

**AUBURN PSEA
 SEPTEMBER 1, 2022 THROUGH AUGUST 31, 2023
 LESS THAN FULL TIME EMPLOYEES**

Column Steps/Years Percent of Base	A <u>1-2 Yrs</u> Base	B <u>3-4 Yrs</u> 2%	C <u>5-9 Yrs</u> 4%	D <u>10-13 Yrs</u> 6%	E <u>14-17 Yrs</u> 9%	F <u>18-19 Yrs</u> 12%	G <u>20-24 Yrs</u> 15.5%	H <u>25+ Yrs</u> 19%
<u>CHILD NUTRITION</u>								
Kitchen Manager, HS	\$26.04	\$26.57	\$27.43	\$28.66	\$29.47	\$30.28	\$31.69	\$32.65
Kitchen Manager, MS	\$25.46	\$25.97	\$26.81	\$28.01	\$28.81	\$29.60	\$30.97	\$31.91
Kitchen Manager, ELEM	\$25.15	\$25.65	\$26.49	\$27.68	\$28.46	\$29.25	\$30.60	\$31.53
Assistant Cook	\$21.05	\$21.47	\$22.17	\$23.17	\$23.82	\$24.48	\$25.61	\$26.39
Assistant Cook – Floater	\$21.05	\$21.47	\$22.17	\$23.17	\$23.82	\$24.48	\$25.61	\$26.39
<u>CUSTODIAL</u>								
Custodian A	\$26.06	\$26.58	\$27.44	\$28.67	\$29.48	\$30.30	\$31.70	\$32.66
Custodian B	\$24.17	\$24.65	\$25.46	\$26.60	\$27.35	\$28.10	\$29.41	\$30.30
<u>ECEAP</u>								
Teachers Assistant	\$24.07	\$24.55	\$25.03	\$25.51	\$26.24	\$26.96	\$27.80	\$28.64
Lead Teacher	\$25.52	\$26.03	\$26.54	\$27.05	\$27.82	\$28.58	\$29.48	\$30.37
Lead Teacher w/BA	\$26.52	\$27.05	\$27.58	\$28.11	\$28.91	\$29.70	\$30.63	\$31.56
Family Support Specialist	\$27.52	\$28.07	\$28.62	\$29.17	\$30.00	\$30.82	\$31.79	\$32.75
<u>FAMILY ENGAGEMENT LIAISONS</u>								
	\$25.50	\$26.01	\$26.52	\$27.03	\$27.80	\$28.56	\$29.45	\$30.35
<u>PARA-EDUCATORS</u>								
Para-educator 1	\$23.15	\$23.62	\$24.39	\$25.48	\$26.20	\$26.92	\$28.17	\$29.02
Para-educator 2	\$24.07	\$24.55	\$25.35	\$26.49	\$27.24	\$27.99	\$29.29	\$30.18
Para-educator 3	\$24.69	\$25.19	\$26.01	\$27.17	\$27.94	\$28.71	\$30.04	\$30.95
<u>WAREHOUSE</u>								
Laundry	\$23.19	\$23.65	\$24.42	\$25.51	\$26.23	\$26.95	\$28.19	\$29.05

Notes pertaining to Schedule A are on the reverse of this schedule.

AUBURN PSEA
SEPTEMBER 1, 2022 THROUGH AUGUST 31, 2023
PSEA FULL TIME EMPLOYEES

	Column Steps/Years Percent of Base	A 1-2 Yrs Base	B 3-4 Yrs 2%	C 5-9 Yrs 4%	D 10-13 Yrs 6%	E 14-17 Yrs 9%	F 18-19 Yrs 12%	G 20-24 Yrs 15.5%	H 25+ Yrs 19%
<u>CUSTODIAL</u>									
Head Custodian, HS		\$29.38	\$29.97	\$30.56	\$31.15	\$32.03	\$32.91	\$33.94	\$34.97
Head Custodian, MS		\$28.73	\$29.31	\$29.88	\$30.46	\$31.32	\$32.18	\$33.19	\$34.19
Head Custodian, ELEM		\$26.89	\$27.42	\$27.96	\$28.50	\$29.31	\$30.11	\$31.05	\$31.99
Custodian A		\$25.06	\$25.56	\$26.06	\$26.56	\$27.32	\$28.07	\$28.95	\$29.82
Custodian B		\$23.25	\$23.71	\$24.18	\$24.64	\$25.34	\$26.04	\$26.85	\$27.66
<u>TRADES</u>									
Lead Grounds Tech		\$35.73	\$36.44	\$37.16	\$37.87	\$38.94	\$40.02	\$41.27	\$42.52
Grounds Tech		\$32.39	\$33.04	\$33.69	\$34.34	\$35.31	\$36.28	\$37.41	\$38.55
Grounds Person		\$29.59	\$30.18	\$30.77	\$31.37	\$32.25	\$33.14	\$34.18	\$35.21
Trades Lead		\$37.35	\$38.09	\$38.84	\$39.59	\$40.71	\$41.83	\$43.14	\$44.44
Trades Tech		\$34.35	\$35.04	\$35.72	\$36.41	\$37.44	\$38.47	\$39.67	\$40.88
Trades Helper		\$25.78	\$26.29	\$26.81	\$27.32	\$28.10	\$28.87	\$29.77	\$30.68
Mechanical Systems Tech Lead		\$37.35	\$38.09	\$38.84	\$39.59	\$40.71	\$41.83	\$43.14	\$44.44
Mechanical Systems Tech		\$34.35	\$35.04	\$35.72	\$36.41	\$37.44	\$38.47	\$39.67	\$40.88
Trades Person		\$30.71	\$31.32	\$31.94	\$32.55	\$33.47	\$34.39	\$35.47	\$36.54
<u>WAREHOUSE</u>									
Warehouse Lead		\$34.08	\$34.76	\$35.44	\$36.12	\$37.14	\$38.17	\$39.36	\$40.55
Warehouse Tech		\$30.82	\$31.43	\$32.05	\$32.67	\$33.59	\$34.52	\$35.60	\$36.67

Full Time Employees Also Accrue Vacation as Follows:

<u>Years of Service</u>	<u>Hours of Vacation Credit</u>
1-4 years	1 hour for each 24 hrs worked not to exceed 80 hrs per year
5-9 years	1 hour for each 18 hours worked not to exceed 120 hours per year
10-19 years	1 hour for each 12 hours worked not to exceed 160 hours per year
20+ Years	4 weeks vacation will be frontloaded at the beginning of each year

Notes pertaining to Schedule A are on the reverse of this schedule.

NOTES: Schedule A

1. The monthly gross salary for full-time employees can be calculated as follows: 2080 hours x hourly rate divided by 12.

Exception: 2015-16 = 262 work days; 2016-17 = 261 work days; 2017-18 = 261 work days

2. **PARA LEVEL 1**
Class Size, Playground, Traffic, Study Hall, Print Room.
3. **PARA LEVEL 2**
Computer Lab, ELL, High Cap, CTE (Culinary Arts, Marketing, Metals Shop, Auto Shop Attendant, Learning Center Attendant, Native American Attendant, Jewelry, Horticulture), Reading-Math, Resource Room, Library.
4. **PARA LEVEL 3**
Special Education (SLC, Pathways, One to One, ECE, TAP, and Floaters), Health Tech
5. Salary and step increases shall be distributed at the beginning of each school year to all employees as authorized and funded.
6. Custodian A will be in charge when Head Custodian is absent; pay will be determined by Section 7.6. **In the event the Custodian A declines to fill in for the Head Custodian, the Custodian B will be in charge; pay will be determined by Section 7.6 and the award of the assignment shall be by seniority.**
7. The employee(s) in all classifications except: Class-size paraeducators and any position which is less than three and one-half (3-1/2) hours per day will receive their compensation on a twelve (12) month pro-rata payroll warrant basis.
8. Lead positions: Employees who hold lead positions, with district-wide responsibilities, and oversee seven (7) or more employees will receive a \$75.00 per month stipend.
9. Employees who hold lead positions, with district-wide responsibilities, and oversee five (5) or six (6) employees will receive a \$50.00 per month stipend.
10. Child Nutrition Managers will receive a stipend of \$50.00 per month (\$500 annually) for ten months when they have three (3) or more Child Nutrition Programs.