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0HPEHUV RI WKH %RDUG RIZ(GXFDWLRQJFKF 6FKRRO 'LVWU
E\ +LJK 6FKRRO 'LVWULFW 2SHUDWLRQV 0DLQWHQD
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* +HDOWK ,QVXUDQFH
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WKH %RDUG UHFRJQLJHV WKH \$QLRQLD W WRKH DJHFOY
QHJRWLDWLRQ XQUD FFRXPSO H E P S I O R R Q W 2 SHUDWLRQ V O
KHUHLQDIWHU UHIHUUG G MRF O X G H Q Q W S R I V L E V D I O R R Q V

3UHYHQWLYH 0DLQWHQDQFH *HQHUFHO) R D I E Q W H O P D X Q F G H V F
6ZLQJPHQ 6SHFLDO 0DLQWHQDQFH :DWHK R D X V Q H W I S M
&XVWRGLDQV .LWFKHQ &XVWRGLDO DQG (TXLSPHQW O

% 7KH %RDUG DJUHHV QRW WR QHJRWW B D G I W I K W M K S H Q R Q R U
GXUDWLRQ RI WKH \$JUHHPHQW

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1HLWKHU WKH 8QLRQ QRU DQ\ HPLS ERSDHU WILG OSDDVCHLQQVWQF
RU UDWLI\ DQVW WSSS DWH ERUF NUWWR SHIGXWV E\ DQ\ HPSOR
HPSOR BURK SVKRUFRRQWUWHGJHQFH ZQWSDULQ ZKROHXBO IDLW
SHUIRUPDQFHGRWDRVPRIQMPZLWK WKKHPSWRH8QLRQ QRU DQ
VKDQOXVH WR FULQHDQ\ ZKRNYMU HVWDEOLVKHG

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7KH %RDUG UHWDW QM X Q V S R P C W I E L S D H M S H I R U P D Q D J H P H Q W R I W
FRQIHUUHG XSRQ ED QV K H H W W C H G R I M E W L R Q R I W K H 6 W D W H R I , 0
8QLWHG 6WDWH R W L Q E O K V H C J W R X W U Q B Q G H W S R Q U L E K O L W

7R PDLQWDLQ H[H F Q W L D Q F P Q Q D W H D R W W K H F I R Q W L L F O V D Q
SURSHUWLHV D Q V K H D S U R I L M L V I R O D O G H P S W R Y H W L H D V R U H L O D
FRQGXFWR I V F K R R O D I I D L U V

7R KLUH D O O H P S O R \ H H V D Q G V X G D I Z I F W R W B H W W K H U P S L Q R
TXDOLILFDWLRQV D R Q G W K K H L U F F R Q G W W O R X O G W R K S I O B \ G H L V P
G H P R W L R Q W K H L B S U R P S O P H W O W Q D H S V O B O H X F

7R W H W D Q G D U K C H U Y R L U H V W R E H R I I H U H G W R W K H S X E O L

7R L Q F U H D V H K D G B R G H D R O W K H F R R Q R D Q W L V L J H R I W K H Z R
L Q F O X G L Q J W K H P S O R K I W R P R G E X I M O R K O Y H N R I Z R U N R U I X Q G V
SURSHU U H D V R Q V

7R H V W D E O L V K Z Q G U W R F G H G X O P L Q B W K H V W D U W L Q J D Q G
R I K R X U V W R E H Z R U N H G

7R H V W D E O L V K F R U G D E R G E P I E I M Q E D S R M I L L F D R Q V R Q Q G F

7KH H[H U F L V H R I W K H I R U H J R L Q W S R Z H D Q G U H M S R Q V D E W O
%RDUG D Q G W K H L B G R S W O R Q R I H S W O D F W L R Q V I X Q G K S I U D Q F
V K D O O E H O L P L W H G R Q O \ E H W R K W S L S H F I P I E R W Q Q G H [S U H V V

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\$ 1RWLFHV

7KHLVWULFWSISODOKH GHVLJQDWHZLWKL BQVHQSBH VWC
WR)HEUXDU\ RI HDFK ZRUN \H DU

6HQLRUW WH ISXUSRVH RI WKLPH BWHWK DOWE HRGHM QQW
OHQJWK RI XQHLQWLFHUXSVDQGHPSOBSWIR YHGWGH D%RIDU
QRW FRQVWLWXWH D EUHDN LQ FRQWLQXR XV VHUYLF

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\$ (YDOXDWLRQ
WDE@GLAUDPV

8QLW PHPEHUVDZLOOXEBB O\ DQG QROHLPQ/HKRLUB Q@SQRQJ
WKH ZRUN \HDU 7KH %RDUG ZLOO JLYH HDFK XQLW PHPEHU I
E\ D VXSHU XLPW PEH H/KV K/DKDKBYB/DQD FRPPHQWV WR DQ\ HYD
VXE QIRUPDWLRQ EHLQJ GDEW W/B HD S GUDFINQR ZDUHGEIWE R QDU\ 7
DUH SURWHFWHG XQGHU WKLV DUWLFOH 7KE`

DQG VXEPLW W F B H Q W I R D W R X U X S H U Y L V R U Q R E B H D Y D R O D E O O H B Q H G
L P P H G L D W M R \ R S U I D R W I O U K R F O L G D \ V D Y D Q G D Z E L O C H G X R V W Q E H W K H I L
W K D W V F K R R O L V L Q D W W H Q G P O F E H H X V H R G L G X H G L Q W K D W H S H L W W R V
W R W U F D Q L V O S R U H Q W R R I Q Q K E D U M Q L V E X W S H Q X W R Q D O O H D Y H F D Q E H
K R X U L Q F U H P H Q W M U V S Q Q D X Q Q O V H W H H D Z L O Q F D F O X F D X O H 3 H U
F D Q Q R W E H X V H G W R H [W H Q G Y D F D W L R Q G D \ V

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8 S W R I L Y H G D \ V R I O H D Y H I R W K H D F R E D W F L G H P L W \ R V K O D D W E K
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SDLG DV D SRVW UHWLUPHQW VHYHWU Z Q 0 0 G B W A F E Q N S D L O W L U
ZLWK WKH H L G B S V S R Q V R U H D W D U P H Q W Q Z K L G B B B D Q B H R S Q G
\$XJXVW 6KR X O V D E K L V O B S G Z C U H D V H Q D W L P H G X U L Q J
GXUDWLF R Q W W K B W G W P C H H O H F W K W D R Q Z H D C H J R M S K H M B
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, 8QLIRUPV 6DIHW\ 6KRHV DQG 6DIHW\ *ODVVHV

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RI \ H D U Z L T W K R V H R U P R U H \ H D U H W E R H V D H E R I Q F X V V R K D O O \ I

% 7 K H X L O G Q C J V U B X Q Q V H C H O L J Q D W R C D V Q D R S H P D M Q D V Q G D Q F H
D W W H Q B B Q G H Q D H D F K R P D L Q H V I F Z K R F O A L J Q D W H G W L P H D Q G
F R R U G V Q E M Q W H V S I R O V D E O H V W L Q J W K H R X % Q G O G D O V K D H Q G U
U H Y L H Z D Q G U H S R U W L Q J W I K H P S O R F A W H H B S U R J W L L F W H L R 7 K
D Q G D W W H Q G D Q F E I H F R F R S U H G L Q D W H R G U Z R O O S B Q Q X R O U P O K F V H
G X W L H V

& 7 K H ' L V W U L F W U H R V B R Q G W K H V W I Q S W X G W F K S O R A G M E R E
S H U I R U P P D Q F J L Q B Q X G H F H V V L Y H D E V H Q W H H L V P O D U J L Q D C
E D V H G R Q G R F X P H Q W D W L R Q R D Q X Q R D W A K P D P H V Q G U W S L R Q R R
D G P L Q L V W U D W L R Q H X Q G H L O D M X E K D R W I R H D O F S H I E V H U Y H G E \ W
U H V S R Q R L E O H D O X P S O R Q J R M K H ([F B E Q W Y H H L O E D V H G R Q
G R F X P H Q W D W L R Q R I D E V H Q F H V Q R W H B F R Q P S I D Q D H G L E Q J D V
I R U V X F K H Q F H V W S D W W L Q C Q G E M W M P H Q K M D O V S K I U D W U L L F O V R
I D F L O L W L H V D Q G K S U R L P U D P M K D X Q V L S G X R I E Q F L E R O M H O Z H E U H G
D J D L Q I R U W K D W H H P S S O R R H H H V 7 Z H O O \ E H S Q B R W L I W R G W K I G U
V F K H G X O H G G D W H R I V D O D U \ L Q F U H D V H V

' 7 K H ' L V W U L F W U H R V B I Y O V X D S H H U S H Q R H Q B B S S O R D H W K H
F X U U H Q W D W A K H I S K O H M V R E S S U R S U L D W H U L F W K H ' I G H W H U P L Q D
D G P L Q L V W U D W L R Q L R I Q R K L V X E L M R H D W G R B U E K W U D W H L R Q Q S U R

(8 Q L W P H P E H U V Z K R D U H S U R P R W I G G W R S O O H F Z I M R E Q F D O D
R Q H V W H S K L J K H U L Q W K H Q H Z M R I S H F O O D W W L L R I Q F D X M L H R G
P 5 0 P P I K P L Q D W 7 W

RE FOLA

, (PSOR\HHV KLUHG EHWZHHQ -DQXDO\ EH SODERCFRQ HVW
WKHLU SUREDWLRQDU\ SHULRG KDV EHHQ VXFFHVVIXOC
- \$OO HPSOR\HHV ZLOO KDYH DQRHPSOR\PHQW DQQLYHUVD
. (IIHFWLYH IRU WKH VFKRFOHBDHGVEKH EDVH VK
/ (IIHFWLYH IRU WKH \HDDQV WKH EDVIRK
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&RPSHQVDWLRQOQFKEHGNDWDEOLVWIDGURUPHIDQWK IRUDUFRSORV
EHJDQ VHUYLFH EH6&H8-XO\DWWDFKHBSORQHMHZLUHG RQ
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7K\$UREDWLRQDU\ WDDOZLOV KSHULROQZWWKHREBXWKRULJHG
VHUYLFH VKDOO EH QLQHW\ QROJ SHUKRQWKHSURVDDWLRG
%RDUGHWRUPHOFREWRESOR\HHVXDQYGVHQRWLROEMFKDVOHQJJI
XQGWHUPV DQG IFWQGLVFRQWURFREDW'XRUQDU\SKHUSRG SDLG
DYDLODEOH 3UREDWLRQDU\ HPSOR\HHVDV

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7ZHOYH PRQWK HPSOR HGVGDZ HHN MZAR ZHHNVSD LG HDU
YDFDWLRQ WKRLDGDGVSDXGO WKRHUWOGU SDKWXWBDNRQQHO
ZLOO ZRUN ZKHQ VFKRRO LV LQ VHVLRQ DQG RWKHU GD\ D
RII ZLWKRXW SD\ LV QRW DFFHSWDEOH

% :RUN :HHN 'D\

7KH ZRUN ZHHN VKDOO EH IRUW\ LG KRXXWVSPHSRGEIG BRQIG
)ULGD\ XQOHVV KLUGGIMSHFQLWZRODZIRKNDRV \$OO HPSO
DOORZHG RQH SDLG EUHDN PLQXWHV SHU HLJKW
PLQXWHV SHU HLJKW KRXU VKLIW 6SHFLILF WLP HV I
WKH %XLOGQLQJ DQG *URXQGV 0DQDJHU

& 2YHUWLP H

\$OZRUN SHUIRUPHG RRUVIRLQWDQ\ ZHU SDZLGH NWWKKGURQVH RI
KDOI)RU H[DPSOH EHFDXVH OHDYH WLP H GRHV QRW FRXQV
ZKR WDNHV VLFN RU SHS\VRQDRYEHUWKPZSRQVHDM EHHGV KF
D ZRUN ZHHN QRWHLQFYXUWLYPHRZSONDSEHU SDG GZB QDUDWDRQV D
0DLQWHHPSORHHHV RDZRUJNRIG VHPRUK DDERU -XDAJLWDLQJ 'D\
&KULVWPKULYVDPDVHZ <H DU\ VHZYHH'DQV KDOO EH SD\ B UGRXEOI
DOO RWKHBSIKRQHG D\YKIDQOWLFFMLWKHLU KRXUO\ SD\ EHI QHF
UHTXLUHG IRU EX\PSQRVHRSHZLDQVLRQHDVEALVQKHG %GX LOGQLQJ D
0DQDJHU

' /HDYLQJ WKH %XLOGQLQJ 'XULQJ :RUNLQJ +RXUV

8QPWPEHUV PD\

GD\ DV VFKHGXOH ~~6QE WVKHGDDQBPHG~~ LDWHO\ SUHFHGLQJ DQC
SDLG KROLGD\ ~~MDR QZRUN WDRV UHSHRFDWLRQH ZLWDR~~ U RHLKRYOLHG D\
SD\

+ 6SHFLDO 'XW\

2Q RFFDVLRQ XQLW PHPE ~~HHS RUDV EARSZHGNDVRIQPSORR~~ \HHV ZH
SHUIRUP VXFK VHUYLFH ZLOO EHS ~~JDXDUDQWHHG~~ DW OHDVW WZ

, 9DFDWLRQ

7KHROORZ ~~WQH EDWLRQ DSRDOLF~~ \HVWDEOLVK ~~HHEH~~ RUW WZHOYH PR

1R YDFDWLRQ ILLU ~~VWUQZHG~~ WKFRQWKV

6WDUWLQJ ZLWK

-XO ^v IROORZLQJ HQG RI \HDDFDWLRQ 'D\	VHUFLFH
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6XEMWRW)HGHUDO +LVMZDDW\$RQLQ) + : \$6WDDQGHV8QHSDHGWPHC
7UDQVSRUWDVORRQGGUXJ UHODWLRQRDRDQGXSDXWVXQQQR OVR
*%&6 DQG *%&& 'UXJ DQGU\$SDFRHO)WSUHRFRDORZVDEOLVKHC
UHODWLYH WR HPSOR\HHV RU SURYSHSFRMLYWLURHPSOXZKIRGOWIRQ V
D FRPPHUFLO GUDYFRUQGLWERIQVRH DPGSORURPHQW DIWH

\$ \$OFRKRO DQG 'UXJ 7HVWLQJ

3UH (PSOR\PHQ3URVSMFLWUYH EIPSOHEDWBSZLRDYG WHVWLQJ ID
D GUXJ DQG ZLOFRERODGPIVQLVWHUHG

5DQGRHPVW50QGRFQVGRBOERKRO DQG VXEUVWBQFHHWBSOWLQHV
FRQGXFWHG LQ DDISUGLEQEUHDKOQ\$VLEBR/OVLQJ ZLOO EH DGF
WRPDQLPRIP RI HOLRSDGKXULQJLWVRU WKH ODZ DQG DV

& &RQILGHQWLDOLW\

\$OO DOFRKRWCHDQGQJUKHPBUCVZQOLGHQWLD O

' (PSOR\HH (GXFDWLRQ DQG 7UDLQLQJ

'LVWULFW ZLOO SGRYLXJLDORR B&B WFRSDRYHUHG E\ V
%RDUG V SROLF\ IZWSBOLF\ QDQGLUHGEDRWKHSBRRFESXOOLHV
3XUFKDV LQJ RU KGVIGYHMLJQMEG \$QVYSRODFWDBOIBOWE RI UHV
DYDLWREOVHVLVW LQ UHVROYLQJ SORROGFGUØVPRVIXDWHG ZLW

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\$ 7KH SDUWLHV PXW XDIODDQW BHOCH/MIRROWK VLQ WWKLV \$JUHHPHQ
WKH IXOO DQG FRESO DQGHFRQ EHW F WSDO ALHVZK K FIO HMKR
EHDOWHUHG FkdQJHG D GPRGG FVRELVGHXQ M RVDKQW B E\ RPKW
FRQVHQW RI WKQ SDUHQGRVHQV FZCVRKES DEUWLHV

% 7KLSVUHHPHQWL Q/KFLOSRE EHW R DSRQ WFL WVK K 6FKRRO 'LVWUL
&RRN &RXQW\ ,OOLQLV

& 7KH WHUPV DQG \$ROGH FHLQ VDRIGWRE WLDTXHHQ \$UHQ
UHIOHFWHG LQ LQGLYLGXDO FRQWUDFWV ZKHQ QHFHVVD

' 6KRXOG DQ\ DUWLFORH WKEWLSRQHUP FOW XE/HH GHFODUHG
FRPSHM XIQW GLFWLRQ VDLG DUWL

ACCEPTANCE

This Agreement is signed and adopted on June 20, 2019.

IN WITNESS THEREOF:

For the Operations and Maintenance Group

For the Board of Education
High School District No. 211

[Handwritten signatures and names over horizontal lines]



	3rd Shift Supv*		Night Foreman		Maint Supv/CMF Foreman	
STEP A	\$22.67	\$47,329.92	\$27.97	\$58,405.23	\$29.97	\$62,570.81
STEP B	\$23.27	\$48,578.12	\$28.58	\$59,674.43	\$30.73	\$64,153.89
STEP C	\$23.89	\$49,892.46	\$29.11	\$60,788.26	\$31.49	\$65,757.98
STEP D	\$24.53	\$51,228.84	\$29.87	\$62,370.29	\$32.28	\$67,407.20
STEP E	\$25.21	\$52,633.47	\$30.53	\$63,752.87	\$33.12	\$69,144.62
STEP F	\$25.88	\$54,037.04	\$31.21	\$65,156.44	\$33.94	\$70,861.02
STEP G	\$26.57	\$55,485.76	\$31.91	\$66,627.21	\$34.80	\$72,665.62
STEP H	\$27.30	\$57,000.60	\$32.60	\$68,075.91	\$35.68	\$74,492.26
STEP I	\$28.03	\$58,516.51	\$33.35	\$69,635.91	\$36.56	\$76,343.05
STEP J	\$28.77	\$60,076.50	\$34.08	\$71,149.72	\$37.49	\$78,280.95
STEP K	\$29.56	\$61,724.67	\$34.83	\$72,732.81	\$38.43	\$80,241.96
STEP L	\$30.35	\$63,373.89	\$35.61	\$74,359.98	\$39.40	\$82,270.17
STEP M	\$31.17	\$65,090.31	\$36.40	\$76,008.16	\$40.42	\$84,387.61
STEP N	\$33.57	\$70,086.27	\$37.21	\$77,702.52	\$41.44	\$86,526.03
STEP O	\$32.87	\$68,632.31	\$38.04	\$79,417.89	\$42.49	\$88,710.65
STEP P	\$33.77	\$70,504.09	\$38.89	\$81,200.43	\$43.55	\$90,938.32
STEP Q	\$34.67	\$72,397.92	\$39.74	\$82,982.98	\$44.67	\$93,278.30
STEP R	\$35.61	\$74,359.98	\$40.63	\$84,832.72	\$45.79	\$95,618.29
STEP S	\$36.56	\$76,343.05	\$41.55	\$86,748.59	\$46.95	\$98,024.42
STEP T	\$39.55	\$82,586.15	\$44.72	\$93,366.48	\$50.71	\$105,875.82

*Rates include 3rd shift differential

STEP

A	\$15.21	\$31,758.48	\$16.52	\$34,493.76	\$17.86	\$37,291.68	\$19.19	\$40,068.72	\$20.83	\$43,493.04	\$22.47	\$46,917.36
B	\$15.72	\$32,823.36	\$17.07	\$35,642.16	\$18.46	\$38,544.48	\$19.80	\$41,342.40	\$21.49	\$44,871.12	\$23.18	\$48,399.84
C	\$16.28	\$33,992.64	\$17.66	\$36,874.08	\$19.07	\$39,818.16	\$20.46	\$42,720.48	\$22.15	\$46,249.20	\$23.87	\$49,840.56
D	\$16.84	\$35,161.92	\$18.24	\$38,085.12	\$19.68	\$41,091.84	\$21.12	\$44,098.56	\$22.88	\$47,773.44	\$24.60	\$51,364.80
E	\$17.40	\$36,331.20	\$18.84	\$39,337.92	\$20.33	\$42,449.04	\$21.81	\$45,539.28	\$23.59	\$49,255.92	\$25.35	\$52,930.80
F	\$18.03	\$37,646.64	\$19.47	\$40,653.36	\$21.01	\$43,868.88	\$22.52	\$47,021.76	\$24.34	\$50,821.92	\$26.13	\$54,559.44
G	\$18.66	\$38,962.08	\$20.13	\$42,031.44	\$21.69	\$45,288.72	\$23.26	\$48,566.88	\$25.11	\$52,429.68	\$26.94	\$56,250.72
H	\$19.30	\$40,298.40	\$20.81	\$43,451.28	\$22.40	\$46,771.20	\$24.02	\$50,153.76	\$25.90	\$54,079.20	\$27.75	\$57,942.00
I	\$19.96	\$41,676.48	\$21.50	\$44,892.00	\$23.16	\$48,358.08	\$24.81	\$51,803.28	\$26.71	\$55,770.48	\$28.61	\$59,737.68
J	\$20.69	\$43,200.72	\$22.21	\$46,374.48	\$23.91	\$49,924.08	\$25.63	\$53,515.44	\$27.55	\$57,524.40	\$29.50	\$61,596.00
K	\$21.39	\$44,662.32	\$22.98	\$47,982.24	\$24.69	\$51,552.72	\$26.46	\$55,248.48	\$28.42	\$59,340.96	\$30.39	\$63,454.32
L	\$22.14	\$46,228.32	\$23.75	\$49,590.00	\$25.50	\$53,244.00	\$27.34	\$57,085.92	\$29.31	\$61,199.28	\$31.33	\$65,417.04
M	\$22.93	\$47,877.84	\$24.55	\$51,260.40	\$26.36	\$55,039.68	\$28.20	\$58,881.60	\$30.24	\$63,141.12	\$32.28	\$67,400.64
N	\$23.73	\$49,548.24	\$25.38	\$52,993.44								

2021 - 2022

Step												
Probation	\$16.12	\$33,658.56	\$17.51	\$36,560.88	\$18.90	\$39,463.20	\$20.31	\$42,407.28	\$22.01	\$45,956.88	\$23.74	\$49,569.12
A	\$16.52	\$34,493.76	\$17.93	\$37,437.84	\$19.38	\$40,465.44	\$20.81	\$43,451.28	\$22.58	\$47,147.04	\$24.34	\$50,821.92
B	\$16.95	\$35,391.60	\$18.39	\$38,398.32	\$19.86	\$41,467.68	\$21.34	\$44,557.92	\$23.15	\$48,337.20	\$24.95	\$52,095.60
C	\$17.35	\$36,226.80	\$18.84	\$39,337.92	\$20.37	\$42,532.56	\$21.87	\$45,664.56	\$23.72	\$49,527.36	\$25.59	\$53,431.92
D	\$17.79	\$37,145.52	\$19.32	\$40,340.16	\$20.87	\$43,576.56	\$22.41	\$46,792.08	\$24.31	\$50,759.28	\$26.21	\$54,726.48
E	\$18.24	\$38,085.12	\$19.79	\$41,321.52	\$21.39	\$44,662.32	\$22.98	\$47,982.24	\$24.92	\$52,032.96	\$26.88	\$56,125.44
F	\$18.70	\$39,045.60	\$20.30	\$42,386.40	\$21.93	\$45,789.84	\$23.55	\$49,172.40	\$25.55	\$53,348.40	\$27.54	\$57,503.52
G	\$19.16	\$40,006.08	\$20.81	\$43,451.28	\$22.47	\$46,917.36	\$24.13	\$50,383.44	\$26.18	\$54,663.84	\$28.23	\$58,944.24
H	\$19.64	\$41,008.32	\$21.33	\$44,537.04	\$23.04	\$48,107.52	\$24.75	\$51,678.00	\$26.85	\$56,062.80	\$28.95	\$60,447.60
I	\$20.14	\$42,052.32	\$21.86	\$45,643.68	\$23.61	\$49,297.68	\$25.36	\$52,951.68	\$27.51	\$57,440.88	\$29.67	\$61,950.96
J	\$20.64	\$43,096.32	\$22.40	\$46,771.20	\$24.22	\$50,571.36	\$25.99	\$54,267.12	\$28.19	\$58,860.72	\$30.39	\$63,454.32
K	\$21.16	\$44,182.08	\$22.97	\$47,961.36	\$24.81	\$51,803.28	\$26.62	\$55,582.56	\$28.91	\$60,364.08	\$31.17	\$65,082.96
L	\$21.67	\$45,246.96	\$23.54	\$49,151.52	\$25.43	\$53,097.84	\$27.32	\$57,044.16	\$29.62	\$61,846.56	\$31.93	\$66,669.84
M	\$22.20	\$46,353.60	\$24.12	\$50,362.56	\$26.06	\$54,413.28	\$27.99	\$58,443.12	\$30.35	\$63,370.80	\$32.74	\$68,361.12
N	\$22.78	\$47,564.64	\$24.74	\$51,657.12	\$26.71	\$55,770.48	\$28.68	\$59,883.84	\$31.14	\$65,020.32	\$33.55	\$70,052.40
O	\$23.34	\$48,733.92	\$25.35	\$52,930.80	\$27.39	\$57,190.32	\$29.42	\$61,428.96	\$31.90	\$66,607.20	\$34.40	\$71,827.20
P	\$23.94	\$49,986.72	\$25.98	\$54,246.24	\$28.06	\$58,589.28	\$30.14	\$62,932.32	\$32.69	\$68,256.72	\$35.25	\$73,602.00
Q	\$24.52	\$51,197.76	\$26.61	\$55,561.68	\$28.77	\$60,071.76	\$30.88	\$64,477.44	\$33.51	\$69,968.88	\$36.13	\$75,439.44
R	\$25.92	\$54,120.96	\$28.69	\$59,904.72	\$30.98	\$64,686.24	\$33.29	\$69,509.52	\$36.11	\$75,397.68	\$38.91	\$81,244.08

Hired after July 1, 2013

**2021 - 2022
OPERATIONS MAINTENANCE
SWING MAINT
SALARY SCHEDULE #1**



Step	Hourly	Annual
A	\$18.37	\$38,356.56
B	\$18.96	\$39,588.48
C	\$19.58	\$40,883.04
D	\$20.20	\$42,177.60
E	\$20.84	\$43,513.92
F	\$21.52	\$44,933.76
G	\$22.20	\$46,353.60
H	\$22.91	\$47,836.08
I	\$23.67	\$49,422.96
J	\$24.42	\$50,988.96
K	\$25.21	\$52,638.48
L	\$26.02	\$54,329.76
M	\$26.87	\$56,104.56
N	\$27.72	\$57,879.36
O	\$28.62	\$59,758.56
P	\$29.57	\$61,742.16
Q	\$30.53	\$63,746.64
R	\$31.52	\$65,813.76
S	\$32.55	\$67,964.40
T	\$35.58	\$74,291.04

**2021 - 2022
OPERATIONS MAINTENANCE
SWING MAINT
SALARY SCHEDULE #2**



Step	Hourly	Annual
Probation	\$19.44	\$40,590.72
A	\$19.91	\$41,572.08
B	\$20.40	\$42,595.20
C	\$20.90	\$43,639.20
D	\$21.40	\$44,683.20
E	\$21.93	\$45,789.84
F	\$22.46	\$46,896.48
G	\$23.01	\$48,044.88
H	\$23.58	\$49,235.04
I	\$24.14	\$50,404.32
J	\$24.76	\$51,698.88
K	\$25.34	\$52,909.92
L	\$25.97	\$54,225.36
M	\$26.59	\$55,519.92
N	\$27.25	\$56,898.00
O	\$27.92	\$58,296.96
P	\$28.59	\$59,695.92
Q	\$29.31	\$61,199.28
R	\$31.52	\$65,813.76

**2021 - 2022
OPERATIONS MAINTENANCE
3RD SHIFT SALARY SCHEDULE #1**



Step	Custodian		Pool	
	Rate	Annual Salary	Rate	Annual Salary
A	\$15.71	\$32,802.48	\$17.04	\$35,579.52
B	\$16.24	\$33,909.12	\$17.58	\$36,707.04
C	\$16.79	\$35,057.52	\$18.16	\$37,918.08
D	\$17.34	\$36,205.92	\$18.75	\$39,150.00
E	\$17.92	\$37,416.96	\$19.36	\$40,423.68
F	\$18.55	\$38,732.40	\$19.98	\$41,718.24
G	\$19.17	\$40,026.96	\$20.63	\$43,075.44
H	\$19.80	\$41,342.40	\$21.32	\$44,516.16
I	\$20.47	\$42,741.36	\$22.01	\$45,956.88
J	\$21.20	\$44,265.60	\$22.73	\$47,460.24
K	\$21.91	\$45,748.08	\$23.50	\$49,068.00
L	\$22.66	\$47,314.08	\$24.27	\$50,675.76
M	\$23.45	\$48,963.60	\$25.07	\$52,346.16
N	\$24.25	\$50,634.00	\$25.90	\$54,079.20
O	\$25.07	\$52,346.16	\$26.75	\$55,854.00
P	\$25.92	\$54,120.96	\$27.63	\$57,691.44
Q	\$26.82	\$56,000.16	\$28.53	\$59,570.64
R	\$27.72	\$57,879.36	\$29.48	\$61,554.24
S	\$28.67	\$59,862.96	\$30.44	\$63,558.72
T	\$31.39	\$65,542.32	\$33.29	\$69,509.52



Step

Probation	\$16.65	\$34,765.20	\$18.04	\$37,667.52
A	\$17.06	\$35,621.28	\$18.49	\$38,607.12
B	\$17.48	\$36,498.24	\$18.92	\$39,504.96
C	\$17.89	\$37,354.32	\$19.38	\$40,465.44
D	\$18.33	\$38,273.04	\$19.85	\$41,446.80
E	\$18.77	\$39,191.76	\$20.33	\$42,449.04
F	\$19.23	\$40,152.24	\$20.84	\$43,513.92
G	\$19.69	\$41,112.72	\$21.34	\$44,557.92
H	\$20.18	\$42,135.84	\$21.87	\$45,664.56
I				