

**APPENDIX A**  
**Wages**

- A. Any time an employee is required to work in a higher paid classification on a temporary basis (one week or more), that employee shall receive the pay rate of that classification at their current step in the wage progression for each hour that they work in the higher classification.
- B. If the school is closed due to weather or any other public emergency and employees are not required to report to work, they may use a paid sick day to be paid for the hours they normally would have worked that day. Employees must have available paid sick days. All 12-month building service employees are required to report during inclement weather days.
- C. A wage reopener shall occur no later than October 31, 2024.

**10.5 Month Secondary (Middle/High School) School Cafeteria Lead**

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wage 2023-2024
1	0 to 1		\$15.15
2	2	3 to 5 years	\$15.35
3	3		\$15.55
4	4		\$15.75
5	5	6 to 10 years	\$15.95
6	6		\$16.15
7	7		\$16.35
8	8		\$16.55
9	9		\$16.75
10	10	11 or more years	\$17.00
11	11		\$17.25
12	12		\$17.50
13	13		\$17.75
14	14		\$18.00
15	15		\$18.25
16	16		\$18.50

**10.5 Month Elementary School Cafeteria Lead**

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wage 2023-2024
1	0 to 1		\$14.15
2	2	3 to 5 years	\$14.35
3	3		\$14.55
4	4		\$14.75
5	5	6 to 10 years	\$14.95
6	6		\$15.15
7	7		\$15.35
8	8		\$15.55
9	9		\$15.75
10	10	11 or more years	\$16.00
11	11		\$16.25
12	12		\$16.50
13	13		\$16.75
14	14		\$17.00
15	15		\$17.25
16	16		\$17.50

**10.5 Month Cook Hourly Wage Scale**

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wage 2023-2024
1	0 to 1		\$13.33
2	2	3 to 5 years	\$13.50
3	3		\$13.68
4	4		\$13.83
5	5	6 to 10 years	\$14.03
6	6		\$14.18
7	7		\$14.35
8	8		\$14.53
9	9		\$14.70
10	10	11 or more years	\$14.95
11	11		\$15.13
12	12		\$15.30
13	13		\$15.48
14	14		\$15.65
15	15		\$15.83
16	16		\$16.00

**10.5 Month Culinary Aide (Lunch Aide) \* Hourly Wage Scale**

Step	Years of Service	New Hire Prior Professional Culinary Experience	Wage 2023-2024
1	0 to 1		\$13.10
2	2	3 to 5 years	\$13.30
3	3		\$13.50
4	4		\$13.70
5	5	6 to 10 years	\$13.90
6	6		\$14.12
7	7		\$14.34
8	8		\$14.56
9	9		\$14.78
10	10	11 or more years	\$15.00

\*Replaces Culinary Paraprofessional

**Building Service Workers Hourly Wage Scale**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Lead Electrician	\$27.50	\$28.05	\$28.61	\$29.1	\$29.77
Lead Plumber	\$27.50	\$28.05	\$28.61	\$29.1	\$29.77
Plumber	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86
Licensed HVAC	\$27.50	\$28.05	\$28.61	\$29.1	\$29.77
Mechanic	\$21.00	\$21.42	\$21.85	\$22.29	\$22.73
Lead Carpenter	\$21.00	\$21.42	\$21.85	\$22.29	\$22.73
Carpenter	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86
Lead Grounds	\$19.00	\$19.38	\$19.77	\$20.16	\$20.57
Grounds	\$15.50	\$15.81	\$16.13	\$16.45	\$16.78
Lead Custodian (Day and Night)	\$14.50	\$14.79	\$15.09	\$15.39	\$15.70
Custodian	\$13.50	\$13.77	\$14.05	\$14.33	\$14.61
General Maintenance	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86

**Grandfathered Rates\***

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Senior Maintenance	\$22.00	\$22.44	\$22.89	\$23.35	\$23.81
Custodial – Tier 1	\$21.15	\$21.57	\$22.00	\$22.44	\$22.89
Custodial – Tier 2	\$19.00	\$19.38	\$19.77	\$20.16	\$20.57
Custodial – Tier 3	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86

\*Only used for former ABM employees who were above the regular hourly wage scale when they transferred to direct employment by the District; not to be used for new hires.