2018-2019 AGREEMENT

between the

BOARD OF EDUCATION ISD #52

and the

MID-DEL SUPPORT EMPLOYEES ASSOCIATION

TABLE OF CONTENTS

PROCEDURAL AGREEMENT 1
NEGOTIATED AGREEMENT 6
DEFINITIONS 7
ARTICLE 1- RECOGNITION 8
ARTICLE 2- SEVERABILITY OF PROVISIONS 8
ARTICLE 3- ASSOCIATION DUES 8
ARTICLE 4- ASSOCIATION RESPONSIBILITIES AND RIGHTS 8
ARTICLE 5- BOARD RESPONSIBILITIES 9
5.1- Agenda 9
5.2- Printing of Agreement 9
ARTICLE 6- JOB POSTINGS 10
ARTICLE 7- LUNCH AND REST PERIODS 10
ARTICLE 8- PERSONNEL RECORDS 10
ARTICLE 9- SCHOOL CLOSURE 11
ARTICLE 10- WORKWEEK- OVERTIME- SUBSTITUTES 11
ARTICLE 11- SALARY 12
11.1- Compensation 12
11.2- Paraprofessional 12
11.3- Travel 13
11.4- Bus Driver CDL 14
11.5- Child Nutrition Incentive Pay 14
ARTICLE 12- REDUCTION IN FORCE 14
12.1- Reduction in Force 14
12.2- Notice of Reduction 14
12.3- Notice and Hearings 14
12.4- Use of Attrition to Reduce Staff 14
12.5- Order of Reduction 14
12.6- Factors to be Considered for Reduction 15
ARTICLE 13- BENEFITS 16
13.1- Leave 16
13.2- Vacation 16
13.3- Insurance 17
13.4- Personal Business Leave 18
13.5- Sick Leave 19
13.6- Leave Allotment 19
13.7- Leave Payoff 19
13.8- Leave without Pay 19
13.9- Retirement 20
13.10- Bereavement Leave 20
13.11- Emergency Leave 20
13.12- Inclement Weather Leave 20
13.13- Job Injury Leave 20
13.14- Sick Leave Donation Policy 21
ARTICLE 14- DISCIPLINARY PROCEDURES, SUSPENSION, TERMINATION, AND NON-REEMPLOYMENT 22

14.1- Disciplinary Process 22
14.2- Right to Representation 24
14.3- Record of Action 24
ARTICLE 15- COMPLAINT PROCEDURE 24
15.1- Definition 24
15.2- Right to Complain 24
15.3- Procedure 24
ARTICLE 16- EMPLOYEE DISCIPLINE 26
16.1- Introduction 26
16.2- Suspension, Demotion, Termination, Non-reemployment 26
16.3- Notice and Hearing 27
16.4- Notification Concerning Employment 28
ARTICLE 17- GRIEVANCE PROCEDURE 28
17.1- Definition 28
17.2- Right to Grieve 28
17.3- Procedure 28
ARTICLE 18- REASSIGNMENTS 29
ARTICLE 19- PHYSICAL EXAMINATIONS 30
ARTICLE 20- UNIFORMS 30
ARTICLE 21- CALL BACK PAY 30
ARTICLE 22- TRANSPORTATION SPECIFICATIONS 30
22.1- Out of Pocket Expenditures 30
22.2- Activity Trips 30
22.3- Compensation 30
22.4- Bus Drivers/Monitors Orientation 30
22.5- Bus Drivers/Monitors Assignments 31
22.6- Bus Drivers Activity Trips 31
ARTICLE 23- MAINTENANCE 31
23.1- Journeyman Test 31
23.2- Electrical Apprentices 31
23.3- HVAC and Plumbing Apprentices 31
ARTICLE 24- INDIVIDUAL CONTRACTS 31
ARTICLE 25- DURATION OF AGREEMENT 32
SALARY SCHEDULES 33

PROCEDURAL AGREEMENT

between the

BOARD OF EDUCATION

and the

MID-DEL SUPPORT EMPLOYEES ASSOCIATION

Mid-Del Schools Notice of Non-Discrimination

The Mid-Del Public School District No. I052 does not discriminate on the basis of race, color, national origin, sex, pregnancy, gender, gender expression or identity, religion, veteran status, sexual orientation, disability, age, or genetic information in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Dr. Jason Perez, Chief Human Resources Officer
Address: 7217 S. E. 15th Street, Midwest City, OK 73110
Phone: 405-737-4461, x1215 Email Address: jperez@mid-del.net

Procedural Agreement

Midwest City - Del City Board of Education

Mid-Del Support Employees Association

The Midwest City-Del City Board of Education (herein referred to as Board) and the Mid-Del Support Employees Association (herein referred to as Association) hereby enter into the following agreement regarding negotiations:

1. **Recognition**: The Board hereby recognizes the Association as the negotiations representative for the bargaining unit consisting of all employees who are not required by their job description to be a principal, licensed or certified teacher, superintendent or other administrator excluding the secretary to the superintendent, secretaries to the assistant superintendents, non-contracted hourly employees, and treasurer's clerk. Any person who desires not to be represented by the Association may so state in writing to the Board.

2. **Individual Rights**: All support employees have the right to join and participate in and support the Association as well as to refrain from such activities. No support employee shall be discriminated against by the Board or any administrative officer of the District nor by the Association or its officers, agents or representatives because of his membership, participation, support or non-membership, participations or support of the Association. The Association shall not discriminate against any support employees within the bargaining unit based upon the payment or nonpayment of dues.

3. **Scope of Bargaining**: The scope of bargaining shall be limited to wages, hours, fringe benefits and other terms and conditions of employment. There shall be no negotiations on inherent managerial policy, including but not limited to: programs, facilities, job descriptions, organizational structure, selection of personnel, assignment, equipment and supplies, matters affecting the budget or expenditures, and standards of service. The Board and the Association shall abide by all applicable state and federal statutes, rules and regulations. This agreement shall not abrogate, limit or restrict the legal rights, obligations and powers of the Board, including its power to make policy, as long as that policy is not inconsistent with the Negotiated Agreement.

4. **Negotiation Team:** No more than five (5) designated representatives of the Board will meet with no more than five (5) representatives of the Association elected by the bargaining unit for the purpose of

negotiations. Neither party shall attempt to exert influence over the other party's selection of representatives. All negotiations shall take place exclusively between the designated representatives of the parties. Negotiations shall be conducted in closed sessions and shall remain confidential until tentative agreement is reached and the ratification process is commenced. Press or new releases or statements will be made only jointly and by agreement of both parties.

5. **Opening Negotiations**: Upon request of either party, between May 1 and May 31, to commence negotiations, a mutually acceptable meeting date shall be set no more than thirty (30) calendar days following such request. All Association proposals for negotiations shall be presented in writing at the first meeting. All Board proposals for negotiations shall be presented in writing at the second meeting. All meetings shall be held outside the regular work hours at times and places mutually agreed to unless otherwise set forth by mutual agreement.

6. **Exchange of Information**: Upon reasonable specific written request, the parties shall provide each other with available information regarding negotiations. When budget material is made available to the Board, it will be made available to the Association upon written request to the Board's representative. With majority approval, individuals possessing data pertinent to both parties may be invited to provide requested information during negotiations sessions.

7. **The Agreement**: When agreement is reached on any item, it shall be reduced to writing, and signed and dated by the spokesperson of each team. When agreement is reached between the negotiating teams on all proposals, the proposed agreement shall be reduced to writing and submitted first to all support employees of the District for ratification. After ratification by the support employees, the agreement shall be submitted to the Board's spokesman who shall make all recommendations and presentations to the Board, if at all possible, at the next Board meeting. If approved by the Board, the terms of the agreement shall be implemented.

8. **Mediations**: In the event that an agreement cannot be reached on items being negotiated, either party may declare that an impasse exists and further negotiation efforts are futile.

   The Association representatives shall, within five (5) days after declaration of impasse, specifically designate, in writing, each item to be presented to the mediator by the Association and provide same to the other party. The Board representatives shall, within five (5) days of receipt of the Association's designation, specifically designate, in

writing, the items to be presented to the mediator by the Board and provide same to the other party. The parties shall mutually request the mediation services of the Federal Mediation and Conciliation Service.

No undesignated items will be presented or considered by the mediator and any item not tentatively agreed upon in negotiations or submitted for mediation, shall be considered withdrawn from negotiations. If the mediator is unable to resolve the differences and an agreement cannot be reached, either party may call for fact finding to be implemented.

9. **Fact Finding**: Within ten (10) days of any request for fact finding, the Board and Association representatives shall each designate one (1) member of the fact finding panel. The third member shall be selected by the first two (2) members as follows: The parties shall notify the State Superintendent of Public Instruction that a fact finder is needed and request a list of potential fact finders from the State Superintendent. If no name on the list is agreeable to both parties, a coin toss shall occur with the party winning the toss having the right to strike a name from the list. The parties will then continue alternately striking names from the list until only one name remains. The person whose name remains on the list will serve as the chairperson of the fact finding committee.

Within five (5) days after selection of the chairperson, the representatives of the parties shall meet to exchange written language on each item at impasse. The exchanged documents shall be furnished to the chairperson and other members of the committee. Each item being submitted to fact finding shall show the last position taken by each negotiating team. All items not submitted to impasse or tentatively agreed upon in negotiations will be considered as withdrawn.

It shall be the responsibility of the majority of the panel to issue a recommendation on all items at impasse, but such recommendation will be advisory in nature and nonbinding on either party.

The cost for the services of the chairperson, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared equally by the Board and the Association. Each party will be responsible for the expenses and cost for services of its member on the fact finding committee.

The fact finding committee shall have authority to establish procedural rules, conduct investigations, and hold hearings during which each party shall be given an opportunity to present its case with supporting evidence.

All hearings by the fact finding committee shall be conducted in closed session.

The chairperson shall convene the committee for fact finding. The committee shall meet with the representatives of both parties and, within twenty (20) days after the fact finding meeting shall present its written recommendation to the Board and the Association. The report shall set forth findings of fact and recommendations on the issues submitted.

If either party decides it must reject one or more of the committee's recommendations, said party must, within seven (7) days after the committee has presented its recommendations, request a meeting of the representatives who have been negotiating for the Board and the Association. The parties shall meet within seven (7) days of the request, unless both parties deem it unnecessary. At such meeting, the parties shall exchange written statements expressing each party's rationale for rejecting each recommendation found unacceptable and shall attempt to clarify any remaining differences. The representatives shall then resume a good faith effort to resolve the remaining differences; provided, after fourteen (14) days after the exchange of written statements, as provided for by this section, either party may discontinue such effort.

The Board shall file a copy of the fact finding report with the office of the State Superintendent of Public Instruction. If the effort to resolve differences is successful, the parties shall draft a written agreement and present the agreement to both parties for ratification, and upon ratification such agreement shall also be forwarded to the State Superintendent. If the effort to resolve differences is unsuccessful, the Board shall forward to the State Superintendent in writing its final disposition of the negotiations impasse process within thirty (30) days of the effective date of implementation.

10. **No Strike Pledge**: It shall be illegal for the Association to strike or threaten to strike as a means of resolving differences with the Board. Any member of the Association engaging in a strike shall be denied the full amount of his/her wages during the period of such violation. If the Association or its members engage in a strike, then the Association shall cease to be recognized for not less than one (1) year as representative of the support employees and the Board shall be relieved of the duty to negotiate with the Association or its representatives. It shall further not be permissible for the Association or any of its members to use sick, personal, holidays or any other leave days to participate in slowdowns or any concerted effort that impairs the normal operation of the schools.

11. **Savings Clause:** If any provision of this Agreement shall be found contrary to law, it shall be severed from the Agreement, and all other provisions or application of the Agreement shall continue in full force and effect.

12. **Duration of Agreement:** Pursuant to the Procedural Agreement between the Board of Education, ISD 52, and the Mid-Del Support Employee Association, the Negotiated Agreement is entered into between the Board and Mid-Del Support Employee Association this 20th day of August, 2017.

This Agreement shall continue in effect for successive fiscal year periods unless notice is given, in writing, between January 1 and January 31 of any year, by either party that the party desired to modify, amend, or terminate this Agreement. Once such notice is given, negotiations related to changes in this Agreement shall commence on a mutually agreeable date within thirty (30) days of such notice.

NEGOTIATED AGREEMENT

between the

BOARD OF EDUCATION ISD #52

and the

MID-DEL SUPPORT EMPLOYEE ASSOCIATION

2018-2019

Definitions *(2018)*

FULL TIME EMPLOYEE	One hired on contract to work the standard period of time which is customarily understood to constitute full-time employment for the type of services to which the employee is employed and such employment is for at least one hundred seventy-two (172) days per school year
HOUSEHOLD MEMBER	One who resides in the same home as the employee and who shares a duty to provide financial support with the employee
IMMEDIATE FAMILY	Spouse, children, parents, siblings, grandparents, great-grandparents, grandchildren, great-grandchildren, aunts, uncles, nieces, nephews, and other similar relationships as established by marriage and persons residing in the home of the employee
PART TIME EMPLOYEE	One hired on contract whose work schedule does not meet the definition of full time
RELATIVE	Spouse, child, stepchild, grandchild, grandparent, stepparent or parent
SENIORITY	The total length of uninterrupted service within the Mid-Del District
TEMPORARY EMPLOYEE	One hired on contract for a period of time to fill a specific or seasonal need
WORK DAY	Days which the administration office is open for normal hours of operation

ARTICLE 1

Recognition

The Board recognizes the Association as the negotiations representative for the bargaining unit consisting of all employees who are not required by their job description to be a principal, licensed or certified teacher, superintendent or other administrator excluding the secretary to the superintendent, secretaries to the assistant superintendents, non-contracted hourly employees, and treasurer's clerk.

This recognition shall remain in effect until discontinued or replaced by another organization under the provisions of Senate Bill 583 passed by the 1986 Legislature.

ARTICLE 2

Severability of Provisions

The invalidation of any article of this agreement by a court of competent jurisdiction will not affect the validity of articles not declared invalid by the court. Provided, however, upon request of the Board or Association that part declared invalid may be renegotiated.

ARTICLE 3

Association Dues

The Board agrees, when authorized by the employee, to deduct from the wages of such employee the dues of the Association. Deduction may be terminated by an employee by so notifying the Board. Authorization and notification will be furnished on a form provided by the Association and approved by the administration.

ARTICLE 4

Association Responsibilities and Rights

The Association may request use of meeting rooms and other district facilities in accordance with district policy and may be granted use where no conflict exists. Such use will not conflict with any student activity.

The Association shall not use district materials or equipment for any Association activity. No member of the Association shall conduct any association business during the work day. Any member of the Association found to have violated this section will be subject to disciplinary action.

The Association may distribute material related to the official business of the Association by placing such material in the individual mailbox of each

support employee and/or by placing such material on a bulletin board designated by the immediate supervisor and easily accessible to support employees. One copy of such material shall be provided to the supervisor at each site.

The Association may be permitted, by the Superintendent, fifteen (15) days Association leave for the purpose of legislative visits, Association related professional meetings and Association business. For the purpose of this section a day of Associational leave shall be defined as one person, one day or any part thereof except that one-half (1/2) day usage per person may be counted for Legislative Lobbying Day.

No more than two (2) persons may utilize Association leave on the same day, with the exception of MDSEA's Legislative Lobby Day and Annual Conference.

No more than one (1) person from the same department, or site may utilize Association leave on the same day, for any reason except that the President of the Association may utilize approved leave as provided in 4.4 above without the restriction contained in this section.

The Association shall reimburse the Board in the amount of thirty dollars ($30.00) for each Association leave day used when a substitute is required. For the 2018-2019 school year, there will not be an expectation from the Board for the Association to reimburse Association leave day substitute expenses.

Written request to use Association leave must be submitted to the Superintendent at least one (1) week in advance.

ARTICLE 5

Board Responsibilities

5.1 **Agenda:** The agenda of Board meetings will be made available to the Association at the time the agenda is posted. Minutes of Board meetings will be made available after approval and reproduction by the Board secretary.

5.2 **Printing of Agreement:** The Board shall annually print sufficient copies of the Negotiated Agreement to meet the administrative needs of the District. Prior to printing, the District shall provide the Association with a one (1) week period to review and proof-read the agreement. The agreement shall be made available online to all employees. In addition, one (1) copy shall be placed at each building site and copies shall be provided to the Association as per request.

ARTICLE 6

Job Posting

The Human Resources Department will announce any full or part-time vacancies within the bargaining unit through District email and post such vacancies electronically through Employee Self Service. Prior to filling vacancies, the position will be posted at least one (1) week.

Employees of the bargaining unit may apply electronically through Employee Self Service for any open position. Qualified employees of the bargaining unit who apply will be considered for such open positions before applicants from outside the district are considered.

ARTICLE 7

Lunch and Rest Periods

Each consecutive six (6) hour or more employee is entitled, in addition to a scheduled lunch break, to a fifteen (15) minute work break during the first one-half of that employee's shift (before the lunch break) and a fifteen (15) minute break during the last one-half (after the lunch break) of the employee's shift. Each employee working 3 1/2 or more but less than six (6) consecutive hours will receive one (1) 15 minute break. Such breaks shall be at a time determined appropriate by the supervisor.

Lunch breaks will be consistent with the site or department work schedule or requirements, as closely as possible to the halfway point of the work day, and for the normal lunch break period.

ARTICLE 8

Personnel Records

The personnel records of employees of the bargaining unit shall be maintained in the district's personnel office. No document of evaluation, consultation, reprimand, warning or other action pertaining to the employee's job performance will be placed in the file until the employee has an opportunity to review the material. The employee will acknowledge that he or she has had the opportunity to review such material by offering his or her signature to the copy to be filed. Such signature does not constitute agreement. Within ten (10) work days* after reviewing the material, the employee will have the right to submit a written answer to such material and the answer will be attached to the file copy.

Letters of caution, consultation, warning, admonishment, complaint and reprimand may be removed upon written request of the employee and approval of the Chief Human Resource Officer and destroyed once the material has become three (3) years old.

Records other than confidential personal references shall be available for inspection by the employee. All records shall be available to the Board of Education, administrative staff, hearing panels, any governmental agency official having lawful authorization, a court of law, anyone authorized by a court of law, and any person authorized by the employee.

* Work days will be defined as "Days which the administration office is open for normal hours of operation."

ARTICLE 9

School Closure

When schools are closed due to inclement weather, the following procedure will be carried out: All twelve (12) month employees will be expected to report to their assignments and remain there during regular school hours, unless notified otherwise by the office of the Superintendent. When the district has been closed due to inclement weather and make-up days are not scheduled for students, but are scheduled for employees, employees may use any type of leave or compensatory time available to not attend such make-up days.

Nine (9), ten (10), and eleven (11) month employees are not expected to work when school is dismissed due to inclement weather. However, such personnel will be required to make up the day at a later time, as determined by the Board of Education.

ARTICLE 10

Workweek - Overtime – Substitution *(2018)*

An employee in the bargaining unit shall not be required to work in excess of forty (40) hours a week, without compensation of time and one-half that of the employee's hourly rate of pay as required by the Fair Labor Standards Act (FLSA). Compensatory time in lieu of payment may be authorized and granted by the employee's supervisor. Compensatory time in lieu of payment may be granted upon the request of the employee provided that such compensatory time is used within a time as approved by your supervisor and does not unduly disrupt the operations of the district. Such compensatory time will be at the rate of time and one-half for each of the overtime hours worked. If an employee works 40 hours prior to the completion of a work week he may be given time off, as a work week adjustment, for the balance of that work week. Overtime hours are permitted only on prior written approval of the supervisor, except in emergency situations. In emergency situations, an employee may be permitted to work overtime hours or hours exceeding eight per day with the verbal approval of his supervisor. In such emergency situations, the supervisor will verify the verbal approval in writing the next workday. No compensatory time shall be carried over into the next fiscal year. An employee who performs work during a designated holiday shall receive the overtime rate for all hours worked. Designated

holidays include: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day.

Support personnel may be employed in more than one position provided the total regularly scheduled hours in the several positions does not exceed 40 hours per week. The rate of pay for additional positions shall start, upon assumption, at the base rate (step 1) for that position. Leave accrual will be commensurate with the schedule for the aggregate term worked.

A support employee may temporarily substitute, when so designated, to fill a vacant authorized position provided the total scheduled work does not exceed forty (40) hours per week. The rate of pay will be fifty cents ($.50) per hour above the District's Minimum Wage Rate. No leave will accrue.

ARTICLE 11

Salary

11.1 **Compensation**: For the 2018-2019 school year, all support employees eligible for step movement shall advance one (1) step on the appropriate salary schedule. An additional stipend will be added to each person's compensation at an increment equivalent to the difference between the last two (2) steps on each salary schedule. This stipend would be in addition to the base salary/stipend amount from 2017-2018.

Employees required to report for work after the completion of their normal contract year, shall be compensated at their regular hourly rate of pay.

All support personnel who are in a position that requires the employee to meet the Highly Qualified requirement of No Child Left Behind and meets those conditions, will be paid $350 per year in addition to their regular salary. If HQ status is achieved after the beginning of a contract, the employee will receive a prorated share of the $350.

Any support employee who obtains an Associate's degree while employed by the District shall receive a one-time stipend of two hundred dollars ($200.00). Any support employee who obtains a Bachelor's degree while employed by the District shall receive a one-time stipend of four hundred dollars ($400.00).

For the 2018-2019 school year, all support staff employed at MDTC, eligible for step movement, shall advance one (1) step on the compensation schedule. An additional stipend will be added to each person's compensation at an increment equivalent to the difference between the last two (2) steps on each salary schedule. This stipend would be in addition to the base salary/stipend amount from 2017-2018.

11.2 **Paraprofessional**: A Paraprofessional is one who has completed certification training provided by the State Department of Education and is on the register of certified Paraprofessionals maintained by the State Department of Education.

11.3 **Travel:** Employees whose position requires them to travel in a personal vehicle to two or more assigned sites during the work day shall receive a flat rate of $500.00 payable through the normal monthly payroll.

11.4 **Bus Driver CDL:** Mid-Del Schools will pay a one-time, one-hundred and twenty dollar stipend ($120.00) to newly hired bus drivers that are CDL certified and are employed by the District. This would also include current part-time employees that want to increase their hours of employment with Mid-Del Schools.

11.5 **Child Nutrition Incentive Pay Plan:** Each Mid-Del Schools Child Nutrition employee who becomes certified by the School Nutrition Association (SNA) beginning with the 2011-2012 fiscal year will be entitled to the credential incentive pay subject to annual approval by the Child Nutrition Department and subject to availability of funds as determined by the Director of Child Nutrition.

Certification may be obtained no later than the end of February, 2018 for the 2017-2018 fiscal year with the certification present to the Director of Child Nutrition as soon as possible. Upon receipt of certification, the Director of Child Nutrition will process the per hour incentive pay for the next appropriate payroll. The per hour incentive pay will not be retroactive, but will begin on the date that the employee has presented the certification information to the Director of Child Nutrition. Each year that the incentive is in place, the employee must maintain renewal of the certification subject to the conditions outlined or the per hourly rate will revert back to the appropriate schedule.

The following graduated scale is as follows for the per hourly rate incentive pay:

Level 1 Certification: Increase per hour rate = .10 per hour
Level 2 Certification: Increase per hour rate = Additional .10 above the Level 1 Certification rate
Level 3 Certification: Increase per hour rate = Additional .10 above the Level 2

Child Nutrition employees are identified as Cafeteria Supervisors, Cafeteria Supervisor Trainees, Cooks, and Cafeteria Assistants. Employees must be employed a minimum of 4 hours or more daily and meet SNA certification requirements starting at Level 1.

The incentive pay will be paid monthly to the child nutrition employees by child nutrition funds. Certification is valid for one year from the date of an approved application. To maintain your certification and qualify to receive the incentive pay each year, each employee will receive a letter from SNA and a renewal form. It will be the employee's responsibility to renew the certification on time to avoid certification being canceled and the hourly rate reverted back to the rate on the appropriate schedule as of the next payroll. It will also be the employee's responsibility for any initial and renewal fees for certification. Each employee must complete the required number of Continuing Education Units (CEUs) during the annual certification period(s).

CEUs must be completed or earned within the certification renewal period. Employees cannot complete certification requirement on district time.

All certification requirements must be met and SNA approve before incentive pay is paid to the employee. All payments are subject to the school district's fiscal year.

ARTICLE 12
Reduction in Force

12.1 **Reduction in Force:** When the Board of Education determines that it is necessary to declare a Reduction in Force to reduce the number of support employees because of a lack of funds or a lack of work in a particular area, the following procedures will govern such releases. This policy is applicable to all employees in the bargaining unit.

12.2 **Notice of Reduction** - A reduction in force may be implemented by the Board of Education which shall designate the categories within which reduction will be made. If reduction becomes necessary, all notices shall be in accordance with the District's policy concerning suspension, demotion, termination and non-reemployment.

12.3 **Notices and Hearing** - Full time employees with more than one (1) year of service within the district shall be notified in compliance with state law and district policy pertinent to termination.

12.4 **Use of Attrition to Reduce Staff** - The number of employees affected by a reduction in force will be kept to a minimum by not employing replacements, whenever practical, for employees who resign, retire or vacate a position.

12.5 **Order of Reduction** - The order of reduction in designated categories shall be: First: Temporary employees with the last hired the first to be released; Second: Part time employees with the last hired the first to be released; Third: Full time employees with the last hired the first to be released.

The categories used in a Reduction in Force in the spring of 2003 were defined, by the District, as the individual salary schedules. The six divisions listed below, are agreed upon by both parties to constitute the categories referred to in the negotiated agreement.

1. Secretary-Clerical, 12 month Schedules B, C, D, E, and G

2. Secretary-Clerical, site Schedules I, K, L, M, and N

3. Custodians

Schedules O and
R

4. Deaf Ed. Interpreters
Schedules HHII,
HHIII

5. Media Assistants and Teacher Assistants (excluding LPN) Schedule BB

6. Warehouseman
Schedule XIII

A Reduction in Force based on seniority within the categories listed above would be applied in the order listed and not in reverse order. Basically, if an employee's position is eliminated, an employee with more seniority in a higher paying position could replace the least senior person within that category.

12.6 Factors to be considered for Reduction - If the above order of reduction and seniority result in equal employee retention criteria, the date the contract was signed will be given priority. If equal, the decision will be jointly made by the employee's supervisor and superintendent.

A. Non-certificated employees serving in supervisory positions serve at the pleasure of the Board of Education and thus are not subject to the prescribed order of reduction in force.

B. Full-time and part-time employees whose positions are eliminated in one category shall be considered for a position in another category if they possess the required skills and training. (Category - refers to salary schedule placement.) Demonstration of skills and documentation of training may be required by the supervisor. The above consideration is not a guarantee of reassignment or of continued employment.

C. Employees who accepted other employment in the district will be considered for vacancies that occur within one (1) calendar year. However, those for whom other district employment was not available will be given priority. During the first year after reduction, all employees will be placed on a recall list. Those on the list will be notified of vacancies for which they can demonstrate the required skills and qualifications.

D. Employees placed on the recall list must respond in writing to notification of vacancies within ten (10) work days* or their names will be removed from the list. Those whose names are removed from the list may desire that their name be retained as candidate for rehire, with no priority accompanying such application. It shall be the responsibility of the employee to maintain, in writing, a current address in the office of the Chief Human Resources Officer.

E. Should the Board of Education choose to request voluntary reductions in time worked in lieu of releases, employees accepting such alternative

shall be offered full time employment as vacancies occur or funds become available.

* Work days will be defined as "Days which the administration office is open for normal hours of operation."

ARTICLE 13

Benefits

13.1 **Leave** will be granted all employees defined as full and part time. Leave will be prorated on the basis of the hours/day and months the employee works.

13.2 **Vacation Leave** - Employees employed on full time twelve (12) month contracts who work at least six (6) hours per day will be granted vacation at the rate of one (1) day per month for the first twelve (12) years of employment. Beginning with the thirteen (13) year of employment, these employees will be granted vacation at the rate of one and one-fourth (1.25) days per month. Twelve (12) month employees who work less than six (6) hours per day will be granted leave on a prorated basis. Earned vacation may be accumulated not to exceed twenty-four (24) days. Employees will be paid his/her daily rate of pay for unused vacation upon termination of employment.

A day of vacation will be credited only for the month in which the employee is employed at least twelve (12) days.

Payment upon termination for unused vacation will be made for those days earned during the term of employment and carried over into the current year.

Employees who have a specified number of holidays (days off) scheduled in their work calendar, pay for which is included in their annual contract, must take these days when scheduled as they may not be accumulated.

Principals and supervisors will report employee absences to the Central Office Leave Clerk for all days absent due to vacation. Such absences will be recorded in Aesop and Veritime. Vacation time accumulated under previous board policy will remain on record to the credit of the individual and may be used or converted to cash upon termination.

Vacation days must be scheduled in advance with the appropriate director at such times as will least interfere with the employee's work schedule. Directors shall also consider employee preferences, to the extent possible, when granting the use of vacation leave. If an employee's repeated attempts to schedule a vacation time have been denied by the Director, the employee and Director shall meet and establish a future time suitable for the employee's vacation to be taken. If, due to the needs of the District, no suitable time is able to be established, the unused vacation days shall accumulate as provided earlier in this section. Should, at the end of the fiscal year, the employee

already have the maximum number of days accumulated, the employee shall be compensated at the employee's daily rate of pay for any unused days that have been denied for usage by the Director and which are beyond the maximum accumulation level.

13.3 Insurance -

District Payment: For the 2018-2019 school year, the Board will provide an insurance benefit for each eligible employee in the bargaining unit which may be applied toward the purchase of any district insurance program(s) or taken as taxable compensation as follows:

a. Six (6) or more hours	$231.02 per month
b. Five (5) hours	50% of the HealthChoice High premium ($192.52 if taken as taxable compensation)
c. Four (4) hours	50% of the HealthChoice High premium ($154.01 if taken as taxable compensation)
d. Less than four (4) hours	None

The Board will provide the opportunity for each support employee to participate in a Cafeteria Plan under Section 125 of the Internal Revenue Code. Support employees will be allowed to select benefits up to the maximum amount allowable by the Internal Revenue Service Regulations in before tax dollars.

State Payment-Flexible Benefit Allowance: For the 2017-2018 school year, each support employee under contract to work six (6) or more hours per day and 172 days or more per year and enrolled in the district's health insurance plan shall receive 100% of the premium cost of the Oklahoma State and Education Employees Health Choice High Plan in the form of a Flexible Benefit Allowance (FBA) paid by the State of Oklahoma. The District will apply the FBA toward the total premium cost of the employee's health insurance premium.

District Payment-Flexible Benefit Allowance: For the 2017-2018 school year, each support employee who was under contract during the 1998-99 school year and is under contract to work between five (5) and six (6) hours per day shall receive seventy dollars and eighty-five cents ($70.85) per month, and each support employee under contract to work between four (4) and five (5) hours per day shall receive fifty-six dollars and sixty-eight cents ($56.68) per month, in the form of a Flexible Benefit Allowance (FBA) paid by the District. The District will apply the FBA, at the employee's option: toward the total premium cost of the employee's health and dental insurance beyond the amounts paid by the District, toward other benefits as part of the District's Section 125 Cafeteria Plan, or as monthly taxable compensation. Support employees whose employment is terminated during the school year shall have no right to receive any taxable compensation for the portion of the school year after the support employee's termination.

Support Personnel who choose not to participate in Major Medical

Coverage offered through the district sponsored Cafeteria Plan: For the 2017-2018 school year, each support employee under contract to work six (6) or more hours per day at least one hundred seventy-two (172) days per year who do not purchase the major coverage through the school district sponsored cafeteria plan shall receive, one hundred eighty-nine dollars and sixty-nine cents ($189.69) per month as taxable compensation in lieu of the flexible benefit allowance amount provided for part A. above.

Life Insurance Policy: A life insurance policy will be provided by the District according to the age requirement of the employee as stated below:

Age 64 and below	$10,000 policy	$1.60/month paid by District
Age 65 to 69	$6,500 policy	$1.04/month paid by District
Age 70 and above	$5,000 policy	$0.80/month paid by District

Employee must work a minimum of 20 hours a week to qualify.

13.4 Personal Business Leave

A. Full time employees in the bargaining unit shall be granted three (3) days of annual personal business leave. Unused personal business leave may be accumulated up to a maximum of five (5) days. No more than five (5) days of personal business leave may be used in any school year. No more than three (3) personal business leave days may be used consecutively. Leave for part-time employees shall be prorated on the basis of hours/days and months stipulated in the employee's calendar.

B. Except in emergencies, personal business leave time will be requested from and approved by the supervisor.

C. Personal business leave shall be non-accumulative; however, unused personal business leave shall be added to the employee's accumulated sick leave balance at the end of the year.

1. Personal leave accumulated under previous policy shall be added to the employee's accumulated sick leave balance, and if applicable, shall accumulate above the maximum amounts provided in section 13.6 of this agreement. These days shall then be used first in case of illness.

D. Except in emergency situations or for special circumstances approved by the supervisor, personal business leave shall not be taken during the following times: the first or last week of school; and immediately preceding or following a holiday or vacation period.

E. Personal business leave shall not be taken for seeking, interviewing, or participating in other employment, or providing a service for compensation.

13.5 **Sick Leave** - Full time employees in the bargaining unit shall be granted one day sick leave for each month worked. Part time employees shall be granted leave/month prorated on the basis of hours/day worked.
These days may be accumulated to the following totals:

9 month (or less) employees	84 days
10 month employees	91 days
11 month employees	98 days
12 month employees	105 days

Sick leave may be used by an employee only for personal illness or disability due to pregnancy, or illness or death of any member of his/her immediate family, defined as: spouse, children, parents, siblings, grandparents, grandchildren, of the employee and his/her spouse.

Unused sick leave shall be cumulative to the amounts indicated in this section. The district shall maintain records of unused annual sick leave beyond these amounts for the sole purpose of reporting those days to the Oklahoma Teachers Retirement System upon the retirement of the employee. A doctor's certificate or other form of appropriate evidence may be required by the supervisor.

13. 6 **Leave Allotment** - Days allotted categorically each year for employees who begin employment at the beginning of the year are as follows.

Months Worked	Sick Leave	Personal Business Leave
9	9	3
10	10	3
11	11	3
12	12	3

13.7 **Leave Payoff –** Unused sick leave will be paid off consistent with other employee groups based on the following formula:
Accumulated Days – see Sec. 13.6, Sick Leave for maximum amounts
Less the number of annual leave days credited at no cash value- see Sec. 13.7
Total cash leave days:

(Number of annual leave days credited) X Daily Rate of Pay =____@ 15%___)

(Number of annual leave days credited) X Daily Rate of Pay =____@ 30%___)

(Double the number of annual leave days credited) X Daily Rate of Pay = @ 50%)

(Remaining Balance of annual leave days credited) X Daily Rate of Pay = @ 75%)

13.8 **Leave Without Pay** - An employee with three years or more non-interrupted service may be allowed a leave of absence without pay, upon request and approval of the Board of Education, for duration of not more than twelve (12) months. An employee, at the end of such leave, shall be returned to that

employee's position prior to the leave, if possible. A person returning from an authorized leave without pay is entitled to return to the same step on the salary schedule that he was on at the beginning of the leave. A person who is on leave without pay for more than one-third (1/3) of his contract year will not gain in seniority or advance on the pay schedule. Employees are also eligible to receive leave under the provisions of the Family and Medical Leave Act (FMLA) as provided in Board policy.

13.9 **Retirement** - For the 2017-2018 school year, the Board of Education will pay the full seven (7%) percent retirement contribution of all employees who work four (4) hours or more and are therefore eligible under the rules and procedures of the Oklahoma Teacher Retirement System. Employees who are ineligible by age will have an amount equivalent to his or her contribution added to his or her yearly contract.

13.10 **Bereavement Leave** *(2018)* - Bereavement leave of three (3) days per event will be granted for the death of any immediate family member. In addition to the three (3) days of bereavement leave, a support employee may use a maximum of five (5) sick leave days for this purpose. Such request must be approved by the immediate administrator. Bereavement leave of one (1) day per event, chargeable to sick leave, up to three days total per year will be granted for the death of any person not included in the immediate family.

13.11 **Emergency Leave**
An individual employee may request up to three (3) days Emergency Leave per year in the event of a natural disaster which affects the employee's personal property subject to approval by the Superintendent.

13.12 **Inclement Weather Leave** *(2018)*
Employees in the bargaining unit shall be granted four (4) days of paid leave per year to be used only when the Superintendent declares an inclement weather day, which closes district operations. Inclement weather leave shall be non-accumulative and any unused days will not roll into any other type of leave balance. Inclement weather is not eligible for leave payoff.
In the event the Superintendent declares school cancelled for inclement weather after 5:30 a.m., and a support employee reports to work prior to receiving the cancellation information, the support employee will receive one hour of regular contract pay or compensatory time.

13.13 **Job Injury Leave**

13.13.1 Any support employee while in the performance of a duty shall be covered by the Worker's Compensation Act.

13.13.2 A support employee who is unable to continue the performance of his/her job responsibilities and duties as a result of injury sustained in the reasonable performance of his/her duties from:

13.13.2.1 Assault by a pupil, relative of a pupil or person of pupil's household, or

13.13.2.2 Injury sustained as a result of quelling or attempting to quell or stop a fight, disorder or any disturbance related to a school function or activity or

13.13.2.3 Work related injury arising out of the course of employment, shall receive compensation in accordance with and under the rules of the Oklahoma Workers Compensation Act. At the employee's option, Workers Compensation benefits may be supplemented by any sick or annual leave available to the employee to the extent that the employee receives full wages during the absence from work.

13.13.3 Legislation listed in the School Laws of Oklahoma provides that a school district employee is to be paid "his or her full contract salary for the remainder of that school year or contract year or period, whichever is applicable" when unable to continue duties as a result of an injury sustained in the reasonable performance of his or her duties from assault by a pupil, relative of a pupil, or person of the pupil's household or injury sustained as a result of quelling or attempting to quell or stop a fight, disorder or any disturbance related to a school function or activity. Also, this leave is to be granted without the loss of benefits.

13.13.4 Support employees who are unable to continue their contract of employment as a result of an injury sustained in the reasonable performance of their duties shall be paid in accordance with the provisions of the Worker's Compensation Insurance.

13.14 Sick Leave Donation Policy

13.14.1 If an employee has exhausted or will exhaust all sick leave otherwise provided and is absent due to an extraordinary or severe injury, illness, impairment or physical or mental condition of the employee, a relative or household member, documented by a physician, and the condition has caused or is likely to cause the employee to take leave without pay or to terminate employment, the employee may request the use of Sick Leave days to be donated by other employees.

Relative means a spouse, child, stepchild, grandchild, grandparent, stepparent or parent.

Household member means one who resides in the same home as the employee and who shares a duty to provide financial support with

the employee.

13.14.2 An employee requesting donated days must first provide the Board with a medical certificate from a licensed physician or health care provider verifying the severe or extraordinary nature and expected duration of the condition. Documentation by a physician is required for each requested twenty (20) day period.

An employee may initially request up to twenty (20) days from donating employees. If needed, the employee may reapply to receive sick leave days beyond the first twenty (20) to be three (3) additional twenty (20) day periods for a total of eighty (80) days within the current school year. The Superintendent may grant an extension beyond the 80 day limit in extenuating circumstances. (Board Policy) (G-9)

Employees desiring to donate days shall complete a written authorization transferring days to the ill or injured employee.

Employees may donate any amount of sick leave which does not cause the donating employee's accumulated sick leave balance to fall below the yearly amount afforded to them per the negotiated agreements. (Board Policy) (G-9)

13.14.3 The employee receiving donated days is to receive his or her normal rate of pay.

13.14.4 Shared sick leave usage records shall be maintained separately from regular sick leave records.

13.14.5 Up to five days of unused donated leave may remain in the receiving employee's sick leave balance until the end of the school year. At that point, any remaining donated leave which is not used shall be returned to the donating employee(s) on a prorated basis.

13.14.6 The Board is the determining body as to whether the employee meets the criteria above and has previously abided by District leave policy.

ARTICLE 14

Disciplinary Procedures, Suspension, Demotion, Termination and Non-Reemployment

14.1 Disciplinary Process

Statement of Intent:
The School District will strive to ensure that its employees will be dealt with

fairly and receive all required due process. Disciplinary action will be taken by authorized administrative personnel after personally observing inappropriate behavior regarding an employee or after conducting a fair and thorough investigation concerning inappropriate behavior regarding an employee reported to them.

Disciplinary Actions:

1. Inclusive Disciplinary Action

The steps outlined below are guidelines that will normally be followed. The actual determination of which step of the process is appropriate will be made by the appropriate administrator after considering all the facts related to the incident. Disciplinary action may begin at any step within this process, up to and including termination, depending upon the severity of the cause for discipline.

2. Disciplinary Steps

a. Verbal Warning/Reprimand - The first step of disciplinary action will normally be in the form of a verbal warning or reprimand. The administrator will inform the employee of the inappropriate behavior and the desired level of behavior. As the lowest and most informal step in the disciplinary process, it is expected that the administrator and employee will reach a verbal understanding that will guide future behavior. Failure to reach such an understanding or the absence of adherence to the understood desired behavior will result in further disciplinary action.

b. Written Reprimand/Admonishment - The second step of disciplinary action will normally be in the form of a written, dated and signed reprimand/admonishment. The reprimand/admonishment will include narrative statements detailing the unacceptable conduct, the level of conduct required of the employee and the time line provided for achieving and demonstrating the required level of conduct. Also included will be an admonishment that informs the employee that failure to comply with the direction of the reprimand/admonishment may lead to more severe disciplinary action.

The administrator is directed to discuss each segment of the reprimand/admonishment with the employee, assist the employee with a general understanding of its requirements and secure the employee's signature on the reprimand/admonishment document. The signature of the employee is not to signify agreement, but to verify the reprimand was received, read and understood. If the employee refuses to sign the reprimand/admonishment, the administrator is directed to document the refusal to sign. The refusal to sign will constitute and additional cause for disciplinary action.

c. Demotion or Suspension - The third step of disciplinary action will normally be in the form of demotion of the employee to a lower level of responsibility and pay, or the suspension of the employee from work for a specific period of time. The suspension of an employee may be

administered with or without pay depending upon the totality of the circumstances.

d. Non-reemployment or Termination - The final step of disciplinary action is non-reemployment for the ensuing fiscal year or termination of employment during the current fiscal year, either of which will occur in accordance with all applicable law.

e. Written Response - An employee may respond in writing to any written reprimand/admonishment or other formal written disciplinary action within ten (10) *work days of the receipt of such disciplinary action. If provided by the employee, such response shall be maintained in the employee's personnel file along with the original written form of disciplinary action.

14.2 Right to Representation

A support employee shall have the right to be accompanied by a representative at a conference. The purpose of which is the disciplining of the support employee by formal written reprimand, suspension, demotion, non-reemployment or termination. The support employee shall be notified the day before the day the conference is scheduled, provided that more immediate action may be taken depending upon the severity of the cause for discipline.

14.3 Record of Action

When it is necessary to formally confer with an employee concerning his or her performance and/or necessary to document such performance, a record of the conference and/or documentation will be made and forwarded to the Human Resources Department and shall be placed in the employee's personnel file, and a copy given to the employee.

* Work days will be defined as "Days which the administration office is open for normal hours of operation."

ARTICLE 15

Complaint Procedure

15.1 Definition: A complaint shall mean a claim by a support employee that there has been a violation of a Board Policy or other aspect of employment not covered by the Grievance procedure.

15.2 Right to Complain: All employees shall have the right to present a complaint and be heard. No reprisal of any kind shall be taken against any party in interest by reason of such participation.

15.3 Procedure

A. A complainant will first discuss his/her complaint, within ten (10) *work days of knowledge of the alleged violation, with his/her immediate supervisor with the objective of resolving the matter informally.

B. For all complaints which advance past Step A, the complainant may choose to be represented by the Association, another representative of his/her own choosing, or may choose to represent him/herself.

C. The complainant, if not satisfied with the decision of the immediate supervisor, may, within five (5) *work days following the discussion, file a written appeal, citing the Board Policy or specific aspect of employment alleged to have been violated, to the principal or appropriate administrator who has authority to act in the matter. The principal or appropriate administrator shall schedule and hold a meeting to discuss the appeal within ten (10) work days, and shall issue a written decision within five (5) work days of the meeting.

D. The complainant, if not satisfied with the decision of the principal or appropriate administrator, may, within five (5) *work days following the decision, file a written appeal to the Superintendent. The Superintendent or designee shall schedule and hold a meeting to discuss the appeal within ten (10) work days. The Superintendent or designee shall issue a written decision within five (5) work days of the meeting. In the case of a complaint alleging violation of a specific aspect of employment, the decision of the Superintendent or designee shall be final.

E. In the case of a complaint alleging a violation of a Board Policy, the complainant, if not satisfied with the decision of the Superintendent or designee, may, within five (5) *work days following the decision, file a written appeal to the Board. The Board will schedule a hearing to take place no sooner than ten (10) or more than thirty (30) work days after receipt of the appeal. The decision of the Board shall be final.

* Work days will be defined as "Days which the administration office is open for normal hours of operation.

ARTICLE 16

Employee Discipline

16.1 **Introduction:** The procedures outlined herein will be followed in the suspension, demotion, termination and non-reemployment of support employees. Nothing in this section shall preclude layoffs due to a lack of funds or a lack of work.

16.2 **Suspension, Demotion, Termination, Non-Reemployment**: Support employees may be suspended, demoted, non-reemployed or terminated by appropriate administrative personnel. Determination of justification will be made by and action will be taken by appropriate administrative personnel. For the purpose of this section, "Full Time" shall be defined as a support employee hired on contract to work the standard period of time which is customarily understood to constitute full-time employment for the type of service to which the support employee is assigned and such assignment is for at least 172 days per school year.

A. **Probationary Employees** – All full-time employees starting initial employment in the district will be employed in a sixty (60) calendar day probationary status. No leave will be earned during this period. Probationary employees may be suspended, demoted, terminated or non-reemployed at any time without cause.

B. **Full-time employees with one (1) year or less service**, temporary employees and less than full-time hourly employees may be suspended, demoted, terminated or non-reemployed at any time without cause.

C. **Full-time employees with more than one (1) year of service** may be suspended, demoted, terminated or non-reemployed only for cause.

D. An employee may be terminated immediately for cause and removed from the job when in the judgment of the supervisor continued presence on the job would not be in the best interest of or would jeopardize the interests of the school district. An employee so shall receive official notice and hearing as provided below.

Notice will advise employee of the right to a hearing by the Board of Education. Two weeks' notice will be given in event of demotion or termination.

E. The employee may choose to be represented by the Association, another representative of his/her own choosing, or may choose to represent himself/herself.

F. **Severance pay** - Employees whose employment is terminated due to resignation, retirement, termination, non-reemployment or death shall receive payment for all accumulated sick leave and vacation leave in accordance with the payment schedules provided in Board Policy.

16.3 **Notice and Hearing:** Full-time employees with more than one (1) year service shall be advised by certified letter of the right to a hearing by the Board of Education. If the employee requests a hearing within ten (10) work days after receiving the notice, a hearing will be scheduled at the next regularly scheduled Board meeting or at a special meeting called for that purpose. The decision of the Board will be final. If the employee fails to request a hearing within ten (10) work days of the notice, the employee shall be considered to have waived his/her right to a hearing.

A. Certain acts may be considered cause for suspension, demotion, termination and non-reemployment. Determination of justification and action will be made by the appropriate administrator. Including but not limited to:

Insubordination
Willful neglect of duty
Moral turpitude
Immorality
Falsification of application or records
Drunkenness or use of illegal drugs on the job
Fighting on the job
Refusal to work or follow directions of supervisor
Theft or willful destruction of district property
Immoral or obscene acts on school premises
Endangering the health or safety of students or district personnel
Conviction of a felony
Failure to report to work or to supervisor without prior approval
Unsatisfactory performance, incompetence
Illegal use of school equipment
Threatening, intimidating, or coercing another employee
Creating a disturbance on the job or site at any time
Excessive or chronic tardiness or unauthorized absences
Possession of a weapon on the premises at any time
Excessive tardiness
Persistently wasting time or distracting others during working hours
Falsification of personnel or other records (personal or another employee's records)
Removing district property, records, or confidential information from premises without proper authority
Willful abuse, misuse, defacing, or destruction of district property, including tools, equipment, or other property of other employees
Theft or misappropriation of property of employees, students, or of this district
Refusal to follow instructions of supervisor
Refusal or failure to do work assignment
Unauthorized operation of vehicles, machines, tools, or equipment
Threatening, intimidating, coercing, or interfering with employees, supervisors, or students at any time
The making or publishing of false, vicious, or malicious statements concerning any employee, supervisor, students, or the district
Creating or contributing to unsanitary conditions

Possession, consumption, or reporting to work under the influence of alcohol, non-prescribed drugs, or controlled substances
Disregard of known safety rules or common safety practices
Unsafe operation of motor driven vehicles
Operating machines or equipment without safety devices provided
Participating in gambling on district property
Immoral conduct or indecency including abusive and/or foul language
Posting to Facebook, or use of other social media during working hours
Walking off the job
Smoking in unauthorized area or at unauthorized time
Refusal of job transfer within the district when transfer does not result in demotion
Abuse of rest periods or meal periods policies
Inappropriate and/or unauthorized use of the school district's computer network or internet connections
Racial discrimination, including racial slurs or other demeaning remarks concerning another person's race, ancestry, or country of origin and directed toward another employee, a student or a visitor

16.4 **Notification Concerning Employment -** The District, no later than ten (10) days after the effective date of the education appropriation bill or June 1, whichever is later, shall give reasonable assurance of employment in writing to any full-time support employee that the district intends to employ for the subsequent school year.

ARTICLE 17

Grievance Procedure

17.1 **Definition:** A grievance shall mean a claim by a support employee that there has been a violation of the provisions of the Negotiated Agreement.

17.2 **Right to Grieve:** All employees in the bargaining unit shall have the right to present a grievance and be heard. No reprisal shall be taken against any party in interest, and witness or any other participant in the grievance procedure by reason of such participation.

17.3 **Procedure** Each of these articles refers to work days. Work days will be defined as "Days which the administration office is open for normal hours of operation."

A. Grievant will first discuss his or her grievance, within ten (10) work days of knowledge of the alleged violation, with his or her immediate supervisor with the objective of resolving the matter informally.

B. For all grievances which advance past Step A, the grievant may choose to be represented by the organization, another representative of his/her own choosing, or may choose to represent him/ herself.

C. The grievant, if not satisfied with the decision of the immediate supervisor, may, within five (5) work days following the discussion, file a written appeal, citing the article or section alleged to have been violated, to the principal or appropriate Administrator who has authority to act in the matter. Appeals to the principal or appropriate administrator shall be heard within ten (10) work days of receipt of the appeal. Written notice of the date and place of the hearing shall be given the grievant. Within five (5) work days of hearing the appeal, the grievant will be advised of the decision in writing.

D. The grievant, if not satisfied with the decision of the principal or appropriate administrator, may, within five (5) work days following the decision, file a written appeal to the Superintendent. The Superintendent or designee shall schedule and hold a meeting to discuss the appeal within ten (10) work days. The Superintendent or designee shall issue a written decision within five (5) work days after the meeting.

E. If the grievant is not satisfied with the decision of the Superintendent or his or her representative, the grievant may file an appeal within five (5) work days with the Board of Education. Hearing by the Board of Education may be held no sooner than ten (10) days and no later than thirty (30) days after receipt of the request. The hearing shall be conducted at the next, or next succeeding, regularly scheduled meeting of the Board, provided the request is received at least ten (10) days prior to the meeting, or a special meeting of the Board may be called for the hearing. Decision of the Board shall be final.

ARTICLE 18

Reassignments

An employee voluntarily reassigned to a lower classification shall be placed on the same step in the lower classification as that which the employee had attained in the previous classification.

An employee involuntarily reassigned to a lower classification shall be placed on the step in the lower classification having the nearest comparable hourly rate without benefits no lower than the employee's present rate, except when the reassignment is a demotion for disciplinary reasons.

An employee reassigned to a higher classification will be moved at least to the closest step in the higher classification having a salary higher than the salary of the step in the lower classification from which the employee was moved.

ARTICLE 19

Physical Examinations

Employees who are required as a condition of employment to undergo physical examinations and/or drug testing shall receive such examinations, at no cost to the employee, from a physician designated by the Board or, employees may undergo such physical examinations from a physician of their choice at their own expense, provided that said physician meets the requirements specified by State Law and/or State Regulations.

ARTICLE 20

Uniforms

Uniforms required by the Board for employees will be selected and purchased by the Board.

ARTICLE 21

Call Back Pay *(2018)*

An employee in the bargaining unit called back to work after completing a scheduled shift and prior to the beginning of the next regularly scheduled shift or called back for other than the scheduled periods on weekends or holidays shall be paid at the overtime rate. An employee who is physically called back to work on-site shall be paid a minimum of three (3) hours pay at the overtime rate. An employee who is called back remotely to complete work off-site shall be paid a minimum of one (1) hour pay at the overtime rate. Compensatory time equal to the overtime work may be requested by the employee.

ARTICLE 22

Transportation Specifications

22.1 **Out-of-Pocket Expenditures:** Bus drivers shall be reimbursed for authorized out of pocket expenditures such as parking fees and turnpike tolls on separate checks and within seven
(7) working days, if possible.

22.2 **Activity Trips:** Assignments of drivers to Activity Trips shall be voluntary.

22.3 **Compensation:** Bus drivers shall be paid their regular hourly rate for transporting students to extracurricular activities and field trips. The minimum payment for each activity or field trip shall be two hours.

22.4 **Bus Drivers/Monitors Orientation:** All bus drivers and monitors shall work one (1) training/orientation session prior to the start of their contract year. Bus drivers and monitors shall be paid at their individual hourly rate of pay for such attendance.

22.5 **Bus Drivers/Monitors Assignments:** Bus driver and monitor assignments are the responsibility of the Director of Transportation. Employees interested in vacant routes shall notify the

Director of Transportation. In addition to the employee's preference, the Director shall also consider the factors such as: student needs, site needs, experience, skill and ability and seniority.

22.6 **Bus Drivers Activity Trips:** The drivers interested in driving activity trips will sign up at the beginning of the year and will be listed in the order they are received. Trips will be awarded on a rotating basis in the order in which they are listed. If a driver declines a trip, cannot drive due to overtime considerations or is unavailable, he/she will wait until the next rotation of the list and the next driver on the list will be offered the trip.

ARTICLE 23

Maintenance

23.1 **Journeyman Test:** Maintenance employees who have been an apprentice for four (4) years and who have NOT made application to take the Journeyman Test shall have their salary frozen until which time they have passed the test. If the employee's salary has been frozen for a period of eighteen (18) months he/she shall be moved to the position he/she held prior to their apprenticeship at his/her appropriate pay level. If hired from out of district he/she shall become a class one (1) general maintenance on his/her appropriate pay level. This will allow another employee the opportunity to become a journeyman.

23.2 **Electrical Apprentices:** Electrical and Locksmith Apprentices: After electrical and locksmith apprentices have completed four (4) years of training they will be required to obtain their License and will automatically be moved to Licensed Journeyman's Schedule.

23.3 **HVAC and Plumbing Apprentices:** HVAC and Plumbing Apprentices: After apprentices have completed three (3) years of training, they will be required to obtain their Journeyman License and will automatically be moved to Licensed Journeyman Schedule.

ARTICLE 24

Individual Contracts

All support employees will be under a signed contract when working.

ARTICLE 25

Duration of Agreement

All sections of this Agreement shall remain in full force and effect during the 2018-2019 school year. Monetary sections of this agreement only are subject to be opened for negotiations for the 2018-18 school year in accordance with the provisions of the procedural agreement. All sections of this agreement are subject to be opened for negotiations for the 2018-19 school year in accordance with the provisions of the procedural agreement.

SUPPORT COMPENSATION SCHEDULE
2018-19

Schedule B
Purchasing Specialist
Activity Funds Specialist
Activity Account Specialist-MDTC
Student Accounting Specialist
Accounts Payable Specialist
Personnel Specialist
Leave Specialist
Payroll Specialist
Insurance/Payroll Specialist
Special Education Specialist
Construction/Bond Fund Specialist.

Schedule C
Bookkeeper/Custodian of Activity Funds
Accounts Payable/Bookkeeper
Purchasing Secretary
Secretary to Director/Bookkeeper
Fixed Assets Management Clerk
Student Accounting Assistant
Leave Clerk

Schedule D
Secretary to Director

Schedule E
Receptionist
Secretary to Coordinator/Instructional Facilitator
Maintenance Clerk
Secretary to Consultant

Schedule G
Secretary to CN Coordinator
Dispatch Clerk

Schedule H
Child Nutrition Clerk

Schedule I
Secondary School Secretary First (High School)
Secretary to Athletic Director

Schedule K
Secondary School Secretary First (Middle School)
Secondary School Secretary Second (High School and Technology Center)

Schedule L
Elementary School Secretary First

Schedule M
Secondary School Secretary Second (Middle School)

Schedule JJ
Paraprofessional
LPN (with additional $7,000)

Schedule N
Secondary School Secretary Other
Elementary School Secretary Other
Technology Center Secretary Other

Schedule O
Head Custodian (Sr. High)
Fieldhouse Custodian (Sr. High)

Schedule R
Custodian

Schedule S
Skilled Department Foreman

Schedule V
Leadman Skilled
Licensed Alarm Tech

Schedule W II
Skilled Apprentice

Schedule W III
Skilled Trade
Licensed Apprentice

Schedule X III
Warehouseman
Professional Development Technician

Schedule Y
Licensed Journeyman
Licensed Lead Journeyman
Government Furnished Property-Coordinator (Tinker Skills)

Schedule Z
Department Foreman

Schedule BB
Teacher Assistant
LPN (with additional $7,000)

Schedule HH II
Deaf Ed Interpreter

Schedule HH III
Deaf Ed Interpreter
Speech Language Assistant

Schedule SS
Cafeteria Supervisor Trainee

SUPPORT COMPENSATION SCHEDULE
2018-19

Schedule KK
Computer Support Technician
Information Services Assistant
Financial Accounting Support Technician
Lead IT Systems Operator ($3000 stipend)
Instructional Technology Assistant
Computer Support/Purchasing

Schedule LL
Security Systems Technician
District Facilities Monitor

Schedule PP
Media Assistant

Schedule QQ
Cafeteria Assistant

Schedule RR
Cook

Schedule QQ-I
Bus Monitor

Schedule TT-I
Bus Driver - Regular Route

Schedule TT-2
McKinney-Vento Bus Driver

Schedule WW
Athletic Trainer
New Beginnings Learning Center Lead Teacher

Schedule YY-YY3
YY: Cafeteria Supervisor Serving 10,000 Students
YY2: Cafeteria Supervisor Serving 10,001-12,000 Students
YY3: Secondary Cafeteria Supervisor serving over 12,001 Students

SUPPORT COMPENSATION SCHEDULE
2018-19

	Salary Schedule	B
	Contract Days	235
	Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	16.95	29,874.38	32,122.99
2	17.18	30,279.75	32,558.88
3	17.41	30,685.13	32,994.77
4	17.63	31,072.88	33,411.70
5	17.85	31,460.63	33,828.64
6	18.07	31,848.38	34,245.58
7	18.29	32,236.13	34,662.51
8	18.51	32,623.88	35,079.45
9	18.74	33,029.25	35,515.33
10	19.01	33,505.13	36,027.03
11	19.29	33,998.63	36,557.67
12	19.57	34,492.13	37,088.32
13	19.85	34,985.63	37,618.96
14	20.15	35,514.38	38,187.51
15	20.44	36,025.50	38,737.10
16	20.74	36,554.25	39,305.65
17	21.04	37,083.00	39,874.20
18	21.34	37,611.75	40,442.75
19	21.63	38,122.88	40,992.35
20	21.99	38,757.38	41,674.61
21	22.36	39,409.50	42,375.81
22	22.73	40,061.63	43,077.03
23	23.10	40,713.75	43,778.23
24	23.47	41,365.88	44,479.45
25	23.84	42,018.00	45,180.65
26	24.21	42,670.13	45,881.87
27	24.58	43,322.25	46,583.07
28	24.95	43,974.38	47,284.29

	Salary Schedule	C
	Contract Days	235
	Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	16.27	28,675.88	30,834.28
2	16.48	29,046.00	31,232.26
3	16.69	29,416.13	31,630.25
4	16.90	29,786.25	32,028.23
5	17.11	30,156.38	32,426.22
6	17.32	30,526.50	32,824.20
7	17.53	30,896.63	33,222.19
8	17.89	31,531.13	33,904.45
9	18.10	31,901.25	34,302.43
10	18.36	32,359.50	34,795.17
11	18.62	32,817.75	35,287.91
12	18.88	33,276.00	35,780.65
13	19.16	33,769.50	36,311.30
14	19.43	34,245.38	36,823.00
15	19.72	34,756.50	37,372.59
16	20.00	35,250.00	37,903.23
17	20.28	35,743.50	38,433.88
18	20.57	36,254.63	38,983.48
19	20.85	36,748.13	39,514.12
20	21.19	37,347.38	40,158.48
21	21.54	37,964.25	40,821.78
22	21.89	38,581.13	41,485.09
23	22.24	39,198.00	42,148.39
24	22.59	39,814.88	42,811.71
25	22.94	40,431.75	43,475.01
26	23.29	41,048.63	44,138.32
27	23.64	41,665.50	44,801.62
28	23.99	42,282.38	45,464.93

Schedule B - Positions/Titles:

Purchasing Specialist
Activity Funds Specialist
Activity Account Specialist-MDTC
Student Accounting Specialist
Accounts Payable Specialist
Personnel Specialist
Leave Specialist
Payroll Specialist
Insurance/Payroll Specialist
Special Education Specialist
Construction/Bond Fund Specialist

Schedule C - Positions/Titles:

Bookkeeper/Custodian of Activity Funds
Accounts Payable/Bookkeeper
Purchasing Secretary
Secretary to Director/Bookkeeper
Fixed Assets Management Clerk
Student Accounting Assistant
Leave Clerk

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	D
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	14.65	25,820.63	27,764.12
2	14.88	26,226.00	28,200.00
3	15.11	26,631.38	28,635.90
4	15.35	27,054.38	29,090.74
5	15.59	27,477.38	29,545.57
6	15.82	27,882.75	29,981.46
7	16.06	28,305.75	30,436.30
8	16.29	28,711.13	30,872.19
9	16.53	29,134.13	31,327.03
10	16.75	29,521.88	31,743.96
11	16.98	29,927.25	32,179.84
12	17.21	30,332.63	32,615.74
13	17.45	30,755.63	33,070.58
14	17.69	31,178.63	33,525.41
15	17.94	31,619.25	33,999.20
16	18.19	32,059.88	34,473.00
17	18.44	32,500.50	34,946.78
18	18.69	32,941.13	35,420.58
19	18.94	33,381.75	35,894.36
20	19.24	33,910.50	36,462.91
21	19.55	34,456.88	37,050.41
22	19.86	35,003.25	37,637.91
23	20.17	35,549.63	38,225.42
24	20.48	36,096.00	38,812.91
25	20.79	36,642.38	39,400.42
26	21.10	37,188.75	39,987.91
27	21.41	37,735.13	40,575.42
28	21.72	38,281.50	41,162.91

Schedule D - Positions/Titles:
Secretary to Director

Salary Schedule	E
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	14.22	25,062.75	26,949.20
2	14.46	25,485.75	27,404.04
3	14.70	25,908.75	27,858.88
4	14.93	26,314.13	28,294.77
5	15.17	26,737.13	28,749.61
6	15.40	27,142.50	29,185.49
7	15.64	27,565.50	29,640.33
8	15.87	27,970.88	30,076.22
9	16.11	28,393.88	30,531.06
10	16.32	28,764.00	30,929.04
11	16.54	29,151.75	31,345.97
12	16.77	29,557.13	31,781.87
13	17.00	29,962.50	32,217.75
14	17.23	30,367.88	32,653.64
15	17.47	30,790.88	33,108.48
16	17.71	31,213.88	33,563.32
17	17.95	31,636.88	34,018.16
18	18.19	32,059.88	34,473.00
19	18.43	32,482.88	34,927.83
20	18.72	32,994.00	35,477.43
21	19.02	33,522.75	36,045.97
22	19.32	34,051.50	36,614.52
23	19.62	34,580.25	37,183.07
24	19.92	35,109.00	37,751.62
25	20.22	35,637.75	38,320.17
26	20.52	36,166.50	38,888.72
27	20.82	36,695.25	39,457.26
28	21.12	37,224.00	40,025.81

Schedule E - Positions/Titles:
Receptionist
Secretary to Coordinator/Instructional Facilitator
Maintenance Clerk
Secretary to Consultant

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	G
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.77	24,269.63	26,096.38
2	14.01	24,692.63	26,551.22
3	14.25	25,115.63	27,006.06
4	14.48	25,521.00	27,441.94
5	14.72	25,944.00	27,896.78
6	14.95	26,349.38	28,332.67
7	15.19	26,772.38	28,787.51
8	15.42	27,177.75	29,223.39
9	15.66	27,600.75	29,678.23
10	15.86	27,953.25	30,057.26
11	16.07	28,323.38	30,455.25
12	16.29	28,711.13	30,872.19
13	16.51	29,098.88	31,289.12
14	16.73	29,486.63	31,706.06
15	16.96	29,892.00	32,141.94
16	17.19	30,297.38	32,577.83
17	17.42	30,702.75	33,013.72
18	17.65	31,108.13	33,449.61
19	17.88	31,513.50	33,885.49
20	18.16	32,007.00	34,416.13
21	18.45	32,518.13	34,965.74
22	18.74	33,029.25	35,515.33
23	19.03	33,540.38	36,064.93
24	19.32	34,051.50	36,614.52
25	19.61	34,562.63	37,164.12
26	19.90	35,073.75	37,713.72
27	20.19	35,584.88	38,263.32
28	20.48	36,096.00	38,812.91

Schedule G - Positions/Titles:
Secretary to CN Coordinator
Dispatch Clerk

Salary Schedule	H
Contract Days	183
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	14.41	19,777.73	21,266.38
2	14.59	20,024.78	21,532.03
3	14.77	20,271.83	21,797.67
4	14.95	20,518.88	22,063.32
5	15.14	20,779.65	22,343.71
6	15.33	21,040.43	22,624.12
7	15.52	21,301.20	22,904.52
8	15.72	21,575.70	23,199.68
9	15.92	21,850.20	23,494.84
10	16.12	22,124.70	23,790.00
11	16.33	22,412.93	24,099.93
12	16.54	22,701.15	24,409.84
13	16.76	23,003.10	24,734.52
14	16.98	23,305.05	25,059.20
15	17.21	23,620.73	25,398.64
16	17.43	23,922.68	25,723.32
17	17.66	24,238.35	26,062.75
18	17.89	24,554.03	26,402.19
19	18.11	24,855.98	26,726.86
20	18.39	25,240.28	27,140.09
21	18.68	25,638.30	27,568.07
22	18.97	26,036.33	27,996.06
23	19.26	26,434.35	28,424.04
24	19.55	26,832.38	28,852.03
25	19.84	27,230.40	29,280.00
26	20.13	27,628.43	29,707.99
27	20.42	28,026.45	30,135.97
28	20.71	28,424.48	30,563.96

Schedule H - Positions/Titles:
Child Nutrition Clerk

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	I
Contract Days	207
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.84	22,919.04	24,644.13
2	14.01	23,200.56	24,946.84
3	14.18	23,482.08	25,249.55
4	14.35	23,763.60	25,552.26
5	14.52	24,045.12	25,854.97
6	14.69	24,326.64	26,157.68
7	14.85	24,591.60	26,442.59
8	15.02	24,873.12	26,745.29
9	15.19	25,154.64	27,048.00
10	15.39	25,485.84	27,404.13
11	15.59	25,817.04	27,760.26
12	15.79	26,148.24	28,116.39
13	16.00	26,496.00	28,490.33
14	16.21	26,843.76	28,864.26
15	16.43	27,208.08	29,256.00
16	16.65	27,572.40	29,647.75
17	16.86	27,920.16	30,021.68
18	17.08	28,284.48	30,413.42
19	17.30	28,648.80	30,805.17
20	17.57	29,095.92	31,285.94
21	17.85	29,559.60	31,784.52
22	18.13	30,023.28	32,283.10
23	18.41	30,486.96	32,781.68
24	18.69	30,950.64	33,280.26
25	18.97	31,414.32	33,778.84
26	19.25	31,878.00	34,277.43
27	19.53	32,341.68	34,776.01
28	19.81	32,805.36	35,274.59

Schedule I - Positions/Titles:
Secondary School Secretary First (High School)
Secretary to Athletic Directors

Salary Schedule	K
Contract Days	205
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.58	22,271.20	23,947.53
2	13.75	22,550.00	24,247.32
3	13.92	22,828.80	24,547.10
4	14.08	23,091.20	24,829.25
5	14.25	23,370.00	25,129.04
6	14.42	23,648.80	25,428.82
7	14.58	23,911.20	25,710.97
8	14.75	24,190.00	26,010.76
9	14.91	24,452.40	26,292.91
10	15.09	24,747.60	26,610.33
11	15.28	25,059.20	26,945.38
12	15.48	25,387.20	27,298.07
13	15.68	25,715.20	27,650.76
14	15.88	26,043.20	28,003.45
15	16.09	26,387.60	28,373.77
16	16.29	26,715.60	28,726.46
17	16.50	27,060.00	29,096.78
18	16.71	27,404.40	29,467.10
19	16.91	27,732.40	29,819.79
20	17.17	28,158.80	30,278.28
21	17.44	28,601.60	30,754.41
22	17.71	29,044.40	31,230.54
23	17.98	29,487.20	31,706.67
24	18.25	29,930.00	32,182.80
25	18.52	30,372.80	32,658.93
26	18.79	30,815.60	33,135.06
27	19.06	31,258.40	33,611.19
28	19.33	31,701.20	34,087.32

Schedule K - Positions/Titles:
Secondary School Secretary First (Middle School)
Secondary School Secretary Second (High School and Technology Center)

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	L
Contract Days	196
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.52	21,199.36	22,795.01
2	13.69	21,465.92	23,081.64
3	13.86	21,732.48	23,368.26
4	14.02	21,983.36	23,638.03
5	14.18	22,234.24	23,907.79
6	14.36	22,516.48	24,211.27
7	14.52	22,767.36	24,481.04
8	14.69	23,033.92	24,767.66
9	14.85	23,284.80	25,037.42
10	15.03	23,567.04	25,340.91
11	15.22	23,864.96	25,661.25
12	15.41	24,162.88	25,981.60
13	15.61	24,476.48	26,318.80
14	15.82	24,805.76	26,672.86
15	16.02	25,119.36	27,010.07
16	16.23	25,448.64	27,364.13
17	16.44	25,777.92	27,718.20
18	16.64	26,091.52	28,055.40
19	16.85	26,420.80	28,409.47
20	17.11	26,828.48	28,847.83
21	17.38	27,251.84	29,303.06
22	17.65	27,675.20	29,758.28
23	17.92	28,098.56	30,213.51
24	18.19	28,521.92	30,668.74
25	18.46	28,945.28	31,123.96
26	18.73	29,368.64	31,579.19
27	19.00	29,792.00	32,034.41
28	19.27	30,215.36	32,489.64

Schedule L - Positions/Titles:
Elementary School Secretary First

Salary Schedule	M
Contract Days	196
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.00	20,384.00	21,918.28
2	13.17	20,650.56	22,204.91
3	13.34	20,917.12	22,491.53
4	13.52	21,199.36	22,795.01
5	13.68	21,450.24	23,064.78
6	13.85	21,716.80	23,351.40
7	14.00	21,952.00	23,604.31
8	14.17	22,218.56	23,890.93
9	14.35	22,500.80	24,194.41
10	14.52	22,767.36	24,481.04
11	14.70	23,049.60	24,784.52
12	14.89	23,347.52	25,104.86
13	15.07	23,629.76	25,408.35
14	15.27	23,943.36	25,745.55
15	15.46	24,241.28	26,065.90
16	15.66	24,554.88	26,403.10
17	15.85	24,852.80	26,723.45
18	16.05	25,166.40	27,060.65
19	16.25	25,480.00	27,397.85
20	16.50	25,872.00	27,819.36
21	16.76	26,279.68	28,257.73
22	17.02	26,687.36	28,696.09
23	17.28	27,095.04	29,134.46
24	17.54	27,502.72	29,572.82
25	17.80	27,910.40	30,011.19
26	18.06	28,318.08	30,449.55
27	18.32	28,725.76	30,887.92
28	18.58	29,133.44	31,326.28

Schedule M - Positions/Titles:
Secondary School Secretary Second
(Middle School)

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	N
Contract Days	196
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	12.84	20,133.12	21,648.52
2	13.00	20,384.00	21,918.28
3	13.16	20,634.88	22,188.05
4	13.33	20,901.44	22,474.67
5	13.50	21,168.00	22,761.29
6	13.67	21,434.56	23,047.92
7	13.83	21,685.44	23,317.68
8	13.99	21,936.32	23,587.44
9	14.16	22,202.88	23,874.07
10	14.33	22,469.44	24,160.69
11	14.51	22,751.68	24,464.18
12	14.69	23,033.92	24,767.66
13	14.87	23,316.16	25,071.14
14	15.06	23,614.08	25,391.49
15	15.25	23,912.00	25,711.83
16	15.45	24,225.60	26,049.04
17	15.64	24,523.52	26,369.38
18	15.83	24,821.44	26,689.72
19	16.02	25,119.36	27,010.07
20	16.26	25,495.68	27,414.71
21	16.51	25,887.68	27,836.22
22	16.76	26,279.68	28,257.73
23	17.01	26,671.68	28,679.23
24	17.26	27,063.68	29,100.74
25	17.51	27,455.68	29,522.24
26	17.76	27,847.68	29,943.75
27	18.01	28,239.68	30,365.25
28	18.26	28,631.68	30,786.76

Schedule N - Positions/Titles:
Secondary School Secretary Other
Elementary School Secretary Other
Technology Center Secretary Other

Salary Schedule	O
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.88	26,094.40	28,058.50
2	14.02	26,357.60	28,341.51
3	14.16	26,620.80	28,624.52
4	14.30	26,884.00	28,907.53
5	14.44	27,147.20	29,190.54
6	14.58	27,410.40	29,473.55
7	14.72	27,673.60	29,756.56
8	14.86	27,936.80	30,039.57
9	15.00	28,200.00	30,322.59
10	15.20	28,576.00	30,726.89
11	15.40	28,952.00	31,131.19
12	15.61	29,346.80	31,555.70
13	15.82	29,741.60	31,980.22
14	16.03	30,136.40	32,404.74
15	16.26	30,568.80	32,869.68
16	16.48	30,982.40	33,314.41
17	16.70	31,396.00	33,759.15
18	16.92	31,809.60	34,203.88
19	17.14	32,223.20	34,648.61
20	17.41	32,730.80	35,194.41
21	17.69	33,257.20	35,760.44
22	17.97	33,783.60	36,326.46
23	18.25	34,310.00	36,892.48
24	18.53	34,836.40	37,458.50
25	18.81	35,362.80	38,024.52
26	19.09	35,889.20	38,590.54
27	19.37	36,415.60	39,156.57
28	19.65	36,942.00	39,722.59

Schedule O - Positions/Titles:
Head Custodian (Sr. High)
Field House Custodian (Sr. High)

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	R
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	12.45	23,406.00	25,167.75
2	12.59	23,669.20	25,450.76
3	12.73	23,932.40	25,733.77
4	12.87	24,195.60	26,016.78
5	13.01	24,458.80	26,299.79
6	13.15	24,722.00	26,582.80
7	13.29	24,985.20	26,865.81
8	13.43	25,248.40	27,148.82
9	13.57	25,511.60	27,431.83
10	13.74	25,831.20	27,775.49
11	13.92	26,169.60	28,139.36
12	14.09	26,489.20	28,483.02
13	14.28	26,846.40	28,867.10
14	14.46	27,184.80	29,230.97
15	14.65	27,542.00	29,615.06
16	14.84	27,899.20	29,999.14
17	15.03	28,256.40	30,383.23
18	15.22	28,613.60	30,767.32
19	15.41	28,970.80	31,151.40
20	15.65	29,422.00	31,636.56
21	15.90	29,892.00	32,141.94
22	16.15	30,362.00	32,647.32
23	16.40	30,832.00	33,152.69
24	16.65	31,302.00	33,658.07
25	16.90	31,772.00	34,163.45
26	17.15	32,242.00	34,668.82
27	17.40	32,712.00	35,174.20
28	17.65	33,182.00	35,679.58

Schedule R - Positions/Titles:
Custodian

Salary Schedule	S
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	19.18	36,058.40	38,772.48
2	19.42	36,509.60	39,257.64
3	19.66	36,960.80	39,742.80
4	19.90	37,412.00	40,227.96
5	20.15	37,882.00	40,733.34
6	20.40	38,352.00	41,238.72
7	20.66	38,840.80	41,764.31
8	20.93	39,348.40	42,310.11
9	21.19	39,837.20	42,835.71
10	21.47	40,363.60	43,401.73
11	21.80	40,984.00	44,068.82
12	22.14	41,623.20	44,756.14
13	22.48	42,262.40	45,443.45
14	22.83	42,920.40	46,150.98
15	23.19	43,597.20	46,878.72
16	23.54	44,255.20	47,586.24
17	23.90	44,932.00	48,313.99
18	24.26	45,608.80	49,041.73
19	24.61	46,266.80	49,749.26
20	25.03	47,056.40	50,598.29
21	25.46	47,864.80	51,467.54
22	25.89	48,673.20	52,336.78
23	26.32	49,481.60	53,206.03
24	26.75	50,290.00	54,075.28
25	27.18	51,098.40	54,944.53
26	27.61	51,906.80	55,813.77
27	28.04	52,715.20	56,683.02
28	28.47	53,523.60	57,552.27

Schedule S - Positions/Titles:
Skilled Department Foreman

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

1. $130 will be allowed for each approved skill; not to exceed $325 per year for skills for chief engineers at each site; plus 1 custodian at Junior High Schools.
2. Increments to be added as follows: $650 per year for heating and air conditioning at High Schools; $325 per year at Pleasant Hill and Parkview Elementary Schools.
3. $130 per year increment will be added for supervision of each full time or fractional employee allocated.
4. Building engineers employed prior to 1994-95 school year shall continue to receive skill and supervision increments whether or not they hold a license.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	V
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	16.18	30,418.40	32,707.96
2	16.38	30,794.40	33,112.26
3	16.58	31,170.40	33,516.56
4	16.79	31,565.20	33,941.08
5	17.00	31,960.00	34,365.60
6	17.20	32,336.00	34,769.90
7	17.41	32,730.80	35,194.41
8	17.62	33,125.60	35,618.93
9	17.83	33,520.40	36,043.45
10	18.09	34,009.20	36,569.04
11	18.36	34,516.80	37,114.85
12	18.63	35,024.40	37,660.65
13	18.90	35,532.00	38,206.46
14	19.18	36,058.40	38,772.48
15	19.46	36,584.80	39,338.50
16	19.74	37,111.20	39,904.52
17	20.03	37,656.40	40,490.76
18	20.31	38,182.80	41,056.78
19	20.59	38,709.20	41,622.80
20	20.93	39,348.40	42,310.11
21	21.28	40,006.40	43,017.64
22	21.63	40,664.40	43,725.17
23	21.98	41,322.40	44,432.70
24	22.33	41,980.40	45,140.22
25	22.68	42,638.40	45,847.75
26	23.03	43,296.40	46,555.28
27	23.38	43,954.40	47,262.80
28	23.73	44,612.40	47,970.33

Schedule V - Positions/Titles:
Leadman Skilled
Licensed Alarm Tech

Salary Schedule	WII
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	14.01	26,338.80	28,321.30
2	14.15	26,602.00	28,604.31
3	14.29	26,865.20	28,887.32
4	14.43	27,128.40	29,170.33
5	14.57	27,391.60	29,453.34
6	14.71	27,654.80	29,736.35
7	14.85	27,918.00	30,019.36
8	14.99	28,181.20	30,302.37
9	15.13	28,444.40	30,585.38
10	15.33	28,820.40	30,989.68
11	15.54	29,215.20	31,414.20
12	15.75	29,610.00	31,838.72
13	15.96	30,004.80	32,263.23
14	16.18	30,418.40	32,707.96
15	16.40	30,832.00	33,152.69
16	16.63	31,264.40	33,617.64
17	16.85	31,678.00	34,062.37
18	17.07	32,091.60	34,507.10
19	17.30	32,524.00	34,972.05
20	17.58	33,050.40	35,538.07
21	17.87	33,595.60	36,124.31
22	18.16	34,140.80	36,710.54
23	18.45	34,686.00	37,296.78
24	18.74	35,231.20	37,883.02
25	19.03	35,776.40	38,469.25
26	19.32	36,321.60	39,055.49
27	19.61	36,866.80	39,641.73
28	19.90	37,412.00	40,227.96

Schedule WII - Positions/Titles:
Skilled Apprentice

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	**VIII**
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	15.18	28,538.40	30,686.46
2	15.32	28,801.60	30,969.47
3	15.46	29,064.80	31,252.48
4	15.61	29,346.80	31,555.70
5	15.75	29,610.00	31,838.72
6	15.90	29,892.00	32,141.94
7	16.04	30,155.20	32,424.95
8	16.19	30,437.20	32,728.18
9	16.33	30,700.40	33,011.19
10	16.55	31,114.00	33,455.92
11	16.78	31,546.40	33,920.87
12	17.02	31,997.60	34,406.03
13	17.26	32,448.80	34,891.19
14	17.50	32,900.00	35,376.35
15	17.75	33,370.00	35,881.73
16	18.00	33,840.00	36,387.10
17	18.25	34,310.00	36,892.48
18	18.50	34,780.00	37,397.86
19	18.75	35,250.00	37,903.23
20	19.05	35,814.00	38,509.68
21	19.37	36,415.60	39,156.57
22	19.69	37,017.20	39,803.45
23	20.01	37,618.80	40,450.33
24	20.33	38,220.40	41,097.21
25	20.65	38,822.00	41,744.09
26	20.97	39,423.60	42,390.97
27	21.29	40,025.20	43,037.86
28	21.61	40,626.80	43,684.74

Schedule VIII - Positions/Titles:
Skilled Trade
Licensed Apprentice

Salary Schedule	**XIII**
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	15.51	27,336.38	29,393.96
2	15.67	27,618.38	29,697.19
3	15.83	27,900.38	30,000.41
4	16.00	28,200.00	30,322.59
5	16.16	28,482.00	30,625.81
6	16.33	28,781.63	30,947.99
7	16.49	29,063.63	31,251.22
8	16.66	29,363.25	31,573.39
9	16.82	29,645.25	31,876.62
10	17.05	30,050.63	32,312.51
11	17.29	30,473.63	32,767.35
12	17.53	30,896.63	33,222.19
13	17.78	31,337.25	33,695.97
14	18.03	31,777.88	34,169.77
15	18.29	32,236.13	34,662.51
16	18.55	32,694.38	35,155.25
17	18.81	33,152.63	35,648.00
18	19.07	33,610.88	36,140.74
19	19.33	34,069.13	36,633.48
20	19.64	34,615.50	37,220.97
21	19.97	35,197.13	37,846.38
22	20.30	35,778.75	38,471.78
23	20.63	36,360.38	39,097.19
24	20.96	36,942.00	39,722.59
25	21.29	37,523.63	40,348.00
26	21.62	38,105.25	40,973.39
27	21.95	38,686.88	41,598.80
28	22.28	39,268.50	42,224.20

Schedule XIII - Positions/Titles:
Warehouseman
Professional Development Technician

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	Y
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	19.46	36,584.80	39,338.50
2	19.76	37,148.80	39,944.95
3	20.06	37,712.80	40,551.40
4	20.36	38,276.80	41,157.86
5	20.66	38,840.80	41,764.31
6	20.98	39,442.40	42,411.19
7	21.31	40,062.80	43,078.29
8	21.64	40,683.20	43,745.38
9	21.98	41,322.40	44,432.70
10	22.31	41,942.80	45,099.79
11	22.67	42,619.60	45,827.53
12	23.03	43,296.40	46,555.28
13	23.39	43,973.20	47,283.02
14	23.76	44,668.80	48,030.98
15	24.14	45,383.20	48,799.15
16	24.52	46,097.60	49,567.32
17	24.90	46,812.00	50,335.49
18	25.28	47,526.40	51,103.66
19	25.66	48,240.80	51,871.84
20	26.10	49,068.00	52,761.30
21	26.56	49,932.80	53,691.19
22	27.02	50,797.60	54,621.08
23	27.48	51,662.40	55,550.98
24	27.94	52,527.20	56,480.87
25	28.40	53,392.00	57,410.76
26	28.86	54,256.80	58,340.66
27	29.32	55,121.60	59,270.55
28	29.78	55,986.40	60,200.44

Schedule Y- Positions/Titles:
Licensed Journeyman
Licensed Lead Journeyman
Government Furnished Property - Coordinator (Tinker Skills)

Salary Schedule	Z
Contract Days	235
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	23.39	43,973.20	47,283.02
2	23.76	44,668.80	48,030.98
3	24.13	45,364.40	48,778.93
4	24.50	46,060.00	49,526.89
5	24.89	46,793.20	50,315.28
6	25.28	47,526.40	51,103.66
7	25.69	48,297.20	51,932.48
8	26.10	49,068.00	52,761.30
9	26.52	49,857.60	53,610.33
10	26.94	50,647.20	54,459.36
11	27.38	51,474.40	55,348.83
12	27.82	52,301.60	56,238.29
13	28.27	53,147.60	57,147.97
14	28.73	54,012.40	58,077.86
15	29.21	54,914.80	59,048.18
16	29.67	55,779.60	59,978.07
17	30.15	56,682.00	60,948.40
18	30.61	57,546.80	61,878.29
19	31.09	58,449.20	62,848.61
20	31.64	59,483.20	63,960.44
21	32.21	60,554.80	65,112.70
22	32.78	61,626.40	66,264.96
23	33.35	62,698.00	67,417.22
24	33.92	63,769.60	68,569.47
25	34.49	64,841.20	69,721.73
26	35.06	65,912.80	70,873.99
27	35.63	66,984.40	72,026.25
28	36.20	68,056.00	73,178.51

Schedule Z - Positions/Titles:
Department Foreman

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	**BB**
Contract Days	175
Hours Per Day	6.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.53	15,390.38	16,548.80
2	13.68	15,561.00	16,732.26
3	13.83	15,731.63	16,915.73
4	13.99	15,913.63	17,111.43
5	14.16	16,107.00	17,319.36
6	14.32	16,289.00	17,515.06
7	14.50	16,493.75	17,735.22
8	14.67	16,687.13	17,943.15
9	14.85	16,891.88	18,163.31
10	15.03	17,096.63	18,383.48
11	15.21	17,301.38	18,603.64
12	15.39	17,506.13	18,823.80
13	15.58	17,722.25	19,056.19
14	15.77	17,938.38	19,288.58
15	15.97	18,165.88	19,533.21
16	16.16	18,382.00	19,765.59
17	16.36	18,609.50	20,010.22
18	16.55	18,825.63	20,242.62
19	16.75	19,053.13	20,487.24
20	16.99	19,326.13	20,780.79
21	17.24	19,610.50	21,086.56
22	17.49	19,894.88	21,392.35
23	17.74	20,179.25	21,698.12
24	17.99	20,463.63	22,003.91
25	18.24	20,748.00	22,309.68
26	18.49	21,032.38	22,615.47
27	18.74	21,316.75	22,921.24
28	18.99	21,601.13	23,227.03

Schedule BB - Positions/Titles:
Teacher Assistant
LPN (with additional $7,000)

Salary Schedule	**HHII**
Contract Days	175
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	20.86	27,378.75	29,439.52
2	21.18	27,798.75	29,891.13
3	21.50	28,218.75	30,342.75
4	21.82	28,638.75	30,794.36
5	22.14	29,058.75	31,245.97
6	22.46	29,478.75	31,697.59
7	22.78	29,898.75	32,149.20
8	23.10	30,318.75	32,600.81
9	23.42	30,738.75	33,052.42
10	23.74	31,158.75	33,504.04
11	24.06	31,578.75	33,955.65
12	24.38	31,998.75	34,407.26
13	24.70	32,418.75	34,858.88
14	25.02	32,838.75	35,310.49
15	25.34	33,258.75	35,762.10
16	25.66	33,678.75	36,213.72
17	25.98	34,098.75	36,665.33
18	26.30	34,518.75	37,116.94
19	26.62	34,938.75	37,568.55
20	27.07	35,529.38	38,203.64
21	27.53	36,133.13	38,852.83
22	27.99	36,736.88	39,502.03
23	28.45	37,340.63	40,151.22
24	28.91	37,944.38	40,800.42
25	29.37	38,548.13	41,449.61
26	29.83	39,151.88	42,098.80
27	30.29	39,755.63	42,748.00
28	30.75	40,359.38	43,397.19

Schedule HHII - Positions/Titles:
Deaf Ed Interpreter

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	**HHIII**
Contract Days	175
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	23.82	31,263.75	33,616.94
2	24.18	31,736.25	34,125.01
3	24.54	32,208.75	34,633.07
4	24.90	32,681.25	35,141.14
5	25.26	33,153.75	35,649.20
6	25.62	33,626.25	36,157.26
7	25.98	34,098.75	36,665.33
8	26.34	34,571.25	37,173.39
9	26.70	35,043.75	37,681.46
10	27.06	35,516.25	38,189.52
11	27.42	35,988.75	38,697.59
12	27.78	36,461.25	39,205.65
13	28.14	36,933.75	39,713.72
14	28.50	37,406.25	40,221.78
15	28.86	37,878.75	40,729.85
16	29.22	38,351.25	41,237.91
17	29.58	38,823.75	41,745.97
18	29.94	39,296.25	42,254.04
19	30.30	39,768.75	42,762.10
20	30.82	40,451.25	43,495.98
21	31.36	41,160.00	44,258.07
22	31.90	41,868.75	45,020.17
23	32.44	42,577.50	45,782.27
24	32.98	43,286.25	46,544.36
25	33.52	43,995.00	47,306.46
26	34.06	44,703.75	48,068.56
27	34.60	45,412.50	48,830.65
28	35.14	46,121.25	49,592.75

Schedule HHIII - Positions/Titles:
Deaf Ed Interpreter
Speech Language Assistant

Salary Schedule	**JJ**
Contract Days	175
Hours Per Day	6.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	14.15	16,095.63	17,307.13
2	14.31	16,277.63	17,502.83
3	14.47	16,459.63	17,698.53
4	14.64	16,653.00	17,906.45
5	14.82	16,857.75	18,126.62
6	14.99	17,051.13	18,334.55
7	15.17	17,255.88	18,554.71
8	15.36	17,472.00	18,787.10
9	15.54	17,676.75	19,007.26
10	15.74	17,904.25	19,251.88
11	15.93	18,120.38	19,484.28
12	16.13	18,347.88	19,728.91
13	16.33	18,575.38	19,973.53
14	16.54	18,814.25	20,230.38
15	16.75	19,053.13	20,487.24
16	16.96	19,292.00	20,744.09
17	17.17	19,530.88	21,000.95
18	17.38	19,769.75	21,257.80
19	17.59	20,008.63	21,514.66
20	17.85	20,304.38	21,832.67
21	18.12	20,611.50	22,162.91
22	18.39	20,918.63	22,493.15
23	18.66	21,225.75	22,823.39
24	18.93	21,532.88	23,153.64
25	19.20	21,840.00	23,483.87
26	19.47	22,147.13	23,814.12
27	19.74	22,454.25	24,144.36
28	20.01	22,761.38	24,474.61

Schedule JJ - Positions/Titles:
Paraprofessional
LPN (with additional $7,000)

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	KK			Salary Schedule	LL		
Contract Days	235			Contract Days	235		
Hours Per Day	7.5			Hours Per Day	7.5		
(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)
Step	**Hr. Rate**	**Base Salary**	**Total Comp**	**Step**	**Hr. Rate**	**Base Salary**	**Total Comp**
1	20.75	36,571.88	39,324.61	1	18.57	32,729.63	35,193.16
2	21.07	37,135.88	39,931.06	2	18.79	33,117.38	35,610.09
3	21.39	37,699.88	40,537.51	3	19.01	33,505.13	36,027.03
4	21.71	38,263.88	41,143.96	4	19.24	33,910.50	36,462.91
5	22.04	38,845.50	41,769.36	5	19.47	34,315.88	36,898.80
6	22.38	39,444.75	42,413.72	6	19.69	34,703.63	37,315.74
7	22.73	40,061.63	43,077.03	7	19.92	35,109.00	37,751.62
8	23.08	40,678.50	43,740.33	8	20.14	35,496.75	38,168.55
9	23.44	41,313.00	44,422.59	9	20.37	35,902.13	38,604.45
10	23.80	41,947.50	45,104.85	10	20.68	36,448.50	39,191.94
11	24.18	42,617.25	45,825.01	11	20.99	36,994.88	39,779.45
12	24.56	43,287.00	46,545.17	12	21.31	37,558.88	40,385.90
13	24.95	43,974.38	47,284.29	13	21.63	38,122.88	40,992.35
14	25.34	44,661.75	48,023.40	14	21.96	38,704.50	41,617.75
15	25.75	45,384.38	48,800.42	15	22.30	39,303.75	42,262.10
16	26.15	46,089.38	49,558.48	16	22.64	39,903.00	42,906.46
17	26.56	46,812.00	50,335.49	17	22.97	40,484.63	43,531.87
18	26.96	47,517.00	51,093.56	18	23.31	41,083.88	44,176.22
19	27.37	48,239.63	51,870.58	19	23.65	41,683.13	44,820.58
20	27.84	49,068.00	52,761.30	20	24.05	42,388.13	45,578.64
21	28.33	49,931.63	53,689.93	21	24.46	43,110.75	46,355.65
22	28.82	50,795.25	54,618.56	22	24.87	43,833.38	47,132.67
23	29.31	51,658.88	55,547.19	23	25.28	44,556.00	47,909.69
24	29.80	52,522.50	56,475.82	24	25.69	45,278.63	48,686.71
25	30.29	53,386.13	57,404.45	25	26.10	46,001.25	49,463.72
26	30.78	54,249.75	58,333.07	26	26.51	46,723.88	50,240.74
27	31.27	55,113.38	59,261.71	27	26.92	47,446.50	51,017.75
28	31.76	55,977.00	60,190.33	28	27.33	48,169.13	51,794.77

Schedule KK - Positions/Titles:
Computer Support Technician
Information Services Assistant
Financial Accounting Support Technician
Lead IT Systems Operator ($3000 stipend)
Instructional Technology Assistant
Computer Support/Purchasing

Schedule LL - Positions/Titles:
Security Systems Technician
District Facilities Monitor

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	PP
Contract Days	183
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	13.45	18,460.13	19,849.61
2	13.60	18,666.00	20,070.97
3	13.75	18,871.88	20,292.35
4	13.91	19,091.48	20,528.48
5	14.06	19,297.35	20,749.84
6	14.21	19,503.23	20,971.22
7	14.37	19,722.83	21,207.35
8	14.52	19,928.70	21,428.71
9	14.70	20,175.75	21,694.36
10	14.88	20,422.80	21,960.00
11	15.06	20,669.85	22,225.65
12	15.25	20,930.63	22,506.06
13	15.45	21,205.13	22,801.22
14	15.64	21,465.90	23,081.62
15	15.85	21,754.13	23,391.54
16	16.05	22,028.63	23,686.70
17	16.25	22,303.13	23,981.86
18	16.45	22,577.63	24,277.03
19	16.65	22,852.13	24,572.19
20	16.90	23,195.25	24,941.13
21	17.16	23,552.10	25,324.84
22	17.42	23,908.95	25,708.55
23	17.68	24,265.80	26,092.26
24	17.94	24,622.65	26,475.97
25	18.20	24,979.50	26,859.68
26	18.46	25,336.35	27,243.39
27	18.72	25,693.20	27,627.10
28	18.98	26,050.05	28,010.81

Schedule PP - Positions/Titles:
Media Assistant

Salary Schedule	WW
Contract Days	195
Hours Per Day	8

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	24.71	38,547.60	41,449.04
2	25.11	39,171.60	42,120.01
3	25.51	39,795.60	42,790.98
4	25.92	40,435.20	43,478.72
5	26.33	41,074.80	44,166.46
6	26.76	41,745.60	44,887.75
7	27.19	42,416.40	45,609.04
8	27.63	43,102.80	46,347.10
9	28.08	43,804.80	47,101.94
10	28.53	44,506.80	47,856.78
11	29.00	45,240.00	48,645.17
12	29.47	45,973.20	49,433.56
13	29.94	46,706.40	50,221.94
14	30.40	47,424.00	50,993.56
15	30.87	48,157.20	51,781.94
16	31.34	48,890.40	52,570.33
17	31.80	49,608.00	53,341.94
18	32.27	50,341.20	54,130.33
19	32.74	51,074.40	54,918.72
20	33.32	51,979.20	55,891.62
21	33.91	52,899.60	56,881.30
22	34.50	53,820.00	57,870.98
23	35.09	54,740.40	58,860.66
24	35.68	55,660.80	59,850.33
25	36.27	56,581.20	60,840.01
26	36.86	57,501.60	61,829.69
27	37.45	58,422.00	62,819.37
28	38.04	59,342.40	63,809.04

Schedule WW - Positions/Titles:
Athletic Trainer
New Beginnings Learning Center Lead Teacher

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Schedules	(QQ) 4 hr	(QQ) 5 hr	(QQ) 6 & 6.5 hr	(QQ1) 6 hr
Contract Days	174	174	174	173
Hourly Rate				
Step 1	12.80	13.00	13.20	12.51
Step 2	13.07	13.27	13.47	12.68
Step 3	13.34	13.54	13.74	12.85
Step 4	13.53	13.73	13.93	13.03
Step 5	13.69	13.89	14.09	13.21
Step 6	13.85	14.05	14.25	13.46
Step 7	14.01	14.21	14.41	13.73
Step 8	14.17	14.37	14.57	14.00
Step 9	14.34	14.54	14.74	14.19
Step 10	14.51	14.71	14.91	14.35
Step 11	14.68	14.88	15.08	14.51
Step 12	14.85	15.05	15.25	14.67
Step 13	15.02	15.22	15.42	14.83
Step 14	15.19	15.39	15.59	15.00
Step 15	15.41	15.61	15.81	15.17
Step 16	15.64	15.84	16.04	15.34
Step 17	15.87	16.07	16.27	15.51
Step 18	16.10	16.30	16.50	15.68
Step 19	16.33	16.53	16.73	15.85
Step 20	16.56	16.76	16.96	16.07
Step 21	16.79	16.99	17.19	16.30
Step 22	17.02	17.22	17.42	16.53
Step 23	17.25	17.45	17.65	16.76
Step 24	17.48	17.68	17.88	16.99
Step 25	17.71	17.91	18.11	17.22
Step 26	17.94	18.14	18.34	17.45
Step 27	18.17	18.37	18.57	17.68
Step 28	18.40	18.60	18.80	17.91

Schedule QQ - Positions/Titles:
Cafeteria Assistant

Schedule QQ1 - Positions/Titles:
Bus Monitor

Benefits will be paid according to the terms of the 2018-2019 Negotiated Agreement.

1. Drivers will be paid at the rate indicated above.
2. ST drivers who drove ST routes in 2008-2009 and for 2009-2010, will be paid an additional $2.50 per hour for all hours worked in running ST routes during the 2018-2019 school year.

Child Nutrition workers will be eligible for incentive pay as follows: $.10 level 1 Certification; additional $.10 level 2 certification; additional $.10 level 3 certification. Must be employed a minimum of 3.5 hrs. daily and meet SNA certification requirements starting at level 1.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Schedules	(RR) 6 hr	(SS) 7 hr	(TT-1) 4 hr	(TT-1) 6 hr	(TT-2) 6 hr
Contract Days	174	183	173	173	173
Hourly Rate					
Step 1	14.05	14.40	15.86	16.26	14.39
Step 2	14.28	14.60	15.98	16.38	14.53
Step 3	14.50	14.80	16.10	16.50	14.68
Step 4	14.73	15.00	16.21	16.61	14.82
Step 5	14.86	15.20	16.32	16.72	14.97
Step 6	15.03	15.40	16.65	17.05	15.26
Step 7	15.20	15.60	16.84	17.24	15.49
Step 8	15.37	15.80	17.03	17.43	15.72
Step 9	15.55	16.00	17.21	17.61	15.90
Step 10	15.74	16.21	17.39	17.79	16.07
Step 11	15.93	16.41	17.57	17.97	16.24
Step 12	16.11	16.83	17.79	18.19	16.43
Step 13	16.29	17.04	18.00	18.40	16.62
Step 14	16.47	17.30	18.21	18.61	16.81
Step 15	16.70	17.57	18.43	18.83	17.00
Step 16	16.94	17.84	18.66	19.06	17.20
Step 17	17.18	18.11	18.88	19.28	17.40
Step 18	17.42	18.38	19.10	19.50	17.59
Step 19	17.66	18.65	19.32	19.72	17.79
Step 20	17.90	18.92	19.60	20.00	18.04
Step 21	18.14	19.19	19.89	20.29	18.30
Step 22	18.38	19.46	20.18	20.58	18.56
Step 23	18.62	19.73	20.47	20.87	18.82
Step 24	18.86	20.00	20.76	21.16	19.08
Step 25	19.10	20.27	21.05	21.45	19.34
Step 26	19.34	20.54	21.34	21.74	19.60
Step 27	19.58	20.81	21.63	22.03	19.86
Step 28	19.82	21.08	21.92	22.32	20.12

Schedule RR - Positions/Titles:
Cook

Schedule SS - Positions/Titles:
Cafeteria Supervisor Trainee

Schedule TT-1 - Positions/Titles:
Bus Driver - Regular Route

Schedule TT-2 - Positions/Titles:
McKinney-Vento Bus Driver

Benefits will be paid according to the terms of the 2018-2019 Negotiated Agreement.

1. Drivers will be paid at the rate indicated above.
2. ST drivers who drove ST routes in 2008-2009 and for 2009-2010, will be paid an additional $2.50 per hour for all hours worked in running ST routes during the 2018-2019 school year.

Child Nutrition workers will be eligible for incentive pay as follows: $.10 level 1 Certification; additional $.10 level 2 certification; additional $.10 level 3 certification. Must be employed a minimum of 3.5 hrs. daily and meet SNA certification requirements starting at level 1.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule		YY		Salary Schedule		YY2	
Contract Days		183		Contract Days		183	
Hours Per Day		7.5		Hours Per Day		7.5	
(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp	(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	15.65	21,479.63	23,096.38	1	15.80	21,685.50	23,317.75
2	15.81	21,699.23	23,332.51	2	15.96	21,905.10	23,553.87
3	15.96	21,905.10	23,553.87	3	16.11	22,110.98	23,775.25
4	16.12	22,124.70	23,790.00	4	16.27	22,330.58	24,011.38
5	16.27	22,330.58	24,011.38	5	16.42	22,536.45	24,232.75
6	16.43	22,550.18	24,247.51	6	16.58	22,756.05	24,468.88
7	16.58	22,756.05	24,468.88	7	16.73	22,961.93	24,690.25
8	16.74	22,975.65	24,705.00	8	16.88	23,167.80	24,911.62
9	16.89	23,181.53	24,926.38	9	17.08	23,442.30	25,206.78
10	17.07	23,428.58	25,192.03	10	17.28	23,716.80	25,501.94
11	17.29	23,730.53	25,516.70	11	17.48	23,991.30	25,797.10
12	17.47	23,977.58	25,782.35	12	17.68	24,265.80	26,092.26
13	17.68	24,265.80	26,092.26	13	17.89	24,554.03	26,402.19
14	17.89	24,554.03	26,402.19	14	18.11	24,855.98	26,726.86
15	18.11	24,855.98	26,726.86	15	18.33	25,157.93	27,051.54
16	18.32	25,144.20	27,036.78	16	18.55	25,459.88	27,376.22
17	18.53	25,432.43	27,346.70	17	18.76	25,748.10	27,686.13
18	18.75	25,734.38	27,671.38	18	18.98	26,050.05	28,010.81
19	18.96	26,022.60	27,981.30	19	19.20	26,352.00	28,335.49
20	19.18	26,324.55	28,305.97	20	19.42	26,653.95	28,660.17
21	19.39	26,612.78	28,615.90	21	19.64	26,955.90	28,984.84
22	19.60	26,901.00	28,925.81	22	19.86	27,257.85	29,309.52
23	19.81	27,189.23	29,235.74	23	20.08	27,559.80	29,634.20
24	20.02	27,477.45	29,545.65	24	20.30	27,861.75	29,958.88
25	20.23	27,765.68	29,855.57	25	20.52	28,163.70	30,283.55
26	20.43	28,040.18	30,150.74	26	20.72	28,438.20	30,578.71
27	20.58	28,246.05	30,372.10	27	20.92	28,712.70	30,873.88
28	20.73	28,451.93	30,593.48	28	21.12	28,987.20	31,169.04

Schedule YY - Positions/Titles:
Cafeteria Supervisor
Cafeterias serving 10,000 students monthly

Schedule YY2- Positions/Titles:
Cafeteria Supervisor
Cafeterias serving 10,001 to 12,000 students monthly

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

Child Nutrition workers will be eligible for incentive pay as follows: $.10 level 1 Certification; additional $.10 level 2 certification; additional $.10 level 3 certification. Must be employed a minimum of 3.5 hrs. daily and meet SNA certification requirements starting at level 1.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

Salary Schedule	**YY3**
Contract Days	183
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base Salary	(D) Total Comp
1	15.95	21,891.38	23,539.12
2	16.10	22,097.25	23,760.49
3	16.30	22,371.75	24,055.65
4	16.45	22,577.63	24,277.03
5	16.60	22,783.50	24,498.39
6	16.75	22,989.38	24,719.77
7	16.90	23,195.25	24,941.13
8	17.05	23,401.13	25,162.51
9	17.19	23,593.28	25,369.12
10	17.40	23,881.50	25,679.04
11	17.59	24,142.28	25,959.45
12	17.80	24,430.50	26,269.36
13	18.01	24,718.73	26,579.28
14	18.22	25,006.95	26,889.20
15	18.44	25,308.90	27,213.88
16	18.67	25,624.58	27,553.32
17	18.90	25,940.25	27,892.75
18	19.13	26,255.93	28,232.19
19	19.37	26,585.33	28,586.38
20	19.61	26,914.73	28,940.57
21	19.86	27,257.85	29,309.52
22	20.12	27,614.70	29,693.23
23	20.39	27,985.28	30,091.70
24	20.67	28,369.58	30,504.93
25	20.96	28,767.60	30,932.91
26	21.26	29,179.35	31,375.65
27	21.48	29,481.30	31,700.33
28	21.70	29,783.25	32,025.01

Schedule YY3 - Positions/Titles:

Secondary Cafeteria Supervisor

Cafeterias serving over 12,001 students monthly

(A) Step - Salary placement level.

(B) Hourly rate

(C) Base Salary

(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)

(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

Child Nutrition workers will be eligible for incentive pay as follows: $.10 level 1 Certification; additional $.10 level 2 certification; additional $.10 level 3 certification. Must be employed a minimum of 3.5 hrs. daily and meet SNA certification requirements starting at level 1.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

SUPPORT COMPENSATION SCHEDULE
2018-19

BENEFIT SCHEDULE

Teacher Retirement Paid by the District = 7.5269% x Base Salary

Total District Compensation = Base Salary + (7.5269% x Base Salary)

Monthly Benefits:

Cash in lieu of FBA =	$189.69 per month
FBA for Major Medical =	$594.90 per month January 1-December 31, 2018
FBA for Major Medical =	$594.90 per month beginning January 1, 2019

Example of How to Calculate Total Comp:

Salary Schedule BB, step 1

(B) Hr. Rate	(C) Base Salary	(D) Total Comp
13.53	15,390.38	16,548.80

Teacher Retirement paid by district =	1,158.42	(7.5269% x 15,390.38)
Base Salary =	15,390.38	
Total Comp =	16,548.80	

TECH CENTER SUPPORT COMPENSATION SCHEDULE
2018-2019

Salary Schedule	B-T			Salary Schedule	C-T		
Contract Days	235			Contract Days	235		
Hours Per Day	7.5			Hours Per Day	7.5		
(A)	(B)	(C)	(D)	(A)	(B)	(C)	(D)
Step	**Hr. Rate**	**Base**	**Total Comp**	**Step**	**Hr. Rate**	**Base**	**Total Comp**
1	17.80	31,372.50	33,733.88	1	17.12	30,174.00	32,445.17
2	18.03	31,777.88	34,169.77	2	17.33	30,544.13	32,843.16
3	18.26	32,183.25	34,605.65	3	17.54	30,914.25	33,241.13
4	18.48	32,571.00	35,022.59	4	17.75	31,284.38	33,639.12
5	18.70	32,958.75	35,439.52	5	17.96	31,654.50	34,037.10
6	18.92	33,346.50	35,856.46	6	18.17	32,024.63	34,435.09
7	19.14	33,734.25	36,273.39	7	18.38	32,394.75	34,833.07
8	19.36	34,122.00	36,690.33	8	18.74	33,029.25	35,515.33
9	19.59	34,527.38	37,126.22	9	18.95	33,399.38	35,913.32
10	19.86	35,003.25	37,637.91	10	19.21	33,857.63	36,406.06
11	20.14	35,496.75	38,168.55	11	19.47	34,315.88	36,898.80
12	20.42	35,990.25	38,699.20	12	19.73	34,774.13	37,391.54
13	20.70	36,483.75	39,229.85	13	20.01	35,267.63	37,922.19
14	21.00	37,012.50	39,798.39	14	20.28	35,743.50	38,433.88
15	21.29	37,523.63	40,348.00	15	20.57	36,254.63	38,983.48
16	21.59	38,052.38	40,916.54	16	20.85	36,748.13	39,514.12
17	21.89	38,581.13	41,485.09	17	21.13	37,241.63	40,044.77
18	22.19	39,109.88	42,053.64	18	21.42	37,752.75	40,594.36
19	22.48	39,621.00	42,603.23	19	21.70	38,246.25	41,125.01
20	22.84	40,255.50	43,285.49	20	22.04	38,845.50	41,769.36
21	23.21	40,907.63	43,986.71	21	22.39	39,462.38	42,432.67
22	23.58	41,559.75	44,687.91	22	22.74	40,079.25	43,095.98
23	23.95	42,211.88	45,389.13	23	23.09	40,696.13	43,759.29
24	24.32	42,864.00	46,090.33	24	23.44	41,313.00	44,422.59
25	24.69	43,516.13	46,791.55	25	23.79	41,929.88	45,085.90
26	25.06	44,168.25	47,492.75	26	24.14	42,546.75	45,749.20
27	25.43	44,820.38	48,193.97	27	24.49	43,163.63	46,412.51

Schedule B-T - Positions/Titles:
Marketing/Testing Liaison
Secretary to Asst. Director/ELITE

Schedule C-T - Positions/Titles:
Secretary to Director/Bookkeeper

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

TECH CENTER SUPPORT COMPENSATION SCHEDULE
2018-2019

Salary Schedule	D-T
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base	(D) Total Comp
1	15.50	27,318.75	29,375.00
2	15.73	27,724.13	29,810.89
3	15.96	28,129.50	30,246.78
4	16.20	28,552.50	30,701.62
5	16.44	28,975.50	31,156.46
6	16.67	29,380.88	31,592.34
7	16.91	29,803.88	32,047.18
8	17.14	30,209.25	32,483.07
9	17.38	30,632.25	32,937.91
10	17.60	31,020.00	33,354.84
11	17.83	31,425.38	33,790.73
12	18.06	31,830.75	34,226.62
13	18.30	32,253.75	34,681.46
14	18.54	32,676.75	35,136.30
15	18.79	33,117.38	35,610.09
16	19.04	33,558.00	36,083.88
17	19.29	33,998.63	36,557.67
18	19.54	34,439.25	37,031.46
19	19.79	34,879.88	37,505.25
20	20.09	35,408.63	38,073.80
21	20.40	35,955.00	38,661.30
22	20.71	36,501.38	39,248.80
23	21.02	37,047.75	39,836.30
24	21.33	37,594.13	40,423.80
25	21.64	38,140.50	41,011.30
26	21.95	38,686.88	41,598.80
27	22.26	39,233.25	42,186.30

Schedule D-T - Positions/Titles:
Inventory/Accounts Payable

Salary Schedule	G-T
Contract Days	235
Hours Per Day	7.5

(A) Step	(B) Hr. Rate	(C) Base	(D) Total Comp
1	14.62	25,767.75	27,707.26
2	14.86	26,190.75	28,162.10
3	15.10	26,613.75	28,616.94
4	15.33	27,019.13	29,052.83
5	15.57	27,442.13	29,507.67
6	15.80	27,847.50	29,943.55
7	16.04	28,270.50	30,398.39
8	16.27	28,675.88	30,834.28
9	16.51	29,098.88	31,289.12
10	16.71	29,451.38	31,668.16
11	16.92	29,821.50	32,066.13
12	17.14	30,209.25	32,483.07
13	17.36	30,597.00	32,900.01
14	17.58	30,984.75	33,316.94
15	17.81	31,390.13	33,752.83
16	18.04	31,795.50	34,188.72
17	18.27	32,200.88	34,624.61
18	18.50	32,606.25	35,060.49
19	18.73	33,011.63	35,496.38
20	19.01	33,505.13	36,027.03
21	19.30	34,016.25	36,576.62
22	19.59	34,527.38	37,126.22
23	19.88	35,038.50	37,675.81
24	20.17	35,549.63	38,225.42
25	20.46	36,060.75	38,775.01
26	20.75	36,571.88	39,324.61
27	21.04	37,083.00	39,874.20

Schedule G-T - Positions/Titles:
Clerical

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

TECH CENTER SUPPORT COMPENSATION SCHEDULE
2018-2019

Salary Schedule	Y-T			Salary Schedule	BB-T		
Contract Days	235			Contract I SR	185		
Hours Per Day	8			Hours Per Day	7.5		
(A) Step	(B) Hr. Rate	(C) Base	(D) Total Comp	(A) Step	(B) Hr. Rate	(C) Base	(D) Total Comp
1	20.31	38,182.80	41,056.78	1	14.38	19,952.25	21,454.04
2	20.61	38,746.80	41,663.23	2	14.53	20,160.38	21,677.83
3	20.91	39,310.80	42,269.68	3	14.68	20,368.50	21,901.62
4	21.21	39,874.80	42,876.14	4	14.84	20,590.50	22,140.33
5	21.51	40,438.80	43,482.59	5	15.01	20,826.38	22,393.96
6	21.83	41,040.40	44,129.47	6	15.17	21,048.38	22,632.67
7	22.16	41,660.80	44,796.57	7	15.35	21,298.13	22,901.21
8	22.49	42,281.20	45,463.66	8	15.52	21,534.00	23,154.84
9	22.83	42,920.40	46,150.98	9	15.70	21,783.75	23,423.39
10	23.16	43,540.80	46,818.07	10	15.88	22,033.50	23,691.94
11	23.52	44,217.60	47,545.81	11	16.06	22,283.25	23,960.49
12	23.88	44,894.40	48,273.56	12	16.24	22,533.00	24,229.04
13	24.24	45,571.20	49,001.30	13	16.43	22,796.63	24,512.50
14	24.61	46,266.80	49,749.26	14	16.62	23,060.25	24,795.97
15	24.99	46,981.20	50,517.43	15	16.82	23,337.75	25,094.36
16	25.37	47,695.60	51,285.60	16	17.01	23,601.38	25,377.83
17	25.75	48,410.00	52,053.77	17	17.21	23,878.88	25,676.21
18	26.13	49,124.40	52,821.94	18	17.40	24,142.50	25,959.68
19	26.51	49,838.80	53,590.12	19	17.60	24,420.00	26,258.07
20	26.95	50,666.00	54,479.58	20	17.84	24,753.00	26,616.13
21	27.41	51,530.80	55,409.47	21	18.09	25,099.88	26,989.12
22	27.87	52,395.60	56,339.36	22	18.34	25,446.75	27,362.10
23	28.33	53,260.40	57,269.26	23	18.59	25,793.63	27,735.09
24	28.79	54,125.20	58,199.15	24	18.84	26,140.50	28,108.07
25	29.25	54,990.00	59,129.04	25	19.09	26,487.38	28,481.05
26	29.71	55,854.80	60,058.93	26	19.34	26,834.25	28,854.04
27	30.17	56,719.60	60,988.83	27	19.59	27,181.13	29,227.02

Schedule Y-T - Positions/Titles:

Government Furnished Property -
TTC Government Furnished Property/Inventory

Schedule BB-T - Positions/Titles:

Learning Center Teacher Asst.

(A) Step - Salary placement level.
(B) Hourly rate
(C) Base Salary
(D) Total District Compensation = Base Salary + (7.5269% x Base Salary)
(E) An additional stipend will be added to the top of the compensation schedule at an increment equivalent to the last two steps on each compensation schedule.

NOTE: For information regarding Life Insurance provided by the district, see FY19 Support Negotiations Agreement, Section 13.4.

NEGOTIATED AGREEMENT
between the
BOARD OF EDUCATION ISD #52
and
THE MID-DEL SUPPORT EMPLOYEES ASSOCIATION

Pursuant to the procedural agreement between the Board of Education, ISD 52, and the Mid-Del Support Employees Association (MDSEA), this Negotiated Agreement is entered into between the Board and the MDSEA this 13th day of August, 2018.

The terms and conditions of this Agreement shall bind the Board of Education and the Association during the 2018-2019 school year, and continue to be binding on the parties until superseded or replaced by a subsequent Agreement negotiated in accordance with the provisions of the Procedural Agreement. This constitutes the full and complete agreement between the Board and the Organization. Nothing herein shall restrain or impair the rights or responsibilities of either party as provided by law.

The provisions herein shall be binding equally upon the Board and the members of the bargaining unit as defined in the negotiated contract.

IN WITNESS WHEREOF, The parties hereby affix their signatures:

THIS DOCUMENT REPRESENTS THE FULL AND COMPLETE AGREEMENT ENTERED INTO BY THE MDSEA AND THE MID-DEL BOARD of EDUCATION

August 13, 2018

Lisa Pinehart
President, MDSEA

Pat Platt
MDSEA Negotiation Team Member

MDSEA Negotiations Team Member

MDSEA Negotiations Team Member

MDSEA Negotiations Team Member

President, Mid-Del Board of Education

Board Negotiation Team Member

Board Negotiation Team Member

Board Negotiation Team Member

Board Negotiation Team Member

Board Negotiation Team Member