

COMPREHENSIVE NEGOTIATED AGREEMENT

BETWEEN

KAKE CITY SCHOOL DISTRICT

AND

KAKE EDUCATIONAL SUPPORT STAFF ASSOCIATION

2007-2008 through 2008-2009

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
	INTRODUCTION	3
1	RECOGNITION	3
2	COLLECTIVE BARGAINING	3
3	WORKING CONDITIONS	4
4	PERFORMANCE EVALUATION	5
5	VACATIONS, HOLIDAYS, & SICK LEAVE	5
6	SALARY	9
7	INSURANCE	10
8	GRIEVANCE PROCEDURE	10
9	SAVINGS CLAUSE	14
10	TERM OF AGREEMENT	15
	SALARY SCHEDULE FY '08	16
	SALARY SCHEDULE FY '09	16

The Board of Education of the Kake City School District and the Kake Educational Support Staff Association recognize that in providing a high quality educational program for the students of the Kake City School District, each party has obligations which are vital to the successful operation of the school system. These obligations are:

- A. The Kake School District Board of Education, under law, has the final authority for establishing policies, including salaries and wages, for the District.
- B. The Superintendent and the administrative staff of the District have the responsibility for carrying out the established policies.
- C. The Educational Support Staff has the responsibility, under established Board of Education policies, for providing the best educational facilities and environment for learning that can be achieved.

1. RECOGNITION:

- 1.1 The Kake City School District Board of Education, hereinafter called the BOARD, will recognize the Kake Educational Support Staff Association, hereinafter called the ASSOCIATION, as the sole negotiating agency for the classified staff.
- 1.2 During the term of this Agreement, the BOARD shall not negotiate salary or working conditions matter with any employee's organization other than the ASSOCIATION.
- 1.3 This Agreement shall cover classified employees of the Kake City School District excluding individuals working under a Memorandum of Agreement or temporary hire employees.

2. COLLECTIVE BARGAINING:

- 2.1 Classified employees have the right to join any labor organization, but membership in an employee organization shall not be required as a condition of employment. Nothing herein set forth shall viewed as abrogation any employee's right to handle his/her own disputes individually.
- 2.2 The ASSOCIATION shall have no membership discrimination on the basis of sex, martial status, change in martial status, pregnancy, parenthood, age, race, religion, color or national origin.
- 2.3 The BOARD shall not in any manner, directly or indirectly, interfere between any of its employees and the ASSOCIATION. The BOARD shall not restrain any employee from belonging to the ASSOCIATION or from taking an active part in the lawful ASSOCIATION affairs.

- 2.4 The ASSOCIATION assumes all obligations and responsibilities for the Kake Educational support Staff Association. The ASSOCIATION agrees that this Agreement is binding on each classified employee and they individually and collectively, accept full responsibility for carrying out all the provisions of this Agreement.
- 2.5 The BOARD and ASSOCIATION mutually agree that the terms of this Agreement represent the full and complete understanding and commitment between the parties; this Agreement constitutes the entire Agreement between the parties and concludes collective bargaining for its term.
- 2.6 Nothing in this Agreement shall be construed as an abrogation or delegation of the legal responsibilities, powers, and duties of the BOARD, including its right to make final decisions on policies. All terms and conditions of employment not covered or abridged in this Agreement shall continue to be subject to the BOARD'S exclusive direction and control and shall not be the subject of negotiations during the term of this Agreement.
- 2.7 The ASSOCIATION agrees that during the term of Agreement it will not cause, authorize, condone, sanction, nor take part in any strike, walkout, work stoppage, work slowdown, withholding of service, or their work interference for any reason. The BOARD agrees that during the term of this AGREEMENT there shall be no lockout of employees.

3. WORKING CONDITIONS:

- 3.1 Employees holding full-time positions on a twelve (12) month schedule shall accrue and/or receive specified fringe benefits. Those members of classified staff working less than twelve (12) months per year on a regularly scheduled basis may accrue and/or receive specific fringe benefits on an item-by-item determination to be made by the BOARD or its designee.
- 3.2 Permanent part-time employees are defined as employees working at least 3 ¾ hours per day, but less than seven and one half (7 ½) hours per day on a regularly scheduled basis. A reduced schedule of hours may be established where so doing does not interfere with the operation schedule of the Kake City School District.
- 3.3 The work week shall be thirty-seven and one-half (37 ½) hours, normally five (5) consecutive days and normally seven and one-half (7 ½) hours, shall be compensated by an appropriate unit. An "appropriate unit" is defined as compensatory released time or cash payment at the rate of 1 ½ hours for each 1 hour of overtime worked. Released time for approved paid or unpaid leave, including compensatory time, jury duty, legal holidays, and approved in-service training shall be considered part of the work week.
- 3.4 The choice of compensatory time or compensatory wages must be made by the employee at the start of each school year and can not be changed until the next school year. Employees who do not notify the Superintendent by October 15th of each school year will be paid compensatory time.

4. PERFORMANCE EVALUATIONS:

Purpose: The purpose of classified staff performance evaluations is to evaluate the performance of staff in regard to their specific job description and in accordance with their professional and personal conduct as described in the staff handbook and board policy.

- 4.1 Classified employees of the Kake City School District shall serve a period of probationary status (45 days) upon initial employment; a written performance evaluation shall be prepared upon completion of the probationary period. During or at the conclusion of the probationary period, the BOARD may take appropriate job actions, including demotion, suspension or dismissal, and such action shall not be subject to the DISTRICT. Thereafter, classified employees shall receive at least annual written performance evaluations. One evaluation must be performed prior to April 15th each year.
- 4.2 Each evaluation shall include an evaluation conference between the employee and his/her immediate supervisor. During the conference written evaluations shall be reviewed and each participant in the conference shall sign the document to be on file and the copy to be provided the employee. An opportunity to file a written explanation or protest shall be provided. Such written statements shall become part of the evaluation conference proceedings and become part of the evaluation conference proceedings and will be included in the employee's personnel file. If a problem is noted on a performance evaluation, the employee will be given specific written notice of the problem and a specified amount of time to correct the problem and be reevaluated.
- 4.3 All new file entries concerning each classified employee must be endorsed by the employee. Said endorsement does not indicate approval or agreement of the contents of the file entry. A statement, in writing explaining or protesting the content of the file entry shall be attached to the file entry in question. Upon request, the classified employee shall be provided a copy of the new entry material.
- 4.4 Failure by supervisory personnel to perform the required annual performance evaluation in a timely manner shall not delay the receipt of salary increases earned upon completion of an anniversary period.

5. VACATIONS, HOLIDAYS AND LEAVES:

- 5.1 Legal holidays for which all permanent employees of the Kake City School District receive payment, providing said holidays occur during the term of active service, are:

Labor Day, Thanksgiving and the day following Thanksgiving; Christmas, January First (New Year's Day); Memorial day; and Fourth of July (Independence Day).

- 5.2 Annual leave for a classified employee shall be earned as follows:
- 5.2.1 Each permanent, full-time employee shall accrue annual leave as follows:
- 0 – 2 years employment – 1 day per month
 - 3 – 4 years employment – 1 ½ days per month
 - 5 – 8 years employment – 2 days per month
 - 9 or more years employment – 2 ½ days per month with a maximum accumulation of 30 days for personnel who work 12 months and 22 days for personnel who work less than 12 months.
- 5.3 Classified employees not working twelve (12) months can accrue annual leave from year-to-year.
- 5.4 As of June 30 each year, accrued annual leave shall not exceed thirty (30) days accumulation for personnel who work 12 months or twenty-two (22) days accumulation for personnel who work less than 12 months. as of June 30 of each year. If a request for annual leave must be denied and would result in loss of leave, the Superintendent may postpone requested leave without loss to a mutually determined time in the future.
- 5.4.1 Annual leave may be paid off at the end of the school, or June 30th.
- 5.4.2 Annual leave time shall be mutually agreed upon by the school district and the member. It shall be scheduled at such time that will least interfere with the functions of the school district, but that accommodates the desires of the members. The final decision rests with the Superintendent or his/her designee.
- 5.4.3 Members in probationary status shall not accrue leave time until they have completed their probationary period. Upon successful completion of the probationary period the member shall be credited with accrual of annual leave retroactive to their date of appointment.
- 5.5 Not more than two (2) classified employees may be on leave at one time. At the discretion of the Superintendent or his designee additional staff may be granted leave. The superintendent may deny additional leave for any reason. If additional staff is granted leave it will be done on a first come first served basis. Requests for leave should be given to the supervisor at least one week before annual leave is taken. If the request is given without one week's notice, granting of the leave is subject to the availability of finding a substitute.

- 5.6 Sick leave for all classified employees shall be earned as follows:
- 5.6.1 Each permanent, full-time employee shall accrue ¼ day of sick leave for each thirty-two and one-half (32 ½) hours worked. This provides a benefit equal to that of full-time employees.
 - 5.6.2 Each part-time employee shall accrue ¼ day of sick leave for each thirty-two and one-half (32 ½) hours worked.
 - 5.6.3 A probationary member shall not accrue sick leave until after forty-five (45) calendar days of full-time or half-time service following his/her date of appointment. Upon completion of forty-five (45) days, the member shall be credited with accrual of sick leave retroactive to the date of appointment.
- 5.7 Conversion of Sick Leave to Annual Leave
- 5.7.1 Eligible classified employees may convert unused sick leave into annual leave at a rate of two (2) hours sick leave given for every one (1) hour of annual leave received. An eligible employee may convert sick leave and receive up to five (5) annual leave days each fiscal year.
 - 5.7.2 An eligible classified employee is a current employee that has in excess of 150 sick leave hours after the conversion is complete.
 - 5.7.3 An eligible employee who wishes to convert must submit their request in writing to the Superintendent along with a signed leave slip indicating the number of sick leave hours the employee desires to convert. These conversions will be allowed on the November 30 payroll or at the end of the school year. For leave buy-out purposes, the conversion must be done at the end of the year.
 - 5.7.4 Upon termination of employment with the DISTRICT, a classified employee may request conversion of unused sick leave to annual leave at a rate of five (5) hours sick leave to every one (1) hour of annual leave if the employee resigns OR at a rate of four (4) hours sick leave for every one (1) hour of annual leave if the employee retires. If an employee is terminated and dismissed by the District for cause, then no conversion of unused sick leave will be awarded.
- 5.8 Sick leave may be taken with these limitations:
- 5.8.1 At the discretion of the Superintendent, continuous sick leave may require the written certification of a physician or other qualified medical authority.
 - 5.8.2 Sick leave shall be granted for medical, dental or visual appointments for the member or for illness of the member or illness within the member's immediate family (i.e. wife or husband children, mother and father) that requires the attendance of the member, or when his/her presence on the job could jeopardize the health of fellow employees. A mother-in-law or father-in-law, shall be included under these provisions, OR, under other extenuating circumstances, the Employer may grant sick leave under this paragraph.

- 5.8.3 Not more than two (2) days of sick leave shall be granted within each three (3) week period for serious illness within the employee's immediate family.
 - 5.8.4 Upon the death of husband or wife, mother or father, son or daughter, brother or sister, mother-in-law or father-in-law, an employee may be granted up to five (5) days of accrued sick leave to assist the bereaved. The approved absence may be up to seven (7) days if travel out of Alaska is required.
 - 5.8.5 Upon receipt of a written statement from a pregnant employee's physician that the employee is unable to perform her duties, accrued sick leave may be taken for each day of certified disability.
- 5.9 Sick leave bank:
- 5.9.1 The District Sick Leave Bank will be administered by a joint committee of not more than two (2), consisting of (1) Association member and one (1) member appointed by the Superintendent.
 - 5.9.2 Any classified staff member may contribute one (1) day of sick leave annually to the District Classified Sick Leave Bank.
 - 5.9.3 The sick leave bank will be capped at one hundred (100) days. If the number of days in the bank are less than one hundred (100) voluntary contributions are allowed. When the number of days in the bank become less than fifty (50) all members are required to contribute one (1) day per year until the total number of days in the bank reach or exceed fifty (50).
 - 5.9.4 The Members will contribute additional days to the bank at the beginning of the school year according to the above limitations. New participants may be added at any time.
 - 5.9.5 A person will not be able to withdraw days from the bank until his/her own sick and personal leave is depleted.
 - 5.9.6 A maximum of twenty-four (24) days each school year may be drawn by one individual from the Bank. Additional days may be extended upon approval of the BOARD.
 - 5.9.7 Sick leave days can only be withdrawn from the Bank for an individual member's illness or a member's absence due to illness of the immediate family upon approval of the Sick Leave Bank Committee.
 - 5.9.8 A person withdrawing sick leave days from the Bank for an illness will not have to replace the days except as a regular contributing member of the Bank.
 - 5.9.9 A person withdrawing from membership in the Bank will not be able to withdraw the contributed days.

- 5.9.10 Requests for use of Bank days will be submitted in writing to the Sick Leave Bank Committee and must be accompanied by a letter from the attending physician unless circumstances beyond the employees control prevent this. In this instance, the committee can give its approval in writing..
- 5.9.11 A person will be allowed to withdraw days from the Bank if he/she was a member of the Bank at the time the illness or injury occurred. A person becomes a member when they make a contribution of at least one (1) day to the Bank.

6. SALARY:

- 6.1 Classified employees will receive their salary on the 15th and the last day of each month.
- 6.2 Salary Schedule:
 - 6.2.1 The salary schedule for 2007-2008 is attached as Appendix A to this Agreement.
 - 6.2.2 The wage adjustment for 2007-2008 is attached as Appendix B to this Agreement.
 - 6.2.3 The wages for each individual employee for FY '09 and the starting wage for new employees are attached as Appendix C to this Agreement.
- 6.3 Public Employees Retirement System (PERS)
 - 6.3.1 Employees hired after July 1, 2007 must be regularly scheduled to work in excess of 25 hours per week in order to qualify for PERS. Employees hired prior to July 1, 2007 and continuing to work for the DISTRICT qualify for PERS as long as they maintain a regularly scheduled work week of 20 hours or more.
 - 6.3.2 Classified employees hereby authorizes payroll deduction for the Alaska Public Employee's Retirement System. The District shall make contributions to the Alaska Public Employee's Retirement System as required by law to be made by the "employer."
- 6.4 The negotiated salary adjustment for FY '08 for covered employees will be paid on the April 30, 2008. The amount of each qualified employee's salary adjustment is reflected in a memo from the Superintendent to the Business Manager, dated April 23, 2008.

7. INSURANCE:

The District health insurance plan is only available to full-time employees that work at least 37.5 hours per week and full-time contracted employees. Full-time or contracted employees whose wages are paid through a grant, providing the grant pays for the health insurance benefit, are also eligible to participate in the District health insurance plan. The employees cost for participation in this benefit will be determined by the BOARD and deducted from the employee's payroll, on a monthly basis, until the annual amount is satisfied.

8. GRIEVANCE PROCEDURE:

8.1 Definition:

8.1.1 A grievance is defined as an alleged violation, misinterpretations, or misapplication of this Negotiated Agreement.

8.1.2 An "aggrieved person: is the person or person making the complaint.

8.1.3 A "party in interest" is the person or persons making the complaint and any person who might be required to take action, or against whom action might be taken in order to resolve the complaint.

8.1.4 The term "days" when used in this article shall, except, where otherwise indicated, mean working school days; thus; weekends or vacation days are excluded.

8.2 Purpose:

8.2.1 The purpose of this procedure is to secure, at the lowest possible administration level, equitable solutions to the problems which may from time to time arise causing a grievance as defined in Article 9.1 Definitions. Both 10.1.1 parties agree that grievance proceedings will be kept as informal and confidential as shall be appropriate at any level of the procedure.

8.3 General Procedures:

8.3.1 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum, and every effort should be made to expedite the process.

8.3.2 In the even a grievance is filed on or near the end of the school term, and which is left unresolved until the beginning of the following school term, thus resulting in irreparable harm to a party in interest. The aggrieved party agrees to make a good faith effort to reduce the limit set forth herein so that the grievance procedure may be exhausted prior to the beginning of the school term, or as soon thereafter as is practicable.

- 8.3.3 In the event a grievance of a part-time or 9 month employee is filed so that sufficient time as stipulated all levels of the procedure cannot be provided before the last day of the school term, should it be necessary to pursue the grievance to all levels of the appeals, then said grievance shall be resolved in the new school term in September under the terms of this agreement and this article, and not under any succeeding agreement.
 - 8.3.4 Nothing herein contained will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administrations, and having the grievance adjusted without intervention of the ASSOCIATION, providing the adjustment is not inconsistent with the terms of this agreement or policies agreed upon between the Kake City School District and the Kake Educational Support Staff.
- 8.4 Initiation and Processing:
- 8.4.1 Level One:
 - 8.4.1.1 An employee with a grievance will first discuss it privately with his/her principal or immediate supervisor with the objective of resolving the matter informally. Any decision at Level One shall not be precedent setting.
 - 8.4.1.2 If the employee is not satisfied with the disposition of his/her grievance, she/he may file a written grievance with his/her principal within five (5) days of the meeting and discussion as outlined in section 10.4.1.1. Then grievance shall be submitted on a form developed in accordance with Section 10.5.7 and shall specifically state the facts of the grievance, the specific clause or clauses of the Agreement allegedly violated, and the relief requested. Information copies are to be sent by the aggrieved party to the Superintendent. The principal shall hold a hearing with the parties in interest within five (5) days after receipt of the written grievance, and will respond in writing to the grievant within ten (10) days of the hearing.
 - 8.4.2 Level Two:
 - 8.4.2.1 Within five (5) days of receipt of the decision rendered by the Principal, the decision of the principal in regard to such appeal, may be further appealed and shall include a copy of the decision being appealed and the grounds for regarding the decision as incorrect. It shall also state the name of all persons officially present at the prior hearing.
 - 8.4.2.2 Appeals to the Superintendent shall be heard by the Superintendent within ten (10) days of his/her receipt of the appeal. Written notice of the time and place of hearings shall be given five (5) days prior there to the grieved employee and any administrator who has theretofore been involved in the grievance.
 - 8.4.2.3 Within ten (10) days of hearing the appeal, the Superintendent shall communicate to the aggrieved employee and all other parties officially present, his/her written decision which shall include supporting reasons therefore.

8.4.2.4 No new information may be submitted by the grievant after level two.

8.4.2.5 Initiation of Group Grievances:

8.4.2.5.1 Where a group of employees have a grievance, the group may initiate a group grievance. In such a case, a written grievance may be filed originally with the administrator having jurisdiction over the act or condition or a level two, whichever is applicable, and information copies of the grievance shall be sent simultaneously to the Principal of the employees involved. Appeals to the Superintendent or grievance filed originally with him/her under this article shall be heard by the Superintendent within ten (10) days of the receipt by him/her of the appeal or grievance. Written notice of time and place of hearing shall be given five (5) days prior there to the grievants. The Superintendent shall render his/her decision in writing with ten (10) days after concluding the hearing.

8.4.3 Level Three:

8.4.3.1 If the aggrieved party so selects within five (5) days after receipt of the Superintendent's findings, the grievant may request in writing, that the BOARD review the case. The BOARD shall meet with the grievant to discuss the problem within ten (10) days after the receipt of this request. Unless legal counsel advises otherwise, this meeting will be private and the results thereof forwarded to the grievant within twenty (20) days of the hearing.

8.4.4 Level Four:

8.4.4.1 A grievance dispute which is not resolved at the level of the Kake City School District under the grievance procedure herein may be submitted by the grievant as specified herein to an arbitrator for decision if it involves an alleged grievance.

8.4.4.2 The proceedings shall be initiated by filing with the Kake City School District Board of Education a notice of arbitration. The notice shall be filed within ten (10) days after receipt of the decision of the Kake City School District Board of Education under grievance procedure, or where no decision has been issued in the circumstance described above. The notice shall include a statement setting forth precisely the issue to be decided by the arbitrator and the specific provision of the agreement involved.

8.4.4.3 Within ten (10) days after such written notice a submission to arbitration the Superintendent and the ASSOCIATION will jointly contact the United States Federal mediation and Conciliation Service which will provide a list of seven names from which the parties will choose an arbitrator. If the arbitrator remaining on the list shall be accepted by the parties as the arbitrator for said grievance.

8.4.4.4 The arbitrator shall limit his/her decision strictly to the application and interpretation of the provisions of the agreement however, it shall not be binding to either party.

8.4.4.5 The arbitrator shall assign his/her fee to the losing party. If there is not a losing party, the fee shall be born equally by the ASSOCIATION and the BOARD.

8.5 General Provisions:

- 8.5.1 No reprisal of any kind will be taken by the BOARD or the representative of the ASSOCIATION, or any member of the administration against any party in interest, any school representative or any participant in the grievance procedure by reason of such participation.
- 8.5.2 The filing or pending of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the BOARD to take the action complained of, subject, however, to the final decision on the grievance.
- 8.5.3 Nothing contained in this article or elsewhere in the agreement shall be construed to prevent any individual employee from presenting and processing a grievance and having it adjusted without intervention or representation by the ASSOCIATION if the adjustment is not inconsistent with the terms of this Agreement; except that no grievance may be submitted to arbitration without the consent of and representation by, the ASSOCIATION. If an employee elects to pursue any independent legal or statutory remedy for any alleged breach of this Agreement or any alleged violation of his/her rights thereunder such election will bar any further or subsequent proceedings for relief under the provisions of this title.
- 8.5.4 Any party in interest may be represented at all stages of grievance procedure, excepting mandatory representation of the grievant by the ASSOCIATION, the ASSOCIATION shall have the right to present its views.
- 8.5.5 Failure at any step of this procedure to communicate the decision in writing on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure, at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to the acceptable of the decision rendered at the step.
- 8.5.6 All documents, communications and records dealing with the process of a grievance will be file separately from the personnel files of the participants.
- 8.5.7 Forms for processing a grievance will be prepared by a committee of representatives of the ASSOCIATION and the BOARD'S representatives.
- 8.5.8 In the course of investigation of any grievance, or potential grievance, representatives of the ASSOCIATION, will report to the principal, or his/her designee, of the building involved which is being visited and will state the purpose of any visit immediately upon arrival.

- 8.5.9 Every effort will be made by all parties to avoid interruption of classroom activities. No staff officially involved in a grievance or grievance procedure shall involve a student in the grievance procedure without mutual consent of the ASSOCIATION and the BOARD.
- 8.5.10 If any member of the ASSOCIATION is a party in interest to any grievance, she/he shall not serve as the ASSOCIATION'S grievance representative in the processing of such grievance.
- 8.5.11 It will be the practice of all parties in interest to process grievances after the regular work day or at any other time which does not interfere with assigned duties. Upon mutual agreement by the aggrieved person, the ASSOCIATION, and the BOARD'S designated representative to hold proceedings during regular working hours, the grievant and the appropriate ASSOCIATION representative will be released from assigned duties without loss of salary.
- 8.5.12 No grievance shall be recognized, by the BOARD or the ASSOCIATION, unless it shall have been presented at the appropriate level and within thirty (30) days after the date on when alleged the act or condition on which the grievance is based occurred. If not so presented, the right of grievance will be forfeited.
- 8.5.13 Either party may employ the services of outside professional consultants at any level of the grievance procedure.
- 8.5.14 The BOARD has the right to take whatever action is necessary to maintain adherence to the Agreement, provided that such action is in accordance with this Agreement, State and Federal law, Rules and Regulations of the Alaska Department of Education, and the Kake City School District. This action may include dismissal for cause.

9. SAVINGS CLAUSE:

- 9.1 In the event any section or part of a section of this Agreement is held to be in violation of law, the balance of the Agreement shall be construed to remain in full force and effect.

10. TERM OF AGREEMENT:

10.1 The term of this Negotiated Agreement agreed to on April 15, 2008 shall be July 1, 2007 through June 30, 2009. Changes in the Agreement may be made only if, by mutual agreement, both parties elect to open negotiations on one or more items, and further that both parties mutually agree to the proposed changes.

BOARD OF EDUCATION, PRESIDENT

DATE

BOARD OF EDUCATION, VICE-PRESIDENT

DATE

KAKE EDUCATIONAL SUPPORT STAFF ASSOC. PRESIDENT

DATE

Classified Salary Schedule FY 08

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
7	\$10.56														
Subs/Temps															
9	\$12.51	\$12.71	\$12.91	\$13.11	\$13.31	\$13.51	\$13.71	\$13.91	\$14.11	\$14.31	\$14.51	\$14.71			
Aides															
10	\$13.81	\$14.01	\$14.21	\$14.41	\$14.61	\$14.81	\$15.01	\$15.21	\$15.41	\$15.61	\$15.81	\$16.01			
Secretary, Custodial, Intensive Aide															
11	\$15.13	\$15.33	\$15.53	\$15.73	\$15.93	\$16.13	\$16.33	\$16.53	\$16.73	\$16.93	\$17.13	\$17.33	\$17.53	\$17.73	
Head Cook															
13	\$18.47	\$18.67	\$18.87	\$19.07	\$19.27	\$19.47	\$19.67	\$19.87	\$20.07	\$20.27	\$20.47	\$20.67	\$20.87	\$21.07	\$21.27
District Secretary															

Classified Salary Schedule FY 09

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
7	\$11.09														
Subs/Temps															
9	\$12.51	\$12.77	\$13.03	\$13.29	\$13.55	\$13.81	\$14.07	\$14.33	\$14.59	\$14.85	\$15.11	\$15.37			
Aides															
10	\$13.81	\$14.08	\$14.35	\$14.62	\$14.89	\$15.16	\$15.43	\$15.70	\$15.97	\$16.24	\$16.51	\$16.78			
Secretary, Custodial, Intensive Aide															
11	\$15.13	\$15.40	\$15.67	\$15.94	\$16.21	\$16.48	\$16.75	\$17.02	\$17.29	\$17.56	\$17.83	\$18.10	\$18.37	\$18.64	
Head Cook															
13	\$18.47	\$18.77	\$19.07	\$19.37	\$19.67	\$19.97	\$20.27	\$20.57	\$20.87	\$21.17	\$21.47	\$21.77	\$22.07	\$22.37	\$22.67
District Secretary															

Range 9 = \$.026/year; Range 10 = \$.027/year; Range 11 = \$.027/year; Range 13 = \$.030/year