Exhibit A

Fixed Rates for Service Categories and Category Descriptions

CATEGORY	CATEGORY DESCRIPTION	LEVEL	NOT TO EXCEED HOURLY RATE	EDUCATION REQUIREMENTS	EXPERIENCE	COMPLEXITY/RESPONSIBILITY
IT Laborer	Provides skills needed for projects of a manual nature including assistance with computer roll-outs, technology asset inventory, disposals, or mass software application deployment. This work could entail repetitive work.	Entry	$15.00	High school diploma or equivalent work experience.	Has basic understanding of relevant information technology hardware. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$20.00	Associate's Degree in a relevant field of work or equivalent work experience.	Has intermediate understanding of relevant information technology hardware and hardware deployment as determined through education and work experience. Typically possesses 2 to 5 years of relevant work experience.	Generally performs single or multi-function tasks that tend to be of moderate size and scope.
		Advanced	$25.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Has advanced understanding of relevant information technology hardware and basic understanding of software and their deployments as determined through education and work experience. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is more complex and varied in nature.
AV/IWB Installer	Installs or moves AV equipment, IWB systems, sensors, mounts, video monitors, shelves, etc. and related cabling as per industry and district standards and according to manufacturer specifications and requirements. Troubleshoots cabling problems using cable scanners, testers, etc. Mounts and cables wireless equipment. Performs cable certification testing according to manufacturer specifications and requirements. Documents installations and moves as determined by BCSD. Any work performed must not invalidate manufacturer warranty.	Entry	$15.00	High school diploma and 0 to 3 years pertinent work experience and industry certifications.	Has proficient understanding of principles in one or more functions of this category. Typically possesses 0 to 3 years of relevant work experience.	Generally, professionally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$45.00	Technical institute degree/certificate and 3 to 5 years pertinent work experience and industry certifications.	Requires technical knowledge, training and understanding of the requirements for these systems. Typically possesses 3 to 5 years of relevant work experience.	Performs professional level work for projects of higher complexity and volume/scope.
Desktop Technician	Configures and installs software for IT users' desktops and laptops. Involved in the installation and rollout of new software packages, upgrades and new desktop hardware. Maintains desktop software and hardware; supports mobile workforce. Provides Tier 1 (Entry/Intermediate) and Tier 2 (Advanced) support to IT users for basic software and hardware of end-user computing and desktop-based LAN systems. Troubleshoots problems using scripts and checklists as guides. Escalates to Tier 3 support when necessary. Documents problems and resolutions. May perform end-user training. Strong customer service skills are important in this position. Participates in the testing and evaluation of new desktop packages and implements prototypes.	Entry	$25.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$45.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$65.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Systems Administrator	Performs technical work with servers, mainframe, storage, networking equipment and wiring, and end-user device hardware and software to provide implementation, configuration, problem identification, problem resolution, system administration, and other direct operation of systems and components. Supports users and serves as a technical resource for them. Provides customer support for all assigned information systems, software applications, and/or network communications systems. Applies information security and privacy policies, procedures, processes, and controls in the delivery of customer support services for users and systems. Performs maintenance and upgrades on systems and services according to developed maintenance schedules. Conducts system monitoring and reporting. Knowledge of and experience with the systems and technologies assigned whether physical, virtual, or cloud-based.	Entry	$50.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$75.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$100.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Systems Engineer	Carries out independent analysis, development, test, implementation, and maintenance of highly complex internet, mainframe, networking, client-server, and/or cloud technologies. Consults with project managers, business analysts, applications programmers, system administrators, and other IT professionals to identify and propose resolution of system issues and troubles; perform system design; identify system or application limitations and capabilities; and define performance requirements. Participates in preparation of needs assessments, planning documents, Requests for Proposals (RFPs), project documentation, communication, quality and risk management, and requirements tracking. Modifies complex existing hardware, software, or operating systems to correct errors, to adapt it to new technologies, or to improve its compatibility or performance. Develops comprehensive technical documentation and system diagrams. Develops and maintains tools for automation, monitoring, and capacity planning. Conducts planning, designing, developing, and implementing architecture for systems, applications, security, cloud, or other highly specialized information technology domains. Develops district enterprise level solutions that integrate across applications, systems, platforms, and networks that limit risk while meeting the required compliance standards for security, privacy, and service delivery. Translates customer and district objectives and critical success factors into actionable business, agency, and technology strategies. Blends the right combination of complex specializations to conceptualize, design, and develop total system/production solutions for enterprise-wide information and/or engineering of business processes.	Entry	$125.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$200.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$300.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Network Administrator	Monitors, troubleshoots and maintains network (LAN, WAN and wireless) multiplexers, hubs and routers, and uses remote monitoring tools. The duties of this position can be broad and may include such tasks as installing new workstations and other devices, adding and removing individuals from the list of authorized users, archiving files, overseeing password protection and other security measures, monitoring usage of shared resources, and handling malfunctioning equipment. Selects, develops, integrates and implements network management applications for internet components.	Entry	$50.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$75.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$100.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.

Network Engineer	Assists in the planning, forecasting, implementation, and identification of resource requirements for network systems (including wireless) of moderate complexity. Participates in network planning, network architecture design and engineering. Integrates and schematically depicts communication architectures, topologies, hardware, software, transmission and signaling links and protocols into complete network configurations. Evaluates new products, performs network problem resolution and assists in the development and documentation of technical standards and interface applications. Monitors protocol compatibility, performs system tuning and makes recommendations for improvement.	Entry	$125.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$200.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$300.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Database Administrator	Analyzes data requirements, application and processing architectures, data dictionaries, and database schema(s). Designs, develops, amends, optimizes, and certifies database schema design to meet system(s) requirements. Gathers, analyzes, and normalizes relevant information related to business processes, functions, and operations to evaluate data credibility and determine relevance and meaning. Assists in the development and design of database and warehouse applications across multiple platforms and computing environments. Assists in the development of an overall data architecture that supports the information needs of the business in a flexible but secure environment. Responsible for implementing database policies and procedures to ensure the integrity and availability of databases and their accompanying software. Knowledge of and experience with database management systems, concepts, design methodologies, database structures, operating systems, data security, systems integrity, monitoring, reporting, and auditing.	Entry	$100.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$175.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$250.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
IT Security Engineer	Knowledge of and experience in networking protocols and information security related technologies such as encryption, firewalls, antivirus and antimalware software, intrusion prevention systems, network access control, and security information and event management technologies. Analyzes network attacks, security incidents, and designs appropriate response. Assists Information Security management and technical teams' members in developing strategies and tactics related to information security practices and procedures. Carries out independent analysis, development, testing, implementation, and maintenance of highly complex information security technical systems related to internet, mainframe, network, client-server, and/or cloud technologies. Consults with project managers, business analysts, applications programmers, network and system administrators, and other IT professionals to identify information system risks, issues, solutions, and problem resolution. Chooses, configures, implements, operates, and administers information security technologies related to district initiatives, standards, policies, and requirements. Experience in applying compliance frameworks and controls to IT environments, especially those related to NIST 800-53, IRS Publication 1075, HIPAA, CJIS, MARS-E 2.0, COBIT, FedRAMP, and PCI-DSS.	Entry	$100.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$200.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$275.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Technical Writer	Develop, format, and produce written content related to technical equipment, processes, procedures, standards, regulations, policies, and operations. Review, revise, and update existing technical documentation. Perform research gather information using written and electronic sources and personal interviews with client technical, business, and management personnel. Collate, organize, and synthesize information communicating content in a clear, grammatically correct style using the English language.	Entry	$75.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$100.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$125.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Business Analyst	Serves as a liaison between the business community and the IT organization in order to provide technical solutions to meet user needs. Possesses expertise in the business unit(s) they support, as well as, an understanding of the IT organization's systems and capabilities. Analyzes business partner's operations to understand their strengths and weaknesses to determine opportunities to automate processes and functions. Assists in the business process redesign and documentation as needed for new technology. Translates high level business requirements into functional specifications for the IT organization and manages changes to such specifications. Educates the IT organization on the direction of the business. Negotiates agreements and commitments by facilitating communication between business unit(s) and IT from initial requirements to final implementation. Possesses an understanding of technological trends and uses this knowledge to bring solutions to business units supported to enhance the enterprise's competitive edge. May make recommendations for buy versus build decision.	Entry	$100.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$150.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$200.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Training Specialist	Knowledge and experience in the discipline of IT Technical training. Develops, delivers, tests, and revises technical training materials related to District initiatives. Works with middle and upper management as well as technical team leads to evaluate, analyze, and measure effectiveness of training. Develops and communicates a proposed training plan, which may include "train the trainer" knowledge transfer. Communicates effectively, both written and orally. Delivers training to technical and non-technical personnel as required and appropriate. Training must be performed on-site or local (75 mile maximum travel).	Entry	$75.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$100.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$125.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.
Telecommunications Administrator / Engineer	Knowledge of and experience in supporting, maintaining, design and architecture for equipment which provide interactions between data and voice communications, such as telephone, video conferencing, computer, and voicemail systems.	Entry	$125.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$165.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.

Engineer		Advanced	$200.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.

Web Developer	Responsible for the design, development and creation of user-centered designs for Web sites. Responsibilities include human factors engineering, heuristic evaluations and usability testing for Web and client based applications as well as metrics setting and monitoring for assessing the usability of the Web application. Works to improve the usability, usefulness, and desirability of Web sites in collaboration with Graphic Designers, Product Managers, Engineering Staff and other Web Designers. Must be able to perform usability tests, provide design prototypes and provide ad hoc user interface consulting. Responsible for requirements gathering and articulation of user interface issues-including development of page/site prototypes. Must be knowledgeable of user-centered design methodology, user scenarios, usability testing, storyboarding, paper and interactive prototypes. Must have demonstrated skills in graphic applications, HTML development tools and other applicable authoring tools, Web production, front-end development using programming and scripting languages. Must be able to integrate design into program rules and system architecture and create innovative approaches to improving the end-user experience. Must be familiar with platform/browser compatibility and basic usability issues.	Entry	$50.00	Associate's Degree or Bachelor's Degree or technical institute degree/certificate or equivalent work experience.	Has proficient understanding of principles in one or more functions of a position. Typically possesses 0 to 3 years of relevant work experience.	Generally performs single function tasks that tend to be of moderate size and scope.
		Intermediate	$75.00	Bachelor's Degree in a relevant field of work or equivalent work experience.	Requires technical knowledge, training and understanding of a job's requirements. Typically possesses 2 to 5 years of relevant work experience.	Performs professional level work. Develops solutions requiring analysis and research. Responsible for critical work and/or complex projects performed within a broader technical and business context.
		Advanced	$100.00	Bachelors or Master's Degree in a relevant field of work or equivalent work experience.	Requires technical and business knowledge in multiple disciplines/processes. Typically possesses 5 to 7 years of relevant work experience.	Performs work that is complex and varied in nature. Defines and discerns key aspects of a problem and develops an integrated solution within a broad technical and business context of significant impact. May provide guidance/training to more junior staff.