


6-18-19

TA
MAM
6/18/19

GPPA/GPPSS Tentative Agreement Summary

6/17/19

Term

This agreement would satisfy the wage reopener for this group for July 1, 2019 – June 30, 2020.

Wages

Each employee eligible for a step in 2019-20 will receive that step.

The .5% off-schedule salary increase for employees on Step 4 that was included in the wage reopener that was in effect for the 2018-19 school year would be converted to on-schedule for Step 4 effective July 1, 2019.

Step 4 on the salary schedule (the top step) would be increased by 1.5%.

Classification Pay Rate Change

Effective July 1, 2019 the current Step 1 of Classification A Custodian will be eliminated. A new step will be added at the top of Classification A Custodian to create the following new scale:

Classification A – Custodian Hired After June 30, 2006

Step 1 (previous Step 2) - \$12.23

Step 2 (previous Step 3) - \$13.50

Step 3 (previous Step 4) - \$14.57

Step 4 (new step that is a total of 2% greater than new Step 3) - \$14.86

Insurance Change

The parties have agreed that dependent coverage for dental and vision insurance will be expanded to cover all dependents up through December 31st of the year they turn 26. This is intended to mirror ACA coverage restrictions currently in place for medical insurance. This change will only be made if all employee groups agree to this change.

Class	Position Titles	Step	2016-2017	2017-2018	2018-2019 (1.25% Step 4 Only)	2018-2019 Off Schedule .5% Step 4 Only	2019-2020
A	Custodian <i>(HIRED AFTER JANUARY 1, 2006)</i>	1	\$11.61	\$11.61	\$11.61	\$11.61	\$12.23
		2	\$12.23	\$12.23	\$12.23	\$12.23	\$13.50
		3	\$13.50	\$13.50	\$13.50	\$13.50	\$14.57
		4	\$14.39	\$14.39	\$14.57	\$14.64	\$14.86
B	Custodian <i>(HIRED BEFORE JANUARY 1, 2006)</i>	A	\$11.61	\$11.61	\$11.61	\$11.61	\$11.61
		B	\$12.23	\$12.23	\$12.23	\$12.23	\$12.23
		C	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50
		1	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39
		2	\$15.54	\$15.54	\$15.54	\$15.54	\$15.54
		3	\$16.16	\$16.16	\$16.16	\$16.16	\$16.16
		4	\$18.03	\$18.03	\$18.26	\$18.35	\$18.62
C	Custodian Engineer (Unlicensed) Site (High School) General Maintenance	1	\$15.58	\$15.58	\$15.58	\$15.58	\$15.58
		2	\$16.49	\$16.49	\$16.49	\$16.49	\$16.49
		3	\$16.95	\$16.95	\$16.95	\$16.95	\$16.95
		4	\$18.77	\$18.77	\$19.00	\$19.10	\$19.39
D	Custodian Engineer (Licensed) Semiskilled Maintenance (July 1 after 3 years) Custodian Leader (High School)	1	\$16.15	\$16.15	\$16.15	\$16.15	\$16.15
		2	\$17.19	\$17.19	\$17.19	\$17.19	\$17.19
		3	\$17.76	\$17.76	\$17.76	\$17.76	\$17.76
		4	\$19.66	\$19.66	\$19.91	\$20.01	\$20.31
E	Head Custodian/Engineer (Elementary)	1	\$16.49	\$16.49	\$16.49	\$16.49	\$16.49
		2	\$17.61	\$17.61	\$17.61	\$17.61	\$17.61
		3	\$18.89	\$18.89	\$18.89	\$18.89	\$18.89
		4	\$20.07	\$20.07	\$20.32	\$20.42	\$20.73
F	Skilled Maintenance Engineer (High School) Head Custodian/Engineer <i>(Elementary-GRANDFATHERED)</i>	1	\$18.09	\$18.09	\$18.09	\$18.09	\$18.09
		2	\$19.07	\$19.07	\$19.07	\$19.07	\$19.07
		3	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
		4	\$21.51	\$21.51	\$21.78	\$21.89	\$22.22
G	VACANT	1	\$19.02	\$19.02	\$19.02	\$19.02	\$19.02
		2	\$20.20	\$20.20	\$20.20	\$20.20	\$20.20
		3	\$20.73	\$20.73	\$20.73	\$20.73	\$20.73
		4	\$22.80	\$22.80	\$23.09	\$23.20	\$23.55
H	Middle School Engineer First Engineer (High School)	1	\$20.68	\$20.68	\$20.68	\$20.68	\$20.68
		2	\$21.69	\$21.69	\$21.69	\$21.69	\$21.69
		3	\$22.28	\$22.28	\$22.28	\$22.28	\$22.28
		4	\$24.10	\$24.10	\$24.40	\$24.52	\$24.89
I	Head Engineer (High School) First Assistant Maintenance Maintenance Leader HVAC Specialist Journeyman (Qualified)	1	\$22.53	\$22.53	\$22.53	\$22.53	\$22.53
		2	\$23.46	\$23.46	\$23.46	\$23.46	\$23.46
		3	\$24.36	\$24.36	\$24.36	\$24.36	\$24.36
		4	\$25.76	\$25.76	\$26.08	\$26.21	\$26.60

****2019-20 increase includes putting the .5% off schedule money from 2018-19 + 1.5% on the top step only**