

MEAD SCHOOL DISTRICT #354
SALARY SCHEDULE
LOCAL 1135-MT
BUS DRIVER/SERVICE WORKER
2025-26

Driver:
10 Year = \$30.27
12 Year = \$30.88
15 Year = \$32.12
17 Year = \$32.76
20 Year = \$34.07
25 Year = \$34.75

year to advance to the next step. Employees having six (6) months or more service by the first day of school shall be advanced to the appropriate pay step. Service experience is calculated from the first date in a contract route continuous assignment. Employees that transferred into the transportation department with no break in service from another department shall be calculated from their first continuing assignment in the District.

9. The District will budget \$150 per employee per year for purchase of Mead Logo Gear and/or other approved workwear (including pants and shoes) from the Mead District Store. To be eligible for this allowance, the driver must be hired to a regular route at the time or times of clothing purchase.
10. Employees are eligible to participate in a VEBA medical reimbursement plan (the "Plan") pursuant to RCW 28A.400.210. Group participation in the Plan shall be optional but shall be based on the outcome of a VEBA Group vote/decision made annually by the Group. VEBA contributions may include a set monthly payroll deduction or Sick and Annual leave cash out at retirement or annually. The District will match up to \$15.00 per month.

If the group votes to participate, all members of the group shall participate in contributions. Likewise, if the group votes against participation, no members of the group shall be able to participate. Evidence of the vote of decision shall be the annual VEBA Plan Memorandum of Understanding form signed by a representative of the Association. The parties shall attempt to complete this process by October of each fiscal year.

11. 1135-MT will have an option to participate in Calendar Committees when they are used in determining the school calendar.