

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION  
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES  
SALARY SCHEDULE A  
Effective September 1, 2019**

**APPENDIX A  
BUILDING MAINTENANCE**

| BUILDING MAINTENANCE              | Step 1<br>0 - 4 YRS | Step 2<br>5 - 9 YRS | Step 3<br>10 - 14 YRS | Step 4<br>15 - 20 YRS | Step 5<br>21 + YRS |
|-----------------------------------|---------------------|---------------------|-----------------------|-----------------------|--------------------|
| Asbestos Removal                  | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Supervisor, Asbestos Removal      | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |
| Electronics Technician            | \$30.98             | \$31.60             | \$32.23               | \$32.55               | \$32.88            |
| Electronics Lead                  | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Performing Arts Center Technician | \$25.47             | \$25.98             | \$26.50               | \$26.77               | \$27.03            |
| Maintenance Laborer               | \$23.51             | \$23.98             | \$24.46               | \$24.70               | \$24.95            |
| Facilities Compliance Specialist  | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |
| Building Specialties              | \$30.98             | \$31.60             | \$32.23               | \$32.55               | \$32.88            |
| Structural Journeyman             | \$30.98             | \$31.60             | \$32.23               | \$32.55               | \$32.88            |
| Carpenter Lead                    | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Glazier Lead                      | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Locksmith Lead                    | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Painter Lead                      | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Roofer Lead                       | \$34.78             | \$35.48             | \$36.19               | \$36.55               | \$36.92            |
| Electrician                       | \$35.71             | \$36.43             | \$37.16               | \$37.53               | \$37.90            |
| Electrician Lead                  | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |
| Heating and Air Conditioning      | \$35.71             | \$36.43             | \$37.16               | \$37.53               | \$37.90            |
| Heating and Air Conditioning Lead | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |
| Machinist Lead                    | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |
| Plumber                           | \$35.71             | \$36.43             | \$37.16               | \$37.53               | \$37.90            |
| Plumber Lead                      | \$37.15             | \$37.89             | \$38.65               | \$39.04               | \$39.43            |

**APPENDIX B  
BUS DRIVERS, BUS MONITORS AND DRIVER TRAINERS**

| * Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information. |                       |                     |                       |                       |                    |
|---|-----------------------|---------------------|-----------------------|-----------------------|--------------------|
| BUS DRIVERS<br>(Includes Dispatch Assistant)  | Step 1<br>* 0 - 4 YRS | Step 2<br>5 - 9 YRS | Step 3<br>10 - 14 YRS | Step 4<br>15 - 20 YRS | Step 5<br>21 + YRS |
| Bus Driver  | See Addendum          | See Addendum        | See Addendum          | See Addendum          | See Addendum       |
| Bus Dispatch Assistant  | \$26.22               | \$26.74             | \$27.28               | \$27.55               | \$27.82            |
| BUS MONITORS  | Step 1<br>* 0 - 4 YRS | Step 2<br>5 - 9 YRS | Step 3<br>10 - 14 YRS | Step 4<br>15 - 20 YRS | Step 5<br>21 + YRS |
| Bus Monitor   | See Addendum          | See Addendum        | See Addendum          | See Addendum          | See Addendum       |
| DRIVER TRAINERS   | Step 1<br>* 0 - 4 YRS | Step 2<br>5 - 9 YRS | Step 3<br>10 - 14 YRS | Step 4<br>15 - 20 YRS | Step 5<br>21 + YRS |
| Driver Trainer  | See Addendum          | See Addendum        | See Addendum          | See Addendum          | See Addendum       |
| Driver Trainer Program Coordinator  | See Addendum          | See Addendum        | See Addendum          | See Addendum          | See Addendum       |

**APPENDIX C  
CUSTODIAL SERVICES**

| <b>CUSTODIAL SERVICES</b>                                  | <b>Step 1<br/>0 - 4 YRS</b> | <b>Step 2<br/>5 - 9 YRS</b> | <b>Step 3<br/>10 - 14 YRS</b> | <b>Step 4<br/>15 - 20 YRS</b> | <b>Step 5<br/>21 + YRS</b> |
|--|-----------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------|
| Operations Lead (Custodial)                                | \$34.78                     | \$35.48                     | \$36.19                       | \$36.55                       | \$36.92                    |
| Custodian  | \$20.47                     | \$20.88                     | \$21.29                       | \$21.51                       | \$21.72                    |
| Custodian 2 <sup>nd</sup> shift                            | \$20.77                     | \$21.18                     | \$21.61                       | \$21.82                       | \$22.04                    |
| Custodian 3 <sup>rd</sup> shift                            | \$21.06                     | \$21.48                     | \$21.91                       | \$22.13                       | \$22.35                    |
| Custodian One-Person Building                              | \$21.09                     | \$21.52                     | \$21.95                       | \$22.17                       | \$22.39                    |
| Custodian One-Person Building 2 <sup>nd</sup> shift        | \$21.38                     | \$21.81                     | \$22.25                       | \$22.47                       | \$22.70                    |
| Night Lead/ Elementary 2 <sup>nd</sup> shift               | \$21.64                     | \$22.07                     | \$22.52                       | \$22.74                       | \$22.97                    |
| Night Lead/ Middle School 2nd shift                        | \$22.97                     | \$23.43                     | \$23.90                       | \$24.14                       | \$24.38                    |
| Night Lead/ PSSC; ERAC; Aviation; Big Picture 2nd shift    | \$22.97                     | \$23.43                     | \$23.90                       | \$24.14                       | \$24.38                    |
| Night Lead / High School 2nd shift                         | \$23.21                     | \$23.67                     | \$24.14                       | \$24.38                       | \$24.63                    |
| Lead / Elementary  | \$23.34                     | \$23.81                     | \$24.28                       | \$24.52                       | \$24.77                    |
| Lead / Middle School                                       | \$24.12                     | \$24.60                     | \$25.10                       | \$25.35                       | \$25.60                    |
| Lead /PSSC; ERAC; Aviation; Big Picture; New Start; Choice | \$24.12                     | \$24.60                     | \$25.10                       | \$25.35                       | \$25.60                    |
| Lead / High School   | \$25.32                     | \$25.82                     | \$26.34                       | \$26.60                       | \$26.87                    |
| Floor Crew 2 <sup>nd</sup> shift                           | \$22.67                     | \$23.12                     | \$23.58                       | \$23.82                       | \$24.06                    |
| Floor Crew Lead 2 <sup>nd</sup> shift                      | \$26.70                     | \$27.23                     | \$27.78                       | \$28.06                       | \$28.34                    |
| Caretaker / Camp Waskowitz                                 | \$26.70                     | \$27.23                     | \$27.78                       | \$28.06                       | \$28.34                    |
| Memorial Field Attendant                                   | \$26.70                     | \$27.23                     | \$27.78                       | \$28.06                       | \$28.34                    |

**APPENDIX D  
GROUNDS MAINTENANCE**

| <b>GROUNDS MAINTENANCE</b>               | <b>Step 1<br/>0 - 4 YRS</b> | <b>Step 2<br/>5 - 9 YRS</b> | <b>Step 3<br/>10 - 14 YRS</b> | <b>Step 4<br/>15 - 20 YRS</b> | <b>Step 5<br/>21 + YRS</b> |
|--|-----------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------|
| Facilities Central Lead (Grounds & Site) | \$34.78                     | \$35.48                     | \$36.19                       | \$36.55                       | \$36.92                    |
| Grounds Equipment & Site Worker          | \$27.02                     | \$27.56                     | \$28.12                       | \$28.40                       | \$28.68                    |
| Grounds & Site Worker Lead               | \$30.43                     | \$31.04                     | \$31.66                       | \$31.97                       | \$32.29                    |

**APPENDIX E  
NUTRITION SERVICES**

| <b>NUTRITION SERVICES</b>   | <b>Step 1<br/>* 0 - 4 YRS</b> | <b>Step 2<br/>5 - 9 YRS</b> | <b>Step 3<br/>10 - 14 YRS</b> | <b>Step 4<br/>15 - 20 YRS</b> | <b>Step 5<br/>21 + YRS</b> |
|---|-------------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------|
| * Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information. |                               |                             |                               |                               |                            |
| Kitchen Helper  | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Kitchen Satellite Lead  | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Production Kitchen Cook/Baker   | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Production Kitchen Cook   | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Production Kitchen Lead Person  | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Camp Helper   | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Camp Cook/Baker   | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Camp Kitchen Lead Person  | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |
| Laundry Worker  | See Addendum                  | See Addendum                | See Addendum                  | See Addendum                  | See Addendum               |

**APPENDIX F  
VEHICLE MAINTENANCE**

| <b><u>VEHICLE MAINTENANCE</u></b>                             | <b>Step 1<br/>0 - 4 YRS</b> | <b>Step 2<br/>5 - 9 YRS</b> | <b>Step 3<br/>10 - 14 YRS</b> | <b>Step 4<br/>15 - 20 YRS</b> | <b>Step 5<br/>21 + YRS</b> |
|---|-----------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------|
| Vehicle Maintenance Helper                                    | \$20.63                     | \$21.04                     | \$21.46                       | \$21.68                       | \$21.89                    |
| Preventative Vehicle Maintenance Mechanic                     | \$26.82                     | \$27.36                     | \$27.91                       | \$28.19                       | \$28.47                    |
| Vehicle Maintenance Mechanic                                  | \$31.95                     | \$32.59                     | \$33.25                       | \$33.58                       | \$33.91                    |
| Vehicle Maintenance Mechanic Lead                             | \$33.23                     | \$33.89                     | \$34.57                       | \$34.91                       | \$35.26                    |
| Vehicle Maintenance Mechanic Foreperson 1 <sup>st</sup> shift | \$35.99                     | \$36.71                     | \$37.45                       | \$37.82                       | \$38.20                    |
| Vehicle Maintenance Mechanic Foreperson 2 <sup>nd</sup> shift | \$36.29                     | \$37.02                     | \$37.76                       | \$38.14                       | \$38.52                    |

**APPENDIX G  
WAREHOUSE AND DELIVERY**

| <b><u>WAREHOUSE AND DELIVERY</u></b>    | <b>Step 1<br/>0 - 4 YRS</b> | <b>Step 2<br/>5 - 9 YRS</b> | <b>Step 3<br/>10 - 14 YRS</b> | <b>Step 4<br/>15 - 20 YRS</b> | <b>Step 5<br/>21 + YRS</b> |
|---|-----------------------------|-----------------------------|-------------------------------|-------------------------------|----------------------------|
| Warehouse Helper                        | \$20.42                     | \$20.83                     | \$21.25                       | \$21.46                       | \$21.68                    |
| Delivery Driver/Warehouse Person        | \$25.21                     | \$25.71                     | \$26.22                       | \$26.49                       | \$26.75                    |
| Lead/Driver/Warehouse Person/Dispatcher | \$27.60                     | \$28.15                     | \$28.71                       | \$29.00                       | \$29.29                    |

Approved by the Board: July 10, 2019

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION**  
**FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES**  
**ADDENDUM TO SALARY SCHEDULE A - DETAIL FOR LESS THAN 12-MONTH POSITIONS - BLENDING VACATION ACCRUALS INTO HOURLY RATE**  
**Effective September 1, 2019**

| Position                           |              | Step 1         | Step 2         |                |                |                |                | Step 3         |                |                |                |                | Step 4         |                | Step 5         |
|------------------------------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                                    |              | 0 - 4 YRS      | 5 YRS          | 6 YRS          | 7 YRS          | 8 YRS          | 9 YRS          | 10 YRS         | 11 YRS         | 12 YRS         | 13 YRS         | 14 YRS         | 15 - 19 YRS    | 20 YRS         | 21 + YRS       |
| Bus Driver                         | Base         | \$23.46        | \$23.93        | \$23.93        | \$23.93        | \$23.93        | \$23.93        | \$24.41        | \$24.41        | \$24.41        | \$24.41        | \$24.41        | \$24.66        | \$24.66        | \$24.90        |
|                                    | Vacation     | \$0.90         | \$0.92         | \$1.01         | \$1.10         | \$1.20         | \$1.29         | \$1.41         | \$1.50         | \$1.60         | \$1.69         | \$1.78         | \$1.90         | \$2.37         | \$2.39         |
|                                    | <b>Total</b> | <b>\$24.36</b> | <b>\$24.85</b> | <b>\$24.94</b> | <b>\$25.03</b> | <b>\$25.13</b> | <b>\$25.22</b> | <b>\$25.82</b> | <b>\$25.91</b> | <b>\$26.01</b> | <b>\$26.10</b> | <b>\$26.19</b> | <b>\$26.56</b> | <b>\$27.03</b> | <b>\$27.29</b> |
| Bus Monitor                        | Base         | \$17.60        | \$17.95        | \$17.95        | \$17.95        | \$17.95        | \$17.95        | \$18.31        | \$18.31        | \$18.31        | \$18.31        | \$18.31        | \$18.49        | \$18.49        | \$18.68        |
|                                    | Vacation     | \$0.68         | \$0.69         | \$0.76         | \$0.83         | \$0.90         | \$0.97         | \$1.06         | \$1.13         | \$1.20         | \$1.27         | \$1.34         | \$1.42         | \$1.78         | \$1.80         |
|                                    | <b>Total</b> | <b>\$18.28</b> | <b>\$18.64</b> | <b>\$18.71</b> | <b>\$18.78</b> | <b>\$18.85</b> | <b>\$18.92</b> | <b>\$19.37</b> | <b>\$19.44</b> | <b>\$19.51</b> | <b>\$19.58</b> | <b>\$19.65</b> | <b>\$19.91</b> | <b>\$20.27</b> | <b>\$20.48</b> |
| Driver Trainer                     | Base         | \$26.69        | \$27.22        | \$27.22        | \$27.22        | \$27.22        | \$27.22        | \$27.77        | \$27.77        | \$27.77        | \$27.77        | \$27.77        | \$28.04        | \$28.04        | \$28.32        |
|                                    | Vacation     | \$1.03         | \$1.05         | \$1.15         | \$1.26         | \$1.36         | \$1.47         | \$1.60         | \$1.71         | \$1.82         | \$1.92         | \$2.03         | \$2.16         | \$2.70         | \$2.72         |
|                                    | <b>Total</b> | <b>\$27.72</b> | <b>\$28.27</b> | <b>\$28.37</b> | <b>\$28.48</b> | <b>\$28.58</b> | <b>\$28.69</b> | <b>\$29.37</b> | <b>\$29.48</b> | <b>\$29.59</b> | <b>\$29.69</b> | <b>\$29.80</b> | <b>\$30.20</b> | <b>\$30.74</b> | <b>\$31.04</b> |
| Driver Trainer Program Coordinator | Base         | \$31.71        | \$32.35        | \$32.35        | \$32.35        | \$32.35        | \$32.35        | \$32.99        | \$32.99        | \$32.99        | \$32.99        | \$32.99        | \$33.32        | \$33.32        | \$33.66        |
|                                    | Vacation     | \$1.22         | \$1.24         | \$1.37         | \$1.49         | \$1.62         | \$1.74         | \$1.90         | \$2.03         | \$2.16         | \$2.28         | \$2.41         | \$2.56         | \$3.20         | \$3.24         |
|                                    | <b>Total</b> | <b>\$32.93</b> | <b>\$33.59</b> | <b>\$33.72</b> | <b>\$33.84</b> | <b>\$33.97</b> | <b>\$34.09</b> | <b>\$34.90</b> | <b>\$35.02</b> | <b>\$35.15</b> | <b>\$35.27</b> | <b>\$35.40</b> | <b>\$35.88</b> | <b>\$36.52</b> | <b>\$36.90</b> |
| Kitchen Helper                     | Base         | \$15.60        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.39        | \$16.39        | \$16.56        |
|                                    | Vacation     | \$0.60         | \$0.61         | \$0.67         | \$0.73         | \$0.80         | \$0.86         | \$0.94         | \$1.00         | \$1.06         | \$1.12         | \$1.19         | \$1.26         | \$1.58         | \$1.59         |
|                                    | <b>Total</b> | <b>\$16.20</b> | <b>\$16.52</b> | <b>\$16.58</b> | <b>\$16.64</b> | <b>\$16.71</b> | <b>\$16.77</b> | <b>\$17.17</b> | <b>\$17.23</b> | <b>\$17.29</b> | <b>\$17.35</b> | <b>\$17.42</b> | <b>\$17.65</b> | <b>\$17.97</b> | <b>\$18.15</b> |
| Kitchen Satellite Lead             | Base         | \$17.47        | \$17.82        | \$17.82        | \$17.82        | \$17.82        | \$17.82        | \$18.18        | \$18.18        | \$18.18        | \$18.18        | \$18.18        | \$18.36        | \$18.36        | \$18.55        |
|                                    | Vacation     | \$0.67         | \$0.69         | \$0.75         | \$0.82         | \$0.89         | \$0.96         | \$1.05         | \$1.12         | \$1.19         | \$1.26         | \$1.33         | \$1.41         | \$1.77         | \$1.78         |
|                                    | <b>Total</b> | <b>\$18.14</b> | <b>\$18.51</b> | <b>\$18.57</b> | <b>\$18.64</b> | <b>\$18.71</b> | <b>\$18.78</b> | <b>\$19.23</b> | <b>\$19.30</b> | <b>\$19.37</b> | <b>\$19.44</b> | <b>\$19.51</b> | <b>\$19.77</b> | <b>\$20.13</b> | <b>\$20.33</b> |
| Production Kitchen Cook/Baker      | Base         | \$18.75        | \$19.13        | \$19.13        | \$19.13        | \$19.13        | \$19.13        | \$19.51        | \$19.51        | \$19.51        | \$19.51        | \$19.51        | \$19.70        | \$19.70        | \$19.90        |
|                                    | Vacation     | \$0.72         | \$0.74         | \$0.81         | \$0.88         | \$0.96         | \$1.03         | \$1.13         | \$1.20         | \$1.28         | \$1.35         | \$1.43         | \$1.52         | \$1.89         | \$1.91         |
|                                    | <b>Total</b> | <b>\$19.47</b> | <b>\$19.87</b> | <b>\$19.94</b> | <b>\$20.01</b> | <b>\$20.09</b> | <b>\$20.16</b> | <b>\$20.64</b> | <b>\$20.71</b> | <b>\$20.79</b> | <b>\$20.86</b> | <b>\$20.94</b> | <b>\$21.22</b> | <b>\$21.59</b> | <b>\$21.81</b> |
| Production Kitchen Cook            | Base         | \$18.75        | \$19.13        | \$19.13        | \$19.13        | \$19.13        | \$19.13        | \$19.51        | \$19.51        | \$19.51        | \$19.51        | \$19.51        | \$19.70        | \$19.70        | \$19.90        |
|                                    | Vacation     | \$0.72         | \$0.74         | \$0.81         | \$0.88         | \$0.96         | \$1.03         | \$1.13         | \$1.20         | \$1.28         | \$1.35         | \$1.43         | \$1.52         | \$1.89         | \$1.91         |
|                                    | <b>Total</b> | <b>\$19.47</b> | <b>\$19.87</b> | <b>\$19.94</b> | <b>\$20.01</b> | <b>\$20.09</b> | <b>\$20.16</b> | <b>\$20.64</b> | <b>\$20.71</b> | <b>\$20.79</b> | <b>\$20.86</b> | <b>\$20.94</b> | <b>\$21.22</b> | <b>\$21.59</b> | <b>\$21.81</b> |
| Production Kitchen Lead Person     | Base         | \$20.89        | \$21.31        | \$21.31        | \$21.31        | \$21.31        | \$21.31        | \$21.73        | \$21.73        | \$21.73        | \$21.73        | \$21.73        | \$21.95        | \$21.95        | \$22.17        |
|                                    | Vacation     | \$0.80         | \$0.82         | \$0.90         | \$0.98         | \$1.07         | \$1.15         | \$1.25         | \$1.34         | \$1.42         | \$1.50         | \$1.59         | \$1.69         | \$2.11         | \$2.13         |
|                                    | <b>Total</b> | <b>\$21.69</b> | <b>\$22.13</b> | <b>\$22.21</b> | <b>\$22.29</b> | <b>\$22.38</b> | <b>\$22.46</b> | <b>\$22.98</b> | <b>\$23.07</b> | <b>\$23.15</b> | <b>\$23.23</b> | <b>\$23.32</b> | <b>\$23.64</b> | <b>\$24.06</b> | <b>\$24.30</b> |
| Camp Helper                        | Base         | \$15.60        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.39        | \$16.39        | \$16.56        |
|                                    | Vacation     | \$0.60         | \$0.61         | \$0.67         | \$0.73         | \$0.80         | \$0.86         | \$0.94         | \$1.00         | \$1.06         | \$1.12         | \$1.19         | \$1.26         | \$1.58         | \$1.59         |
|                                    | <b>Total</b> | <b>\$16.20</b> | <b>\$16.52</b> | <b>\$16.58</b> | <b>\$16.64</b> | <b>\$16.71</b> | <b>\$16.77</b> | <b>\$17.17</b> | <b>\$17.23</b> | <b>\$17.29</b> | <b>\$17.35</b> | <b>\$17.42</b> | <b>\$17.65</b> | <b>\$17.97</b> | <b>\$18.15</b> |
| Camp Cook/Baker                    | Base         | \$18.87        | \$19.24        | \$19.24        | \$19.24        | \$19.24        | \$19.24        | \$19.63        | \$19.63        | \$19.63        | \$19.63        | \$19.63        | \$19.83        | \$19.83        | \$20.02        |
|                                    | Vacation     | \$0.73         | \$0.74         | \$0.81         | \$0.89         | \$0.96         | \$1.04         | \$1.13         | \$1.21         | \$1.28         | \$1.36         | \$1.43         | \$1.53         | \$1.91         | \$1.93         |
|                                    | <b>Total</b> | <b>\$19.60</b> | <b>\$19.98</b> | <b>\$20.05</b> | <b>\$20.13</b> | <b>\$20.20</b> | <b>\$20.28</b> | <b>\$20.76</b> | <b>\$20.84</b> | <b>\$20.91</b> | <b>\$20.99</b> | <b>\$21.06</b> | <b>\$21.36</b> | <b>\$21.74</b> | <b>\$21.95</b> |
| Camp Kitchen Lead Person           | Base         | \$20.07        | \$20.47        | \$20.47        | \$20.47        | \$20.47        | \$20.47        | \$20.88        | \$20.88        | \$20.88        | \$20.88        | \$20.88        | \$21.09        | \$21.09        | \$21.30        |
|                                    | Vacation     | \$0.77         | \$0.79         | \$0.87         | \$0.95         | \$1.02         | \$1.10         | \$1.20         | \$1.29         | \$1.37         | \$1.45         | \$1.53         | \$1.62         | \$2.03         | \$2.05         |
|                                    | <b>Total</b> | <b>\$20.84</b> | <b>\$21.26</b> | <b>\$21.34</b> | <b>\$21.42</b> | <b>\$21.49</b> | <b>\$21.57</b> | <b>\$22.08</b> | <b>\$22.17</b> | <b>\$22.25</b> | <b>\$22.33</b> | <b>\$22.41</b> | <b>\$22.71</b> | <b>\$23.12</b> | <b>\$23.35</b> |
| Laundry Worker                     | Base         | \$15.60        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$15.91        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.23        | \$16.39        | \$16.39        | \$16.56        |
|                                    | Vacation     | \$0.60         | \$0.61         | \$0.67         | \$0.73         | \$0.80         | \$0.86         | \$0.94         | \$1.00         | \$1.06         | \$1.12         | \$1.19         | \$1.26         | \$1.58         | \$1.59         |
|                                    | <b>Total</b> | <b>\$16.20</b> | <b>\$16.52</b> | <b>\$16.58</b> | <b>\$16.64</b> | <b>\$16.71</b> | <b>\$16.77</b> | <b>\$17.17</b> | <b>\$17.23</b> | <b>\$17.29</b> | <b>\$17.35</b> | <b>\$17.42</b> | <b>\$17.65</b> | <b>\$17.97</b> | <b>\$18.15</b> |

Approved by the Board: July 10, 2019