

# Comprehensive Pay Increase for ESP for FY 19

---

## ESP personnel excluding Transportation and Health Services effective July 1, 2018

- Instructional aides, secretaries, head cooks, and head custodians
  - Current <10.00, new = 11.00
  - Current  $\geq 10.00$  and <11.00, new = current +1.00
  - Current  $\geq 11.00$ , new = (current \* 1.03) + 0.75
- Custodians and Food Service Workers
  - Current <9.50, new = 10.50
  - Current  $\geq 9.50$  and <10.50, new = current +1.00
  - Current  $\geq 10.50$ , new = (current \* 1.03) + 0.75
- Maintenance workers
  - Current <12.00, new = 13.00
  - Current  $\geq 12.00$  and <13.00, new = current +1.00
  - Current  $\geq 13.00$ , new = (current \* 1.03) + 0.75
- Executive Secretaries
  - Current <10.75, new = 11.75
  - Current  $\geq 10.75$  and <11.75, new = current +1.00
  - Current  $\geq 11.75$ , new = (current \* 1.03) + 0.75
- Interventionists
  - Current <13.00, new = 14.00
  - Current  $\geq 13.00$  and <14.00, new = current +1.00
  - Current  $\geq 14.00$ , new = (current \* 1.03) + 0.75
- Technology Technicians
  - Current <11.00, new = 12.00
  - Current  $\geq 11.00$  and <12.00, new = current +1.00
  - Current  $\geq 12.00$ , new = (current \* 1.03) + 0.75
- All employees impacted by this will receive \$0.50 lane movement in FY 22, FY 26, FY 30, and FY 34
- Any employees with toileting responsibilities for a student would receive a \$1 per hour increase to their pay rate

## New Hires effective July 1, 2018

- New hires will operate on the below salary schedule

Position	Probationary Salary (90 days)	After 90 days	After 3 Years	After 9 years	After 14 years	After 19 years
Head Custodian	10.50	+0.25	+0.50	+0.50	+0.50	+0.50
Custodian	10.00	+0.25	+0.50	+0.50	+0.50	+0.50
Maintenance	12.50	+0.25	+0.50	+0.50	+0.50	+0.50
PT Buildings and Grounds	8.25	+0.00	+0.50	+0.50	+0.50	+0.50
Executive Secretary	11.25	+0.25	+0.50	+0.50	+0.50	+0.50
Secretary	10.50	+0.25	+0.50	+0.50	+0.50	+0.50
Aide	10.50	+0.25	+0.50	+0.50	+0.50	+0.50
Interventionist	13.25	+0.25	+0.50	+0.50	+0.50	+0.50
Head Cook	10.50	+0.25	+0.50	+0.50	+0.50	+0.50
Cafeteria Worker	10.00	+0.25	+0.50	+0.50	+0.50	+0.50
Cafeteria Supervisor	8.50	+0.25	+0.50	+0.50	+0.50	+0.50
Technology Technician	11.75	+0.25	+0.50	+0.50	+0.50	+0.50
Nurse	18.00	+0.50	+0.50	+0.50	+0.50	+0.50
Bus Driver/Mechanic	17.00	+0.50	+0.50	+0.50	+0.50	+0.50
Homebound Tutoring	18.00	+0.50	+0.50	+0.50	+0.50	+0.50
<b>SUB PAY</b>						
Aide	9.00	+0.50	--	--	--	--
Nurse	18.00	+0.50	--	--	--	--
Driver	14.50	+0.50	--	--	--	--
Secretary	9.00	+0.50	--	--	--	--
Cafeteria Worker	9.00	+0.50				
Custodian	9.00	+0.50				

## All other current ESP employees

- All other ESP employees will receive entitled lane movement and a 3 percent pay increase.