and Mechanics employees working regularly eight (8) hours per day five (5) days per week twelve (12) months per year shall be provided one (1) uniform, selected by the Employer, each working day. Total cost of rental and laundry of such uniform shall be paid by the Employer. The procedures for providing uniforms to employees shall be determined by the District. Each eligible employee shall at all times report to work and perform his/her duties with the Employer in appropriate and clean clothing.

F. Full Agreement

This Agreement and its appendices constitute the entire agreement between the parties and concludes collective bargaining negotiations, except as may be otherwise mutually agreed hereafter, during the term of this Agreement.

Signature: In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon.

Jessica Pape
President of the School Board
Western Dubuque County
Community School District

Date

Tom Erickson
President
Teamsters Local 120

Date

Kevin M. Saylor
Business Agent
Teamsters Local 120

Date

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

WESTERN DUBUQUE COMMUNITY SCHOOL
DISTRICT,
Public Employer,

and

TEAMSTERS LOCAL UNION #120,
Petitioner.

CASE NO. 8350

RECEIVED
2011 MAR 22 AM 10:22
PUBLIC EMPLOYMENT
RELATIONS BOARD

ORDER OF CERTIFICATION

Upon a petition duly filed in accordance with Iowa Code section 20.14 and PERB rule, a representative certification election was conducted herein under the direction and supervision of the Board. The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the valid ballots were cast in favor of the affected bargaining unit's representation by Teamsters Local Union #120, that no objections to the election were filed as provided for in Iowa Code section 20.15 and PERB rule, and that the employee organization has complied with the relevant requirements of Iowa Code section 20.25.

IT IS THEREFORE ORDERED that Teamsters Local Union #120 is hereby designated and certified as the exclusive bargaining representative of the following bargaining unit of employees of the Western Dubuque Community School District:

INCLUDED: All full-time and regular part-time non-teaching employees including Bus Drivers, Bus Mechanics, Clerical (except central office secretaries), Custodians, Food Service, Maintenance, Paraprofessionals, Interpreter, and Parent Volunteer Coordinators.

EXCLUDED: Central office secretaries which includes Business office secretary, Curriculum office secretary, Superintendent's secretary and Board secretary, Substitutes, and all other person excluded by section 4 of the Public Employment Relations Act.

Dated at Des Moines, Iowa, this 22nd day of March, 2011.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R. Riordan
James R. Riordan, Chair

Appendix B

2021-2022 Wage Schedule Classified Employees

- 1) Educational hours/degrees must be in a field of study corresponding to the employee's pay classification as determined by District administration.
- 2) All hours and degrees must be from an accredited post-secondary institution.
- 3) Employees who have completed 15-24 consecutive years of employment with WD will be placed on the 15 year longevity step; employees who have completed 25 or more consecutive years of employment with WD will be placed on the 25 year longevity step .

Bus Driver				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$18.22	\$18.47	\$18.72	\$19.22
Step 2	\$18.22	\$18.47	\$18.72	\$19.22
Step 3	\$18.22	\$18.47	\$18.72	\$19.22
Step 4	\$18.82	\$19.07	\$19.32	\$19.82
Step 5	\$18.82	\$19.07	\$19.32	\$19.82
Step 6	\$18.82	\$19.07	\$19.32	\$19.82
Step 8	\$19.45	\$19.70	\$19.95	\$20.45
16+ Lngvty	\$19.60	\$19.85	\$20.10	\$20.60
26+ Lngvty	\$19.75	\$20.00	\$20.25	\$20.75

Bus Driver Trainer: Add \$.25
 Bus Driver Substitute Rate: \$18.07

Food Service				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$14.76	\$15.01	\$15.26	\$15.76
Step 2	\$14.91	\$15.16	\$15.41	\$15.91
Step 3	\$15.26	\$15.51	\$15.76	\$16.26
Step 4	\$15.51	\$15.76	\$16.01	\$16.51
Step 5	\$15.76	\$16.01	\$16.26	\$16.76
Step 6	\$15.76	\$16.01	\$16.26	\$16.76
Step 8	\$16.01	\$16.26	\$16.51	\$17.01
Step 7	\$16.26	\$16.51	\$16.76	\$17.26
Step 8	\$16.51	\$16.86	\$17.11	\$17.61
16+ Lngvty	\$16.76	\$17.01	\$17.26	\$17.76
26+ Lngvty	\$16.91	\$17.16	\$17.41	\$17.91

Food Service Substitute Rate: \$13.76 Van Route: Add \$1.00

Food Service Manager: Add \$2.00

Bus Mechanic				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$22.47	\$22.72	\$22.97	\$23.47
Step 2	\$22.82	\$23.07	\$23.32	\$23.82
Step 3	\$23.22	\$23.47	\$23.72	\$24.22
16+ Lngvty	\$23.37	\$23.62	\$23.87	\$24.37
26+ Lngvty	\$23.52	\$23.77	\$24.02	\$24.52

Second Shift: Add \$.25

Interpreter				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$17.26	\$17.51	\$17.76	\$18.26
Step 2	\$17.76	\$18.01	\$18.26	\$18.76
Step 3	\$18.26	\$18.51	\$18.76	\$19.26
16+ Lngvty	\$18.41	\$18.66	\$18.91	\$19.41
26+ Lngvty	\$18.56	\$18.81	\$19.06	\$19.56

Interpreter Substitute Rate: \$16.26

Clerical				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$16.20	\$16.45	\$16.70	\$17.20
Step 2	\$16.50	\$16.75	\$17.00	\$17.50
Step 3	\$16.80	\$17.05	\$17.30	\$17.80
Step 4	\$17.10	\$17.35	\$17.60	\$18.10
Step 5	\$17.40	\$17.65	\$17.90	\$18.40
Step 6	\$17.70	\$17.95	\$18.20	\$18.70
Step 7	\$18.00	\$18.25	\$18.50	\$19.00
Step 8	\$18.30	\$18.55	\$18.80	\$19.30
16+ Lngvty	\$18.45	\$18.70	\$18.95	\$19.45
26+ Lngvty	\$18.60	\$18.85	\$19.10	\$19.60

Clerical Substitute Rate: \$15.20

Maintenance				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$22.47	\$22.72	\$22.97	\$23.47
Step 2	\$22.82	\$23.07	\$23.32	\$23.82
Step 3	\$23.22	\$23.47	\$23.72	\$24.22
16+ Lngvty	\$23.37	\$23.62	\$23.87	\$24.37
26+ Lngvty	\$23.52	\$23.77	\$24.02	\$24.52

Custodian				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$17.52	\$17.77	\$18.02	\$18.52
Step 2	\$17.87	\$18.12	\$18.37	\$18.87
Step 3	\$18.22	\$18.47	\$18.72	\$19.22
Step 4	\$18.57	\$18.82	\$19.07	\$19.57
Step 5	\$18.92	\$19.17	\$19.42	\$19.92
Step 6	\$19.27	\$19.52	\$19.77	\$20.27
Step 7	\$19.62	\$19.87	\$20.12	\$20.62
Step 8	\$19.97	\$20.22	\$20.47	\$20.97
16+ Lngvty	\$20.12	\$20.37	\$20.62	\$21.12
26+ Lngvty	\$20.27	\$20.52	\$20.77	\$21.27

Lead Custodian: Add \$1.00 Second Shift: Add \$.25
 Custodian Substitute Rate: \$16.52

Paraprofessional				
	Base	18 hrc	32 hrs-Diploma	AAIAS Degree
Step 1	\$14.76	\$15.01	\$15.26	\$15.76
Step 2	\$14.91	\$15.16	\$15.41	\$15.91
Step 3	\$15.26	\$15.51	\$15.76	\$16.26
Step 4	\$15.51	\$15.76	\$16.01	\$16.51
Step 5	\$15.76	\$16.01	\$16.26	\$16.76
Step 6	\$16.01	\$16.26	\$16.51	\$17.01
Step 7	\$16.26	\$16.51	\$16.76	\$17.26
Step 8	\$16.51	\$16.86	\$17.11	\$17.61
16+ Lngvty	\$16.76	\$17.01	\$17.26	\$17.76
26+ Lngvty	\$16.91	\$17.16	\$17.41	\$17.91

Paraprofessional Substitute Rate: \$13.76