

TENTATIVE AGREEMENT

15.3 Placement

a. Newly Hired Employees

~~New employees will be placed at Step 1 in the appropriate Grade.~~

~~If the District is unable to hire a qualified employee at the Step 1 rate of pay, it may place a newly hired employee on an advanced step, provided current employees in that specific position also advance so no employee makes less per hour than the newly hired employee in that position.~~

One step for each year of direct work experience is allowed, not to exceed six (6) steps on the wage schedule for newly hired employees.

Upon ratification of this agreement, current employees will have one (1) month to provide documentation of previous direct work experience, not inclusive of the experience gained by their current District position, to seek advancement no greater than step six (6) on the wage schedule. Employees whose step advancement is approved shall have the increase applied retroactively to the date they provided documentation to the District after ratification.

b. Employee Placement

When transitioning to a position that is one Grade higher, the employee will be placed at Step 1 of the new Grade or on the first step that provides a minimum of an eight percent (8%) hourly rate increase. When transitioning to a position more than one Grade higher, the employee will be placed at Step 1 of the new Grade or on the first step that provides a minimum of an eight percent (8%) hourly rate increase and advanced one additional step for each Grade above one Grade. For example, if a Grade 4 Data Entry Clerk at Step 5 transitioned to a Grade 8 Counseling Technician position, the employee would be placed at Grade 8 Step 4. If transfer to a higher sub-grade (i.e. 5A to 5B) occurs, the employee will be placed on the same step from which the employee moves.

When transitioning to a position in a lower Grade, the employee will be placed at the same step of the lower Grade.

c. Step Advancement

Step advancement will normally occur on July 1, provided steps have been awarded as part of the Agreement.

Those employees hired before January 1 will be eligible for a step advancement on July 1 if steps are awarded in the Agreement for the year beginning July 1.

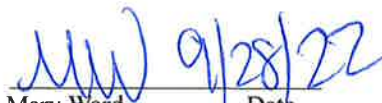
Those employees on the last step of each Grade will remain at that pay rate unless the schedule amount is increased or a step is added as a result of change in the Agreement.

Those employees not eligible for step advancement for the duration of this contract will be paid a stipend of one thousand dollars (\$1000).



Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

9/28/22



Mary Ward Date
ESSA Spokesperson