

	2021-2022		2022-2023		2023-24 2%	
	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after
<b>SECRETARY/CLASS 1 - General</b>						
Step 1	13.74		14.08		14.36	
Step 2	15.26	13.74	15.64	14.08	15.95	14.36
Step 3	16.11	14.49	16.52	14.86	16.85	15.16
Step 4	16.76	15.08	17.18	15.45	17.52	15.76
Step 5	17.76	15.98	18.21	16.38	18.57	16.71
Step 6	18.59	16.74	19.06	17.16	19.44	17.50
Longevity (8 years)	19.01	N/A	19.49	N/A	19.88	N/A
Longevity 2 (15 years)	19.19	17.11	19.67	17.53	20.06	17.88
<b>SECRETARY/CLASS 2 - Elementary</b>						
Step 1	14.38		14.74		15.03	
Step 2	15.87	14.29	16.26	14.65	16.59	14.94
Step 3	16.71	15.04	17.13	15.41	17.47	15.72
Step 4	17.35	15.62	17.79	16.01	18.15	16.33
Step 5	18.00	16.20	18.45	16.60	18.82	16.93
Step 6	18.79	16.91	19.26	17.34	19.65	17.69
Longevity (8 years)	19.23	N/A	19.71	N/A	20.10	N/A
Longevity 2 (15 years)	19.40	17.31	19.89	17.75	20.29	18.11
<b>SECRETARY CLASS 3 - MS, HS, Bookkeeper, Community Ed.</b>						
Step 1	14.56		14.92		15.22	
Step 2	16.10	14.48	16.51	14.85	16.84	15.15
Step 3	16.91	15.22	17.34	15.60	17.69	15.91
Step 4	17.65	15.88	18.09	16.27	18.45	16.60
Step 5	18.39	16.55	18.85	16.97	19.23	17.31
Step 6	19.23	17.31	19.71	17.75	20.10	18.11
Longevity (8 years)	19.62	N/A	20.11	N/A	20.51	N/A
Longevity 2 (15 years)	19.79	17.65	20.29	18.09	20.70	18.45
<b>SECRETARY /REGISTRAR HS</b>						
Step 1	16.29		16.69		17.02	
Step 2	17.81	16.03	18.26	16.43	18.63	16.76
Step 3	18.64	16.78	19.11	17.20	19.49	17.54
Step 4	19.44	17.50	19.93	17.93	20.33	18.29
Step 5	20.12	18.11	20.62	18.56	21.03	18.93
Step 6	20.98	18.88	21.51	19.35	21.94	19.74
Longevity (8 years)	21.37	N/A	21.91	N/A	22.35	N/A
Longevity 2 (15 years)	21.55	19.23	22.08	19.71	22.52	20.10
<b>SECRETARY/REGISTRAR MS</b>						
Step 1	15.72		16.12		16.44	
Step 2	17.21	15.49	17.64	15.87	17.99	16.19
Step 3	18.00	16.20	18.45	16.60	18.82	16.93
Step 4	18.74	16.86	19.21	17.28	19.59	17.63
Step 5	19.42	17.49	19.91	17.92	20.31	18.28
Step 6	20.23	18.21	20.74	18.67	21.15	19.04
Longevity (8 years)	20.64	N/A	21.16	N/A	21.58	N/A
Longevity 2 (15 years)	20.82	18.58	21.34	19.05	21.77	19.43

	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after
<b>LIBRARY PARAPROFESSIONAL - Elementary</b>						
Step 1	14.97		15.34		15.65	
Step 2	15.87	14.29	16.26	14.65	16.59	14.94
Step 3	16.77	15.09	17.19	15.47	17.53	15.78
Step 4	17.64	15.85	18.08	16.24	18.44	16.56
Step 5	18.53	16.68	19.00	17.09	19.38	17.43
Longevity (8 years)	18.74	N/A	19.21	N/A	19.59	N/A
Longevity 2 (15 years)	18.91	16.86	19.38	17.28	19.77	17.63
<b>LIBRARY PARAPROFESSIONAL - Middle School/Class 2</b>						
Step 1	15.21		15.59		15.90	
Step 2	16.07	14.46	16.47	14.82	16.80	15.12
Step 3	16.95	15.26	17.38	15.64	17.73	15.95
Step 4	17.82	16.04	18.27	16.44	18.64	16.77
Step 5	18.74	16.86	19.21	17.28	19.59	17.63
Longevity (8 years)	18.95	N/A	19.43	N/A	19.82	N/A
Longevity 2 (15 years)	19.14	17.06	19.62	17.48	20.01	17.83
<b>MEDIA ASSISTANT - High School/Class 3</b>						
Step 1	15.38		15.76		16.08	
Step 2	16.26	14.63	16.66	14.99	16.99	15.29
Step 3	17.12	15.41	17.55	15.79	17.90	16.11
Step 4	18.06	16.26	18.51	16.66	18.88	16.99
Step 5	18.96	17.07	19.44	17.49	19.83	17.84
Longevity (8 years)	19.18	N/A	19.66	N/A	20.05	N/A
Longevity 2 (15 years)	19.34	17.25	19.83	17.68	20.23	18.03
<b>FOOD SERVICE</b>						
Step 1	14.37		14.73		15.02	
Step 2	15.05	13.54	15.42	13.88	15.73	14.16
Step 3	15.72	14.16	16.12	14.51	16.44	14.80
Step 4	16.41	14.77	16.82	15.14	17.16	15.44
Step 5	17.08	15.38	17.50	15.76	17.85	16.08
Longevity (8 years)	17.30	NA	17.73	NA	18.08	N/A
Longevity 2 (15 years)	17.47	15.57	17.90	15.96	18.26	16.28
<b>TEACHER PARAPROFESSIONAL</b>						
Step 1	14.27		14.62		14.91	
Step 2	15.19	13.67	15.57	14.02	15.88	14.30
Step 3	16.07	14.46	16.47	14.82	16.80	15.12
Step 4	17.54	15.79	17.98	16.18	18.34	16.50
Step 5	17.88	16.09	18.32	16.49	18.69	16.82
Longevity (8 years)	18.07	NA	18.52	NA	18.89	N/A
Longevity 2 (15 years)	18.25	16.27	18.70	16.67	19.07	17.00
<b>HEALTH PARAPRO/SPEC ED BUS PARAPRO</b>						
Step 1	14.52		14.89		15.19	
Step 2	15.40	13.86	15.78	14.20	16.10	14.48
Step 3	16.30	14.68	16.70	15.04	17.03	15.34
Step 4	17.80	16.02	18.25	16.42	18.62	16.75
Step 5	18.12	16.31	18.58	16.72	18.95	17.05
Longevity (8 years)	18.31	NA	18.76	NA	19.14	N/A
Longevity 2 (15 years)	18.48	16.47	18.94	16.88	19.32	17.22

	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after	Hire date prior to 12/13/2010	Hire date 12/13/10 or after
<b>MAIL TRANSPORT/CROSSING GUARD</b>						
Step 1	14.27		14.62		14.91	
Step 2	15.19	13.67	15.57	14.02	15.88	14.30
Step 3	16.07	14.46	16.47	14.82	16.80	15.12
Step 4	17.54	15.79	17.98	16.18	18.34	16.50
Step 5	17.88	16.09	18.32	16.49	18.69	16.82
Longevity (8 years)	18.07	NA	18.52	NA	18.89	N/A
Longevity 2 (15 years)	18.25	16.27	18.70	16.67	19.07	17.00

**BUS DRIVERS - Hourly**

	20.00	20.00	20.50	20.50	20.91	20.91
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**BUS DRIVER - Hourly**

Off Route	11.58	10.43	11.87	10.69	12.11	10.90
Special Education	20.60	20.60	21.12	21.12	21.54	21.54
Voc Ed	16.80	15.11	17.22	15.49	17.56	15.80
At Risk*	15.26	13.73	15.64	14.07	15.95	14.35
Take and Drop**	17.13	15.41	17.56	15.80	17.91	16.12
Band	13.86	12.47	14.21	12.79	14.49	13.05
Shuttle	19.49	17.54	19.98	17.98	20.38	18.34

\*Minimum pay of 1 hour per route. One hour minimum is for At Risk runs only. No other rates within classification are subject to this agreement.

\*\*Minimum pay of 2 hours per route.

**1. Longevity**

A. Bus driver shall receive longevity pay on the following basis:

	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
Completion of 5 years	144.03	147.64	150.59
Completion of 10 years	180.00	184.50	188.19
Completion of 15 years	192.10	196.89	200.83

B. Bargaining unit members advance to the next step, inclusive of longevity steps, with the first pay after the member's first day of work each school year (inclusive of any LESPA member employed at any point during the 2022/23 who continues employment into the 2023/24 school year).

**2. FOOD TRANSPORT**

The premium for cafeteria bargaining unit members who transport food shall be 20 cents per person per hour.