

Exhibit A

JOB TITLE	0-5 Years		6-12 Years		13+ Years	
	2022-23	Hourly Rate	2022-23	Hourly Rate	2022-23	Hourly Rate

MAINTENANCE and BUILDING TRADES

Alarm Technician	\$	41.33	\$	42.90	\$	44.47
Boiler Technician	\$	43.39	\$	45.04	\$	46.68
Carpenter	\$	35.81	\$	37.16	\$	38.52
Electrician	\$	43.57	\$	45.22	\$	46.88
Fire Alarm Technician	\$	41.33	\$	42.90	\$	44.47
Glazier	\$	35.81	\$	37.16	\$	38.52
Groundskeeper	\$	30.06	\$	31.20	\$	32.34
HVAC Technician	\$	43.39	\$	45.04	\$	46.68
Irrigation Technician	\$	37.40	\$	38.82	\$	40.24
Locksmith	\$	35.81	\$	37.16	\$	38.52
Maintenance Mechanic	\$	38.48	\$	39.93	\$	41.39
Maintenance Technician	\$	26.94	\$	27.97	\$	28.99
Painter	\$	35.81	\$	37.16	\$	38.52
Plumber	\$	43.57	\$	45.22	\$	46.88
Roofer	\$	35.81	\$	37.16	\$	38.52

NUTRITION SERVICES and DISTRIBUTION

Distribution Services Technician	\$	29.53	\$	30.65	\$	31.77
Nutrition Services Driver	\$	28.86	\$	29.96	\$	31.05
Nutrition Services Warehouse Lead	\$	32.34	\$	33.56	\$	34.79
Nutrition Services Refrigeration Technician	\$	41.79	\$	43.37	\$	44.96

ATHLETIC FACILITIES

Athletic Facilities Technician	\$	33.35	\$	34.61	\$	35.88
Athletic Utility Grounds Person	\$	30.05	\$	31.19	\$	32.32
French Field Cleanup	\$	18.73	\$	19.44	\$	20.15
French Field Stadium Keeper	\$	26.20	\$	27.19	\$	28.18

PRINTING SERVICES

Printer/Copying Technician	\$	27.39	\$	28.43	\$	29.46
Printer/Press Operator	\$	28.15	\$	29.21	\$	30.28

TRANSPORTATION SHOP

"A" Mechanic	\$	42.70	\$	44.31	\$	45.93
"B" Mechanic	\$	34.11	\$	35.40	\$	36.69
Serviceperson *See Exhibit A-2	\$	30.63	\$	31.79	\$	32.95

JOB TITLE	2022-23 Rate	Hourly	2022-23 Rate	Hourly	2022-23 Rate	Hourly
CUSTODIANS						
Custodian (Base Position)	\$	24.94	\$	25.89	\$	26.83
Head Custodian I	\$	28.32	\$	29.39	\$	30.46
<i>Up to 70,000 SF, Supervises up to 2.0 FTE</i>						
Head Custodian II	\$	30.36	\$	31.51	\$	32.67
<i>Between 80,000-160,000 SF, Supervises up to 6.0 FTE</i>						
Assistant Head Custodian II	\$	26.97	\$	27.99	\$	29.01
Head Custodian III	\$	32.40	\$	33.63	\$	34.86
<i>Between 170,000-300,000 SF, Supervises up to 10.0 FTE</i>						
Assistant Head Custodian III	\$	27.98	\$	29.04	\$	30.10
Head Custodian - Administration Complex	\$	28.73	\$	29.82	\$	30.91
Substitute Custodian	\$	22.20				

EXHIBIT A – 1

OTHER WAGE AND PAY PROVISIONS

For All Employee Groups in AFT Bargaining Unit:

For the Custodial Group:

1. Graveyard Custodian wage rate will be set at forty cents (\$0.40) above the base Custodian wage.

For the Maintenance Group:

2. A maintenance lead is paid \$3.35 above his/her occupational group. If the employee is a lead over two occupational groups an additional \$.60 will be added to the hourly wage.
3. Asbestos Abatement Team - There will be an asbestos team consisting of five (5) employees and one (1) team supervisor. The district will pay for training and certification. For those on the team the district will provide an additional .25 cents per hour and .50 cents for the team supervisor.
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4. A small tool allowance will be provided to all maintenance employees required to provide their own up to \$150.00 per year with receipts.

For the Distribution (Warehouse) Drivers:

5. The wage for the Lead Driver for Distribution Services will be 2.2% above the base Distribution

Services Tech wage.

For the Transportation Group:

6. A mechanic lead is paid \$3.35 above the base "A" Mechanic wage.
7. The Transportation Shop Serviceperson employed by the District prior to September 1, 2013 is grandfathered as a Mechanic "B". Effective September 1, 2013, any new mechanics placed in the Mechanic "B" position would be new to the Kent School District and not journey-level mechanics at the time of hire. New journey-level mechanics with previous recent experience as school bus mechanics may be hired at the Mechanic "A" level, depending upon experience.
8. \$800.00 Tool allowance for Bus Mechanics
19. State Patrol Inspection Bonus: Summer with at least 95% passing grade = \$550.00. Winter with at least 92% passing grade \$400.00. Driver-related deductions will not be considered when calculating the State Inspection grade.

For the Custodial and Maintenance Groups

10. The District will provide personal protection equipment including rain gear to the custodial and maintenance employees required to work outside of buildings in inclement weather as required. The Union and the District will meet in the Labor-Management Committee to compile a list of this required equipment.