

1 LETTER OF AGREEMENT

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3 THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN
4 THE PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948, GRANGER
5 CHAPTER AND THE GRANGER SCHOOL DISTRICT #204 PURSUANT TO ARTICLE XVIII,
6 SECTION 18.3. OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

7
8 The parties agree to the following:

- 9
10 1. "Balanced Schedule A" for 2021-2022 includes a two (2%) increase and is amended and
11 attached.
12
13 2. "Grandfathered Schedule A" for 2021-2022 includes a two percent (2%) increase and is amended
14 and attached.
15
16 3. The District will "Grandfather" six (6) employees who are negatively impacted by the new
17 balanced Schedule A. These six (6) employees will receive compensation of two percent (2%) for
18 the 2021-2022 school year based off the "Grandfathered Schedule A" see below:
19
20 • Refugio Cardenas will be paid at \$24.86, although upon his anniversary date he will move
21 to the balanced schedule with his years of service. Refugio's hourly wages will move to
22 step 5 at \$25.03.
23 • Naila Duval will be paid at \$21.29
24 • Joel Godina will be paid \$24.86
25 • Anissa Gonzalez will be paid \$21.29
26 • Jesus Guzman Jr. will be paid at \$24.86, although upon his anniversary date he will move
27 to the balanced schedule with his years of service. Jesus's hourly wages will move to step 5
28 at \$25.03.
29 • Guadalupe Maria Lemus will be paid \$21.68 not \$21.55.

30
31 Once a Grandfathered employee moves to the new balanced schedule, they are no longer
32 Grandfathered on the previous Schedule A.
33

34 For the 2022-2023 school year the remaining grandfathered employees shall receive a two
35 percent (2%) increase or IPD whichever is greater based off the previous Grandfathered Schedule
36 A. These six (6) grandfathered employees will continue to receive the negotiated percent
37 increases as negotiated until they move up a step and join the new Balanced Schedule. The
38 district will meet individually with these employees to explain and answer any questions
39 regarding this impact
40

- 41 4. The district agrees to add (2) two additional personal days for the 2021-22 school year only, for
42 all employees hired on or prior to September 1, 2021. These two (2) personal leave days must be
43 used and cannot be cashed out or carried over no later than the last day of school for less than 12-
44 month employees and July 30, 2022, for 12-month employees.
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- 5. In 2022-2023 each Schedule A will have a two percent (2%) increase or IPD, whichever is greater.
- 6. The contract and all Letter of Agreements, Memorandum of Understandings and Addendums that were set to expire on August 31, 2022 will be extended to August 31, 2023.
- 7. Section 17.8. Longevity, will only be applicable to the "Grandfathered Schedule A."

This Letter of Agreement shall be effective September 1, 2021 and shall remain in effect until August 31, 2023 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948
GRANGER CHAPTER

GRANGER SCHOOL DISTRICT #204

BY: Stephanie Bennett
Stephanie Bennett, Chapter President

BY: Brian P. Hart
Brian Hart, Superintendent

DATE: 10/12/21

DATE: 10/12/2021



Balanced Schedule A
Granger PSE
September 1, 2021 – August 31, 2022

Balanced Schedule 2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 22.93	\$ 23.73	\$ 24.53	\$ 25.33	\$ 26.14	\$ 26.94	\$ 27.74	\$ 28.54	\$ 29.35
Custodial/Maintenance	\$ 21.96	\$ 22.73	\$ 23.49	\$ 24.26	\$ 25.03	\$ 25.80	\$ 26.57	\$ 27.34	\$ 28.11
CUSTODIAL									
Custodian	\$ 20.26	\$ 20.97	\$ 21.68	\$ 22.39	\$ 23.10	\$ 23.81	\$ 24.52	\$ 25.23	\$ 25.94
Event Custodian	\$ 20.26	\$ 20.97	\$ 21.68	\$ 22.39	\$ 23.10	\$ 23.81	\$ 24.52	\$ 25.23	\$ 25.94
Custodian/Bus Driver	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87
PARA EDUCATORS									
Bus Aide	\$ 17.33	\$ 17.94	\$ 18.55	\$ 19.15	\$ 19.76	\$ 20.37	\$ 20.97	\$ 21.58	\$ 22.19
Health Room Assistant	\$ 17.95	\$ 18.58	\$ 19.21	\$ 19.84	\$ 20.47	\$ 21.10	\$ 21.72	\$ 22.35	\$ 22.98
Early Childhood Recruiter	\$ 20.15	\$ 20.85	\$ 21.56	\$ 22.26	\$ 22.97	\$ 23.67	\$ 24.38	\$ 25.08	\$ 25.79
Home Liaison	\$ 20.72	\$ 21.45	\$ 22.17	\$ 22.90	\$ 23.62	\$ 24.35	\$ 25.07	\$ 25.80	\$ 26.52
ECEAP Teacher/Early Childhood Instructional Coach	\$ 20.82	\$ 21.55	\$ 22.28	\$ 23.01	\$ 23.74	\$ 24.47	\$ 25.20	\$ 25.93	\$ 26.65
Speech/Language Path. Asst.	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41
Vision Impaired Specialist	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41
Hearing Impaired Specialist	\$ 22.20	\$ 22.98	\$ 23.75	\$ 24.53	\$ 25.31	\$ 26.08	\$ 26.86	\$ 27.64	\$ 28.41
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.33	\$ 17.94	\$ 18.55	\$ 19.15	\$ 19.76	\$ 20.37	\$ 20.97	\$ 21.58	\$ 22.19
15	\$ 17.44	\$ 18.05	\$ 18.67	\$ 19.28	\$ 19.89	\$ 20.50	\$ 21.11	\$ 21.72	\$ 22.33
30	\$ 17.60	\$ 18.22	\$ 18.83	\$ 19.45	\$ 20.06	\$ 20.68	\$ 21.30	\$ 21.91	\$ 22.53
45	\$ 17.78	\$ 18.40	\$ 19.02	\$ 19.64	\$ 20.27	\$ 20.89	\$ 21.51	\$ 22.13	\$ 22.75
60	\$ 17.97	\$ 18.60	\$ 19.23	\$ 19.86	\$ 20.49	\$ 21.12	\$ 21.75	\$ 22.38	\$ 23.01
75	\$ 18.08	\$ 18.71	\$ 19.34	\$ 19.98	\$ 20.61	\$ 21.24	\$ 21.87	\$ 22.51	\$ 23.14
90	\$ 18.23	\$ 18.87	\$ 19.51	\$ 20.15	\$ 20.79	\$ 21.43	\$ 22.06	\$ 22.70	\$ 23.34
105	\$ 18.40	\$ 19.04	\$ 19.69	\$ 20.33	\$ 20.98	\$ 21.62	\$ 22.26	\$ 22.91	\$ 23.55
120	\$ 18.59	\$ 19.24	\$ 19.89	\$ 20.54	\$ 21.19	\$ 21.84	\$ 22.49	\$ 23.14	\$ 23.79
135	\$ 18.69	\$ 19.35	\$ 20.00	\$ 20.65	\$ 21.31	\$ 21.96	\$ 22.62	\$ 23.27	\$ 23.93
150	\$ 18.89	\$ 19.55	\$ 20.21	\$ 20.87	\$ 21.53	\$ 22.20	\$ 22.86	\$ 23.52	\$ 24.18
165	\$ 18.97	\$ 19.64	\$ 20.30	\$ 20.96	\$ 21.63	\$ 22.29	\$ 22.96	\$ 23.62	\$ 24.29
180	\$ 19.18	\$ 19.85	\$ 20.52	\$ 21.19	\$ 21.87	\$ 22.54	\$ 23.21	\$ 23.88	\$ 24.55
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.22	\$ 27.14	\$ 28.06	\$ 28.98	\$ 29.89	\$ 30.81	\$ 31.73	\$ 32.65	\$ 33.57
Mechanic/Bus Driver	\$ 24.18	\$ 25.03	\$ 25.88	\$ 26.72	\$ 27.57	\$ 28.42	\$ 29.26	\$ 30.11	\$ 30.96
Bus Driver	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87
Bus Driver/Asst. Maintenance/Custodian	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87
Bus Driver/Mail Room/Bus Garage	\$ 22.55	\$ 23.34	\$ 24.13	\$ 24.92	\$ 25.71	\$ 26.50	\$ 27.29	\$ 28.08	\$ 28.87
FOOD SERVICE									
Head Cook	\$ 19.24	\$ 19.92	\$ 20.59	\$ 21.26	\$ 21.94	\$ 22.61	\$ 23.28	\$ 23.96	\$ 24.63
Assistant Cook	\$ 18.26	\$ 18.89	\$ 19.53	\$ 20.17	\$ 20.81	\$ 21.45	\$ 22.09	\$ 22.73	\$ 23.37
Accu-Scan/Assistant Cook	\$ 18.81	\$ 19.46	\$ 20.12	\$ 20.78	\$ 21.44	\$ 22.10	\$ 22.76	\$ 23.41	\$ 24.07
Dish Washer	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78
Food Services Assistant	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78
ECEAP Food Assistant	\$ 17.80	\$ 18.42	\$ 19.04	\$ 19.67	\$ 20.29	\$ 20.91	\$ 21.54	\$ 22.16	\$ 22.78
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 21.78	\$ 22.54	\$ 23.31	\$ 24.07	\$ 24.83	\$ 25.59	\$ 26.35	\$ 27.12	\$ 27.88
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.43	\$ 21.14	\$ 21.86	\$ 22.57	\$ 23.29	\$ 24.00	\$ 24.72	\$ 25.43	\$ 26.15
Project Secretary	\$ 20.00	\$ 20.70	\$ 21.40	\$ 22.10	\$ 22.80	\$ 23.50	\$ 24.20	\$ 24.90	\$ 25.60
Lunch Accountant	\$ 19.20	\$ 19.87	\$ 20.55	\$ 21.22	\$ 21.89	\$ 22.56	\$ 23.23	\$ 23.91	\$ 24.58
File Clerk	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.16	\$ 20.78	\$ 21.40	\$ 22.02	\$ 22.63
TECHNOLOGY									
Technology Assistant	\$ 24.82	\$ 25.69	\$ 26.55	\$ 27.42	\$ 28.29	\$ 29.16	\$ 30.03	\$ 30.90	\$ 31.77



Balanced Schedule A
Granger PSE
September 1, 2022 – August 31, 2023

BALANCED SCHEDULE A 2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023	2022-2023
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 23.38	\$ 24.20	\$ 25.02	\$ 25.84	\$ 26.66	\$ 27.48	\$ 28.30	\$ 29.11	\$ 29.93
Custodial/Maintenance	\$ 22.40	\$ 23.18	\$ 23.96	\$ 24.75	\$ 25.53	\$ 26.32	\$ 27.10	\$ 27.88	\$ 28.67
CUSTODIAL									
Custodian	\$ 20.67	\$ 21.39	\$ 22.11	\$ 22.84	\$ 23.56	\$ 24.28	\$ 25.01	\$ 25.73	\$ 26.45
Event Custodian	\$ 20.67	\$ 21.39	\$ 22.11	\$ 22.84	\$ 23.56	\$ 24.28	\$ 25.01	\$ 25.73	\$ 26.45
Custodian/Bus Driver	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
PARA EDUCATORS									
Bus Aide	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.15	\$ 20.77	\$ 21.39	\$ 22.01	\$ 22.63
Health Room Assistant	\$ 18.31	\$ 18.95	\$ 19.59	\$ 20.24	\$ 20.88	\$ 21.52	\$ 22.16	\$ 22.80	\$ 23.44
Early Childhood Recruiter	\$ 20.55	\$ 21.27	\$ 21.99	\$ 22.71	\$ 23.43	\$ 24.15	\$ 24.87	\$ 25.59	\$ 26.31
Home Liaison	\$ 21.13	\$ 21.87	\$ 22.61	\$ 23.35	\$ 24.09	\$ 24.83	\$ 25.57	\$ 26.31	\$ 27.05
ECEAP Teacher/Early Childhood Instructional Coach	\$ 21.24	\$ 21.98	\$ 22.73	\$ 23.47	\$ 24.21	\$ 24.96	\$ 25.70	\$ 26.44	\$ 27.19
Speech/Language Path. Asst.	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Vision Impaired Specialist	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Hearing Impaired Specialist	\$ 22.64	\$ 23.43	\$ 24.23	\$ 25.02	\$ 25.81	\$ 26.60	\$ 27.40	\$ 28.19	\$ 28.98
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.68	\$ 18.30	\$ 18.92	\$ 19.54	\$ 20.15	\$ 20.77	\$ 21.39	\$ 22.01	\$ 22.63
15	\$ 17.79	\$ 18.42	\$ 19.04	\$ 19.66	\$ 20.28	\$ 20.91	\$ 21.53	\$ 22.15	\$ 22.77
30	\$ 17.95	\$ 18.58	\$ 19.21	\$ 19.84	\$ 20.47	\$ 21.09	\$ 21.72	\$ 22.35	\$ 22.98
45	\$ 18.13	\$ 18.77	\$ 19.40	\$ 20.04	\$ 20.67	\$ 21.31	\$ 21.94	\$ 22.57	\$ 23.21
60	\$ 18.33	\$ 18.98	\$ 19.62	\$ 20.26	\$ 20.90	\$ 21.54	\$ 22.18	\$ 22.83	\$ 23.47
75	\$ 18.44	\$ 19.09	\$ 19.73	\$ 20.38	\$ 21.02	\$ 21.67	\$ 22.31	\$ 22.96	\$ 23.60
90	\$ 18.60	\$ 19.25	\$ 19.90	\$ 20.55	\$ 21.20	\$ 21.85	\$ 22.50	\$ 23.16	\$ 23.81
105	\$ 18.77	\$ 19.43	\$ 20.08	\$ 20.74	\$ 21.40	\$ 22.05	\$ 22.71	\$ 23.37	\$ 24.02
120	\$ 18.96	\$ 19.62	\$ 20.29	\$ 20.95	\$ 21.61	\$ 22.28	\$ 22.94	\$ 23.60	\$ 24.27
135	\$ 19.07	\$ 19.73	\$ 20.40	\$ 21.07	\$ 21.74	\$ 22.40	\$ 23.07	\$ 23.74	\$ 24.40
150	\$ 19.27	\$ 19.94	\$ 20.62	\$ 21.29	\$ 21.96	\$ 22.64	\$ 23.31	\$ 23.99	\$ 24.66
165	\$ 19.35	\$ 20.03	\$ 20.71	\$ 21.38	\$ 22.06	\$ 22.74	\$ 23.42	\$ 24.09	\$ 24.77
180	\$ 19.56	\$ 20.25	\$ 20.93	\$ 21.62	\$ 22.30	\$ 22.99	\$ 23.67	\$ 24.36	\$ 25.04
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.75	\$ 27.68	\$ 28.62	\$ 29.56	\$ 30.49	\$ 31.43	\$ 32.36	\$ 33.30	\$ 34.24
Mechanic/Bus Driver	\$ 24.67	\$ 25.53	\$ 26.40	\$ 27.26	\$ 28.12	\$ 28.99	\$ 29.85	\$ 30.71	\$ 31.58
Bus Driver	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
Bus Driver/Asst. Maintenance/Custodian	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
Bus Driver/Mail Room/Bus Garage	\$ 23.00	\$ 23.81	\$ 24.61	\$ 25.42	\$ 26.22	\$ 27.03	\$ 27.83	\$ 28.64	\$ 29.44
FOOD SERVICE									
Head Cook	\$ 19.63	\$ 20.32	\$ 21.00	\$ 21.69	\$ 22.38	\$ 23.06	\$ 23.75	\$ 24.44	\$ 25.12
Assistant Cook	\$ 18.62	\$ 19.27	\$ 19.92	\$ 20.58	\$ 21.23	\$ 21.88	\$ 22.53	\$ 23.18	\$ 23.83
Accu-Scan/Assistant Cook	\$ 19.18	\$ 19.85	\$ 20.53	\$ 21.20	\$ 21.87	\$ 22.54	\$ 23.21	\$ 23.88	\$ 24.55
Dish Washer	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
Food Services Assistant	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
ECEAP Food Assistant	\$ 18.15	\$ 18.79	\$ 19.42	\$ 20.06	\$ 20.70	\$ 21.33	\$ 21.97	\$ 22.60	\$ 23.24
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 22.22	\$ 22.99	\$ 23.77	\$ 24.55	\$ 25.33	\$ 26.10	\$ 26.88	\$ 27.66	\$ 28.44
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.84	\$ 21.57	\$ 22.30	\$ 23.03	\$ 23.75	\$ 24.48	\$ 25.21	\$ 25.94	\$ 26.67
Project Secretary	\$ 20.40	\$ 21.12	\$ 21.83	\$ 22.54	\$ 23.26	\$ 23.97	\$ 24.69	\$ 25.40	\$ 26.12
Lunch Accountant	\$ 19.59	\$ 20.27	\$ 20.96	\$ 21.64	\$ 22.33	\$ 23.01	\$ 23.70	\$ 24.38	\$ 25.07
File Clerk	\$ 18.04	\$ 18.67	\$ 19.30	\$ 19.93	\$ 20.56	\$ 21.19	\$ 21.82	\$ 22.46	\$ 23.09
TECHNOLOGY									
Technology Assistant	\$ 25.31	\$ 26.20	\$ 27.09	\$ 27.97	\$ 28.86	\$ 29.74	\$ 30.63	\$ 31.52	\$ 32.40



Grandfathered Schedule A
Granger PSE
September 1, 2021 – August 31, 2022

Grandfathered Schedule A 2021-2022	STEP 1	STEP 2	STEP 3	STEP 4	1.50%	3.00%	4.50%	5.00%	6.00%
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 22.93	\$ 24.51	\$ 25.21	\$ 25.94	\$ 26.33	\$ 26.72	\$ 27.11	\$ 27.24	\$ 27.49
Custodial/Maintenance	\$ 21.96	\$ 23.49	\$ 24.16	\$ 24.86	\$ 25.23	\$ 25.60	\$ 25.98	\$ 26.10	\$ 26.35
CUSTODIAL									
Custodian	\$ 20.27	\$ 20.88	\$ 21.46	\$ 22.07	\$ 22.40	\$ 22.73	\$ 23.07	\$ 23.18	\$ 23.40
Event Custodian	\$ 20.27	\$ 20.88	\$ 21.46	\$ 22.07	\$ 22.40	\$ 22.73	\$ 23.07	\$ 23.18	\$ 23.40
Custodian/Bus Driver	\$ 22.31	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
PARA EDUCATORS									
Bus Aide	\$ 17.33	\$ 17.92	\$ 18.43	\$ 18.95	\$ 19.24	\$ 19.52	\$ 19.80	\$ 19.90	\$ 20.09
Health Room Assistant	\$ 17.96	\$ 18.54	\$ 19.06	\$ 19.61	\$ 19.91	\$ 20.20	\$ 20.50	\$ 20.60	\$ 20.79
Early Childhood Recruiter	\$ 20.16	\$ 21.00	\$ 21.61	\$ 22.23	\$ 22.56	\$ 22.89	\$ 23.23	\$ 23.34	\$ 23.56
Home Liaison	\$ 20.73	\$ 21.61	\$ 22.23	\$ 22.87	\$ 23.21	\$ 23.55	\$ 23.90	\$ 24.01	\$ 24.24
ECEAP Teacher/Early Childhood Instructional Coach	\$ 20.83	\$ 21.68	\$ 22.29	\$ 22.93	\$ 23.27	\$ 23.62	\$ 23.96	\$ 24.08	\$ 24.31
Speech/Language Path. Asst.	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Vision Impaired Specialist	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Hearing Impaired Specialist	\$ 22.21	\$ 23.03	\$ 23.70	\$ 24.38	\$ 24.74	\$ 25.11	\$ 25.48	\$ 25.60	\$ 25.84
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.33	\$ 17.92	\$ 18.43	\$ 18.95	\$ 19.24	\$ 19.52	\$ 19.80	\$ 19.90	\$ 20.09
15	\$ 17.45	\$ 18.08	\$ 18.59	\$ 19.13	\$ 19.41	\$ 19.70	\$ 19.99	\$ 20.08	\$ 20.27
30	\$ 17.61	\$ 18.23	\$ 18.75	\$ 19.29	\$ 19.58	\$ 19.87	\$ 20.16	\$ 20.25	\$ 20.45
45	\$ 17.78	\$ 18.39	\$ 18.91	\$ 19.45	\$ 19.74	\$ 20.03	\$ 20.33	\$ 20.42	\$ 20.62
60	\$ 17.98	\$ 18.59	\$ 19.11	\$ 19.66	\$ 19.95	\$ 20.25	\$ 20.54	\$ 20.64	\$ 20.83
75	\$ 18.08	\$ 18.66	\$ 19.20	\$ 19.74	\$ 20.03	\$ 20.33	\$ 20.63	\$ 20.72	\$ 20.92
90	\$ 18.24	\$ 18.88	\$ 19.41	\$ 19.96	\$ 20.26	\$ 20.56	\$ 20.86	\$ 20.96	\$ 21.16
105	\$ 18.40	\$ 18.99	\$ 19.53	\$ 20.08	\$ 20.39	\$ 20.69	\$ 20.99	\$ 21.09	\$ 21.29
120	\$ 18.59	\$ 19.21	\$ 19.75	\$ 20.31	\$ 20.61	\$ 20.92	\$ 21.22	\$ 21.32	\$ 21.53
135	\$ 18.70	\$ 19.31	\$ 19.85	\$ 20.42	\$ 20.73	\$ 21.03	\$ 21.34	\$ 21.44	\$ 21.65
150	\$ 18.89	\$ 19.54	\$ 20.08	\$ 20.67	\$ 20.98	\$ 21.29	\$ 21.60	\$ 21.70	\$ 21.91
165	\$ 18.97	\$ 19.67	\$ 20.23	\$ 20.79	\$ 21.10	\$ 21.41	\$ 21.72	\$ 21.83	\$ 22.03
180	\$ 19.19	\$ 19.79	\$ 20.34	\$ 20.92	\$ 21.23	\$ 21.55	\$ 21.86	\$ 21.97	\$ 22.18
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.22	\$ 26.95	\$ 27.71	\$ 28.52	\$ 28.95	\$ 29.37	\$ 29.80	\$ 29.95	\$ 30.23
Mechanic/Bus Driver	\$ 24.19	\$ 24.86	\$ 25.57	\$ 26.33	\$ 26.72	\$ 27.12	\$ 27.51	\$ 27.64	\$ 27.91
Bus Driver	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
Bus Driver/Asst. Maintenance/Custodian	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
Bus Driver/Mail Room/Bus Garage	\$ 22.55	\$ 23.30	\$ 23.97	\$ 24.56	\$ 24.93	\$ 25.30	\$ 25.67	\$ 25.79	\$ 26.04
FOOD SERVICE									
Head Cook	\$ 19.25	\$ 19.85	\$ 20.41	\$ 20.99	\$ 21.31	\$ 21.62	\$ 21.94	\$ 22.04	\$ 22.25
Assistant Cook	\$ 18.26	\$ 18.89	\$ 19.44	\$ 19.98	\$ 20.28	\$ 20.58	\$ 20.88	\$ 20.98	\$ 21.18
Accu-Scan/Assistant Cook	\$ 18.81	\$ 19.44	\$ 19.99	\$ 20.57	\$ 20.88	\$ 21.19	\$ 21.50	\$ 21.60	\$ 21.81
Dish Washer	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
Food Services Assistant	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
ECEAP Food Assistant	\$ 17.80	\$ 18.42	\$ 18.94	\$ 19.48	\$ 19.77	\$ 20.07	\$ 20.36	\$ 20.46	\$ 20.65
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 21.79	\$ 22.28	\$ 22.91	\$ 23.57	\$ 23.93	\$ 24.28	\$ 24.63	\$ 24.75	\$ 24.99
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.43	\$ 21.29	\$ 21.90	\$ 22.52	\$ 22.86	\$ 23.20	\$ 23.54	\$ 23.65	\$ 23.87
Project Secretary	\$ 20.00	\$ 20.64	\$ 21.24	\$ 21.84	\$ 22.17	\$ 22.49	\$ 22.82	\$ 22.93	\$ 23.15
Lunch Accountant	\$ 19.21	\$ 19.99	\$ 20.57	\$ 21.15	\$ 21.47	\$ 21.79	\$ 22.11	\$ 22.21	\$ 22.42
File Clerk	\$ 17.69	\$ 18.41	\$ 18.93	\$ 19.57	\$ 19.87	\$ 20.16	\$ 20.45	\$ 20.55	\$ 20.75
TECHNOLOGY									
Technology Assistant	\$ 23.37	\$ 24.83	\$ 25.54	\$ 26.28	\$ 26.67	\$ 27.06	\$ 27.46	\$ 27.59	\$ 27.85



Grandfathered Schedule A
Granger PSE
September 1, 2022 – August 31, 2023

Grandfathered Schedule A 2022-2023	STEP 1	STEP 2	STEP 3	STEP 4	1.50%	3.00%	4.50%	5.00%	6.00%
	YEAR 1	YEAR 2-5	YEARS 6-10	YEARS 11-14	YEARS 15-19	YEARS 20-24	YEARS 25-29	YEARS 30-39	YEARS 40+
MAINTENANCE									
Maintenance	\$ 23.39	\$ 25.00	\$ 25.71	\$ 26.46	\$ 26.86	\$ 27.25	\$ 27.65	\$ 27.78	\$ 28.05
Custodial/Maintenance	\$ 22.40	\$ 23.96	\$ 24.64	\$ 25.36	\$ 25.74	\$ 26.12	\$ 26.50	\$ 26.63	\$ 26.88
CUSTODIAL									
Custodian	\$ 20.68	\$ 21.30	\$ 21.89	\$ 22.51	\$ 22.85	\$ 23.19	\$ 23.52	\$ 23.64	\$ 23.86
Event Custodian	\$ 20.68	\$ 21.30	\$ 21.89	\$ 22.51	\$ 22.85	\$ 23.19	\$ 23.52	\$ 23.64	\$ 23.86
Custodian/Bus Driver	\$ 22.76	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
PARA EDUCATORS									
Bus Aide	\$ 17.68	\$ 18.28	\$ 18.80	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.20	\$ 20.30	\$ 20.49
Health Room Assistant	\$ 18.32	\$ 18.91	\$ 19.44	\$ 20.00	\$ 20.30	\$ 20.60	\$ 20.90	\$ 21.00	\$ 21.20
Early Childhood Recruiter	\$ 20.56	\$ 21.42	\$ 22.04	\$ 22.67	\$ 23.01	\$ 23.35	\$ 23.69	\$ 23.81	\$ 24.04
Home Liaison	\$ 21.14	\$ 22.04	\$ 22.67	\$ 23.33	\$ 23.68	\$ 24.03	\$ 24.38	\$ 24.49	\$ 24.73
ECEAP Teacher/Early Childhood Instructional Coach	\$ 21.25	\$ 22.11	\$ 22.74	\$ 23.39	\$ 23.74	\$ 24.09	\$ 24.44	\$ 24.56	\$ 24.79
Speech/Language Path. Asst.	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Vision Impaired Specialist	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Hearing Impaired Specialist	\$ 22.65	\$ 23.49	\$ 24.17	\$ 24.87	\$ 25.24	\$ 25.61	\$ 25.99	\$ 26.11	\$ 26.36
Para Educators:									
*Quarter Credit Hours of College Work									
0	\$ 17.68	\$ 18.28	\$ 18.80	\$ 19.33	\$ 19.62	\$ 19.91	\$ 20.20	\$ 20.30	\$ 20.49
15	\$ 17.80	\$ 18.44	\$ 18.96	\$ 19.51	\$ 19.81	\$ 20.10	\$ 20.39	\$ 20.49	\$ 20.68
30	\$ 17.96	\$ 18.59	\$ 19.13	\$ 19.68	\$ 19.97	\$ 20.27	\$ 20.56	\$ 20.66	\$ 20.86
45	\$ 18.14	\$ 18.76	\$ 19.29	\$ 19.84	\$ 20.14	\$ 20.43	\$ 20.73	\$ 20.83	\$ 21.03
60	\$ 18.34	\$ 18.96	\$ 19.49	\$ 20.05	\$ 20.35	\$ 20.65	\$ 20.96	\$ 21.06	\$ 21.26
75	\$ 18.44	\$ 19.03	\$ 19.58	\$ 20.13	\$ 20.44	\$ 20.74	\$ 21.04	\$ 21.14	\$ 21.34
90	\$ 18.60	\$ 19.26	\$ 19.80	\$ 20.36	\$ 20.66	\$ 20.97	\$ 21.28	\$ 21.38	\$ 21.58
105	\$ 18.77	\$ 19.37	\$ 19.92	\$ 20.48	\$ 20.79	\$ 21.10	\$ 21.40	\$ 21.51	\$ 21.71
120	\$ 18.96	\$ 19.59	\$ 20.15	\$ 20.72	\$ 21.03	\$ 21.34	\$ 21.65	\$ 21.75	\$ 21.96
135	\$ 19.07	\$ 19.70	\$ 20.25	\$ 20.83	\$ 21.14	\$ 21.45	\$ 21.77	\$ 21.87	\$ 22.08
150	\$ 19.27	\$ 19.93	\$ 20.48	\$ 21.08	\$ 21.40	\$ 21.72	\$ 22.03	\$ 22.14	\$ 22.35
165	\$ 19.35	\$ 20.06	\$ 20.63	\$ 21.21	\$ 21.52	\$ 21.84	\$ 22.16	\$ 22.27	\$ 22.48
180	\$ 19.57	\$ 20.19	\$ 20.75	\$ 21.34	\$ 21.66	\$ 21.98	\$ 22.30	\$ 22.41	\$ 22.62
TRANSPORTATION									
Head Mechanic/Transportation	\$ 26.74	\$ 27.49	\$ 28.26	\$ 29.09	\$ 29.53	\$ 29.96	\$ 30.40	\$ 30.54	\$ 30.84
Mechanic/Bus Driver	\$ 24.67	\$ 25.36	\$ 26.08	\$ 26.86	\$ 27.26	\$ 27.66	\$ 28.07	\$ 28.20	\$ 28.47
Bus Driver	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
Bus Driver/Asst. Maintenance/Custodian	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
Bus Driver/Mail Room/Bus Garage	\$ 23.00	\$ 23.77	\$ 24.45	\$ 25.05	\$ 25.43	\$ 25.80	\$ 26.18	\$ 26.30	\$ 26.55
FOOD SERVICE									
Head Cook	\$ 19.64	\$ 20.25	\$ 20.82	\$ 21.41	\$ 21.73	\$ 22.05	\$ 22.37	\$ 22.48	\$ 22.69
Assistant Cook	\$ 18.63	\$ 19.27	\$ 19.83	\$ 20.38	\$ 20.69	\$ 20.99	\$ 21.30	\$ 21.40	\$ 21.60
Accu-Scan/Assistant Cook	\$ 19.19	\$ 19.83	\$ 20.39	\$ 20.98	\$ 21.30	\$ 21.61	\$ 21.93	\$ 22.03	\$ 22.24
Dish Washer	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
Food Services Assistant	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
ECEAP Food Assistant	\$ 18.16	\$ 18.79	\$ 19.32	\$ 19.87	\$ 20.17	\$ 20.47	\$ 20.76	\$ 20.86	\$ 21.06
SECRETARIAL									
Principal's/Sp. Ed. Director's Secretary	\$ 22.23	\$ 22.73	\$ 23.37	\$ 24.04	\$ 24.40	\$ 24.76	\$ 25.12	\$ 25.24	\$ 25.48
Migrant Clerk/Bldg Secretary/ECEAP Secretary	\$ 20.84	\$ 21.72	\$ 22.34	\$ 22.97	\$ 23.31	\$ 23.66	\$ 24.00	\$ 24.12	\$ 24.35
Project Secretary	\$ 20.40	\$ 21.05	\$ 21.66	\$ 22.28	\$ 22.61	\$ 22.95	\$ 23.28	\$ 23.39	\$ 23.61
Lunch Accountant	\$ 19.59	\$ 20.39	\$ 20.98	\$ 21.57	\$ 21.90	\$ 22.22	\$ 22.54	\$ 22.65	\$ 22.87
File Clerk	\$ 18.04	\$ 18.78	\$ 19.31	\$ 19.96	\$ 20.26	\$ 20.56	\$ 20.86	\$ 20.96	\$ 21.16
TECHNOLOGY									
Technology Assistant	\$ 23.84	\$ 25.33	\$ 26.05	\$ 26.81	\$ 27.21	\$ 27.61	\$ 28.01	\$ 28.15	\$ 28.41

