

LEONIA BOARD OF EDUCATION

AND


THE LEONIA ASSOCIATION

OF

SCHOOL SERVICE PERSONNEL

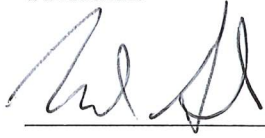
Contract for July 1, 2024 to June 30, 2028

For the Leonia Association of School Service Personnel

 Jose M. Romero 6-21-24

President

Date

 6-26-24

Vice President Michael Scorsola Date

For the Leonia Board of Education

 7/24/24

President

Date

 7/24/24

Board Secretary

Date

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ARTICLE I

RECOGNITION

The Leonia Board of Education hereby recognizes the Leonia Association of School Service Personnel as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all Custodians, Maintenance Specialists, and Bus Drivers under annual contracts employed by the Board, but excluding all supervisory personnel.

ARTICLE II

DEFINITION OF EMPLOYEE

Unless otherwise indicated, the term "employee," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined

Unless otherwise indicated, the term "full-time employee," when used in this Agreement, shall refer to all employees contracted to work forty (40) hours per week during twelve (12) calendar months. Insurance protection will be provided to all employees working a minimum of thirty (30) hours per week during twelve (12) calendar months.

Unless otherwise indicated, the term "non-fill-time employees," when used in this Agreement, shall refer to all employees contracted to work less than forty (40) hours per week during twelve (12) calendar months.

ARTICLE III

DURATION OF CONTRACT

This Agreement shall become effective on July 1, 2024 and remain in effect through June 30, 2028

In the event a successor agreement is not completed by June 30, 2028, the terms of this agreement shall remain in effect until the successor agreement is negotiated.

ARTICLE IV

GRIEVANCE PROCEDURE

A. DEFINITIONS:

1. GRIEVANCE

A "grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of the Agreement, policies affecting terms and conditions of employment, or administrative decisions affecting an employee or a group of employees.

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2. AGGRIEVED PERSON

An "aggrieved person is a person or persons, or the Association making the claim.

3. PARTY IN INTEREST

A "party in interest" is the person or persons making the claim or any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept informal and confidential.

C. PROCEDURE

1. TIME LIMITS

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement, in writing.

2. LEVEL ONE

An employee with a grievance shall first discuss it with his immediate supervisor within five (5) working days of the occurrence, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

3. LEVEL TWO

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he may file the grievance in writing directly or through the Association within five (5) working days with his immediate superior. The grievance shall specify:

- a. The nature of the grievance
- b. The results of the previous discussions

The Supervisor shall communicate his decision, in writing, to the employee within five (5) working days after receipt of the written grievance.

4. LEVEL THREE

Board Secretary /School Business Administrator

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within the specified time, he may within five (5) working days after a decision by the superior, appeal the decision to the Board Secretary/School Business Administrator. The request must be made in writing. The Board Secretary/School Business Administrator shall proceed to hold a hearing to resolve the matter as quickly as possible but within a period of no more than ten (10) working days. The

Board Secretary/School Business Administrator shall communicate his decision in writing to the employee's supervisor, and the Board of Education.

5. LEVEL FOUR

Board of Education

If the grievance is not resolved to the employee's satisfaction, he may request a review by the Board of Education. The written request shall be submitted to the Board Secretary /School Business Administrator of the Board of Education within five (5) days of the Board Secretary/School Business Administrator's decision. The Board or a committee thereof, shall review the grievance and may within fifteen (15) working days of receipt of grievance hold a hearing with the employee and shall render a decision in writing within fifteen (15) working days of receipt of grievance by the Board or of the date of the hearing with the employee, whichever comes later.

6. LEVEL FIVE

- a. If the employee is dissatisfied with the decision of the Board of Education, the Association may request within thirty (30) calendar days that the grievance be submitted to a mutually acceptable arbitrator selected from the PERC list.
- b. The arbitrator so selected shall confer with the representatives of the Board and the Association, and hold hearings promptly and shall issue his decision not later than thirty (30) days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his finding of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision that requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- c. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring the same.

D. MISCELLANEOUS

1. EMPLOYEE AND ASSOCIATION

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative(s) selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. SEPARATE GRIEVANCE FILE

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

3. MEETINGS AND HEARINGS

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this article.

DAILY WORK HOURS

A. WORKDAY

1. Employees shall have an unpaid, uninterrupted lunch period of one (1) hour for day shift and one half (1/2) hour for night shift for any workday that consists of at least eight (8) hours. Day shift lunch hours to be between 11:00 a.m. to 2:00 p.m. Night shift lunch hours to be between 7:30 p.m. and 9:30 p.m. Lunch periods will be staggered so there will be sufficient staff to meet educational needs during the course of the work day. All lunch periods to be scheduled by the Head Custodian. Final approval to rest with the Buildings and Grounds Supervisor. If lunch is interrupted, the employee shall receive compensation of one hour per employee's hourly rate.
2. All employees are required to record their time daily at the start and the end of their shift. Employees must utilize the District approved software or mobile device application in use during the term of this contract (currently Time Clock Plus App). However, in the event the District approved software or mobile device application is inoperable, employees must clock in manually using the time clock in one of the three custodian rooms.
3. All employees must clock in no earlier than 15 minutes prior to their scheduled work shift. When clocking out, employees must select if a lunch break was taken. Employees can only work through lunch breaks with prior approval from the Buildings & Grounds Supervisor. If an employee is requested to work additional hours or overtime, all overtime worked must be clearly indicated in the District approved software or mobile device application. Entries must include the following: reason for overtime, employee's name you are substituting for, event name, i.e., school play, etc. location LMS - LHS- ACS, hours worked and date worked. In the event the District approved software or mobile device application is inoperable, employees must complete a Time Clock compliance form and submit same to the Buildings & Grounds Office.

B. COFFEE BREAKS

1. An uninterrupted period of twenty (20) minutes.
2. Coffee breaks shall be staggered so there will be sufficient staff to meet educational needs during the course of the work day. Day shift coffee break time period between 8:30 a.m. and 10:30 a.m. Night shift coffee break time period between 5:00 p.m. and 7:00 p.m. All breaks to be scheduled by the head Custodian. Final approval to rest with the Buildings and Grounds Supervisor.

C. CALL TIME AND OVERTIME

1. Any employee called in on a Regular Day off shall be paid for at least a minimum of four (4) hours at the overtime rate: If such a call is in for shoveling snow, the overtime rate shall be double time. All snow shoveling is to be paid at a rate of double time beyond regular work hours.
2. Overtime shall be paid at the rate of 1 1/2 times the employee's regular hourly rate of pay for all time worked in excess of forty (40) hours in any work week. For the purpose of determining the work week, the following count as regular work days:
 - Holidays
 - Paid sick days
 - Paid vacation days
 - Paid personal days
 - Other approved paid leaves

3. An employee's regular hourly rate shall be calculated as:

$$[\text{Hourly Rate}] = [\text{Daily Rate}] / [\text{Contracted Hours per Day}]$$

WHERE,

$$[\text{Contracted Hours per Day}] = [\text{Weekly Contracted Hours}] / 5$$

AND,

For employees hired before July 1, 2024

$$[\text{Daily Rate}] = [\text{Annual Salary}] / 240$$

For employees hired on or after July 1, 2024

$$[\text{Daily Rate}] = [\text{Annual Salary}] / 260$$

- 4. An employee who works on a scheduled vacation day or a holiday shall be paid at the rate of one and a half (1 ½) times the employee's regular hourly rate of pay in addition to the vacation or holiday pay.
- 5. In the event an employee cannot report to work on a snow day, that day will be recorded as a No Pay Day and the employee will not receive compensation for that day. Medical documentation required for sick days taken on snow days.
- 6. Sunday work shall be paid at the rate of 2 times the employee's regular hourly rate.

D. Procedure for Distribution of Overtime

- 1. Overtime roster/calendar to be maintained by the Head Custodian at each building. The final approval and authority in regard to overtime to rest with the Buildings and Grounds Supervisor or the Business Administrator in his/her absence. Every effort shall be made to distribute the overtime as equitable as practical.
- 2. In regard to overtime, every effort shall be made to distribute the overtime as equitable and as practical by the Buildings and Grounds Supervisor/Transportation Coordinator. Head Custodians, Custodians, Custodians with bus driver stipends, maintenance staff and groundskeepers shall be included in the equitable distribution of all Board of Education overtime whenever possible.

E. After six months of employment, the Leonia Board of Education will pay for the renewal of a boiler license and renewal of fingerprinting for Bus Drivers. The Board will also finance the training costs for any new employee to obtain a Black Seal boiler's' license at the training center of the district's choice. The Leonia Board of Education will reimburse employees for all licenses, certifications, and CEU renewals related to their employment in the district with prior district approval.

F. All employees should report to work no more than 30 minutes before the start of their shift and be off the premises 30 minutes after their shift.

G. When the situation requires a bus driver to stay with a bus during his/her lunch period, overtime will be paid. When two drivers are on the same trip, they will stagger their lunch hour accordingly so no overtime is required.

H. Employees required to travel in their own vehicle on school business will be paid a per mile stipend based on the standard business mileage IRS rate.



TEMPORARY LEAVES OF ABSENCE

A TYPES OF LEAVES

1. PERSONAL

a. Three (3) days leave of absence for personal, business, or family matters that require absence during working hours. Application to the Superintendent for personal leave shall be made at least three (3) days before taking such leave (except in the case of any emergency). In case of emergency, the application shall be filled out as soon as possible on return. Payment will be withheld until application is turned in. A stated reason is not required for personal days except where less than three days' notice can be given or the day falls before or after a vacation or holiday. The Superintendent shall have sole discretion to approve personal days consecutive with a school vacation or holiday under extenuating circumstances.

Unused personal days will roll into the sick bank for each employee.

2. LEGAL

a. Time necessary for appearance in any legal proceeding connected with the employee's employment or in any other legal proceedings, if the employee is required by law to attend up to three (3) days. Legal days must be documented with official documentation stating that the employee must be in attendance.

3. DEATH

a. Up to five (5) days at any one time in the event of death of an employee's spouse, child, stepchild, son-in-law, daughter-in-law, parent, stepparent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and grandparent. One day will be given for individuals not mentioned above.

b. Acceptable documentation for confirmation of bereavement leave will be newspaper obituary, notarized letter from family of deceased, letter from the funeral director on business stationary, or a funeral card.

c. Any bereavement days that fall during an employee's vacation time will be returned to the employee to be used at another time.

ARTICLE VII

SICK LEAVE

A. ALLOTMENT

Employees shall be awarded one (1) sick day for each month of employment in a contract year. Sick days will be prorated for any employee hired after July 1st of that contract year.

B. ACCUMULATION

All unused sick leave shall accumulate in the employee's sick leave bank. Employees shall be given a written accounting of accumulated sick leave days through June 30th, no later than October 1st of the school year.

C. SICK LEAVE

An employee may take sick leave up to the maximum days in their sick bank.

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D. RETIREMENT

Any employee who retires with a minimum of ten (10) years or a minimum age of 65 shall be entitled to reimbursement for accumulated sick days at a rate of \$65.00 per day of accumulated sick leave, up to maximum of 165 days.

ARTICLE VIII

VACATION AND HOLIDAY SCHEDULE

A. VACATION SCHEDULE

Vacation eligibility shall be determined as of July 1st of each year.

Vacation time shall be scheduled to coordinate with the work schedule and shall be subject to the approval of the immediate supervisor. Such approval shall not be arbitrarily withheld.

All requests must be submitted no later than 30 days from the requested vacation time. An employee can make a request in fewer than thirty days for a vacation under extenuating circumstances and with the approval from the Supervisor of Building and Grounds and/or the Superintendent. This is required to ensure all vacation requests can be approved in a timely fashion, in order of first come first serve and that all school scheduled events are met

Union members will be permitted to carry over five days for the next contractual year. Five days is the maximum number of days permitted to bank. Any carryover days must be used in the next contractual year.

All employees will be on a Vacation Schedule as follows:

Less than 12 months	1 day for each month after the second month up to 5 days
Years 1 and 2	Five (5) days
Years 3 and 4	Ten (10) days
Years 5 through 10	Fifteen (15) days
Years 11 through 12	Seventeen (17) days
Years 13 through 14	Eighteen (18) days
Years 15 plus	Twenty (20) days

B. HOLIDAY SCHEDULE

Thirteen (13) paid holidays plus one (1) floating holiday. Mutual scheduling of holidays.

When a holiday falls on a Monday, the Tuesday to Saturday shift will take the following Tuesday immediately following the scheduled holiday as their scheduled holiday.

The Board of Education will consider requests from those employees assigned to the Tuesday to Saturday shift to take their scheduled holidays that fall on a Monday on the Saturday prior to the actual scheduled holiday providing all educational and approved District facility use events are fully covered for requested dates.

ARTICLE IX

SALARY SCALE

A. The annual salary for each year shall be increased by the following amounts:

- Year one - 2024-2025 3.5% of 2023-2024 salary
- Year two - 2025-2026 3.5% of 2024-2025 salary
- Year three - 2026-2027 3.5% of 2025-2026 salary
- Year four - 2027-2028 3.5% of 2026-2027 salary

The individual salaries have been calculated and agreed upon by both parties and identified in attachment A.

B. The starting salary for a new employee shall be at the discretion of the Board of Education. This salary shall be based on the position, experience, background, credentials, salaries of currently employees, and market conditions.

ARTICLE X

INSURANCE PROTECTION

A. The board shall pay the full cost of the premiums, less any legally required employee contributions required by *N.J.S.A. 18A:16-17* and/or *N.J.S.A. 18A:16-17.1*, or any other applicable State law, for health insurance coverage for full-time employees and their eligible dependents. The health insurance plan shall be the

New Jersey School Employees Health Benefits program. Should the Board make changes to the current plan, the Board shall provide health insurance coverage that is equal to or better than the current plan. Each employee's contribution to the cost of premiums shall be deducted from the employee's salary and paid, in equal installments, in accordance with the payroll schedule

- B. The board shall pay the full cost of the premiums for dental insurance coverage for all full- time employees and their eligible dependents.
- C. All full-time custodians and maintenance specialists, except for those over sixty-five [65] will be covered by disability insurance. This plan shall have a five [5] working day waiting period before collecting benefits.
- D. Bus drivers required by law to take a physical exam to be able to drive a bus, will submit the cost of the physical exam to their own insurance. Any cost not covered by insurance will be reimbursed by the Board. This physical is required by the State and may not be covered by the Board's insurance plan.
- E. If the health laws change due to legislation, the Board of Education will negotiate with the union prior to the end of the second year, third year, or the end of the fourth year for implementation at the start of the either third, fourth, or fifth year.

ARTICLE XI

CLOTHING

The Board will provide \$300 for boot allowance for each full time employee and \$200 for non-full-time employees for each contractual year. A receipt must be submitted to the Board of Education for payment. In addition, the Board shall provide one pair of galoshes at a rate not to exceed \$50.00.

- A. The Board will provide each contractual year to each employee, \$350 for non-full-time and \$400 for full time, which will include pants, shirts, sweatshirt, and a waterproof winter jacket. All female employees will be permitted to purchase their own pants and shall submit the receipt for reimbursement. These purchases must not exceed the total amount permitted for clothing.
- B. All employees must wear their uniforms while at work. If an employee reports to work without his/her uniform he/she shall be sent home to change into his/her uniform. When the employee returns to work, the time lost from work in order to change into the proper uniform must be made up on the same day. If the employee does not return to work, he/she will be docked a day's pay.

ARTICLE XII

PROBATIONARY EMPLOYEES

- A. Custodian/ maintenance personnel hired to perform bargaining unit work shall be subject to a one hundred and eighty [180] calendar day probationary period. Upon completion of one hundred and eighty [180] calendar days, the employee shall be and become within the recognition clause of the Agreement fully subject to the terms and conditions of the agreement.
- B. Definition of Employee: Unless otherwise indicated the term "employee" when used hereinafter in this agreement shall refer to all full-time and part-time employees represented by the Association in the negotiating unit as above defined, and references to male employees shall include female employees.
- C. Definition of Full-Time Employee: "full-time employees" shall be those employees identified by state law.
- D. Pro-rating of benefits: Each part time employee shall be entitled to those
Benefits set forth in Article VI [Temporary Leaves of Absence], Article VII [Sick Leave] and Article VIII [vacation and holiday schedule] on a pro rata basis. Part-time employees shall not be eligible for benefits under Article X [insurance Protection]

ARTICLE XIII

JUST CAUSE

The Board shall not discipline, reprimand or reduce in rank or compensation any employee without just cause.

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ARTICLE XIV

LONGEVITY

In addition to an employee's annual salary as set out in Schedule A, a longevity stipend shall be paid to an employee who has cumulatively and consecutively served the Leonia School District for at least five (5) years based on the following schedule:

<u>Commencing Year</u>	<u>Stipend</u>
6th to 10th year	\$500
11th to 15th year	\$750
16th to 20th year	\$1,000
21st to 25th year	\$1,500
26th year and each year thereafter	\$2,500

ARTICLE XV

MISCELLANEOUS PROVISIONS

A. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual employee, hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the agreement, this agreement, while in effect, shall be controlling.

B. Notice Provision

The Board shall not exercise the thirty (30) day written notice provision in an individual contract to terminate an employee without cause prior to June 30, 1996.

C. Printing Agreement

Copies of this Agreement shall be reproduced at the expense of the Board after agreement with the Association on format within thirty (30) days after the Agreement is signed. The Agreement shall be presented by the Association and Board of Education to all employees in the unit now employed, hereafter employed, or considered for employment.

APPENDIX A

PCR ID #	Position Description	PTR FTE	Hours per Week	Total Base Salary for Subsequent Year's Calculation (excluding longevity)	2024-2025	2025-2026	2026-2027	2027-2028
1 6228	Night Custodian	.7	28	40,313.96	\$ 41,724.95	\$ 43,185.32	\$ 44,696.81	\$ 46,261.20
2 0066	Maintenance Specialist includes Bus Driver Duties	1.0	40	73,900.73	\$ 76,487.26	\$ 79,164.31	\$ 81,935.06	\$ 84,802.79
3 6216	Bus Driver includes Custodial Duties	1.0	40	57,453.92	\$ 59,464.81	\$ 61,546.08	\$ 63,700.19	\$ 65,929.69
4 10041	Bus Driver includes Custodial Duties	1.0	40	57,453.94	\$ 59,464.83	\$ 61,546.10	\$ 63,700.21	\$ 65,929.72
5 10146	Night Custodian	.7	28	37,050.87	\$ 38,347.65	\$ 39,689.82	\$ 41,078.96	\$ 42,516.73
6 0069	Evening Bus Driver includes Night Custodial Duties	1.0	40	76,542.01	\$ 79,220.98	\$ 81,993.71	\$ 84,863.49	\$ 87,833.72
7 6301	Bus Driver includes Custodial Duties	1.0	40	57,082.76	\$ 59,080.66	\$ 61,148.48	\$ 63,288.68	\$ 65,503.78
8 6355	Night Custodian - Hourly	.375	15	\$15.50 per hour	\$ 16.04	\$ 16.60	\$ 17.19	\$ 17.79
9 10001	Maintenance Specialist-includes HVAC	1.0	40	64,116.24	\$ 66,360.31	\$ 68,682.92	\$ 71,086.82	\$ 73,574.86
10 10215	Maintenance Specialist	1.0	40	60,000.00	\$ 60,000.00	\$ 62,100.00	\$ 64,273.50	\$ 66,523.07
11 6232	Night Custodian	.7	28	40,014.77	\$ 41,415.29	\$ 42,864.82	\$ 44,365.09	\$ 45,917.87
12 6338	Night Custodian	.7	28	38,142.26	\$ 39,477.24	\$ 40,858.94	\$ 42,289.01	\$ 43,769.12
13 6010	Custodian	.7	28	38,445.09	\$ 39,790.67	\$ 41,183.34	\$ 42,624.76	\$ 44,116.63
14 0227	Bus Driver includes Custodial Duties	1.0	40	57,945.63	\$ 59,973.73	\$ 62,072.81	\$ 64,245.36	\$ 66,493.94
15 6357	Night Custodian	.7	28	38,142.26	\$ 39,477.24	\$ 40,858.94	\$ 42,289.01	\$ 43,769.12
16 6218	Night Custodian	.7	28	39,194.20	\$ 40,566.00	\$ 41,985.81	\$ 43,455.31	\$ 44,976.25
17 5888	Bus Driver includes Custodial Duties	.875	35	48,827.24	\$ 48,827.24	\$ 50,536.19	\$ 52,304.96	\$ 54,135.63
18 10127	Night Custodian	.7	28	38,142.26	\$ 39,477.24	\$ 40,858.94	\$ 42,289.01	\$ 43,769.12
19 0345	Head Custodian	1.0	40	59,727.16	\$ 61,817.61	\$ 63,981.23	\$ 66,220.57	\$ 68,538.29
20 6258	Maintenance Specialist - includes Fleet Mechanic	1.0	40	82,475.07	\$ 85,361.70	\$ 88,349.36	\$ 91,441.58	\$ 94,642.04
21 6276	Bus Driver includes Custodial Duties	.875	35	50,272.18	\$ 52,031.71	\$ 53,852.82	\$ 55,737.66	\$ 57,688.48
22 6117	Custodian	.7	28	38,445.09	\$ 39,790.67	\$ 41,183.34	\$ 42,624.76	\$ 44,116.63
23 6356	Night Custodian - Hourly	.375	15	\$15.50 per hour	\$ 16.04	\$ 16.60	\$ 17.19	\$ 17.79
24 5987	Night Custodian	.7	28	40,313.96	\$ 41,724.95	\$ 43,185.32	\$ 44,696.81	\$ 46,261.20
25 5797	Bus Driver includes Custodial Duties	1.0	40	57,638.12	\$ 59,655.45	\$ 61,743.40	\$ 63,904.41	\$ 66,141.07
26 5988	Night Custodian	.7	28	40,313.96	\$ 41,724.95	\$ 43,185.32	\$ 44,696.81	\$ 46,261.20
27 10012	Bus Driver includes Custodial Duties	.625	25	35,908.71	\$ 37,165.51	\$ 38,466.31	\$ 39,812.63	\$ 41,206.07
28 10017	Bus Driver includes Custodial Duties	.625	25	35,908.71	\$ 37,165.51	\$ 38,466.31	\$ 39,812.63	\$ 41,206.07
29 5975	Bus Driver includes Custodial Duties	1.0	40	57,453.92	\$ 59,464.81	\$ 61,546.08	\$ 63,700.19	\$ 65,929.69
30 5798	Bus Driver includes Custodial Duties	1.0	40	57,636.91	\$ 59,654.20	\$ 61,742.10	\$ 63,903.07	\$ 66,139.68
31 10011	Evening Bus Driver includes Night Custodial Duties	1.0	40	55,802.56	\$ 57,755.65	\$ 59,777.10	\$ 61,869.30	\$ 64,034.72
32 5525	Head Custodian includes Bus Driver Duties	1.0	40	73,889.66	\$ 76,475.80	\$ 79,152.45	\$ 81,922.79	\$ 84,790.08
33 6187	Night Custodian	.7	28	40,313.96	\$ 41,724.95	\$ 43,185.32	\$ 44,696.81	\$ 46,261.20
34 10147	Night Custodian	.7	28	37,050.87	\$ 38,347.65	\$ 39,689.82	\$ 41,078.96	\$ 42,516.73
35 0756	Groundskeeper	.5	20	29,192.83	\$ 30,214.58	\$ 31,272.09	\$ 32,366.61	\$ 33,499.44
36 10110	Night Custodian	.7	28	38,142.26	\$ 39,477.24	\$ 40,858.94	\$ 42,289.01	\$ 43,769.12
37 6173	Night Custodian	.7	28	39,230.46	\$ 40,603.53	\$ 42,024.65	\$ 43,495.51	\$ 45,017.86
38 5526	Evening Bus Driver includes Night Custodial Duties	.875	35	53,037.43	\$ 54,893.74	\$ 56,815.02	\$ 58,803.55	\$ 60,861.67
39 0798	Head Night Custodian includes Evening Bus Driver Duties	1.0	40	66,325.18	\$ 68,646.56	\$ 71,049.19	\$ 73,535.91	\$ 76,109.67
40 6285	Bus Driver includes Custodial Duties	.875	35	50,272.20	\$ 52,031.73	\$ 53,852.84	\$ 55,737.69	\$ 57,688.51
41 6200	Maintenance Specialist - includes Electrician	1.0	40	74,218.99	\$ 76,816.65	\$ 79,505.24	\$ 82,287.92	\$ 85,168.00
42 6215	Bus Driver includes Custodial Duties	1.0	40	57,453.93	\$ 59,464.82	\$ 61,546.09	\$ 63,700.20	\$ 65,929.71
43 5700	Head Custodian includes Bus Driver Duties	1.0	40	61,767.59	\$ 63,929.46	\$ 66,166.99	\$ 68,482.83	\$ 70,879.73