

BIGGS UNIFIED SCHOOL DISTRICT
PROPOSED TENTATIVE AGREEMENT February 20, 2015

The proposal is intended to be accepted or denied as a package.

The parties agree to close negotiations for the 2014/2015 and 2015/2016 school years as follows:

SALARY

Article IV SALARIES - Paragraph A - Appendix A as changed below:

1. 4% on the salary schedule retroactive to July 1, 2014.
2. 3% on the salary schedule effective July 1, 2015
3. Effective upon ratification of this tentative agreement Range 1 of the current 2013/2014 salary schedule will be eliminated. The ranges will be renumbered so that existing Range 2, becomes Range 1. Clerical Helper shall be placed on the new Range 1. Classifications will be adjusted accordingly. (See attached Salary Schedule).
4. Effective upon ratification of this tentative agreement a new employee classification will be created titled "One on One instructional Aide" This classification will be placed on the salary schedule at the same range as the existing Instructional Aide classification.
5. Effective July 1, 2015 Instructional Aide and One on One Instructional Aide classifications shall be moved to Range 2 of Range Classification.
6. Effective July, 1 2015 the reimbursement plan for Part-Time Employees will no longer exist.

And;

ARTICLE III FRINGE BENEFITS

A. General

1. Full Time Employees: For the purposes of this Article, those employees working 8 hours daily shall be considered full-time employees. Effective July 1, 2015, employees working 6 or more hours and less than 8 hours will receive a pro-rated medical benefit contribution.
2. Paid Leave of Absence: Employees on Board-approved paid leaves of absence shall continue to receive employee fringe benefits coverage for the period of the paid leave of absence.
3. Open Enrollment: An annual open enrollment period will be provided to bargaining unit members to make changes in health care plans.

B. Health Insurance

1. The District will pay \$500 per month for medical insurance premiums for any regular full time employee and dependents that are eligible. The employee must choose one of the medical plans available through Butte Schools Self Funded Plan (BSSP) with any additional expense paid by the employee on a monthly basis by payroll deduction. Any savings will be paid to the employee on a monthly basis through payroll.
2. Terminations: For the duration of this Agreement, should employment terminate, coverage under this health insurance plan shall terminate at the end of the month in which the employee last was in paid status.

Employees may have additional rights, not covered by the Agreement, under Federal statute (COBRA) and are advised to check with the District Office.

3. Surviving Spouse Coverage: A surviving spouse of an employee shall be eligible for continued health insurance coverage, contingent upon approval of the insuring company and upon submission of month-to-month premium payment in advance by the surviving spouse to the district at the group rate. The district will make no contribution towards such health insurance coverage.

Employees may have additional rights, not covered by the Agreement, under Federal statute (COBRA) and are advised to check with the District Office.

4. Retirement Coverage: The Employer shall provide health insurance premiums for a retired employee and dependents for the life of this Agreement, pursuant to the following conditions:

- a. Employees hired by January 1, 2014, shall have attained a minimum age of 50 years. Employees hired after January 1, 2014, shall have attained a minimum age of 55 years.
- b. Employees hired by January 1, 2014 shall have provided a minimum of ten (10) years of continuous service in the Biggs Unified School District. Employees hired after January 1, 2014 shall have provided a minimum of fifteen (15) years of continuous service in the Biggs Unified School District.

Employees shall have been in full time status (as defined in Paragraph 1) for a minimum of 7 years prior to retirement in order to be eligible for retiree benefits.

- c. For employees that retire prior to June 30, 2015 the amount the District will contribute towards retiree medical premiums shall be capped annually at \$15,000.00.
- d. For Employees hired prior to January 1, 2014 that retire after June 30, 2015, the amount the District will contribute towards retiree medical premiums shall be capped annually at \$12,000.00.

- e. For Employees hired after January 1, 2014 the amount the District will contribute towards retiree medical premiums shall be capped annually at \$8,400.
- f. The employee shall be included in the program to a maximum of five (5) years, or when eligible for Medicare, whichever comes first. Coverage past the maximum shall be available at employee expense.
- g. The employee shall apply for MediCare when eligible.
- h. The surviving spouse of a retired employee shall be entitled to any unused benefits under Section "f" above, with the same restrictions.
- i. In the event national health care reform efforts presently underway result in a nation-wide program which would have an impact on retirees covered under this program, the Association agrees to meet and negotiate paragraph 4 of Article III B in this agreement.

5. An Internal Revenue Code Section 125 Plan (I.R.S. 125 plan) or tax sheltered annuity are available at the employee's request. Selection of, and participation in the I.R.S. 125 Plan and/or a tax sheltered annuity are subject to all applicable federal and state laws. The provider of said plan must be mutually agreed upon by the District and CSEA Chapter #268.

C. District Health Plan Available for Part-time Employees

Part-time employees working 3 hours or more shall be eligible to purchase any medical, dental, or vision plan available to bargaining unit employees at their own expense.

D. Dental Insurance

- 1. For years 2014-15 and 2015-2016, the District will pay the full dental insurance premium for the \$2,000 maximum coverage plan 8 for any regular full time employee and dependents that are eligible.
- 2. For the life of the Agreement, should an employee's employment terminate, coverage under this dental insurance plan shall terminate at the end of the month in which the employee last was in paid status.

E. Vision Plan

- 1. For years 2014-15 and 2015-2016, the District will pay the full cost of Vision Service Plan 8 insurance premium for any regular full time employee and dependents that are eligible.
- 2. For the life of the Agreement, should an employee's employment terminate, coverage under this vision insurance plan shall terminate at the end of the month in which the employee last was in paid status.

F. State Disability Insurance (SDI)

1. All unit employees shall participate in the State Disability Insurance program with such participation to be at employee cost.
2. SDI benefits are to be used in coordination with accumulated sick leave benefits. Such coordination of benefits shall not result in the payment of greater than a regular day's pay. To receive coordination of benefits, an employee must provide documentation to the District regarding benefits received from SDI.
3. Any employee receiving State Disability Insurance Benefits who remains on the District payroll at full pay is required to turn the endorsed insurance check in to the District Business Office.

ARTICLE XVI LAY OFFS

A. Definitions

1. **Classification:** Refers to the position or positions which perform duties consistent with a job description that includes a job title. Job titles for classifications are listed in Appendix A.
2. **Substitute Service Credit:** In the event an employee is hired into a position in which she/he has been substituting continuously directly prior to being hired into the same position on a probationary basis, the date of hire shall be the date hired as a substitute in that position. The term "substituting continuously" means working at least 70% of the available work days from the date of initial employment as a substitute employee until the date the substitute employee is hired as a regular classified employee in the same position.

Example: A vacancy occurs in the classification of Maintenance Worker-Bus Driver and a substitute fills the position from July 1st to August 25th while the District recruits to fill the position permanently with a regular classified employee. The substitute applies for the regular classified position of Maintenance Worker-Bus Driver and is selected for the position effective August 25th. His/her seniority date in this classification would be July 1st rather than August 25th because he/she continuously substituted in the same position immediately prior to filling it as a regular classified employee.

1. **Layoff:** A is an involuntary separation from service directly caused by a lack of work or a lack of funds. Lay off includes any reduction in hours of employment or assignment to a classification in which the employee has permanence, voluntarily consented to by the employee, in order to avoid interruption of employment by lay off.
4. **Seniority:** Seniority is based upon date of hire in a probationary status in a classification or the date of hire in an equal and/or higher classification, whichever date of hire is earliest. An equal classification is one that is paid at the same range on the salary schedule and higher classification is paid at a higher range on the salary schedule.

Example: The employee is currently employed in the classification of Maintenance Worker-Bus Driver is paid on Range 9 of the salary

schedule. He has worked in that classification since July 1, 2005. Prior to this, he worked in the classification of Cook-Light Maintenance-Custodian-Grounds which is paid at Range __ of the salary schedule. He worked in that classification from July 1, 2000 to June 30, 2005 when he promoted into the Maintenance Worker-Bus Driver classification.

This employee's hire date as a Cook-Light Maintenance-Custodian-Grounds remains July 1, 2000 because he is able to count the seniority he earned in the higher classification of Maintenance Worker-Bus Driver.

The seniority that he earned in the lower classification of Cook-Light Maintenance-Custodian-Grounds does not count toward his seniority in the higher classification of Maintenance Worker-Bus Driver. Therefore, his hire date as a Maintenance Worker-Bus Driver is July 1, 2005.

5. Blended Classifications: Blended classifications are those that include duties from two or more separate ("component") classifications. The separate component classifications may or may not exist in the bargaining unit independently from a blended classification.

An employee in a blended classification may only bump into another blended classification if:

The employee has actually worked in the other blended classification,

OR

The employee's current blended classification contains all the component classifications of the other blended classification.

Example #1: An employee in the classification of Cook-Light Maintenance-Custodian-Grounds may bump into a position in the Light Maintenance-Custodian-Grounds classification.

Example #2: An employee in the classification of Light Maintenance-Custodian-Grounds may NOT bump into a position in the Cook-Light Maintenance-Custodian-Grounds classification.

Example #3: An employee may also bump into any of the component classifications contained within their current blended classification. For example, an employee in the Maintenance Worker-Bus Driver classification may use his/her seniority to bump into a position in the Bus Driver classification.

The process for employees in blended classifications to exercise their bumping rights is provided in Article 16, Section (E)(2). Blended classifications are specifically limited to the following:

- Bus Driver-Grounds
- Bus Driver-Light Maintenance-Custodian
- Cook-Light Maintenance-Custodian-Grounds
- Light Maintenance-Custodian-Grounds
- Maintenance Worker-Bus Driver

Mechanic-Bus Driver
Out-Reach Worker-In-House Suspension Supervisor-Attendance Clerk
School Secretary-Attendance Clerk
Bus Driver-Trainer
Bus Driver-Dispatcher
Cook-Light Maintenance-Custodian-Grounds-Bus Driver

5. **Split Assignments:** An employee who works in at least two or more separate and distinct positions in at least two separate and distinct classifications shall be considered to have a split assignment rather than a single assignment in a blended classification.

B. Required Negotiations

1. The District shall negotiate the effects of lay off, and the decision and effects of a reduction in hours upon demand by CSEA.
2. The parties must reach agreement regarding the effects of layoff or exhaust impasse prior to implementing any lay off unless all of the following criteria are met:
 - a. The implementation date is not arbitrary and the employer has some immutable deadline for implementation under which implementation beyond the deadline would undermine the District's exercise of its rights to make the non-negotiable decision to lay off employees, and
 - b. Advance notice of the decision and implementation date are provided in accordance with statutory requirements in order to allow for meaningful good faith negotiations prior to implementation, and
 - c. The District negotiates in good faith with CSEA both prior to and continues to negotiate subsequent to the implementation date over the effects of lay offs.

C. Order of Lay off

The order of lay off within a classification is based on seniority. The employee, who has the least seniority, as defined in Section X.1.3 above, shall be laid off first.

1. Part-time positions (defined as those assigned less than seven (7) hours per day) that are funded from the same funding source will be eliminated prior to any elimination of full-time positions within a classification subject to layoff. For example, if the district needs to reduce general fund expenditures and determines a lack of funds in the classification of Custodian, the district shall eliminate part-time positions prior to eliminating any of the full time Custodian positions. The actual lay off of employees which results from the elimination of these part-time positions will be based on seniority, with the least senior employee being laid off first.
2. In the event two (2) or more employees have identical seniority, as defined in Article 16, Section (A)(4) above, the decision as to which employee has the greater seniority shall be based upon total District seniority, including service in lower classifications in which the employees have served. If the

employees still have equal seniority, the seniority will be determined by lot.

D. Notice of Lay off

The District will notify CSEA in writing of the specific positions that it is recommending for elimination and the specific positions subject to lay off as a result of the elimination of those positions. Along with the notice, the District shall provide CSEA with seniority lists for all affected classifications. CSEA will review the seniority list and the parties will work together to identify and correct any errors. As soon as possible after the notice is sent to CSEA, the District and CSEA will meet to discuss the specifics of position elimination, any resulting administrative transfers, bumping, and any resulting lay offs.

1. Employees subject to lay off shall receive a minimum of forty-five (45) (60) calendar days notice prior to the effective date of lay off. A copy of the lay off notice will be sent to the CSEA Chapter President.

E. Lay off Process and Bumping Rights

1. An employee whose position is eliminated shall be allowed to exercise bumping rights within the classification provided he/she is not the least senior employee. ~~If he/she is the least senior employee.~~ If he/she is the least senior employee in the classification, then he/she may exercise bumping rights into other classifications in which he/she has previously served as outlined in Section XVI (E) (2) below. If the employee is not the least senior employee, he/she shall be allowed to bump into any vacant position in that classification or into any position in which the incumbent has less seniority. If a less senior employee is bumped, he/she may then exercise his/her right to bump any employee with less seniority than him/her or into a vacant position. This process shall continue until the least senior employee is laid off or exercises bumping rights into another classification in which he/she has served.
2. An employee laid off from his/her position in one classification may bump into any classification in which she has seniority provided that there is at least one less senior employee in that classification. The employee must hold all required certifications and meet all tests of fitness required for the classification. The order of which classification he/she shall be able to bump into shall be at the discretion of the employee exercising bumping rights into another classification and shall normally be higher classifications, equal classifications, then lower classifications. The employee shall be able to bump into any vacant position in the chosen classification or into any position in which the employee has less seniority than he/she does. If a less senior employee is bumped, he/she may then exercise his/her right to bump any employee with less seniority than him/her or bump into a vacant position. This process shall continue until the least senior employee is laid off or exercises bumping rights into another classification in which he/she has served subject to the provisions outlined herein.
3. **Required Meetings:** The District will conduct a meeting or meetings with affected employees to determine individual bumping choices and CSEA may choose to have a representative present at all such meetings.

4. **Increasing the Hours of Senior Employees:** In the event that the position of a less senior employee is assigned more hours than the position of the employee exercising bumping rights, the following process shall be used.

- 4.1 The position will be offered first to employees in the classification whose positions are assigned less time than the position of the less senior employee. This offer will be made in seniority order until someone accepts the offer or until the place on the seniority list is reached that is occupied by the employee who is exercising his/her bumping rights. If no employee with greater seniority than the employee who is exercising bumping rights accepts the offer, the employee may then exercise his/her bumping rights into the position with greater hours. If a more senior employee accepts the offer, their position will be offered to employees in the same manner as above, unless the employee whose position is eliminated has the same assigned time at which point the employee will be administratively transferred into that position or may exercise, at his/her option, to bump a less senior employee.

5. Instructional aides performing the duties associated as a one on one aide during the 2014-2015 school year and before, will retain bumping rights in the "Instructional Aide classification after the creation of and their transfer to the new "One- on-One-Aide classification".

F. Reemployment Rights

1. Reemployment shall be in reverse order of lay off, with the most senior being reemployed first. Employees who are laid off will be eligible for reemployment in any vacant position within their former **classification** for a period of thirty-nine (39) months, and shall be reemployed in preference to new applicants. In addition, such employees laid off shall have the right to apply for promotional positions within the District during the thirty-nine (39) month period.
2. Employees who take a voluntary demotion and/or voluntary reduction in assigned time in lieu of lay off shall be granted the same rights as unit members laid off for a period of sixty-three (63) months to be reinstated to a position in their former, higher level classification and/or increase their assigned time back to the same level as the position he/she formerly held.
3. Offers of reemployment shall be made either by personal service or via U.S. First Class mail sent to the last known address and shall include the specific vacancy and hours being offered, the rate of pay, level of benefits, a current job description, and a form that includes instructions for acceptance or refusal of the offer of reemployment, time limit for acceptance or refusal, and a place for the laid off employee's signature. A stamped, self-addressed envelope shall be included to return the form and must be postmarked by no later than the end of the time limit for response. Failure to reply within ten (10) working days from date of personal service or twelve (12) days from the mailing of the offer of reemployment shall be deemed a refusal of that offer of reemployment. It is the laid off employees responsibility to file a current mailing address with the District Office.
4. An employee who is laid off and is subsequently rehired from the reemployment list shall have his full accrued balance of sick leave at the time of layoff restored upon the effective date of reemployment. However, if the employee worked for

another public school district while on the re-employment list and Biggs Unified School District (BUSD) transferred sick leave to this other district, the employee shall only be entitled to that amount of sick leave which is transferred back to BUSD by the other district upon reemployment by BUSD.

5. Step Increases for employees who are reemployed shall be as follows:

A. If the employee is reemployed before January 1 of the fiscal year, they shall receive their next step increase effective July 1 of the following fiscal year. For example, if an employee were reemployed on November 15, 2007, they would receive their next step increase on July 1, 2008.

B. If the employee is reemployed on January 1 or later of the fiscal year, they shall receive their next step increase on July 1 of the second fiscal year following their reemployment. For example, if an employee were reemployed on February 15, 2008 they would receive their next step increase on July 1, 2009.

6. Notwithstanding any other provision of law, any employee who was subject to being, or was, in fact, laid off due to a lack of work or a lack of funds and who elects service retirement from the Public Employment Retirement System (PERS), shall be placed on the appropriate reemployment list. The District shall notify the Board of Administration of PERS of the fact that the retirement was due to a lack of work or a lack of funds. If the employee is subsequently subject to reemployment and accepts, in writing, the offer of reemployment, the District shall maintain the vacancy until the Board of Administration of PERS has properly processed his/her request for reemployment from retirement.

7. Upon lay off, vacation and compensatory time earned and unused at the time of lay off shall be computed and paid off with the final warrant due the employee.

G. Effects of Layoff: In the event of a proposed layoff or layoff, the parties agree to the following:

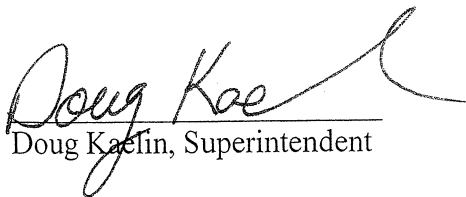
1. The District shall not transfer work out of the bargaining unit to certificated, confidential, management or supervisory employees, or to volunteers, prisoners, short term, or substitute employees, or to other bargaining unit employees in different classifications.
2. The District shall not subcontract out the bargaining unit work performed by laid off employees or employees who have suffered a reduction in hours/work year. The District shall not expand the contracting out of any work currently performed or contract out for any other services which could be performed by bargaining unit employees or which could result in the layoff of bargaining unit employees.
3. The District shall release all probationary, temporary, short term, and substitute employees in classifications subject to lay off before it lays off bargaining unit employees or reduces the hours of bargaining unit positions. Information on cost savings from the release of such employees shall be immediately provided to CSEA.
4. Laid off employees may volunteer to take a lateral transfer into an equal classification or a demotion into a lower classification in which they have not worked if the position is vacant and if they meet the minimum qualifications, in accordance with Article X, Section F. Laid off employees who take such lateral

transfer or voluntary demotion into a different classification shall remain on the reemployment list for the classification from which they were laterally transferred or demoted to preserve their return rights.

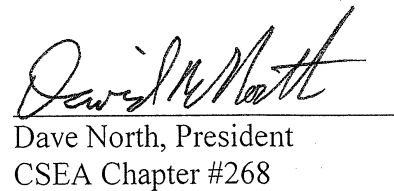
5. Laid off employees and employees affected by reductions in hours/work year shall be offered the opportunity to fill any temporary, short term, and substitute positions that become vacant as a result of the implementation of Section G (2) of this article or which may subsequently become vacant. Employee must meet the same qualifications and tests of fitness for such positions as do temporary, substitute, or short-term employees.
6. The District shall not increase the current and existing workload of remaining bargaining unit employees as a result of the layoff and/or reduction in hours/work year of bargaining unit employees.
7. The District shall review the use of volunteers district-wide when contemplating layoffs or reductions in hours/work year and shall ensure compliance with Article XVII (Volunteers) in the event of an actual layoff or reduction in hours/work year.
8. Benefited employees who are laid off or who are reduced in hours/work year shall be offered the opportunity to purchase health and welfare benefits subject to carrier rules and/or COBRA in the event of a layoff or reduction in hours/work year if the reduction in hours/work year would make him/her ineligible for health and welfare benefits.
- ~~9. Employees designated for layoff and/or reductions in hours/work year shall be allowed district paid release time during the period extending from the date of layoff notice or notice of reduction in hours/work year to the effective date of the layoff or proposed effective date of the reduction in hours/work year. The amount of release time shall total no more than double the number of hours the employee is normally assigned to work per day. The release time may be utilized for one or both of the following purposes:
 - ~~A. For the employee to actively seek alternative employment.~~
 - ~~B. For the employee to shadow employees in order to meet the minimum qualifications and learn how to perform duties in other classifications. Additionally, if an employee wants to qualify for a position in a classification that requires pre-employment/selection testing, the District shall provide the testing at no cost or pay the cost of any testing required.~~~~
10. The District shall refer employees subject to layoff or reductions in hours/work year to outside agencies who can provide assistance in resume writing, testing and interviewing skills and techniques.
11. The District shall upon request of the laid off employee, provide a letter to employees subject to layoff that states that the employee was laid off due to a lack of work or lack of funds and not for any performance or other work related reason. Copy of this letter is attached as Appendix F.
12. In the event of the layoff of bus drivers, the District agrees that it will provide training opportunities in order that laid off drivers may maintain a valid Bus Driver's certificate during the period of layoff, including training for re-

qualification at the time of reinstatement (if necessary). The District will make appropriate vehicles available for the on-the-road portion of the license examination process. In addition, the District agrees to offer laid off Bus Drivers extra trips if the remaining Bus Drivers are unavailable or decline an extra trip assignment.

13. Laid off employees and employees affected by a reduction in hours/work year shall retain all rights and benefits guaranteed to them by the California Education Code, the CSEA/District collective bargaining agreement, and District policies and procedures.
14. Employees affected by layoff or reductions in hours/work year shall receive a copy of the layoff article along with their notice of layoff or notice of reduction in hours/work year.
15. Nothing in this Article shall preclude either party from requesting and commencing negotiations on any other effects of layoff or on the decision and any other effects of a reduction in hours/work year.



Doug Kaelin, Superintendent



Dave North, President
CSEA Chapter #268

2/20/15
DATE

2-20-15
DATE

**BIGGS UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2014/2015**

DRAFT 2/5/15 = 4% dropped Range 1 and renumbered Classifications

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 8	Step 11	Step 14	Step 17	Step 20	Step 23	Step 26	Step 30
1	9.98	10.48	11.01	11.56	12.14	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93
2	10.48	11.01	11.56	12.14	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83
3	11.01	11.56	12.14	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77
4	11.56	12.14	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76
5	12.14	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76	21.79
6	12.74	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76	21.79	22.88
7	13.38	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76	21.79	22.88	24.03
8	14.05	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76	21.79	22.88	24.03	25.23
9	14.75	15.49	16.26	17.08	17.93	18.83	19.77	20.76	21.79	22.88	24.03	25.23	26.49

RANGE	CLASSIFICATION	RANGE	CLASSIFICATION
1	Clerical Helper Instructional Aide Assistant Cook Campus Supervisor	4	Light Maintenance-Custodian-Groundsman
	**** One-on-One Instructional Aide		* Cook-Light Maintenance-Custodian-Groundskeeper
2	Office Clerk Library Clerk Student Services Clerk Bilingual Aide Sub Caller Health Aide	5	N/A
	Attendance Clerk	6	Bus Driver-Light Maintenance-Custodian Bus Driver-Light Maintenance-Custodian-Cook Outreach Worker-In-house Suspension Supervisor-Attendance Clerk School Secretary
3	H.S./M.S. Office Clerk *** Career-Student Service Clerk-ASB Clerk Cook	7	Bus Driver Head Groundsman Bus Driver-Grounds
		8	Maintenance Worker Maintenance Worker-Bus Driver Bus Driver-Trainer
		9	*** Bus Driver/Dispatcher Mechanic-Bus Driver**

** Mechanic will receive 10% pay differential for Dispatcher and Trainer responsibilities

* **Lead Cook will be compensated per stipend schedule (See Appendix G)**

Effective : July 1, 2009

*** Revised 8/19/11

**** **New classification effective upon ratification**

Retro to 7/1/14

**BIGGS UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2015/2016**

DRAFT 2/5/15 = 3%

RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 8	Step 11	Step 14	Step 17	Step 20	Step 23	Step 26	Step 30
1	10.28	10.80	11.34	11.90	12.50	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47
2	10.80	11.34	11.90	12.50	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39
3	11.34	11.90	12.50	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36
4	11.90	12.50	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38
5	12.50	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38	22.45
6	13.12	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38	22.45	23.57
7	13.78	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38	22.45	23.57	24.75
8	14.47	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38	22.45	23.57	24.75	25.99
9	15.19	15.95	16.75	17.59	18.47	19.39	20.36	21.38	22.45	23.57	24.75	25.99	27.29

RANGE CLASSIFICATION

1	Clerical Helper Assistant Cook Campus Supervisor
2	Office Clerk Library Clerk Student Services Clerk Bilingual Aide Sub Caller Health Aide One-on-One Instructional Aide Instructional Aide
3	Attendance Clerk H.S./M.S. Office Clerk *** Career-Student Service Clerk-ASB Clerk Cook

RANGE CLASSIFICATION

4	Light Maintenance-Custodian-Groundsman * Cook-Light Maintenance-Custodian-Groundskeeper
5	N/A
6	Bus Driver-Light Maintenance-Custodian Bus Driver-Light Maintenance-Custodian-Cook Outreach Worker-In-house Suspension Supervisor-Attendance Clerk School Secretary
7	Bus Driver Head Groundsman Bus Driver-Grounds
8	Maintenance Worker Maintenance Worker-Bus Driver Bus Driver-Trainer
9	*** Bus Driver/Dispatcher Mechanic-Bus Driver**

** Mechanic will receive 10% pay differential for Dispatcher and Trainer responsibilities

* Lead Cook will be compensated per stipend schedule (See Appendix G)

Effective : July 1, 2009

*** Revised 8/19/11

3% Effective 7/1/15 & Move Instructional Aides and One-on-One Instructional Aides to Range 2

One-on-One Instructional Aide
Instructional Aide