

SCHEDULE A
MEDICAL LAKE SCHOOL DISTRICT #326
September 1, 2018 - August 31, 2019

NUTRITION SERVICES

Years of Service	<u>Start</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
Cafeteria I	12.58	14.06	14.18	14.28	14.47	14.62	14.93	15.21
Kitchen Assistant								
Cashier								
Cafeteria II	14.88	15.33	15.38	15.55	15.71	15.85	16.14	16.47
Transport/Mail								
Cafeteria III	15.18	16.27	16.36	17.28	17.44	17.60	17.88	18.24
Kitchen Lead								
Substitutes	Washington State Minimum Wage							

1. An employee must work a full semester of the previous school year before they can advance on the salary schedule.
2. Contracts will be based on the following:
 - Cafeteria I** High School 188 days and all other schools 184 days
 - Cafeteria II** Transport/Mail 189 days (includes one (1) day after the last day of school)
 - Cafeteria III** High School 190 days and all other schools 186 days
(includes one (1) day before school starts and one (1) day after the last day of school)

*All positions include eight (8) paid holidays. Labor Day will be an added paid holiday when the school year begins before Labor Day.

3. Hallett Elementary, Michael Anderson Elementary, and Medical Lake Middle School currently have four (4) full-day conference days when meals are not served. If the full day conferences are eliminated and meals are served, these days will be added to the contracts. Food service employees who desire to work additional time during conference week may make their request to the Food Services Director.

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PARAEDUCATORS

<u>Years of Service</u>	<u>START</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
Paraeducator I	\$16.86	\$17.30	\$17.45	\$17.56	\$17.71	\$17.86	\$18.18	\$18.55
Paraeducator II	\$14.19	\$14.56	\$14.62	\$15.58	\$15.74	\$15.86	\$16.16	\$16.46
Substitutes	Washington State minimum wage							

EDUCATIONAL STAFF ASSOCIATES (ESA)

Nurse/LPN	\$26.99	\$27.74	\$27.93	\$28.18	\$28.36	\$28.59	\$29.04	\$29.62
Substitutes	\$25.00							
Cert. Occupational Therapist Asst.	\$24.94	\$25.69	\$25.94	\$26.20	\$26.46	\$26.73	\$26.99	\$27.54
Substitutes	paid at starting rate							
Interpreters	\$20.90	\$21.51	\$21.57	\$21.75	\$21.90	\$22.09	\$22.41	\$22.86
Sign Language Interpreter								
Certified Brailist								
Substitutes	paid at starting rate							

1. An employee must work a full semester of the previous school year before they can advance on the salary schedule.
2. Contracts will be based on 189 days (includes seven (8) paid holidays –Labor Day will be an added paid holiday when the school year begins before Labor Day). The 189 days includes the day before school begins which is a contracted workday.
3. Paraeducators that handle bodily fluid as a regular part of the job will be paid at the Paraeducator I wage.

SUPERVISORY ASSISTANTS

<u>Years of Service</u>	<u>START</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
Supervisory Assistants	\$12.13	\$12.47	\$12.59	\$12.71	\$12.83	\$12.98	\$13.24	\$13.50
Noontime/Playground Assistant, Crossing Guard Overload Assistant								
Substitutes	Washington State minimum wage							

Contracts will be based on 184 days, includes eight (8) paid holidays –Labor Day will be an added paid holiday when the school year begins before Labor Day. Overload Assistants will be on timesheets and will be employed only for as long as the teacher is in overload.

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TRANSPORTATION

<u>Years of Service</u>	<u>START</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
Bus Driver	\$17.81	\$18.34	\$18.41	\$19.36	\$19.53	\$19.69	\$19.97	\$20.36
Wage based on actual driving time on regular run, with a one (1) hour trip minimum plus thirty (30) minutes per day for warm-up, care, and cleaning of bus.								
Substitute	\$14.50 for first 45 routes, then \$16.50 per hour							
Bus Assistant	\$14.19	\$14.56	\$14.63	\$14.79	\$14.95	\$15.07	\$15.37	\$15.66
Substitute Bus Assistant	minimum wage for the first 45 routes, then \$12.51 per hour							
Technician	\$20.03	\$20.59	\$20.77	\$20.96	\$21.14	\$21.31	\$21.62	\$22.05
Substitute Technician	\$12.59 per hour							
Transportation Assistant	\$17.86	\$19.20	\$19.25	\$19.44	\$19.57	\$19.73	\$20.01	\$20.41

1. An employee must work a full semester of the previous school year before they can advance on the salary schedule.
2. Contracts will be based on the following:

Bus Driver, Bus Assistant	184 days, includes eight (8) paid holidays
Technician	241 days, includes eight (8) paid holidays
Transportation Assistant	201 days, includes eight (8) paid holidays

Labor Day will be an added paid holiday when the school year begins before Labor Day
3. Field trips, athletic trips, band, and activity trips will be paid at regular hourly rates.
4. The Technician position is 1,920 hours as scheduled by the transportation supervisor.

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CUSTODIAL/MAINTENANCE

Years of Service	<u>START</u>	2-4	5	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
<u>Custodial/Maintenance Lead</u>	\$19.75	\$20.34	\$20.44	\$20.57	\$20.72	\$20.89	\$21.19	\$21.61
<u>Custodial/Maintenance Regular</u>	\$16.99	\$18.27	\$18.34	\$18.49	\$18.64	\$18.82	\$19.12	\$19.50
<u>Grounds/Maintenance</u>	\$18.81	\$19.35	\$19.45	\$19.60	\$19.72	\$19.90	\$20.21	\$20.63
Substitutes	Washington State minimum wage							

1. A full-time employee must work no less than six months of the previous fiscal year before they can advance on the salary schedule.
2. Contracts will be based on the current year according to how the days fall (includes eleven (11) paid holidays). Salary will be based on an eight (8) hour day.

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SECRETARIES

<u>Years of Service</u>	<u>START</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
HS Secretary/Bookkeeper	\$18.90	\$20.32	\$20.39	\$20.57	\$20.73	\$20.89	\$21.19	\$21.61
Secretary	\$18.27	\$19.64	\$19.70	\$19.89	\$20.02	\$20.19	\$20.48	\$20.89
HS Counseling Secretary-	\$16.97	\$18.34	\$18.47	\$18.59	\$18.74	\$18.85	\$19.19	\$19.57
Assistant Secretary	\$15.02	\$17.46	\$17.54	\$17.70	\$17.84	\$18.01	\$18.30	\$18.66
Special Services Compliance Assistant	\$20.34	\$20.90	\$21.46	\$21.94	\$22.14	\$22.42	\$22.84	\$23.29

Substitutes Washington State minimum wage

1. An employee must work a full semester of the previous school year before they can advance on the salary schedule.
2. Two (2) years of outside service may be allowed at the discretion of the Superintendent (not retroactive).
3. Contracts will be based on 7½ hours a day:
 - Secretary, HS Secretary/Bookkeeper, H.S. Administrative Support/Discipline - 210 days, includes nine (9) paid holidays
 - H.S Counseling Secretary – 204 days, includes nine (9) paid holidays.
 - Assistant Secretary 200 days, includes nine (9) paid holidays.
 - Special Services Compliance Assistant... 210days (10 months), includes nine (9) paid holidays. Labor Day will be an added paid holiday when the school year begins before Labor Day.
4. Building Secretaries and Assistant Secretaries may work an additional three (3) days, two (2) before school starts and one (1) floating, when mutually agreed upon by the Building Principal, the Secretary and Assistant Secretary.

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TECHNOLOGY

<u>Years of Service</u>	<u>START</u>	<u>2-4</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
Building Technology Specialist	\$18.97	\$20.15	\$20.34	\$20.52	\$20.71	\$20.90	\$21.23	\$21.60
Substitutes	80% of "Start" rate per hour							
Library Technology Support	\$16.86	\$18.04	\$18.23	\$18.41	\$18.60	\$18.79	\$19.11	\$19.49
Substitutes	Washington State minimum wage							

1. An employee must work a full semester of the previous school year before they can advance on the salary schedule.
2. Two (2) years of outside service may be allowed at the discretion of the Superintendent (not retroactive).
3. Contracts will be based on the following:
 - Building Technology Specialist.....200 days (9 ½ months), includes nine (9) paid holidays
 - Library Technology Support.....189 days (9 months) includes eight (8) paid holidays

The 189 days include the day before school begins which is a contracted workday.

Labor Day will be an added paid holiday when the school year begins before Labor Day.