

APPENDIX A: Hourly Rates of Pay - 1% hourly wage increase for 2016-2017

APPENDIX A: Hourly Rates of Pay

	<u>2012-13</u>	<u>2013-14</u>	<u>2016-17</u>
<u>CLASS 1</u>			
Instructional Assistants in General Education			
Probationary rate	\$ 8.51	\$ 8.51	<u>\$8.90</u>
Regular rate after 60 workdays	\$ 9.35	\$ 9.35	<u>\$9.44</u>
After one (1) year*	\$ 9.91	\$ 9.91	<u>\$10.01</u>
 <u>Class 2</u>			
Library Assistants and Computer Lab Assistants			
Probationary rate	\$ 8.38	\$ 8.38	<u>\$8.90</u>
Regular rate after 60 workdays	\$ 9.49	\$ 9.49	<u>\$9.58</u>
After one (1) year*	\$10.33	\$10.33	<u>\$10.43</u>
 <u>Class 3</u>			
Special Education Assistants			
Probationary rate	\$ 9.22	\$ 9.22	<u>\$9.31</u>
Regular rate after 60 workdays	\$10.33	\$10.33	<u>\$10.43</u>
After one (1) year*	\$11.17	\$11.17	<u>\$11.28</u>
 <u>Class 4</u>			
Special Education Interpreter Assistants			
Probationary rate	\$10.61	\$10.61	<u>\$10.72</u>
Regular rate after 60 workdays	\$11.43	\$11.43	<u>\$11.54</u>
After (1) year*	\$12.56	\$12.56	<u>\$12.68</u>

*Provided the employee works at least 90% of the scheduled work year.

*TA
R. E. Powell
1-26-17*

*[Signature]
1/26/2017*

ARTICLE 17: Compensation

- A. The hourly wage rates of employees covered by this Agreement are set forth in the wage schedule, Appendix A, which is attached to and incorporated in this Agreement. The longevity schedule is set forth in Appendix B.

Wages remain unchanged. Advancement on the longevity schedule shall occur the 2015-16 school year as of the first pay-period following ratification by both parties, with no retroactivity.

Wages are changed for 2016-17, as set forth in Appendix A.

- B. A bargaining unit member who is temporarily assigned duties which are not part of his/her normal assignment responsibilities and which earn a higher rate of pay shall receive the higher rate of pay for the period she assumes such an assignment.
- C. A bargaining unit member who is required in the course of his/her work to drive his/her personal automobile shall be reimbursed for mileage in accordance with Board policy. Bargaining unit members will not transport students.
- D. A bargaining unit member who loses hour(s) as a result of Early release Days may work the equivalent of the lost hours during the pay period to maintain the same level of compensation.

JA
R.C. Proulx
1-26-17

9/26/2017