

MEMORANDUM OF AGREEMENT

This Memorandum confirms the Tentative Agreement between the Lower Merion School District ("District") and the Lower Merion Education Association ("LMEA") for a Collective Bargaining Agreement.

WHEREAS, the District and LMEA are parties to a Collective Bargaining Agreement which expires on June 30, 2024; and

WHEREAS, the parties have been involved in collective bargaining for several months to reach a new agreement; and

WHEREAS, the parties have reached tentative agreements on the terms of the Collective Bargaining Agreement effective from July 1, 2024 through June 30, 2027; and

WHEREAS, this Memorandum is agreed to in good faith by the District and LMEA, and is pending formal ratification and approval by their respective membership and Board; and

THEREFORE, the following terms are agreed to:

1. Salary Terms.

Professional Staff	2024-25	2025-26	2026-27
Steps 1-12	Step + 3%	Step + 2.25%	Step + 2.25%
Step 13	3.75%	2.25%	2.25%

Support Staff	2024-25	2025-26	2026-27
	4.25%	3.25%	3%

* Step movement, where eligible.

2. Pay increases will be retroactive to July 1, 2024 for 12-month staff.
3. All other Tentative Agreements are reflected in Exhibit A, attached.

4. All terms of the expiring Collective Bargaining Agreement not otherwise referenced herein will remain in place through the term of the new Agreement.

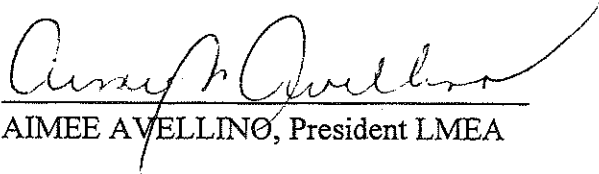
LOWER MERION SCHOOL DISTRICT:



MEGAN SHAFER, Acting Superintendent

Date: 7/3/24

LOWER MERION EDUCATION ASSOCIATION:



AIMEE AVELLINO, President LMEA

Date: 7/5/24

EXHIBIT A

TENTATIVE AGREEMENTS

Article Impacted	Description of Term Agreed To	
Article 3 - Term of Agreement	Three-year agreement	
Article 20 A - Personal Days	Removal of deduction for use of 4 th and 5 th personal days.	
Article 22 - Paid Holidays (Support Staff)	The number of paid holidays for 12-month support staff is increased from twelve (12) to fifteen (15)	
Article 23 - Vacation Schedule (Support Staff)	The second tier of vacation accrual applicable to 12-month support staff hired after November 16, 2015 will be removed.	
Article 26 - Length of Work Year	The 14-hour PD requirement for IA, BA, JC, and SN will be removed.	
Article 26 - Length of Work Year	The amount of workdays for professional staff decreases from 190 to 189 days. The additional professional obligation for the 2hr PRP/5hr Collaboration is eliminated.	
Articles 30 - EPER	Longevity pay will be added to the EPER stipends which were eligible for longevity pay, at the highest longevity pay rate. Thereafter, longevity pay in EPER will be eliminated moving forward.	
Articles 30 - EPER	EPER rates will increase by 1% each year of the contract.	
Articles 30 - EPER	EPER work that has been previously paid on timesheets will be converted to stipends each year based on the expected hours of work for that role, calculated by the then intermural rate.	
Articles 30 & 37 - EPER	Additional Professional Responsibility roles under Article 37 for Department Chairs and Recess Captains will be moved to Article 30 as EPER activities for purposes of annual pay increases. Those roles are not subject to any longevity pay adjustment.	

Articles 30 - Summer Rates	Summer rates will be maintained at current levels, Professional Rates: \$60/hour or \$9,000 Stipend; Instructional Aide Rates: \$32/hour.	
Article 42 - Health Care	Remove blanket limitation on new hires moving to the PC 20/30/70 Plan. Add language limiting new hires from entering 20/30/70 Plan until after completing three years of work as a District employee.	Attachment
Article 43 - Flexible Spending Account; Waiver of Health Insurance	The opt-out payment schedule for the waiver of healthcare will be paid on a monthly basis, rather than bi-annually.	
Article 57 - Individual Education Programs (IEPs) (Professional Staff)	Case Manager IEP Writing Days will be increased from three (3) to five (5). Three (3) Psychologist Evaluation writing days.	
SBC Schedules	Alteration of SBC Schedules, per agreed language.	Attachment
Compensation Time	Revision of regulations for the accrual and use of compensatory time, per agreed language.	Attachment
Summer Schedule	A summer schedule for 12-month staff will be enacted, per terms of agreed language.	Attachment
Appendix A, Section C - Transportation Hours:	The minimum hours for bus drivers and bus aides will increase from 5 hours/day to 6 hours/day.	
Appendix B - Support Schedules:	Step 1 will be eliminated from all applicable Support Schedules	
Nutritional Services Department Changes	<ul style="list-style-type: none"> - Hourly rates increase to flat fee of \$20/hr. - Schedule for Elementary Managers increased to 190 days. - Year 1 increase for managers equal to 15%. - Driver position altered to Production Manager - Pay increases for years 2 and 3 commensurate with the raises for the rest of the support bargaining unit. 	

COMPENSATORY TIME MEMORANDUM OF UNDERSTANDING

The purpose of Compensatory Time ("Comp Time") is to provide staff with the option of earning additional time off rather than receiving additional pay for hours of overtime worked. Comp Time may be earned in lieu of overtime pay upon the mutual agreement of the employee and the employee's supervisor. Comp Time received by an employee in lieu of payment shall be earned at the rate of one and one-half hours of compensatory time for each hour of overtime work.

The District shall grant reasonable requests to use accrued Comp Time and shall not unreasonably delay employees' use of Comp Time. The parties agree that Comp Time shall be subject to the same limitation imposed in Article 20(B) regarding the use of personal days on a day(s) immediately preceding or following a school holiday.

Employees accrue Comp Time at a minimum of half-hour increments. Comp Time may be used in no less than one-hour increments. Comp time can be used in lieu of sick and/or vacation hours when an employee needs 2 hours to supplement the use of sick or vacation days in a 10-hour, 4-day work week.

Employees may not accrue Comp Time in excess of 32 hours at any time. Employees who currently have more than 32 hours of Comp Time accrued may not accrue additional Comp Time until their accrued Comp Time falls below 32 hours.

Effective June 30, 2024, all employees with less than 4 hours of Comp Time as of June 30, 2024 will be paid out their Comp Time balance at their 2023-24 rate.

Effective June 30, 2025, and thereafter, the District will pay out all accrued Comp Time as of the last day of each fiscal year. 12-month employees may carry over up to 16 hours of accrued Comp Time into the next fiscal year and 10-month employees may carry over up to 8 hours. Comp Time will be paid at the employee's regular pay rate on June 30th. Payments will be made on or before the first pay in August.

If an employee elects to move into a pay classification with a lower hourly rate, a payout of all accrued Comp Time will occur at the employee's then pay rate in order to create a clean accrual bank in the new role.

Example A: A 10-month employee has 10 hours of accrued Comp Time on June 30, 2025. The District shall compensate such employee for 2 hours of Comp Time at the employee's regular

rate of pay on June 30, 2025 (payment to be made on or before the first pay in August), and 8 hours shall carry over to the next fiscal year.

Example B: A 12-month employee has 24 hours of accrued Comp Time on June 30, 2025. The District shall compensate such employee for 8 hours of Comp Time at the employee's regular rate of pay on June 30, 2025 (payment to be made on or before the first pay in August) and 16 hours shall carry over to the next fiscal year.

10-HOUR SBC STAFF

1. Rules for using accrued time remain consistent – for example, sick days and vacation days can only be taken in ½ day or full-day increments.
2. Use of Compensatory Time (“Comp Time”) will be consistent with the Comp Time Memorandum of Understanding.
3. On weeks when there are paid District holidays, SBC employees will have the following options:

Option A:

During a week with a holiday, Employee works 4 days at 8-hours/day with the paid 8-hour holiday as day 5, totaling a 40-hour week. This is regardless of whether the Employee’s regularly scheduled non-workday falls on the holiday or not.

Option B

During a week where the holiday is not on the Employee’s regularly scheduled non-workday, Employee works 32 hours spread over three days, keeping their regular non-workday. The holiday is paid at 8 hours. In choosing to work 32 hours spread over three days, Employee may either work a 10-hour shift and two 11-hour shifts, with the understanding that overtime would not be owed for the day unless the employee exceeded the length of the 10 or 11-hour shift, or Employee may work three 10-hour shifts and utilize two hours of accrued time (such as Comp Time) to ensure they are paid for a total of 40 hours of work in that week.

Option C:

During a week where the holiday falls on the Employee’s regularly scheduled non-workday, the Employee works four 10-hour days. The holiday is paid at 8 hours of straight Comp Time. Under Option C, if the SBC employee has already hit the max Comp Time hours, they are required to choose either Option A or Option B above, and may not accrue Comp Time from the holiday under Option C.

SUMMER WORK HOURS

Effective for the 2024 Summer, staff working over the summer shall be provided Friday afternoons off without loss of pay. Staff must work ½ of their regular work schedule on those Fridays. Staff who need to work on Friday afternoons due to an emergent need or other issue will not be entitled to additional pay during their regularly scheduled work hours. It will be the expectation set out to supervisors and principals that they should plan for no work to occur on Friday afternoons. Staff wishing to take off on Fridays during the summer of 2024 will have to take off using ½ day of accrued time. SBC Staff may work 4, 8-hour days with a ½ day off Friday; or SBC Staff with a scheduled day off of Monday may take ½ day off of their regular schedule on Friday afternoon. The schedule decision for SBC staff must be consistent during the summer work period.

Effective for the 2025 Summer and thereafter, staff working over the summer shall work a compressed Monday through Thursday work schedule consisting of four 10-hour shifts with Fridays off or, in the alternative, to work their regularly scheduled Monday through Thursday, consisting of four 8-hour shifts, and use 8 hours of accrued time (either vacation, personal, compensatory, or some combination of such leave time) on Friday each week.

For all such affected employees, effective for the 2024 Summer and thereafter, the District shall convert accrued days off to hours. It is understood that in converting days to hours, the District shall convert days to hours based on the employee's regular work schedule during the year in which such days were accrued and, accordingly, no employee should lose the value of any accrued time in conversion. For example, for an employee who regularly works 5 hours per day, one accrued day off shall be converted to 5 hours, whereas an employee who regularly works 8 hours per day shall have one accrued day off converted to 8 hours.

It is understood and agreed that entitlement days that are converted to hours may be used in 2-hour increments on long (10-hour) days.

The Summer Work schedule will be for the approximate 6-week period that the standard Extended School Year program runs. The District agrees to consider LMEA input into the number of weeks for the summer hours, effective for the 2025 summer.

Healthcare Agreement

Effective July 1, 2024, all benefit-eligible employees who have been hired since July 1, 2020 are eligible to access all three of the medical plans offered by the District. The language below will be removed from the contract.

Article 42 A (2): Effective for the term of this agreement and through June 30, 2024, new hires as of July 1, 2020, are eligible to enroll in the Keystone HMO C2-F2 or the Personal Choice PPO Plus 6B medical plans only.

The proposed language below will be added. The parties agree that no further discussions of health insurance will occur in this negotiations process.

Proposed language:

Effective July 1, 2024 and moving forward, all new hires to the district and employees who have had a break in service and have been rehired, shall be eligible to enroll in the Keystone HMO C2-F2 or the Personal Choice PPO Plus 6B medical plans. Upon completion of 3 years of continuous employment, an employee is eligible to enroll in any of the District's medical plans set out in Section A (1).

This chart demonstrates the implementation of this provision based on hire date. It is for ease of understanding and to provide examples and does not dictate a limited time-period for this provision.

Employee hired between:	May 2027 Open Enrollment for July 1, 2027 Effective Date	May 2028 Open Enrollment for July 1, 2028 Effective Date	May 2029 Open Enrollment for July 1, 2029 Effective Date	May 2030 Open Enrollment for July 1, 2030 Effective Date
July 1 and Dec 31, 2024	X			
Jan 1 and June 30, 2025	X			
July 1 and Dec 31, 2025		X		
Jan 1 and June 30, 2026		X		
July 1 and Dec 31, 2026			X	

Jan 1 and June 30, 2027			X	
July 1 and Dec 31, 2027				X
Jan 1 and June 30, 2028				X

Salary Banding for Premium Contributions

Band	Salary Range	Plan and % of Premium		
		PPO Option	HMO Option	DED Option
A	Less than \$30,000	7.5%	3.0%	2.0%
B	\$30,000-\$50,000	10.5%	4.0%	2.5%
C	\$50,001-\$80,000	12.5%	6.0%	3.0%
D	\$80,001-\$100,000	14.5%	10.0%	3.5%
E	\$100,001-\$120,000	15.5%	12.0%	4.0%
F	Greater than \$120,000	17.5%	14.0%	5.0%

Steps	BACH	B+24	MAST	M+15	M+30	M+60	DOCT
<u>LTS 1</u>	59,735	62,254	65,608	67,452	69,289	71,134	74,461
<u>LTS 2</u>	60,077	62,596	65,949	67,793	69,631	71,476	74,803
1	60,417	62,938	66,291	68,135	69,973	71,818	75,145
2	63,161	65,770	70,103	72,053	73,997	75,947	79,277
3	65,686	68,729	74,134	76,194	78,252	80,314	83,639
4	68,313	71,822	78,397	80,576	82,752	84,930	88,238
5	71,046	75,053	82,904	85,211	87,510	89,814	93,089
6	73,888	78,430	87,672	90,110	92,540	94,978	98,211
7	76,843	81,960	92,711	95,289	97,862	100,441	103,613
8	79,918	85,649	98,044	100,769	103,488	106,217	109,312
9	83,113	89,502	103,681	106,564	109,442	112,324	115,323
10	86,438	93,529	109,641	112,691	115,733	118,782	121,666
11	89,962	97,511	114,802	117,995	121,180	124,371	127,282
12	93,486	101,492	119,962	123,299	126,627	129,962	132,899
13	97,716	106,242	126,033	129,539	133,036	136,539	139,524

Steps	BACH	B+24	MAST	M+15	M+30	M+60	DOCT
LTS 1	61,079	63,655	67,084	68,969	70,848	72,734	76,136
LTS 2	61,429	64,005	67,433	69,318	71,198	73,084	76,486
1	61,776	64,354	67,782	69,668	71,547	73,434	76,835
2	64,582	67,249	71,680	73,674	75,662	77,656	81,061
3	67,164	70,275	75,802	77,909	80,013	82,121	85,521
4	69,850	73,438	80,161	82,389	84,614	86,841	90,223
5	72,645	76,742	84,769	87,128	89,479	91,835	95,184
6	75,551	80,195	89,644	92,137	94,623	97,115	100,420
7	78,572	83,804	94,797	97,433	100,064	102,701	105,944
8	81,716	87,576	100,250	103,036	105,817	108,607	111,771
9	84,983	91,516	106,014	108,961	111,904	114,851	117,918
10	88,382	95,634	112,108	115,227	118,337	121,454	124,403
11	91,986	99,705	117,385	120,650	123,906	127,170	130,146
12	95,589	103,776	122,661	126,073	129,476	132,886	135,889
13	99,915	108,633	128,869	132,454	136,029	139,611	142,663

Steps	BACH	B+24	MAST	M+15	M+30	M+60	DOCT
LTS 1	62,453	65,087	68,593	70,521	72,442	74,371	77,849
LTS 2	62,811	65,445	68,950	70,878	72,800	74,728	78,207
1	63,166	65,802	69,307	71,235	73,157	75,086	78,564
2	66,035	68,763	73,293	75,331	77,365	79,403	82,885
3	68,675	71,856	77,508	79,662	81,813	83,969	87,445
4	71,421	75,090	81,965	84,243	86,518	88,795	92,253
5	74,279	78,468	86,676	89,088	91,492	93,901	97,325
6	77,250	81,999	91,661	94,210	96,752	99,300	102,680
7	80,340	85,690	96,930	99,626	102,316	105,012	108,328
8	83,554	89,546	102,505	105,355	108,198	111,050	114,286
9	86,895	93,575	108,399	111,413	114,422	117,435	120,571
10	90,371	97,785	114,631	117,819	120,999	124,187	127,202
11	94,056	101,948	120,026	123,364	126,694	130,031	133,074
12	97,740	106,111	125,421	128,910	132,389	135,876	138,947
13	102,163	111,077	131,769	135,434	139,089	142,753	145,873

SUPPORT STAFF SCHEDULES

IMPORTANT INFORMATION ABOUT STEPS: The step schedules for support staff have been compressed. Where in 2023-24 there were 5 steps in most job classifications, there will only be 4 steps moving forward. Due to this change, your step may stay the same or reverse, but the actual salary will be consistent with the proposed increases.

The chart below explains what step you can expect to be at for the new salary schedule based on what step you expected to be on.

Step 23-24	Expected Step 24-25	Step on New Schedule
1	1 – if not eligible to move due to hire date	1
1	2	1
2	3	2
3	4	3
4	5	4
5	5	4

Example:

2023-24 school year salary for INSTRUCTIONAL AIDE

Step	2023-2024 school year
1	33,785
2	35,780
3	37,761
4	40,545
5	43,331

Prior schedule step	New Step	2024-25 school year
1	1	37,301
2	1	37,301
3	2	39,366
4	3	42,268
5	4	45,173

An INSTRUCTIONAL AIDE who was at Step 4 \$40,545 during the 23-24 school year and is eligible to receive a step for the 24-25 school year, will remain at Step 4 for the 24-25, with a salary of \$45,173, reflecting a 4.25% increase on the salary scale, plus the value of moving from step 4 to 5.

AIDES

JOB CLASS	Step	2024-25	2025-26	2026-27
BEHAVIOR AIDE JOB COACH	1	41,545	42,895	44,182
	2	43,312	44,719	46,061
	3	46,339	47,845	49,281
	4	49,366	50,970	52,499
CAMPUS AIDE	1	32,991	34,063	35,085
	2	34,196	35,307	36,367
	3	36,388	37,571	38,698
	4	38,583	39,837	41,032
CLERICAL AIDE LIBRARY AIDE	1	37,903	39,135	40,309
	2	39,085	40,356	41,566
	3	41,813	43,171	44,467
	4	44,539	45,986	47,366
HEAD CAMPUS AIDE	1	39,909	41,206	42,442
	2	41,359	42,703	43,984
	3	44,010	45,441	46,804
	4	46,660	48,177	49,622
INSTRUCTIONAL AIDE	1	37,301	38,513	39,668
	2	39,366	40,645	41,865
	3	42,268	43,642	44,951
	4	45,173	46,641	48,040
STAFF NURSE	1	43,463	44,875	46,222
	2	44,332	45,773	47,146
	3	46,339	47,845	49,281
	4	49,366	50,970	52,499
STAFF NURSE PT	1	31.55	32.58	33.55
	2	32.18	33.23	34.23
	3	33.64	34.73	35.78
	4	35.84	37.00	38.11
CAFE/RECESS AIDE (CRA)	--	20.26	20.91	21.54
SPORTS AIDE	--	21.98	22.69	23.38

BUILDINGS AND GROUNDS

JOB CLASS	Step	2024-25	2025-26	2026-27
GROUNDSKEEPER	1	57,015	58,868	60,634
	2	60,181	62,137	64,001
	3	64,614	66,714	68,716
	4	69,045	71,289	73,427
HEAD GROUNDSKEEPER	1	63,858	65,934	67,912
	2	67,402	69,592	71,680
	3	72,367	74,719	76,961
	4	77,333	79,846	82,241
LABORER	1	61,860	63,870	65,786
	2	65,294	67,416	69,438
	3	70,105	72,383	74,555
	4	74,916	77,351	79,671
LEAD SBC	1	74,044	76,450	78,743
	2	78,160	80,701	83,122
	3	83,916	86,643	89,243
	4	89,672	92,586	95,364
NIGHT SBC	1	70,865	73,168	75,363
	2	74,806	77,237	79,554
	3	80,314	82,924	85,412
	4	85,823	88,612	91,270
SBC	1	66,109	68,258	70,305
	2	69,786	72,054	74,216
	3	74,924	77,360	79,680
	4	80,063	82,665	85,145

CUSTODIAL SERVICES

JOB CLASS	Step	2024-25	2025-26	2026-27
CUSTODIAN - DAY	1	52,612	54,322	55,951
	2	54,437	56,206	57,893
	3	60,367	62,329	64,199
	4	66,296	68,450	70,504
CUSTODIAN - NIGHT	1	56,358	58,189	59,935
	2	58,352	60,248	62,056
	3	64,707	66,810	68,814
	4	71,062	73,372	75,573
CUSTODIAN - NIGHT HIGH SCHOOL	1	57,085	58,940	60,709
	2	59,065	60,985	62,814
	3	65,841	67,981	70,020
	4	72,617	74,977	77,227
HEAD CUSTODIAN	1	63,864	65,939	67,917
	2	65,957	68,100	70,144
	3	70,073	72,350	74,521
	4	74,186	76,597	78,895
LEAD CUSTODIAN	1	57,776	59,654	61,444
	2	59,757	61,699	63,550
	3	66,564	68,727	70,789
	4	73,371	75,756	78,028
PART TIME NIGHT CUSTODIAN (CHR)	1	27.46	28.35	29.20
	2	28.40	29.32	30.20
	3	31.49	32.52	33.49
	4	34.58	35.70	36.77
PART TIME DAY CUSTODIAN (CHRD)	1	25.29	26.11	26.90
	2	26.17	27.02	27.83
	3	29.01	29.96	30.85
	4	31.87	32.90	33.89

PART TIME WEEKEND DAY CUSTODIAN (DWKD)	1	25.29	26.11	26.90
	2	26.17	27.02	27.83
	3	29.01	29.96	30.85
	4	31.87	32.90	33.89
PART TIME WEEKEND NIGHT CUSTODIAN (NWKD)	1	27.46	28.35	29.20
	2	28.40	29.32	30.20
	3	31.49	32.52	33.49
	4	34.58	35.70	36.77
WAREHOUSE LEAD	1	65,780	67,918	69,955
	2	68,594	70,824	72,948
	3	73,577	75,968	78,247
	4	78,638	81,194	83,629

SECRETARY

JOB CLASS	Step	2024-25	2025-26	2026-27
DISTRICT ADMIN (DABK)	1	55,051	56,840	58,546
	2	58,104	59,992	61,792
	3	62,383	64,411	66,343
	4	66,661	68,827	70,892
DISTRICT SENIOR ADMIN (DSRA)	1	58,476	60,376	62,188
	2	61,724	63,730	65,642
	3	66,270	68,423	70,476
	4	70,813	73,114	75,308
ELEMENTARY SECRETARY (ESS)	1	52,622	54,332	55,962
	2	55,532	57,337	59,057
	3	59,627	61,565	63,412
	4	63,722	65,793	67,767
EXECUTIVE SECRETARY - MIDDLE/HIGH (EXS)	1	55,798	57,611	59,339
	2	58,900	60,814	62,639
	3	63,235	65,290	67,249
	4	67,571	69,767	71,860
S 190	1	38,848	40,110	41,314
	2	40,060	41,362	42,603
	3	43,082	44,483	45,817
	4	46,106	47,604	49,032
S 195	1	44,321	45,761	47,134
	2	46,778	48,298	49,747
	3	50,221	51,854	53,409
	4	53,665	55,409	57,071
S 12	1	50,676	52,323	53,893
	2	53,492	55,230	56,887
	3	57,428	59,295	61,073
	4	61,366	63,360	65,261

TYPYST/CLERICAL	1	39,762	41,054	42,286
	2	41,973	43,337	44,637
	3	45,064	46,529	47,925
	4	48,153	49,718	51,210

COMMUNICATIONS DEPARTMENT

MULTI-MEDIA CONTENT PROVIDER (MMRA)	1	78,278	80,822	83,247
	2	79,843	82,438	84,911
	3	81,440	84,087	86,610
	4	83,080	85,780	88,353

TECHNOLOGY

JOB CLASS	Step	2024-25	2025-26	2026-27
DATABASE ANALYST	1	90,601	93,545	96,351
	2	93,644	96,687	99,588
	3	100,032	103,283	106,382
	4	106,420	109,879	113,176
DESKTOP TECHNICIAN	1	75,782	78,245	80,593
	2	79,951	82,550	85,026
	3	85,814	88,603	91,262
	4	91,677	94,657	97,497
INFORMATION TECH SUPPORT (ITSTHS)	1	64,216	66,303	68,292
	2	67,938	70,146	72,250
	3	72,517	74,874	77,120
	4	77,096	79,602	81,990
INFORMATION SECURITY ANALYST	1	114,683	118,411	121,963
	2	119,198	123,072	126,765
	3	122,774	126,764	130,567
	4	126,457	130,567	134,484
NETWORK TECHNICIAN	1	97,454	100,621	103,640
	2	100,497	103,763	106,876
	3	106,675	110,142	113,446
	4	112,853	116,520	120,016
VIDEO TECHNICIAN	1	83,747	86,469	89,063
	2	86,794	89,615	92,304
	3	93,392	96,428	99,320
	4	99,990	103,240	106,337

TRANSPORTATION

JOB CLASS	Step	2024-25	2025-26	2026-27
ASST. ROUTER; ASST. DISPATCHER; LEAD DRIVER INSTRUCTOR	1	65,620	67,753	69,785
	2	68,009	70,219	72,325
	3	71,662	73,992	76,211
	4	76,574	79,062	81,434
BUS AIDE PARKING LOT ATTEND (ABPL)	1	16.26	16.79	17.30
	2	16.92	17.47	17.99
	3	17.95	18.54	19.09
	4	20.87	21.55	22.20
BUS DRIVER (THR)	1	27.12	28.00	28.84
	2	27.65	28.55	29.40
	3	29.24	30.19	31.10
	4	31.90	32.94	33.93
LEAD BUS MECHANIC (LTMEC)	1	83,956	86,684	89,285
	2	88,621	91,501	94,246
	3	95,145	98,237	101,184
	4	101,669	104,973	108,122
BUS MECHANIC (TMEC)	1	74,960	77,396	79,718
	2	79,126	81,697	84,148
	3	84,950	87,711	90,342
	4	90,777	93,727	96,539
COURIER (T12) HOURLY	1	27.58	28.47	29.33
	2	29.11	30.06	30.96
	3	31.25	32.27	33.24
	4	33.40	34.48	35.52
BUS DRIVER FOOD SERVICES (BDFS)	1	33,615	34,708	35,749
	2	33,923	35,025	36,076
	3	36,802	37,998	39,138
	4	39,681	40,970	42,199

NUTRITIONAL SERVICES

JOB CLASS	Step	2024-25	2025-26	2026-27
ASST. COMPLEX MANAGER – HIGH SCHOOL (ACMG)	1	30,508	31,500	32,445
	2	32,417	33,471	34,475
	3	34,315	35,430	36,493
	4	37,306	38,518	39,674
 				
COMPLEX MANAGER – HIGH SCHOOL (CFMG)	1	43,748	45,170	46,525
	2	46,478	47,989	49,429
	3	50,170	51,800	53,354
	4	53,863	55,613	57,281
 				
CAFETERIA MANAGER – MIDDLE SCHOOL (MFGM)	1	31,995	33,035	34,026
	2	33,394	34,479	35,513
	3	35,650	36,809	37,913
	4	37,904	39,136	40,310
 				
CAFETERIA MANAGER – ELEMENTARY SCHOOL (EFMG)	1	30,953	31,959	32,918
	2	32,598	33,658	34,667
	3	34,961	36,097	37,180
	4	37,324	38,537	39,693
 				
PRODUCTION MANAGER	1	43,748	45,170	46,525
	2	46,478	47,989	49,429
	3	50,170	51,800	53,354
	4	53,863	55,613	57,281
 				
FOOD SERVICE ASSOCIATE (FHR)	--	20.00	20.65	21.27