

MASTER CONTRACT

between

**MARSHALLTOWN COMMUNITY SCHOOL DISTRICT
1002 South 3rd Avenue
MARSHALLTOWN, IA 50158**

and

**CHAUFFEURS, TEAMSTERS & HELPERS
LOCAL UNION NO. 238
COVERING PARAEDUCATORS**

2018-2019

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AGREEMENT

The Board of Directors of the Marshalltown Community School District in the County of Marshall, State of Iowa (hereinafter referred to as the "Board") and the Chauffeurs, Teamsters & Helpers, Local No. 238 (hereinafter referred to as the "Union"), on behalf of the Union and on behalf of the Employees in the bargaining unit recognized and described in Article I of this Agreement, agree as follows:

ARTICLE I

RECOGNITION

Section 1. The Board hereby recognizes the Union as the certified and exclusive bargaining representative for the purpose of collective bargaining for all Employees of the Board described in the Public Employment Relations Board Decision and Order issued in Case No. 8227 on June 28, 2010, which designation includes all full-time and part-time Paraeducators, Tutors and Health Aides of Marshalltown Community School District and excludes the following: All other employees of the school District and others excluded by the Public Employment Relations Act. Throughout this Agreement, whenever the terms "Employee" or "Employees" are used, they shall refer to Employees within the bargaining unit, unless otherwise noted.

Section 2. The Union recognizes the Board as the duly elected representative of the people and agrees to negotiate only with the Board through the negotiating agent or agents officially designated by the Board to act in its behalf.

Section 3. The Employer agrees not to enter into any agreement or contract with its Employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreements shall be null and void.

ARTICLE II

NON-DISCRIMINATION

Section 1. (a) There will be no discrimination against,

interference with or restraint or coercion of any Employee by the Board because of an Employee's membership in the Union or because of her activities on behalf of the Union that are lawful and not in violation of this Agreement.

(b) Neither the Union, nor its representatives, nor the Employees represented by the Union will discriminate against, interfere with, intimidate or coerce any Employee because of such Employee's exercise of her right to join or refrain from joining the Union or to engage or refrain from engaging in Union activities, under state law.

(c) The Union, its representatives, and the Employees represented by it will not engage in solicitation for Union dues, initiation fees or assessments during working hours and will not engage in any other Union activities during working hours, except as provided for by law or by the terms of this Agreement.

Section 2. Neither the Board nor the Union will discriminate against any Employee or applicant for employment on account of age, race, color, creed, sex, sexual orientation, gender identity, religion, national origin or disability, all as provided by law.

Section 3. Whenever in this Agreement reference is made to the female gender, it shall also be deemed to include, where applicable, the male gender.

ARTICLE III

GRIEVANCE PROCEDURE

Section 1. A grievance is a difference of opinion between the Board and an Employee, or a group of Employees, or between the Board and the Union with respect to the meaning, interpretation or application of any term or terms of this Agreement. A grievance must be presented to the appropriate supervisor in accordance with the following procedures not more than five (5) working days after the occurrence of the event giving rise to the grievance or it shall be considered waived, unless a different time limit is specifically provided for in this Agreement for a particular type of grievance.

Section 2. (a) The failure of an Employee (or, in the

event of an appeal to arbitration, the Union) to act on any grievance within the prescribed time limits, will act as a bar to any further appeal and a supervisor's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

(b) It is agreed that any investigation or other handling or processing of any grievance shall be conducted during non-work time and so as to result in no interference with or interruption whatsoever of the normal work activities of the grievant or other Employees.

Section 3. Grievances will be handled in accordance with the following procedure:

(a) First Step:

An attempt shall be made to resolve any grievance in informal verbal discussion between the grievant and his/her Principal. At the discussion of the matter with the Principal, the grievant, if he/she desires, may be accompanied by his/her Steward.

(b) Second Step:

If the grievance cannot be resolved informally, the aggrieved shall file the grievance, in writing, using the grievance form, Exhibit A, and, at a mutually agreeable time, discuss the matter with the Principal. The written grievance shall state the nature of the grievance, shall state the specific clause or clauses of the Agreement alleged to be violated and shall state the remedy requested. The filing of the formal written grievance at the Second Step must occur within ten (10) calendar days from the date of the occurrence of the event giving rise to the grievance or the grievance shall be considered waived. At the discussion of the matter with the Principal, the grievant, if he/she desires, may be accompanied by his/her Steward. The Principal shall make a decision on the grievance and communicate it in writing to the grievant within five (5) calendar days after receipt of the grievance.

(c) Third Step:

In the event a grievance has not been satisfactorily resolved at the Second Step, the grievant shall file,

within five (5) calendar days of the Principal's written decision at the Second Step, a copy of the grievance with the Director of Human Resources. Within ten (10) calendar days after such written grievance is filed with the Director of Human Resources, the aggrieved and, if he/she desires, her Steward and the Director of Human Resources, or his/her designee, shall meet to attempt to resolve the grievance. The Director of Human Resources, or his/her designee, shall file an answer within ten (10) calendar days of the Third Step grievance meeting and communicate it in writing to the grievant and the Union.

(d) Fourth Step:

In the event the grievance is not satisfactorily resolved at the Third Step, the grievant shall, within five (5) calendar days of the written decision of the Director of Human Resources at the Third Step, file a copy of the grievance with the Superintendent or his or her designee. Within ten (10) calendar days after such written grievance is filed with the Superintendent, the aggrieved and, if he/she desires, her Steward and/or the Business Agent of the Union and the Superintendent, or his or her designee, shall meet to attempt to resolve the grievance. The Superintendent, or his or her designee, shall file an answer within ten (10) calendar days of this Fourth Step grievance meeting and communicate it in writing to the grievant and the Union.

(e) Fifth Step:

In the event the grievance is not satisfactorily resolved at the Fourth Step, there shall be available a Fifth Step of impartial arbitration. The Union may submit in writing a request on behalf of the Union and the grievant to the Superintendent within ten (10) calendar days following receipt of the Fourth Step answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two (2) parties within ten (10) calendar days after said notice is given. If the two parties fail to reach agreement on an arbitrator within ten (10) calendar days, the Federal Mediation & Conciliation Service will be requested to provide a panel of five (5) arbitrators. Each of the two parties will alternately strike one name at a time from the panel list until only one shall remain. The remaining name shall be that of the

arbitrator. The arbitrator shall have authority only to interpret and apply the provisions of this Agreement and to decide the particular grievance submitted to him. He shall not have authority to add to, delete from or in any way modify, alter or amend any provisions of this Agreement. The fees and expenses of the arbitrator shall be borne equally by the board and the Union.

(f) The time limits set forth above may be extended, at any step of the grievance procedure, by mutual agreement of the parties, provided that the request for an extension is made before the expiration of the original time limits.

Section 4. If the Union or any Employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process the same claim or set of facts through the grievance procedure. Neither the Union, the Board, nor any Employee shall release information to the public media concerning a grievance until the grievance has reached the Fifth Step in the grievance procedure.

ARTICLE IV

REPRESENTATION

Section 1. In the administration of this Agreement, the Union shall have the right to designate up to ten (10) stewards to represent it in dealings with the District. The Union will keep the District informed as to the names of the stewards.

ARTICLE V

SENIORITY

Section 1. New Employees shall be probationary until they have physically worked ninety (90) calendar days. During the probationary period, the Board may terminate, discipline, suspend or otherwise act with respect to a probationary employee without any restriction under this Agreement and without any review of such action under the grievance procedure. An Employee retained after completion of her probationary period shall be placed at the bottom of the seniority list and her seniority shall be dated as of the date of her original hire as a permanent

Employee.

Whenever the term "seniority" is referred to herein, it shall mean the Employee's total length of service in the school district since her last date of hire. Seniority shall not be interrupted by approved leaves of absence so long as the Employee has performed services on a regular basis during the equivalent of at least one full semester during the school year. Seniority shall apply in the job classifications set forth on Exhibit B hereto. In the case of an Employee who has transferred, for any reason, on a permanent basis, from one job classification to another, seniority shall be retained and shall continue to accrue in the former job classification and shall also accrue in the new job classification, all for a period of two (2) years and upon the completion of the second year of service in the new job classification, all seniority shall be transferred to and shall apply only in the new job classification.

Tie In Seniority. In those situations where Employees have the identical date of hire, the date shown on the Employee's employment application forms will be the determining factor, with the earliest application date being given priority; if the application dates are the same, the last four digits of the Employees' respective social security numbers will be the determining factor, with the highest number being given priority.

Section 2. An Employee shall lose his/her seniority in the following manner:

(a) Absence from work for a period of one (1) year, because of illness or injury not compensable under the workers compensation law.

(b) If laid off for a period of time longer than one (1) year.

(c) By quitting. If an Employee is absent from work more than three (3) consecutive days without notifying his or her supervisor, it will be assumed that she has terminated her employment.

(d) By discharge for just cause.

(e) By failing to report for work at the expiration of a leave of absence.

(f) Failure to return to work upon recall after layoff within five (5) working days after receipt of notification of recall.

(g) By employment elsewhere during any leave of absence due to any cause other than layoff except if such other employment is consented to by the Board.

Section 3. The Board in its sole discretion may hire substitutes or temporary employees from time to time to take the place of regular Employees who are absent and such substitutes or temporary employees shall not be subject in any way to the terms and conditions of this Agreement.

Section 4. The parties recognize that the nature of the work in this bargaining unit is unique and that to adequately serve students, faculty and staff within the available time constraints it may be necessary for supervisory personnel and other non-bargaining unit personnel to perform bargaining unit work and it is agreed that supervisory employees and other non-bargaining unit personnel may, to the extent they have normally done so prior to the effective date of this Agreement or to the extent efficiency of operations may in the future dictate, perform bargaining unit work.

Section 5. When permanent vacancies occur in a job classification, the pool of candidates for any position will include all those employees currently employed. The District will post a vacancy which will specify the job responsibilities, the building, the classroom/student that the Employee is to be working in or working with and the hours of work. The District will post the notice of such vacancies in each school building for not less than five (5) working days. The final selection will be based on the individual's ability to do the job. Interviews will be granted to all currently qualified employed staff. Seniority, in addition to qualification for the position, will be considered by the administration in the hiring process.

ARTICLE VI

HEALTH PROVISIONS

Section 1. An Employee whose physical well-being may be in doubt in the opinion of the administration shall present satisfactory examination results when requested to do so. If the results of such examination are negative, the cost of the

examination will be paid by the Board; otherwise, the cost of such examination will be paid by the Employee. The physician to perform the examination will be selected by the Board. Such selection shall not constitute the physician an agent or employee of the Board and the Board shall not be liable for any diagnosis, treatment or care administered or prescribed by such physician.

Section 2. Any Employee with a communicable disease will be excused from the performance of services for such time as may be necessary to effect a cure. During such absence, accumulated sick leave shall be applied.

Section 3. All employees may enroll in the District's flexible benefits program. Specific details and enrollment information are available from the Business Office.

ARTICLE VII

LEAVES OF ABSENCE

Section 1. Sick Leave. Except as hereinafter provided for new Employees who begin employment after the school year has begun, paraeducator Employees shall be credited at the beginning of the annual contract with hours of sick leave to cover personal illness or injury. The number of hours shall be determined by multiplying twelve (12) by the Employee's normal hours of work per day. Sick leave shall be applied with respect to work hours missed due to personal illness or injury and shall not exceed in any day the number of hours that the Employee would normally work if not ill or injured.

In the case of new Employees who begin employment after the school year has begun, their hours of sick leave entitlement shall be prorated based upon 1/15th of the number of days remaining in the school year at the time employment commences, with the number of hours rounded to the nearest hour.

Unused sick leave hours shall be accumulated from year to year to a maximum of one hundred forty (140) days. Employees on the District's payroll as of July 1, 2017, with more than one hundred forty (140) days of accumulated sick leave shall have their maximum accrued sick leave capped at the Employee's then current level. For those Employees the maximum accumulation of sick leave shall be reduced through usage until such time as the Employee's accumulated sick leave is equal to or less than one hundred forty

(140) days. A report on the status of accumulated sick leave hours will be provided to all Employees on September 1 of each year.

Section 2. Immediate Family Illness.

Paraeducator employees will be allowed a maximum of five (5) days of leave in any one school year to administer care for the Employee's family while at home or other medically related care facility. For purposes of this section, immediate family shall be defined as the Employee's spouse, parent, spouse's parent, child, sister, brother, grandchild, son/daughter in law, or dependent adult child.

An absence for this purpose shall be without loss of pay and shall not be charged against the Employee's accrued days of sick leave.

For purposes of this section, a dependent adult child is defined as the Employee's child (currently under the Employee's care) who is eighteen years of age or older and who requires the assistance of the Employee for said adult child's daily regular medical or physical care.

Section 3. Maternity Leave.

(a) Any pregnant Employee who desires to continue the performance of her duties during the period of her pregnancy may continue to do so provided that her health and work efficiency are not affected and that she is physically capable to continue to perform her duties.

(b) The determination of the dates maternity leaves shall commence and terminate shall be made by the Superintendent after consultation with the Employee and pursuant to the provisions hereinafter set forth. The date of commencement and termination of maternity leaves shall be the date medically established as hereinafter provided.

(c) Where maternity leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons upon application by the Employee to the Superintendent. An application shall be accompanied by the statement of the Employee's physician. Such extensions or reduction shall be granted for the time medically indicated.

(d) The determination of whether the Employee is capable of continuing work during pregnancy or whether she is capable of returning to work following childbirth and whether her health and work efficiency will be adversely affected, shall be made in consultation with the Superintendent, the Employee and, if necessary, the Employee's physician, and may also be in consultation with a physician of the Board's selection. In the event of a difference of opinion between the Employee's physician and the Board's physician, a third physician (chosen by the Employee and the Board or in the event they cannot agree, by the Marshall County Medical Society) shall render an opinion on the issue of medical capacity to continue or resume the performance of duties, which opinion shall be binding on the parties.

Section 4. Personal Leave.

(a) Employees shall be granted paid, personal leave at the rate of one (1) day during each school year, except that employed personnel who have completed five (5) full years of employment with the District will receive two (2) days of personal leave during their sixth year of employment and every year thereafter (prorated, if less than twelve (12) full months of employment as of June 30). Unused personal leave days shall be accumulated from year to year to a maximum of six (6) days. After six (6) days have accumulated, accrued personal leave days thereafter will be added to the Employee's accumulated sick leave days, provided that the total number of accrued sick leave days shall not exceed one hundred forty (140).

(b) Personal leave is to be used primarily for the purpose of transacting necessary business which cannot be conducted during non-work hours. Personal leave shall be at the discretion of the Board and in order to assure adequate staffing, any Employee desiring a personal leave shall submit a written request for the same to the Employee's supervisor at least five (5) days in advance of the requested leave day. Requests not submitted at least five (5) days in advance of the requested leave day must be accompanied by a written statement of the reason for the leave. In the case of an emergency, permission for such leave may be sought in person or by the telephone with the written statement presented to the Employee's supervisor upon the Employee's return. Should an unusual number of personal leave requests be received for the same day which, if granted, would, in the Board's opinion, impair or interfere with the District's operation, the Board may require a written

statement as to the reasons for such request and will grant only those which, in the Board's discretion, are supported by the most compelling reasons and for which adequate substitutes may be obtained.

(c) Except in case of an emergency, no personal leaves shall be granted for: (i) the first ten (10) student contact days and the last ten (10) student contact days each school year; (ii) the day immediately preceding or the day immediately following a holiday; or (iii) for the day immediately preceding the commencement of vacation or the day immediately following the end of a vacation period. Neither shall any personal leave of absence be allowed or recognized during any form of a work stoppage.

(d) Employees who work more than four (4) hours per day may take personal leave in a minimum increment of one hour.

Section 5. Jury Duty Leave. An Employee who is called for jury service or for a court appearance under subpoena (excluding cases in which she, the Board or the Union is a party) shall be entitled to jury duty leave on the days on which the Employee so serves or is required to appear and she shall receive, for each day of jury service or subpoenaed appearance, the difference between her normal pay for that day and the compensation received for such jury service or court appearance.

Section 6. Bereavement Leave. In the case of death in an Employee's immediate family, the Employee shall be granted permission to be absent from duty for not more than five (5) school days at the discretion of the Director of Human Resources for attendance at the funeral and for any other purpose directly arising out of the death. No deduction of pay shall be made for absence so granted. For the purpose of the foregoing, an Employee's "immediate family" is defined as the Employee's spouse, child, grandchild, parent, brother, sister, son-in-law, daughter-in-law, spouse's parents, and a spouse's child by a former marriage.

In the case of death of the grandparents of the Employee and his/her spouse, and spouse's brothers and sisters (but excluding spouses of such brothers and sisters), the Employee shall be granted permission to be absent from work for two (2) days at the discretion of the Director of Human Resources to permit the Employee to attend the relative's funeral.

In the case of death of the uncle, aunt, niece, nephew, first cousin, or spouse of a brother-in-law or sister-in-law of the

Employee or the Employee's spouse, the Employee shall be granted permission to be absent from work for one (1) day at the discretion of the Director of Human Resources in order to permit the Employee to attend the relative's funeral.

Section 7. Limitation on Paid Leave. The amount an Employee receives under a paid leave of absence granted under this Article VII shall be calculated per day so that no Employee shall receive compensation during any paid leave of absence in an amount in excess of what the Employee would have received had she been physically present at work during such days of leave.

Section 8. Adoption Leave. Employees will be allowed a paid leave of absence, not to exceed ten (10) consecutive working days in the case of the Employee adopting a child. Such paid leave will be charged to the Employee's accrued sick leave. Application for this leave shall be submitted to the building principal and to the Superintendent as far in advance of the contemplated leave period as possible.

Section 9. Union Leave. Employees identified by the Union as stewards shall be allowed up to eight (8) hours of unpaid leave for union business annually not to be deducted from any other leave banks. The Union agrees to provide and maintain a list of current Union stewards to the District.

ARTICLE VIII

HOURS OF WORK

Section 1. Employees who are scheduled to work five or more hours per day will be entitled to an unpaid thirty (30) minute lunch period and to two (2) fifteen minute paid breaks during the course of a normal work day. The parties recognize that due to the unique nature of the work being performed by employees in this bargaining unit, such breaks will not always be possible, but the employee's supervisor will make a good faith effort to accommodate the needs of the employee in this regard and, in any event, such breaks will be at the discretion of the teacher whom the employee is assigned to assist during the course of the day.

Section 2. If any part of a regular work day is missed due to a building-wide or district-wide late start, unexpected early dismissal or cancellation of school, the time missed will, for pay

purposes, be considered as time worked and the Employee shall be paid for such missed time provided that the Employee attends a professional development session to be scheduled by the District. The District agrees to provide two (2) opportunities for professional development, each opportunity lasting no more than 3 hours, which shall be without pay, in lieu of docking the Employee's pay during early outs, late starts, and other incidents.

Failure to attend and participate in such professional development session will result in the Employee's pay being docked for the time missed.

ARTICLE IX

HOLIDAY

Section 1. Employees shall be paid their regular daily wage for one (1) holiday (to be observed on Memorial Day), provided in all cases that they meet the following qualification requirements:

- (a) They have worked their entire regular scheduled hours on both the last regular scheduled work day before the holiday and on the first regular scheduled work day after the holiday unless excused by the Board because of an authorized leave of absence;
- (b) They are on the active regular payroll at the time the holiday occurs;
- (c) They have been on the payroll for thirty (30) calendar days at the time the holiday occurs.

Section 2. The amount of holiday pay shall be calculated in accordance with the Employee's regular rate of pay and normal hours of work per day.

ARTICLE X

WAGES

Effective July 1, 2018, a new wage scale will be placed in effect which is attached hereto as Exhibit C.

ARTICLE XI

WAGE DEDUCTIONS

Section 1. Upon appropriate written authorization from the Employee, the Board shall deduct from the compensation of any Employee and make appropriate remittance, contributions to the Marshalltown School Foundation, United Way or premiums for tax-sheltered annuities. Payroll deductions for the Foundation, United way or tax-sheltered annuities shall commence within sixty (60) days following receipt, by the Business Office, of the Employee's authorization. An Employee may rescind such deduction authorization at any time by giving the Business Office a 30-day written notice. Payroll deductions in such event shall be discontinued as of the second pay day following receipt of the Business Office of the notification of rescission.

ARTICLE XII

MISCELLANEOUS

Section 1. The representative of the Union shall be permitted access to school property during working hours for the purpose of checking on working conditions and ascertaining that the agreement is being adhered to; provided, however, that there is no interference with or disruption of the duties and activities of Employees or the operation of the schools and school programs; and provided further that a representative must first request and receive permission from the appropriate supervisor and from the principal of any school building where such visitation is to take place.

Section 2. Should any portion of this Agreement be rendered invalid by Legislative act or declared illegal or invalid by a court of competent jurisdiction, then such invalid or illegal provision shall be deleted from this Agreement, to the extent that it violates the law, and the remainder of the Agreement shall continue in full force and effect.

Section 3. This Agreement shall become effective as of July 1, 2018, and will continue in effect until June 30, 2019, contract year. The Agreement shall continue in effect for successive twelve month periods after June 30, 2019, unless on or before October 1, 2018, or on or before October 1 of any year

thereafter, either party gives written notice by certified mail to the other party of its desire to modify or terminate this Agreement. Notice of either modification or termination shall have the effect of staying automatic renewal of this Agreement.

ARTICLE XIII

IN-SERVICE TRAINING AND PROFESSIONAL DEVELOPMENT

Section 1. The District agrees to provide for six (6) hours annually of Professional Development on topics and at dates and times to be determined by the District, which will be published on the District's calendar.

Section 2. The District agrees to work with the Union through quarterly Labor Management Committee meetings to discuss topics of mutual interest.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective representatives, on the ___ day of _____, 2018.

TEAMSTER, CHAUFFEURS & HELPERS
LOCAL NO. 238

BOARD OF EDUCATION, MARSHALLTOWN
COMMUNITY SCHOOL DISTRICT IN THE
COUNTY OF MARSHALL, STATE OF
IOWA

By _____
Secretary/Treasurer

By BA Nublock
President

By [Signature]
Business Agent

By Anthony Spurgetis
Chief Negotiator

Copies of this form shall be distributed at the time answer is given to:

- 1. Teamsters, Chauffeurs & Helpers Union, Local No. 238
- 2. Employee
- 3. Principal
- 4. Director of Human Resources and Student Issues

Building _____ Date _____

Grievant _____

Step 2 - Principal

A. Date and time alleged violation occurred: _____

B. Date and time of verbal step _____

C. Clause(s) of contract alleged to be in question _____

D. Nature of Grievance _____

E. Remedy Requested _____

Signature of Grievant

Date

EXHIBIT A

DISPOSITION OF STEP 2

Date Received _____

Answer: _____

Signature of Principal

Date

STEP 3 - Director of Human Resources

Signature of Grievant _____

Date Received by Director of Human Resources _____

Answer: _____

Signature of Director of Human Resources

Date

STEP 4 - ASSOCIATE SUPERINTENDENT

Signature of Grievant _____

Date Received by Associate Superintendent _____

Answer: _____

Signature of Associate Superintendent or Designee

Date

STEP 5 - REQUEST FOR ARBITRATION

Signature of Grievant _____

Signature of Union Business Agent _____

Date _____

JOB CLASSIFICATIONS

Bilingual Tutor
General Education Para
Special Education I Para
Special Education II Para
Special Education III Para
Health Aide
Math Tutor

EXHIBIT B

Starting Wage Rates effective July 1, 2018:

<u>General Wage Rate Classifications</u>	<u>Beginning Hourly Wage Rates</u>
General Education and Level I	\$ 9.20
Level II and Level III	10.36
Bilingual Tutor	11.72

2018-19 SALARY SCHEDULE

Gen Ed & Level I		Level II & III and Health Aides		Bilingual	
1-01	\$ 9.20	2-01	\$ 10.36	3-01	\$ 11.72
1-02	\$ 9.47	2-02	\$ 10.88	3-02	\$ 12.07
1-03	\$ 9.76	2-03	\$ 11.14	3-03	\$ 12.44
1-04	\$ 10.05	2-04	\$ 11.40	3-04	\$ 12.81
1-05	\$ 10.55	2-05	\$ 11.97	3-05	\$ 13.45
1-06	\$ 10.87	2-06	\$ 12.26	3-06	\$ 13.84
1-07	\$ 11.19	2-07	\$ 12.56	3-07	\$ 14.27
1-08	\$ 11.53	2-08	\$ 12.86	3-08	\$ 14.70
1-09	\$ 11.87	2-09	\$ 13.17	3-09	\$ 15.14
1-10	\$ 12.47	2-10	\$ 13.82	3-10	\$ 15.89
1-11	\$ 12.84	2-11	\$ 14.16	3-11	\$ 16.37
1-12	\$ 13.23	2-12	\$ 14.50	3-12	\$ 16.86
1-13	\$ 13.62	2-13	\$ 14.84	3-13	\$ 17.37
1-14	\$ 14.03	2-14	\$ 15.20	3-14	\$ 17.89
1-15	\$ 15.09	2-15	\$ 16.34	3-15	\$ 18.78
				3-16	\$ 19.95

3-16 represents Math Tutor position

Employees hired during the 2018-2019 contract year will receive their first step increase during the 2019-2020 contract year if the Employee's hire date was prior to January 1, 2019.

EXHIBIT C