

Schedule A
Kent KAEOP
September 1, 2020 – August 31, 2021

	Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10-14
Level 1				
Basic Office Support	\$18.02	\$22.66	\$23.33	\$23.57
Teacher Support				
Level 2				
Counseling, Library (secondary)	\$22.56	\$24.57	\$25.30	\$25.55
Health Technician, Elementary Data Processor				
Central Administration - General Office Support				
Attendance, BECCA				
Level 3				
High School Registrar	\$24.54	\$26.26	\$27.05	\$27.30
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration Departments				
Level 4				
Central Administration Dept. Secretary	\$26.53	\$28.27	\$29.11	\$29.40
Level 5				
Office Manager	\$27.59	\$29.68	\$30.58	\$30.86

Schedule A - Notes

Note A-1: An employee will be credited for every contract year worked (September 1 through August 31 of each year). If the employee's most recent date of hire is between September 1st and January 31st, the employee will be considered to have worked a full contract year for longevity purposes.

Note A-2: The training rate shall be the employee's regular hourly rate and is for continuing employee development and training programs or required training.

Note A-3: The District and Association believe that continued salary schedule changes will be necessary in the years ahead. These changes shall be subject to negotiations and funding availability. To provide structure to future negotiations, the District and KAEOP have jointly developed the following long-term goals:

- ◆ Prioritize incremental improvement to salary steps which are more than three percent (3%) below the applicable mid-point based on the May 2015 parity study.
- ◆ Continue to raise secretarial wages relative to compensation of certain other occupations.
- ◆ Continue to work on establishing reasonable differentials between steps and levels.

Note A-4: The District and Association agree to jointly participate in a parity study prior to the close of this contract. A salary review committee of no more than six (6) shall be comprised equally of

1 designated representatives from administration and the association. This advisory committee shall
2 examine wages using the original eight parity-study districts.

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4 **Note A-5: Promotion Step Increment Placement:** Placement on a step increment due to a level change
5 shall be such that as employees move from one pay group level to another, the pay increase shall not be
6 less than four (4) percent. Therefore, placement will be at Step 1 of the new level unless it does not meet
7 the four (4) percent step increment minimum at which point placement will be moved to the step which
8 meets this criteria. For employees moved to a different step (Step 1, 2 or 3) in a higher level than their
9 current step at a lower level, due to promotion, the employee will not remain in that step for longer
10 than three (3) years, unless at the top step for that level. Example: for an employee promoted from
11 Level 2, Step 4 to Level 3, Step 3, three years of service will need to be completed in the new position
12 before the employee will be moved to the next step of Level 3. The employee will not be required to
13 serve nine (9) years in the position before moving to Step 4 (years 10-14) of Level 3.

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15 **Note A-6: Reclassification Step Increment Placement.** Salary step placement upon reclassification
16 will be determined in accordance with Section 16.8.

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Schedule B
 Kent KAEOP
 September 1, 2020 – August 31, 2021

LONGEVITY PAY SCHEDULE FOR EMPLOYEES WITH 15 TO 19 YEARS OF TOTAL KAEOP
 BARGAINING UNIT LONGEVITY

	Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10-14
Level 1				
Basic Office Support	\$18.34	\$23.06	\$23.74	\$23.98
Teacher Support				
Level 2				
Counseling, Library (secondary)	\$22.95	\$25.00	\$25.74	\$26.00
Health Technician, Elementary Data Processor				
Central Administration - General Office Support				
Attendance, BECCA				
Level 3				
High School Registrar	\$24.97	\$26.72	\$27.52	\$27.78
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration Department				
Level 4				
Central Administration Dept. Secretary	\$26.99	\$28.76	\$29.62	\$29.91
Level 5				
Office Manager	\$28.07	\$30.20	\$31.12	\$31.40

Schedule B – Notes

Note B - 1: Longevity Premium, effective September 1, 2015. Beginning with an employee’s 15th year in the bargaining unit, the employee will be eligible for a longevity premium of 1.75% above the employee’s current salary step per hour.

Note B - 2: An employee will be credited for every contract year worked (September 1 through August 31 of each year). If the employee’s most recent date of hire is between September 1st and January 31st, the employee will be considered to have worked a full contract year for longevity purposes.

Note B - 3: Longevity is defined as years of service within the school district if reciprocity for such definition exists in other bargaining units or by district policy, otherwise longevity will be based on years of service within the KAEOP bargaining unit.

Schedule C
 Kent KAEOP
 September 1, 2020 – August 31, 2021

LONGEVITY PAY SCHEDULE FOREMPLOYEES WITH 20 OR MORE YEARS OF TOTAL
 KAEOP BARGAINING UNIT LONGEVITY

	Yrs 1-3	Yrs 4-6	Yrs 7-9	Yrs 10-14
Level 1				
Basic Office Support	\$18.71	\$23.52	\$24.21	\$24.46
Teacher Support				
Level 2				
Counseling, Library (secondary)	\$23.41	\$25.50	\$26.25	\$26.52
Health Technician, Elementary Data Processor				
Central Administration - General Office Support				
Attendance, BECCA				
Level 3				
High School Registrar	\$25.47	\$27.25	\$28.07	\$28.34
Secondary ASB Bookkeeper				
Secondary Data Processor				
Central Administration Departments				
Level 4				
Central Administration Dept. Secretary	\$27.53	\$29.34	\$30.21	\$30.51
Level 5				
Office Manager	\$28.63	\$30.80	\$31.74	\$32.03

Schedule C - Notes

Note C-1: Beginning with an employee's 20th year in the bargaining unit, the employee will be eligible for a longevity premium of 2% above the employee's current salary step per hour.

Note C-2: An employee will be credited for every contract year worked (September 1 through August 31 of each year). If the employee's most recent date of hire is between September 1st and January 31st, the employee will be considered to have worked a full contract year for longevity purposes.

Note C-3: Longevity is defined as years of service within the school district if reciprocity for such definition exists in other bargaining units or by district policy, otherwise longevity will be based on years of service within the KAEOP bargaining unit.