

APPENDIX A

K-12 Hourly Wage Schedule

The K-12 Hourly Wage Schedule includes a 0% increase for 2020-21. Steps will not be granted for 2020-21. Effective January 1, 2021, a 1% increase will be granted.

Title	Step	Jan. 1, 2021 Rate of Pay
Paraprofessional – Special Education	Step 1 (1-4 years)	\$12.81
Paraprofessional – Media	Step 2 (5-8 years)	\$13.90
Paraprofessional – In School Suspension	Step 3 (9+ years)	\$15.07

Paraprofessional - In-School Suspension/Information Technology Support

Step 1 (1-4 years)	\$14.85
Step 2 (5-8 years)	\$15.94
Step 3 (9+ years)	\$17.04

Step Increases

Step increases occur annually on the anniversary date of hire, transfer or promotion except where to provide such increases would violate the provisions of section 15b of the Public Employment Relations Act.

Transfer/Promotion

This subsection shall apply only to Non-Certificated individuals. Any reference to "employee," "employees," or "members" in this Article is understood to apply only to Non-Certificated individuals. Employees who transfer or promote to another classification will retain no less than their same step status. Employees will suffer no loss of pay as a result of the transfer or promotion.

Food Service Hourly Wage Schedule

July 1, 2020 – June 30, 2021 - The Food Service Hourly wage Schedule includes a 0% increase for 2020-21. Effective January 1, 2021, a 1% increase will be granted.

Attendance Incentive: For those employees who maintain perfect attendance a \$100 stipend will be paid the last pay in June. Prearranged/approved leave days and FMLA are not counted against the perfect attendance incentive, however, same day call-in's would disqualify an employee from perfect attendance.

Title	Jan. 1, 2021 Rate of Pay
Head Cook	
Probationary	\$ 12.29
After 1 Year	14.49
Assistant Cook and/or Baker	
Probationary	12.04
After 1 Year	13.87
Dishwasher	12.51
Server, Cashier and/or Prep	
Probationary	10.82
After 1 Year	11.51
High School Prep	12.10
Van Driver	12.51

*Based on a work calendar day

Transfer/Promotion

This subsection shall apply only to Non-Certificated individuals. Any reference to "employee," "employees," or "members" in this Article is understood to apply only to Non-Certificated individuals. Employees who transfer or promote to another classification will retain no less than their same step status. Employees will suffer no loss of pay as a result of the transfer or promotion. If an employee chooses to apply for a position that is lower in pay, they shall receive the lower rate of pay.