

2-18-16 District Proposal  
 2015-2016 SALARY SCHEDULE  
 Professional Support Staff  
 Union Eligible Hourly Rates

|                  | Food Service Asst. | Food Service Asst. w AFSA | Food Service Lead | Food Service Lead w AFSA<br>FS Lead | Lunch Room Aides (Non-Benefited) | Bus Driver Attendant | Bus Driver | Custodian | Certified Custodian | Master Custodian |
|------------------|--------------------|---------------------------|-------------------|-------------------------------------|----------------------------------|----------------------|------------|-----------|---------------------|------------------|
| <b>Pay Level</b> | II                 | II w/AFSA                 | FS Lead           | w/AFSA                              | 1E                               | 1J                   | 1G         | NB1       | NBC1                | NBM1             |
| <b>Slot #</b>    | TF1                | TF2                       | TL1               | TL2                                 | T04                              | T01                  | T02        | T10       | T12                 | T13              |
| <b>Exp. Step</b> |                    |                           |                   |                                     |                                  |                      |            |           |                     |                  |
| 0                | 9.40               | 9.60                      | 10.05             | 10.25                               | 10.20                            | 10.04                | 11.07      | 10.87     | 11.07               | 11.22            |
| 1                | 9.40               | 9.60                      | 10.05             | 10.25                               | 10.20                            | 10.04                | 11.07      | 10.87     | 11.07               | 11.22            |
| 2                | 9.40               | 9.60                      | 10.05             | 10.25                               | 10.20                            | 10.04                | 11.07      | 10.87     | 11.07               | 11.22            |
| 3                | 9.56               | 9.76                      | 10.21             | 10.41                               | 10.36                            | 10.20                | 11.25      | 11.03     | 11.25               | 11.39            |
| 4                | 9.63               | 9.83                      | 10.30             | 10.50                               | 10.44                            | 10.28                | 11.34      | 11.13     | 11.34               | 11.48            |
| 5                | 9.68               | 9.88                      | 10.36             | 10.56                               | 10.52                            | 10.35                | 11.40      | 11.20     | 11.40               | 11.55            |
| 6                | 9.74               | 9.94                      | 10.42             | 10.62                               | 10.58                            | 10.41                | 11.47      | 11.26     | 11.47               | 11.63            |
| 7                | 9.80               | 10.00                     | 10.50             | 10.70                               | 10.65                            | 10.48                | 11.55      | 11.33     | 11.55               | 11.70            |
| 8                | 9.88               | 10.08                     | 10.57             | 10.77                               | 10.72                            | 10.56                | 11.63      | 11.40     | 11.63               | 11.78            |
| 9                | 10.11              | 10.31                     | 10.81             | 11.01                               | 10.93                            | 10.76                | 11.96      | 11.65     | 11.85               | 12.00            |
| 10               | 10.36              | 10.56                     | 11.05             | 11.25                               | 11.15                            | 10.97                | 12.28      | 11.89     | 12.07               | 12.22            |
| 11               | 10.62              | 10.82                     | 11.31             | 11.51                               | 11.36                            | 11.20                | 12.63      | 12.12     | 12.30               | 12.44            |
| 12               | 10.90              | 11.10                     | 11.58             | 11.78                               | 11.58                            | 11.41                | 13.00      | 12.37     | 12.55               | 12.68            |
| 13               | 11.16              | 11.36                     | 11.87             | 12.07                               | 11.83                            | 11.64                | 13.39      | 12.65     | 12.79               | 12.94            |
| 14               | 11.45              | 11.65                     | 12.14             | 12.34                               | 12.06                            | 11.90                | 13.81      | 12.92     | 13.07               | 13.19            |
| 15               | 11.73              | 11.93                     | 12.42             | 12.62                               | 12.30                            | 12.12                | 14.22      | 13.19     | 13.31               | 13.46            |
| 16               | 12.06              | 12.26                     | 12.74             | 12.94                               | 12.56                            | 12.40                | 14.63      | 13.48     | 13.61               | 13.76            |
| 17               | 12.36              | 12.56                     | 13.07             | 13.27                               | 12.80                            | 12.63                | 15.06      | 13.78     | 13.89               | 14.00            |
| 18               | 12.68              | 12.88                     | 13.37             | 13.57                               | 13.06                            | 12.89                | 15.47      | 14.04     | 14.16               | 14.31            |
| 19               | 13.00              | 13.20                     | 13.70             | 13.90                               | 13.30                            | 13.13                | 15.91      | 14.37     | 14.47               | 14.58            |
| 20               | 13.30              | 13.50                     | 14.02             | 14.22                               | 13.56                            | 13.40                | 16.34      | 14.63     | 14.74               | 14.87            |
| 21               | 13.64              | 13.84                     | 14.34             | 14.54                               | 13.83                            | 13.65                | 16.72      | 14.91     | 15.03               | 15.16            |
| 22               | 13.95              | 14.15                     | 14.66             | 14.86                               | 14.08                            | 13.89                | 17.17      | 15.19     | 15.33               | 15.44            |
| 23               | 14.28              | 14.48                     | 14.97             | 15.17                               | 14.34                            | 14.12                | 17.58      | 15.46     | 15.62               | 15.74            |
| 24               | 14.59              | 14.79                     | 15.29             | 15.49                               | 14.61                            | 14.37                | 18.04      | 15.76     | 15.91               | 16.03            |
| 25               | 14.89              | 15.09                     | 15.61             | 15.81                               | 14.83                            | 14.64                | 18.45      | 16.06     | 16.19               | 16.29            |
| 26               | 15.22              | 15.42                     | 15.91             | 16.11                               | 15.11                            | 14.88                | 18.90      | 16.33     | 16.48               | 16.60            |
| 27               | 16.57              | 16.77                     | 17.19             | 17.39                               | 15.99                            | 15.72                | 20.89      | 16.63     | 16.73               | 17.25            |

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|                  | Asst. Custodial<br>Manager/<br>Custodian | Certified Asst.<br>Custodial<br>Manager | Master Custodian<br>& Asst. Custodial<br>Manager | Certified Asst.<br>Custodial<br>Manager | Master Asst.<br>Custodial<br>Manager | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
|------------------|--|---|--|---|--------------------------------------|---------|---------|---------|---------|---------|---------|
| <b>Pay Level</b> | NA1                                      | NAC1                                    | NAM1   | N02C                                    | N02M                                 | N02     | N03     | N04     | N05     | N06     | N07     |
| <b>Slot #</b>    | T16                                      | T18                                     | T17  | N/A                                     | T21                                  | T19     | T22     | T26     | T31     | T37     | T44     |
| <b>Exp. Step</b> |  |   |  |   |                                      |         |         |         |         |         |         |
| 0                | 11.58                                    | 11.81                                   | 11.91  | 12.74                                   | 12.80                                | 12.74   | 12.96   | 13.40   | 13.72   | 14.09   | 14.78   |
| 1                | 11.58                                    | 11.81                                   | 11.91  | 12.74                                   | 12.80                                | 12.74   | 12.96   | 13.40   | 13.72   | 14.09   | 14.78   |
| 2                | 11.58                                    | 11.81                                   | 11.91  | 12.74                                   | 12.80                                | 12.74   | 12.96   | 13.40   | 13.72   | 14.09   | 14.78   |
| 3                | 11.75                                    | 12.00                                   | 12.10  | 12.95                                   | 12.99                                | 12.95   | 13.15   | 13.62   | 13.93   | 14.30   | 15.00   |
| 4                | 11.86                                    | 12.09                                   | 12.20  | 13.06                                   | 13.10                                | 13.06   | 13.27   | 13.73   | 14.04   | 14.43   | 15.12   |
| 5                | 11.94                                    | 12.16                                   | 12.27  | 13.13                                   | 13.18                                | 13.13   | 13.35   | 13.81   | 14.12   | 14.53   | 15.22   |
| 6                | 12.02                                    | 12.24                                   | 12.35  | 13.21                                   | 13.26                                | 13.21   | 13.43   | 13.91   | 14.23   | 14.61   | 15.32   |
| 7                | 12.09                                    | 12.32                                   | 12.43  | 13.29                                   | 13.35                                | 13.29   | 13.53   | 13.99   | 14.33   | 14.70   | 15.41   |
| 8                | 12.16                                    | 12.40                                   | 12.52  | 13.38                                   | 13.43                                | 13.38   | 13.63   | 14.07   | 14.43   | 14.79   | 15.50   |
| 9                | 12.38                                    | 12.63                                   | 12.72  | 13.59                                   | 13.66                                | 13.59   | 13.82   | 14.31   | 14.64   | 15.02   | 15.74   |
| 10               | 12.63                                    | 12.87                                   | 12.96  | 13.78                                   | 13.89                                | 13.78   | 14.03   | 14.54   | 14.86   | 15.25   | 15.97   |
| 11               | 12.89                                    | 13.09                                   | 13.19  | 13.99                                   | 14.10                                | 13.99   | 14.26   | 14.75   | 15.10   | 15.46   | 16.20   |
| 12               | 13.13                                    | 13.33                                   | 13.42  | 14.22                                   | 14.37                                | 14.22   | 14.52   | 15.00   | 15.34   | 15.73   | 16.44   |
| 13               | 13.38                                    | 13.59                                   | 13.71  | 14.46                                   | 14.61                                | 14.46   | 14.75   | 15.27   | 15.57   | 15.98   | 16.67   |
| 14               | 13.66                                    | 13.83                                   | 13.95  | 14.69                                   | 14.87                                | 14.69   | 15.01   | 15.52   | 15.83   | 16.23   | 16.96   |
| 15               | 13.95                                    | 14.07                                   | 14.23  | 14.93                                   | 15.13                                | 14.93   | 15.30   | 15.79   | 16.10   | 16.50   | 17.20   |
| 16               | 14.25                                    | 14.41                                   | 14.49  | 15.19                                   | 15.41                                | 15.19   | 15.57   | 16.08   | 16.39   | 16.74   | 17.48   |
| 17               | 14.53                                    | 14.65                                   | 14.76  | 15.44                                   | 15.69                                | 15.44   | 15.83   | 16.35   | 16.66   | 17.05   | 17.75   |
| 18               | 14.79                                    | 14.93                                   | 15.07  | 15.73                                   | 15.99                                | 15.73   | 16.10   | 16.63   | 16.97   | 17.31   | 18.05   |
| 19               | 15.11                                    | 15.21                                   | 15.35  | 15.99                                   | 16.27                                | 15.99   | 16.37   | 16.94   | 17.22   | 17.60   | 18.33   |
| 20               | 15.39                                    | 15.49                                   | 15.64  | 16.27                                   | 16.57                                | 16.27   | 16.63   | 17.20   | 17.50   | 17.90   | 18.62   |
| 21               | 15.67                                    | 15.76                                   | 15.93  | 16.54                                   | 16.82                                | 16.54   | 16.93   | 17.48   | 17.79   | 18.16   | 18.92   |
| 22               | 15.97                                    | 16.06                                   | 16.22  | 16.78                                   | 17.14                                | 16.78   | 17.19   | 17.75   | 18.07   | 18.45   | 19.19   |
| 23               | 16.24                                    | 16.33                                   | 16.50  | 17.11                                   | 17.43                                | 17.11   | 17.45   | 18.05   | 18.34   | 18.73   | 19.47   |
| 24               | 16.55                                    | 16.62                                   | 16.77  | 17.35                                   | 17.72                                | 17.35   | 17.72   | 18.31   | 18.64   | 18.99   | 19.74   |
| 25               | 16.79                                    | 16.92                                   | 17.09  | 17.63                                   | 18.01                                | 17.63   | 18.01   | 18.61   | 18.93   | 19.27   | 20.03   |
| 26               | 17.12                                    | 17.19                                   | 17.37  | 17.91                                   | 18.29                                | 17.91   | 18.26   | 18.90   | 19.21   | 19.55   | 20.32   |
| 27               | 17.40                                    | 17.45                                   | 18.01  | 18.14                                   | 18.59                                | 18.14   | 18.55   | 19.17   | 19.48   | 19.83   | 20.61   |

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|                  | Level 8 | Level 9 | Level 10 | Level 10A | Level 10B | Level 10C | Level 10D | Level 11 | Level 12 | Level 13 | Level 14 | Level 15 |
|------------------|---------|---------|----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|----------|
| <b>Pay Level</b> | N08     | N09     | N10      | N10A      | N10B      | N10C      | N10D      | N11      | N12      | N13      | N14      | N15      |
| <b>Slot #</b>    | T45     | T46     | T49      | T50       | T51       | T52       | T09       | T55      | T56      | T57      | T58      | T59      |
| <b>Exp. Step</b> |         |         |          |           |           |           |           |          |          |          |          |          |
| 0                | 15.10   | 15.49   | 15.90    | 16.34     | 16.61     | 17.07     | 17.39     | 17.30    | 18.88    | 20.89    | 22.50    | 23.89    |
| 1                | 15.10   | 15.49   | 15.90    | 16.34     | 16.61     | 17.07     | 17.39     | 17.30    | 18.88    | 20.89    | 22.50    | 23.89    |
| 2                | 15.10   | 15.49   | 15.90    | 16.34     | 16.61     | 17.07     | 17.39     | 17.30    | 18.88    | 20.89    | 22.50    | 23.89    |
| 3                | 15.34   | 15.72   | 16.15    | 16.59     | 16.88     | 17.33     | 17.65     | 17.57    | 19.16    | 21.22    | 22.86    | 24.26    |
| 4                | 15.46   | 15.86   | 16.29    | 16.72     | 17.02     | 17.46     | 17.80     | 17.72    | 19.32    | 21.39    | 23.04    | 24.46    |
| 5                | 15.56   | 15.96   | 16.38    | 16.82     | 17.12     | 17.58     | 17.92     | 17.83    | 19.46    | 21.52    | 23.19    | 24.63    |
| 6                | 15.66   | 16.07   | 16.48    | 16.96     | 17.23     | 17.71     | 18.03     | 17.94    | 19.59    | 21.66    | 23.35    | 24.77    |
| 7                | 15.76   | 16.16   | 16.59    | 17.06     | 17.33     | 17.82     | 18.15     | 18.05    | 19.71    | 21.79    | 23.50    | 24.93    |
| 8                | 15.87   | 16.27   | 16.69    | 17.16     | 17.43     | 17.94     | 18.27     | 18.17    | 19.83    | 21.96    | 23.66    | 25.08    |
| 9                | 16.09   | 16.49   | 16.94    | 17.37     | 17.67     | 18.15     | 18.49     | 18.44    | 20.11    | 22.23    | 23.93    | 25.40    |
| 10               | 16.33   | 16.71   | 17.16    | 17.60     | 17.92     | 18.37     | 18.71     | 18.73    | 20.40    | 22.50    | 24.17    | 25.67    |
| 11               | 16.55   | 16.96   | 17.40    | 17.84     | 18.16     | 18.61     | 18.94     | 19.03    | 20.70    | 22.82    | 24.45    | 25.97    |
| 12               | 16.78   | 17.20   | 17.66    | 18.07     | 18.41     | 18.84     | 19.17     | 19.36    | 21.01    | 23.11    | 24.77    | 26.28    |
| 13               | 17.05   | 17.43   | 17.92    | 18.31     | 18.70     | 19.10     | 19.43     | 19.68    | 21.34    | 23.43    | 25.05    | 26.61    |
| 14               | 17.29   | 17.70   | 18.19    | 18.60     | 18.96     | 19.36     | 19.68     | 19.99    | 21.66    | 23.76    | 25.39    | 26.94    |
| 15               | 17.58   | 17.96   | 18.48    | 18.84     | 19.24     | 19.63     | 19.96     | 20.35    | 22.03    | 24.12    | 25.71    | 27.29    |
| 16               | 17.86   | 18.24   | 18.77    | 19.13     | 19.53     | 19.91     | 20.27     | 20.72    | 22.36    | 24.45    | 26.08    | 27.66    |
| 17               | 18.14   | 18.54   | 19.03    | 19.43     | 19.81     | 20.17     | 20.56     | 21.08    | 22.71    | 24.81    | 26.45    | 28.02    |
| 18               | 18.43   | 18.81   | 19.30    | 19.71     | 20.09     | 20.49     | 20.81     | 21.46    | 23.08    | 25.20    | 26.82    | 28.36    |
| 19               | 18.72   | 19.07   | 19.62    | 19.98     | 20.36     | 20.75     | 21.11     | 21.77    | 23.45    | 25.56    | 27.17    | 28.74    |
| 20               | 18.99   | 19.40   | 19.88    | 20.29     | 20.64     | 21.04     | 21.43     | 22.16    | 23.80    | 25.93    | 27.55    | 29.12    |
| 21               | 19.27   | 19.68   | 20.15    | 20.58     | 20.93     | 21.33     | 21.68     | 22.54    | 24.17    | 26.27    | 27.90    | 29.47    |
| 22               | 19.55   | 19.94   | 20.47    | 20.85     | 21.22     | 21.62     | 22.00     | 22.90    | 24.55    | 26.65    | 28.29    | 29.84    |
| 23               | 19.83   | 20.24   | 20.74    | 21.13     | 21.52     | 21.94     | 22.25     | 23.27    | 24.89    | 27.03    | 28.66    | 30.24    |
| 24               | 20.11   | 20.53   | 21.03    | 21.44     | 21.76     | 22.19     | 22.57     | 23.61    | 25.27    | 27.37    | 29.01    | 30.58    |
| 25               | 20.41   | 20.79   | 21.30    | 21.68     | 22.09     | 22.46     | 22.84     | 24.00    | 25.63    | 27.76    | 29.38    | 30.97    |
| 26               | 20.70   | 21.08   | 21.59    | 22.02     | 22.35     | 22.77     | 23.12     | 24.35    | 26.02    | 28.12    | 29.76    | 31.32    |
| 27               | 20.98   | 21.37   | 21.89    | 22.26     | 22.65     | 23.05     | 23.42     | 24.72    | 26.77    | 28.87    | 30.49    | 32.03    |