

EXHIBIT A

KSFSA Base Salary and Longevity¹ Schedule Effective September 1, 2018
(for employees not holding a valid School Nutrition Association certification on September 30th)

	<i>Years of Service Completed by September 1, 2018</i>					
	<i>Years 0-1</i>	<i>Years 2-4</i>	<i>Years 5-9</i>	<i>Years 10-14</i>	<i>Years 15-19</i>	<i>Years 20 or more</i>
Level A: Food Service Worker	14.84	14.94	15.24	15.59	15.84	16.34
Level B: Elementary Kitchen Manager Secondary Lead Helper* (by assignment only)	15.89	15.99	16.29	16.64	16.89	17.39
Level B-1 Field Assistant (Level B + 0.50)	16.39	16.49	16.79	17.14	17.39	17.89
Level C: Asst. Cook/Baker Asst. Packaging Line Lead Asst. Salad/Catering Lead Asst. Lead Shipper	16.93	17.03	17.33	17.68	17.93	18.43
Level D: Packing Line Lead Lead Cook/Baker Salad/Catering Lead Secondary Kitchen Manager Lead Shipper	19.57	19.67	19.97	20.32	20.57	21.07
Substitute	12.74					

¹ Employees shall be entitled to longevity steps as follows as of September 1 annually:
 2-4 years: Add \$0.10/hr
 5-9 years: Add \$0.40/hr
 10-14 years: Add \$0.75/hr
 15-19 years: Add \$1.00/hr
 20+ years: Add \$1.50/hr
 The above longevity rates are already reflected in the salary schedule above.

EXHIBIT A-1

KSFSA SNA Certified² Base Salary and Longevity³ Schedule Effective September 1, 2018
 (for employees holding a valid School Nutrition Association certificate on September 30th)

	<i>Years of Service Completed by September 1, 2018</i>					
	<i>Years 0-1</i>	<i>Years 2-4</i>	<i>Years 5-9</i>	<i>Years 10-14</i>	<i>Years 15-19</i>	<i>Years 20 or more</i>
Level A: Food Service Worker	15.14	15.24	15.54	15.89	16.14	16.64
Level B: Elementary Kitchen Manager Secondary Lead Helper* (by assignment only)	16.19	16.29	16.59	16.94	17.19	17.69
Level B-1 Field Assistant (Level B + 0.50)	16.69	16.79	17.09	17.44	17.69	18.19
Level C: Asst. Cook/Baker Asst. Packaging Line Lead Asst. Salad/Catering Lead Asst. Lead Shipper	17.23	17.33	17.63	17.98	18.23	18.73
Level D: Packing Line Lead Lead Cook/Baker Salad/Catering Lead Secondary Kitchen Manager Lead Shipper	19.87	19.97	20.27	20.62	20.87	21.37
Substitute	13.04					

² Employees who have a School Nutrition Association certificate on September 30 of each year will receive an additional \$0.30 per compensated hour. The District agrees to pay the annual membership fee for each employee whose name is on the SNA list as of September 30 of each year.

³ Employees shall be entitled to longevity steps as follows as of September 1 annually:

2-4 years: Add \$0.10/hr

5-9 years: Add \$0.40/hr

10-14 years: Add \$0.75/hr

15-19 years: Add \$1.00/hr

20+ years: Add \$1.50/hr

The above longevity rates are already reflected in the salary schedule above.