

**COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA LABOR RELATIONS BOARD**

IN THE MATTER BETWEEN)	CASE NO.: ACT 88-16-1-W
)	
CENTRAL VALLEY SCHOOL DISTRICT BOARD OF EDUCATION)	
)	
AND)	
)	
CENTRAL VALLEY EDUCATION SUPPORT PROFESSIONALS, PSEA-NEA)	Jane Minnich Desimone, Esq. Fact Finder

FACT FINDING REPORT AND RECOMMENDATIONS

APPEARANCES

For the Employer, Central Valley School District
Falco A. Muscante, Esq., Solicitor
Nicholas D. Perry, Superintendent

For the Association, Central Valley Educational Support Personnel
Kelley M. Clouser, PSEA Representative
Chris Rupnow, PSEA Assistant Director of Research

Mediator: Joseph A. Lamenza

INTRODUCTION

Pursuant to Act 88 of 1992 (Act 88) and the Public Employe Relations Act (PERA) as supplemented by 34 Pa. Code §95.61 et seq., the undersigned was appointed by the Pennsylvania Labor Relations Board (PLRB) effective January 19, 2016, to serve as the Fact Finder in an impasse between the Central Valley School District (hereafter referred to as the “School District” or the “District”) and the Central Valley Educational Support Professionals (hereafter referred to as the “Association”).

The District is located in Beaver County in western Pennsylvania, serving the communities of Center Township, Potter Township, and Monaca Borough. Enrollment is approximately 2400 students, attending classes in two elementary schools, a middle school, and a high school. The District is the result of a recent merger between the former Center Area School District and Monaca School District. In September of 2010, the Association and the District signed the first Central Valley ESP/Central Valley School District collective bargaining agreement for the years 2009-2014. The Association is the exclusive bargaining representative of the approximately 108-member bargaining unit that is comprised of four separate classifications of employees – Custodial and Maintenance (full-time and part-time), Secretarial, Paraprofessional and Cafeteria (full-time and part-time).

BARGAINING AND FACT FINDING HISTORY

The parties’ most recent collective bargaining agreement had a term of July 1, 2009 to June 30, 2014. Negotiations for a successive contract on January 10, 2014. State Mediator Joseph Lamenza was appointed by the Pennsylvania Bureau of Mediation to assist the parties and attended multiple negotiation sessions. In January of 2016, the parties requested fact finding, with the undersigned being appointed as Fact Finder by the Pennsylvania Labor Relations Board on January 19, 2016.

Prior to the Fact Finding hearing, the undersigned was provided with the parties’ respective positions on the unresolved issues, along with a copy of the expired collective bargaining agreement. On February 12, 2016, a formal Fact Finding hearing was held at the District’s Administrative Offices. At that time, the parties were provided with a full opportunity to present testimony, introduce documentary evidence, and argue in support of their respective positions on the unresolved issues.

UNRESOLVED ISSUES

The parties mutually agreed that the following issues remained unresolved at the time of the Fact Finding hearing:

1. Article II – Term of Agreement
2. Article IX – Hours of Work
3. Article X – Holidays
4. Article XI – Vacations

5. Article XII – Leaves of Absence
6. Article XIII – Vacancies and Transfers
7. Article XIV – Seniority
8. Article XVI – Reporting Time/Call-Off Process
9. Article XVIII – Insurance
10. Article XXXIII – Uniform Allowance
11. Appendix A-D – Wages
12. Retroactivity

DISCUSSION AND RECOMMENDATIONS

In analyzing the information provided by the parties, the unresolved issues are addressed in the following recommendations. These recommendations have been made after a careful consideration of all the documentary and testimony evidence presented, including the following:

- Current contractual language;
- Testimony and supportive evidence presented at the Fact Finding hearing;
- Comparisons with contractual provisions utilized in comparable School Districts;
- The interest and welfare of the taxpayer and the District’s ability to finance and administer the proposals;
- The lawful authority of the District; and
- Stipulations of the parties.

This Fact Finding Report will constitute the settlement proposal upon which the parties are now required to act as directed by the applicable statutes and PLRB regulations. A vote to accept this report does not constitute an agreement with or an endorsement of any rationale expressed by the Fact Finder with regard to any particular issue, but rather represents only an agreement to resolve the issues by adopting the recommendations.

Issue 1. Article II – Term of Agreement

The Association’s Position

The Association proposes a four (4) year contract, running from July 1, 2014 through June 30, 2018.

The District’s Position

The District proposes a five (5) year contract, running from July 1, 2014 through June 30, 2019.

Recommendation

It is recommended that the collective bargaining agreement have a term of five (5) years, effective July 1, 2014 through June 30, 2019.

Issue 2. Article IX – Hours of Work

The Association’s Proposal

The Association proposes multiple changes to this Article, effecting two of the four classifications of employees. With regard to Classification 1 employees, it proposes that overtime be modified to require overtime rotation by seniority, with available overtime offered by seniority to employees in the same classification as the overtime opportunity (Section A.3). It also proposes an increase in the shift differential (Section A.4); and that a new section be added requiring summer work to be first offered to bargaining unit employees by seniority and compensated at the regular rate (Section A.6). With regard to Classification 4 employees, the Association proposes that extra duty assignments for cooks to be offered to on-site cooks first and then by seniority and prep-cook work by seniority (Subsection D.3).

The Association agrees with the District’s proposal to define hours of work for Classification 3 Paraprofessionals to allow for four (4) additional days at the District’s discretion, with the clarification that the days shall be within the normal school year (Section C.1). The Association disagrees with all of the District’s other proposals concerning this Article, for which it proposes maintaining the status quo.

The District’s Proposal

The District proposes multiple changes to this Article, effecting all four (4) classifications of employees. With regard to Classification 1 employees, it proposes language permitting the implementation of the summer schedule at its discretion in defining regular hours (Section A.1); and the reduction of part-time hours to thirty (30) hours a week (Section A.2). With regard to Classification 2 employees, the District proposes language permitting the implementation of the summer schedule at its discretion (Section B.2). With regard to Classification 3 employees, it proposes language adding four (4) additional work days at the District’s discretion but

eliminating in-service days (Section C.1); and the elimination of a fifteen (15) minute duty-free break (Section C.2). With regard to Classification 4 employees, the District proposes re-defining full-time work as thirty (30) or more hours per week (Section D.1); and part-time employment as less than thirty (30) hours per week (Section D.2).

The District disagrees with all of the Association's proposals concerning this Article.

Recommendation

It is recommended that Article IX, Section A.3.c be amended to state in its entirety as follows:

The scheduling of overtime for events, vacations, and absenteeism for custodians shall be offered to the most senior employee in the same subclassification (head maintenance, maintenance, buildings and grounds, full-time custodian, and part-time custodian). Should the most senior employee not accept the overtime work, it will be offered to the other employees in the same subclassification based on seniority.

It is recommended that Article IX, Section C.1 be amended to state as in its entirety as follows:

1. **Hours of Work.** Paraprofessionals will be scheduled to work on student days and four (4) additional days within the normal school year as determined by the District, with their hours of work to be determined by the Administration within the defined teacher work day.

Issue 3. Article X – Holidays

The Association's Position

The Association proposes changes to this Article effecting all four (4) classifications of employees, proposing additional holidays for some classifications and new language regarding compensation for holidays when employees are on approved leave. The Association proposes the addition of Veterans' day as a paid holiday for full-time Classification 1 employees and the addition of four (4) paid holidays for part-time Classification 1 employees (Section A); the addition of four (4) paid holidays for Classification 3 employees (Section C); and the addition of one paid holiday for part-time Classification 4 employees (Section E).

The Association proposes the clarification of existing language requiring employees to work the day before and after a paid holiday with the inclusion of the additional language "unless on approved leave."

The District's Position

The District seeks to maintain the status quo, with no changes to the provision.

Recommendation

It is recommended that existing language requiring that employees work the day prior to and the scheduled day after a holiday in order to receive holiday pay be amended with the inclusion of the additional language "unless on approved leave".

It is recommended that three (3) paid holidays be provided to Classification 1 (Part-time) employees and Classification 3 employees, with the three (3) holidays being Thanksgiving Day, Christmas Day and New Years Day.

Issue 4. Article XI – Vacations

The Association's Position

The Association proposes an increase in vacation time for Classification 1 and 2 employees with twenty (20) or more years of service, to provide for five (5) weeks of vacation.

The District's Position

The District disagrees with the Association's proposal for an increase in vacation leave. It further proposes a clarification of the current language, defining the beginning and end employment qualification times for Classification 1 and 2 employees earning two (2) or more weeks of vacation.

Recommendation

It is recommended that Article XI, Section B.1 be amended to include the following language defining full-time Classification 1 employees' entitlement to two (2) or more weeks of vacation:

YEARS OF SERVICE	VACATION
From beginning of two (2) years of service through end of seven (7) years of service	Two (2) weeks
From beginning of eight (8) years of service through end of fourteen (14) years of service	Three (3) weeks
Beginning of fifteen (15) years or more of service	Four (4) weeks

It is recommended Article XI, Section B.1 otherwise remain unchanged.

It is recommended that Article XI, Section C.1 be amended to include the following language defining full-time Classification 2 employees' entitlement to two (2) or more weeks of vacation:

YEARS OF SERVICE	VACATION
From beginning of two (2) years of service through end of ten (10) years of service	Two (2) weeks
From beginning of ten (10) years of service through end of fourteen (14) years of service	Three (3) weeks
Beginning of fifteen (15) years or more of service	Four (4) weeks

It is recommended the Article XI, Section C.1 otherwise remain unchanged.

Issue 5. Article XII – Leaves of Absence

The Association's Position

The Association proposes multiple changes to this provision, effecting the number of sick days, the elimination of the District's right to request a doctor's note, the calculation of sick leave benefits based on hours worked for part-time employees, and the pro-rating of sick leave for new hires during the first year of employment (Sections A.1 through A.4). It further proposes an increase in personal/emergency days for all classifications (Section B), the addition of language clarifying that the FMLA provides for benefits for up to twelve (12) weeks, but does not include wages (Section D); and extended of bereavement leave to thirty (30) working days (Subsection F).

The District's Position

The District proposes the addition of language providing that sick leave entitlement for all classifications of employees shall accrue on a pro-rata basis from the date of hire throughout the school year (Sections A.1-4). It further proposes language requiring employees to use all accumulated leave concurrently with FMLA entitlement (Section D). It proposes maintaining status quo with regard to the Association's proposals.

Recommendation

It is recommended that the following language is added as the second sentence of Article XII, Section D:

The Family Medical Leave Act provides benefits for up to twelve (12) weeks for qualifying employees, but does not include payment of wages.

It is recommended that all other language of Article XII, Section D remain unchanged.

Issue 6. Article XIII – Vacancies and Transfers

The Association's Position

The Association proposes multiple changes to Article XIII, including requiring the immediate filling of a posted position upon closing of the posting period and limiting the District's ability to temporarily fill a vacancy (Section A); an employee's ability to return to a former position during a probation period (Section C); the reduction of the probationary period for transferring employees to thirty (30) days (Section D); additional language permitting employees to temporarily fill vacancies based on seniority; the filling of a position based on seniority if applicant is qualified for the position (Section F); additional language requiring Classification 3 employees to notify the District of their preferred assignment at the end of each year; language permitting Classification 4 employees to temporarily move-up based on seniority (Section I), and the reduction of the probationary period for new hires to thirty (30) days (Section J).

The District's Position

The District proposed multiple changes to Article XIII, effecting all four (4) classifications. It proposes language in several sections limiting employees to applying for postings within their classifications; permitting the filling of a position from outside of the bargaining unit if no qualified candidates within the classification bid on a position (Section B); eliminating the position of Director of Student Services from the bidding and application process (Section C); reducing the probationary period for transferring employees to thirty (30) days (Section C); adding the position of Payroll Clerk as an excluded position from the bidding and application process (Section F); modifications to the probationary period for new hires and employees in new classifications, with the District retaining the right to return an employee to his or her prior position (Section J).

Recommendation

It is recommended that no changes be made to Article XIII.

Issue 7. Article XIV – Seniority

The Association's Position

The Association proposes several changes to this provision effecting all classifications of employees. It proposes new language requiring the District to provide a copy of the seniority list to all bargaining unit employees and establishing a Seniority Committee to resolve any challenges to the list (Section A); the removal of outdated language referring to the predecessor districts before the merger (Section B); the addition of language clarifying that employees only lose seniority rights in a previous classification at the conclusion of the probationary period (Section B); a change in language such that the bumping procedure permits affected bargaining unit members to bump a less senior employee (Section F); and the addition of language permitting an employee to remain on the recall list as long as the employee annually notifies the District of his or her desire to do so (Section F).

The District's Position

The District seeks to maintain the status quo, with no changes to the provision.

Recommendation

It is recommended that Article XIV, Section A of the Agreement be amended to reflect to read in its entirety as follows:

The District shall post one complete copy of the seniority list of all bargaining unit members and shall provide one copy of the list to the Association President. The list shall show the names of all employees separated by classification along with both the District seniority date and classification seniority date. The list shall be furnished by October 1st of each year.

Issue 8. Article XVI – Reporting Time/Call-Off Process

The Association's Position

The Association proposes the deletion of language limiting Classification 1 employees to two (2) hours of call-out compensation for building checks (Section A); and the elimination of Sections B.3 and B.5 addressing call-off procedures and requirements.

The District's Position

The District proposes the addition of language requiring Classification 4 employees to report off between the hours of 7:00 p.m. and 10:00 p.m. of the evening previous to the workday of the employee's absence.

Recommendation

No change to Article XVI is recommended.

Issue 9. Article XVIII – Insurance

The Association's Position

The Association agrees to the District's proposal for employee contributions to healthcare to be calculated as a percentage of premium with a cap. Other than this change from employees' current premium contribution as a percentage of salary, the Association proposes no changes to the healthcare plan and no increases in deductibles. It further proposes medical/prescription, dental and vision insurance

for Classification 3 employees, who are not currently provided with such insurance. The Association proposes the following premium contribution levels for medical/prescription coverage based on a proposed four (4) year term of agreement:

	Effective with Ratification	2016-2017	2017-2018
Cafeteria (Cooks) Premium Contribution	1.0%	1.0% with 5% cap	1.3% with 5% cap
Secretaries Premium Contribution	1.7%	1.7% with 5% cap	2.2% with 5% cap
Custodial/Maintenance Premium Contribution	2.7%	2.7% with 5% cap	3.1% with 5% cap
Paraprofessional Premium Contribution	1.0%	1.0% with 5% cap	1.3% with 5% cap

The District Position

The Districts proposes a change to employee contributions as a percentage of premium with a cap. It further seeks to increase the deductible throughout the term of the agreement. It disagrees with the Association’s proposal to provide Classification 3 employees with health insurance. The District proposes the following premium contribution levels for medical/prescription coverage based on a proposed four (5) year term of agreement:

	2015-2016	2016-2017	2017-2018	2018-2019
Cafeteria (Cooks) Premium Contribution	1.5%	1.75% with 8% cap	1.75% with 8% cap	2.0% with 8% cap
Secretaries Premium Contribution	2.50%	2.75% with 8% cap	2.75% with 8% cap	3.0% with 8% cap
Custodial/Maintenance Premium Contribution	3.50%	3.75% with 8% cap	3.75% with 8% cap	4.0% with 8% cap
Deductible(Ind./Fam.)	\$350/700	\$400/800	\$400/800	\$600/1200

Recommendation

It is recommended that employee contributions to healthcare premiums be calculated as a percentage of premium with a cap and deductibles as follows:

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Cafeteria (Cooks) Premium Contribution	1.25%	1.3%	1.4% with 8% cap	1.5% with 8% cap	1.8% with 8% cap
Secretaries Premium Contribution	2.1%	2.1%	2.2% with 8% cap	2.5% with 8% cap	2.8% with 8% cap
Custodial/Maintenance Premium Contribution	3.0%	3.1%	3.2% with 8% cap	3.4% with 8% cap	3.8% with 8% cap
Deductible	\$350/700	\$350/700	\$400/800	\$400/800	\$450/900

Issue 10. Article XXXIII – Uniform Allowance

The Association’s Position

The Association proposes an increase in the annual uniform allowance to \$175.00 and the elimination of District provided smocks for Classification 4 employees.

The District’s Position

The District proposes no change to the annual uniform allowance, with the addition of language stating that employees must wear the uniforms as designated by the Director of the Department.

Recommendation

It is recommended that the annual uniform allowance be increased to \$125.00.

Issue 11. Appendix A-D – Wages

The Association’s Position

The Association proposes a \$0.55 per hour on-scale wage increase and step movement where applicable for each year of the contract, retroactive to July 1, 2014.

The District’s Position

The District proposes no wage increase or step movement in Year 1 of the contract with wage retroactivity to July 1, 2015 inclusive of on-scale wage increases of \$0.30 per hour and step movement (where applicable) for Year 2 through Year 5 of the contract. The District further proposes a new wage scale for newly hired employees.

Recommendation

It is recommended that an on-scale wage increase be applied in accordance with the following table, with step movement where applicable, retroactive to July 1, 2014.

2014 -2015	2015-2016	2016-2017	2017-2018	2018-2019
\$.35	\$.35	\$.40	\$.40	\$.50

Salary Schedules are attached.

Issue 12. Retroactivity

The Association’s Position

The Association proposes full retroactivity to July 1, 2014, the date of expiration of the previous agreement.

The District’s Position

The District proposes retroactivity to July 1, 2015.

Recommendation

Full retroactivity is recommended to July 1, 2014.

With these recommendations, the Fact Finding Report is complete. It is recommended that all Tentative Agreements reached by the parties be adopted and that all other language in the previous contract not subject to either the parties’ Tentative Agreements or the Fact Finder’s Recommendations remain as is, without change. Not more than ten (10) days after the issuance of this Report, the parties are to notify the PLRB and each other as to whether or not they accept the recommendations of the Fact Finder. If one or both of the parties reject the report, the PLRB will release the report to the public.

Jane Minnich Desimone, Esq.
Fact Finder
February 29, 2016

CERTIFICATE OF SERVICE

It is hereby certified that pursuant to the agreement of the parties, an electronic copy of the foregoing Fact Finding Report was e-mailed this _____ day of _____, 2016 to Larry Cheskawich, Board Secretary of the PLRB at lcheskawic@pg.gov; Kelley M. Clouser of PSEA at kclouser@psea.org; and Falco A. Muscante, Esq. at fam@mbm-law.net. It is further certified that on this same day, the Fact Finding Report has been sent by Regular U.S. mail to the following:

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Jane Minnich Desimone, Esq.
Fact Finder

CLASSIFICATION 1

Full-Time Custodial Wage pre 2009						
step	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
1	\$ 13.58	\$ 13.93	\$ 14.28	\$ 14.68	\$ 15.08	\$ 15.58
2	\$ 14.62	\$ 14.97	\$ 15.32	\$ 15.72	\$ 16.12	\$ 16.62
3	\$ 15.67	\$ 16.02	\$ 16.37	\$ 16.77	\$ 17.17	\$ 17.67
4	\$ 16.71	\$ 17.06	\$ 17.41	\$ 17.81	\$ 18.21	\$ 18.71
5	\$ 17.76	\$ 18.11	\$ 18.46	\$ 18.86	\$ 19.26	\$ 19.76
6	\$ 18.80	\$ 19.15	\$ 19.50	\$ 19.90	\$ 20.30	\$ 20.80
7	\$ 19.85	\$ 20.20	\$ 20.55	\$ 20.95	\$ 21.35	\$ 21.85
8	\$ 20.89	\$ 21.24	\$ 21.59	\$ 21.99	\$ 22.39	\$ 22.89

Full-Time Custodial Wage post 2009						
step	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
1	\$ 13.58	\$ 13.93	\$ 14.28	\$ 14.68	\$ 15.08	\$ 15.58
2	\$ 14.10	\$ 14.45	\$ 14.80	\$ 15.20	\$ 15.60	\$ 16.10
3	\$ 14.62	\$ 14.97	\$ 15.32	\$ 15.72	\$ 16.12	\$ 16.62
4	\$ 15.15	\$ 15.50	\$ 15.85	\$ 16.25	\$ 16.65	\$ 17.15
5	\$ 15.67	\$ 16.02	\$ 16.37	\$ 16.77	\$ 17.17	\$ 17.67
6	\$ 16.19	\$ 16.54	\$ 16.89	\$ 17.29	\$ 17.69	\$ 18.19
7	\$ 16.71	\$ 17.06	\$ 17.41	\$ 17.81	\$ 18.21	\$ 18.71
8	\$ 17.23	\$ 17.58	\$ 17.93	\$ 18.33	\$ 18.73	\$ 19.23
9	\$ 17.76	\$ 18.11	\$ 18.46	\$ 18.86	\$ 19.26	\$ 19.76
10	\$ 18.28	\$ 18.63	\$ 18.98	\$ 19.38	\$ 19.78	\$ 20.28
11	\$ 18.80	\$ 19.15	\$ 19.50	\$ 19.90	\$ 20.30	\$ 20.80
12	\$ 19.32	\$ 19.67	\$ 20.02	\$ 20.42	\$ 20.82	\$ 21.32
13	\$ 19.85	\$ 20.20	\$ 20.55	\$ 20.95	\$ 21.35	\$ 21.85
14	\$ 20.37	\$ 20.72	\$ 21.07	\$ 21.47	\$ 21.87	\$ 22.37
15	\$ 20.89	\$ 21.24	\$ 21.59	\$ 21.99	\$ 22.39	\$ 22.89

Part-Time Custodial Wage post 2009						
step	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
1	\$ 11.73	\$ 12.08	\$ 12.43	\$ 12.83	\$ 13.23	\$ 13.73
2	\$ 12.18	\$ 12.53	\$ 12.88	\$ 13.28	\$ 13.68	\$ 14.18
3	\$ 12.64	\$ 12.99	\$ 13.34	\$ 13.74	\$ 14.14	\$ 14.64
4	\$ 13.09	\$ 13.44	\$ 13.79	\$ 14.19	\$ 14.59	\$ 15.09
5	\$ 13.54	\$ 13.89	\$ 14.24	\$ 14.64	\$ 15.04	\$ 15.54
6	\$ 13.99	\$ 14.34	\$ 14.69	\$ 15.09	\$ 15.49	\$ 15.99
7	\$ 14.44	\$ 14.79	\$ 15.14	\$ 15.54	\$ 15.94	\$ 16.44
8	\$ 14.89	\$ 15.24	\$ 15.59	\$ 15.99	\$ 16.39	\$ 16.89
9	\$ 15.34	\$ 15.69	\$ 16.04	\$ 16.44	\$ 16.84	\$ 17.34
10	\$ 15.79	\$ 16.14	\$ 16.49	\$ 16.89	\$ 17.29	\$ 17.79
11	\$ 16.25	\$ 16.60	\$ 16.95	\$ 17.35	\$ 17.75	\$ 18.25
12	\$ 16.70	\$ 17.05	\$ 17.40	\$ 17.80	\$ 18.20	\$ 18.70
13	\$ 17.15	\$ 17.50	\$ 17.85	\$ 18.25	\$ 18.65	\$ 19.15
14	\$ 17.60	\$ 17.95	\$ 18.30	\$ 18.70	\$ 19.10	\$ 19.60
15	\$ 18.05	\$ 18.40	\$ 18.75	\$ 19.15	\$ 19.55	\$ 20.05

Maintenance/Grounds						
	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
M/G	\$ 21.51	\$ 21.86	\$ 22.21	\$ 22.61	\$ 23.01	\$ 23.51
Head M	\$ 22.36	\$ 22.71	\$ 23.06	\$ 23.46	\$ 23.86	\$ 24.36
M	\$ 21.05	\$ 21.40	\$ 21.75	\$ 22.15	\$ 22.55	\$ 23.05

CLASSIFICATION 2

Secretaries						
Step	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
1	\$ 13.59	\$ 13.94	\$ 14.29	\$ 14.69	\$ 15.09	\$ 15.59
2	\$ 14.11	\$ 14.46	\$ 14.81	\$ 15.21	\$ 15.61	\$ 16.11
3	\$ 14.64	\$ 14.99	\$ 15.34	\$ 15.74	\$ 16.14	\$ 16.64
4	\$ 15.16	\$ 15.51	\$ 15.86	\$ 16.26	\$ 16.66	\$ 17.16
5	\$ 15.68	\$ 16.03	\$ 16.38	\$ 16.78	\$ 17.18	\$ 17.68
6	\$ 16.21	\$ 16.56	\$ 16.91	\$ 17.31	\$ 17.71	\$ 18.21
7	\$ 16.73	\$ 17.08	\$ 17.43	\$ 17.83	\$ 18.23	\$ 18.73
8	\$ 17.25	\$ 17.60	\$ 17.95	\$ 18.35	\$ 18.75	\$ 19.25
9	\$ 17.77	\$ 18.12	\$ 18.47	\$ 18.87	\$ 19.27	\$ 19.77
10	\$ 18.30	\$ 18.65	\$ 19.00	\$ 19.40	\$ 19.80	\$ 20.30
11	\$ 18.82	\$ 19.17	\$ 19.52	\$ 19.92	\$ 20.32	\$ 20.82
12	\$ 19.34	\$ 19.69	\$ 20.04	\$ 20.44	\$ 20.84	\$ 21.34
13	\$ 19.86	\$ 20.21	\$ 20.56	\$ 20.96	\$ 21.36	\$ 21.86
14	\$ 20.39	\$ 20.74	\$ 21.09	\$ 21.49	\$ 21.89	\$ 22.39
15	\$ 20.91	\$ 21.26	\$ 21.61	\$ 22.01	\$ 22.41	\$ 22.91

CLASSIFICATION 3

Paraprofessionals						
Category	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
1	\$ 11.65	\$ 12.00	\$ 12.35	\$ 12.75	\$ 13.15	\$ 13.65
2	\$ 12.75	\$ 13.10	\$ 13.45	\$ 13.85	\$ 14.25	\$ 14.75
3	\$ 13.70	\$ 14.05	\$ 14.40	\$ 14.80	\$ 15.20	\$ 15.70
4	\$ 14.40	\$ 14.75	\$ 15.10	\$ 15.50	\$ 15.90	\$ 16.40

Pre 2009 Paraprofessional					
Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
\$ 17.00	\$ 17.35	\$ 17.70	\$ 18.10	\$ 18.50	\$ 19.00

CLASSIFICATION 4

Head Cook						
Hire Date	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
Pre 13-14	\$ 15.79	\$ 16.14	\$ 16.49	\$ 16.89	\$ 17.29	\$ 17.79
Pre 13-14	\$ 15.24	\$ 15.59	\$ 15.94	\$ 16.34	\$ 16.74	\$ 17.24
Pre 13-14	\$ 14.79	\$ 15.14	\$ 15.49	\$ 15.89	\$ 16.29	\$ 16.79
2013-14 on	\$ 13.55	\$ 13.90	\$ 14.25	\$ 14.65	\$ 15.05	\$ 15.55
Prep Cooks						
Hire Date	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
Pre 13-14	\$ 15.96	\$ 16.31	\$ 16.66	\$ 17.06	\$ 17.46	\$ 17.96
Pre 13-14	\$ 14.78	\$ 15.13	\$ 15.48	\$ 15.88	\$ 16.28	\$ 16.78
Pre 13-14	\$ 12.86	\$ 13.21	\$ 13.56	\$ 13.96	\$ 14.36	\$ 14.86
2013-14 on	\$ 12.55	\$ 12.90	\$ 13.25	\$ 13.65	\$ 14.05	\$ 14.55
General Workers						
Hire Date	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
2009-10	\$ 11.40	\$ 11.75	\$ 12.10	\$ 12.50	\$ 12.90	\$ 13.40
2010-11	\$ 11.20	\$ 11.55	\$ 11.90	\$ 12.30	\$ 12.70	\$ 13.20
2011-12	\$ 11.00	\$ 11.35	\$ 11.70	\$ 12.10	\$ 12.50	\$ 13.00
2012-13	\$ 10.80	\$ 11.15	\$ 11.50	\$ 11.90	\$ 12.30	\$ 12.80
2013-14 on	\$ 10.60	\$ 10.95	\$ 11.30	\$ 11.70	\$ 12.10	\$ 12.60
Pre 2009 General Workers						
	Base Year	2014-15	2015-16	2016-17	2017-18	2018-19
	\$ 14.53	\$ 14.88	\$ 15.23	\$ 15.63	\$ 16.03	\$ 16.53
	\$ 12.50	\$ 12.85	\$ 13.20	\$ 13.60	\$ 14.00	\$ 14.50
	\$ 12.25	\$ 12.60	\$ 12.95	\$ 13.35	\$ 13.75	\$ 14.25