

# MEMORANDUM OF AGREEMENT

## BETWEEN THE

MARTHA'S VINEYARD EDUCATION ASSOCIATION ESP, ASP, FOOD SERVICE WORKER, CUSTODIAN MEMBERS

## AND THE

MARTHA'S VINEYARD SUPERINTENDENCY UNION #19 SCHOOL COMMITTEE MARTHA'S VINEYARD REGIONAL HIGH SCHOOL DISTRICT COMMITTEE  
UP-ISLAND REGIONAL SCHOOL DISTRICT COMMITTEE  
THE SCHOOL COMMITTEES OF EDGARTOWN, OAK BLUFFS, AND TISBURY

All terms and provisions of the predecessor Collective Bargaining Agreement that was effective from, September 1, 2022 through August 31, 2025 for ESPs and July 1, 2022 through June 30, 2025 for the remaining units, shall, except to the extent modified by this Agreement, be carried over intact into the successor Collective Bargaining Agreement which shall be effective for the three-year period from September 1, 2025 through August 31, 2028 for ESPs and July 1, 2025 through June 30, 2028 for the remaining units.

All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement unless otherwise provided for in this document.

Unless otherwise specified herein, all modifications of non-economic working conditions will take effect as of the effective date of this Agreement. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require the modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.

### **Overlapping Proposals**

**Drop step one in year 1 for Custodian, ESP, and Food Service Units. Create a new step year \$1.75 higher than the previous top step in year one for all units, then apply 3.5% COLA in years 1, 2 and 3 for all units. Create a new top step \$1.75 higher than the previous top step for years 2 and 3 for the ESP unit only.**

	Year 1	Year 2	Year 3
ESP	Drop step 1 New Top Step \$1.75 higher than previous top step 3.5% COLA	New Top Step \$1.75 higher than previous top step 3.5% COLA	New Top Step \$1.75 higher than previous top step 3.5% COLA
Custodian	Drop step 1 New Top Step \$1.75 higher than previous top step 3.5% COLA	3.5% COLA	3.5% COLA
ASP	New Top Step \$1.75 higher than previous top step 3.5% COLA	3.5% COLA	3.5% COLA
FSW	Drop step 1 New Top Step \$1.75 higher than previous top step 3.5% COLA	3.5% COLA	3.5% COLA

1. 90 day probationary period to align with ESP and Custodian members.

ASP ARTICLE IX - PROBATIONARY PERIOD Amend section A  
FOOD SERVICE ARTICLE III - JUST CAUSE Amend

2. Vacation shall accrue from date of hire at the rate of one day per month on the first day of each month from the date of hire through June 30. Up to five vacation days carried over automatically, any unused vacation beyond will be changed into accrued sick leave days.

ASP ARTICLE XX - VACATIONS 1827, 1715 and 1645 members use the above language. 1400 hours - all unused vacation days would move to sick days.

CUSTODIAN ARTICLE XX - VACATIONS Calendar Year members use the above language. School Year members - all unused vacation days would move to sick days.

FOOD SERVICE ARTICLE XXX VACATION All unused vacation days would move to sick days

3. Change tuition reimbursement to continuing education, course/workshop reimbursement and associated costs.

ASP ARTICLE XXIV - TUITION REIMBURSEMENT

ESP ARTICLE XXXVII - COURSE REIMBURSEMENT

CUSTODIAN ARTICLE XXIV - TUITION REIMBURSEMENT

FOOD SERVICE NEW ARTICLE XXXI - COURSE/WORKSHOP REIMBURSEMENT

4. Sick Leave increases from 15 to 18 sick days, 6 of which may be taken as personal.

ESP ARTICLE X - LEAVE, Section A

FOOD SERVICE ARTICLE VIII - PAID LEAVES, Section A Joint Sick Bank -

**A Joint Sick Leave Bank consisting of ESPs, Custodians, ASPs and Food Service Workers is available for use by eligible members covered by this Agreement who have exhausted their own sick leave and who have a serious illness or whose child under the age of 21 has a serious illness. The Bank shall be maintained at a minimum of one (1) day per staff member and a maximum of two (2) days per staff member. First-year members in the Martha's Vineyard School System shall contribute two (2) days to the Sick Leave Bank. The initial grant of sick leave by the Sick Leave Bank Committee to an eligible employee shall not exceed thirty (30) days. Upon completion of the thirty (30) day period, the period of entitlement may be extended by the Sick Leave Bank Committee upon demonstration of need by the applicant. The Sick Leave Bank shall be administered by a Sick Leave Bank Committee consisting of six (6) members. Three (3) members shall be designated by the Committee to serve at its discretion and three (3) members shall be designated by the Association. The Sick Leave Bank Committee shall determine the eligibility for the use of the Bank and the amount of leave to be granted. In the case of a tie vote, the matter shall be resolved in favor of the applicant. The following criteria shall be used by the Committee in administering the Bank and in determining eligibility and amount of leave.**

- 1. Adequate medical evidence of serious illness.**
- 2. Prior utilization of all eligible sick-leave.**
- 3. Length of service in any of the school systems.**
- 4. Propriety of use of previous sick leave.**

**If the Joint Sick Leave Bank is exhausted, it shall be renewed by the contribution of one additional day of sick leave by each member of the professional staff covered by this Agreement who has accrued ten (10) or more sick days. The Sick Leave Bank Committee shall determine the time when it becomes necessary to**

**replenish the Bank. The decision of the Sick Leave Bank Committee, with respect to eligibility and entitlement, shall be final and binding and not subject to appeal.**

ASP ARTICLE XVII - SICK LEAVE new heading B

CUSTODIAN ARTICLE XVII - SICK LEAVE new heading E

ESP ARTICLE X - LEAVE F. Replace SICK BANK with language above

FOOD SERVICE ARTICLE VIII - PAID LEAVES add under heading B and shift remaining items below

5. Longevity -

**After completing ten (10) years of service – \$2,100**

**After completing fifteen (15) years of service – \$2,800**

**After completing twenty (20) years of service – \$3,450**

**After completing twenty-five (25) years of service – \$ 4,000**

**After completing thirty (30) years of service – \$4,750**

ASP ARTICLE XXVII - LONGEVITY

CUSTODIAN ARTICLE XXVIII - LONGEVITY

ESP ARTICLE XX - LONGEVITY

FOOD SERVICE ARTICLE XXVII - LONGEVITY

6. Bereavement - Apply language below to all units

**Up to five (5) days of leave with pay will be granted each time there is a death of a member's immediate family or a more distant relative residing in said member's household. The Superintendent may authorize two (2) additional days leave when deemed advisable by the existing circumstances. The immediate family shall be defined as parents, spouse, spousal equivalent, children, brother, sister, grandparents, parents-in-law, stepfamily, grandchildren, foster children and individuals residing in the member's household.**

**The superintendent may grant up to 5 days per school year in the event of the death of a person of significance.**

ASP ARTICLE XV - PAID LEAVES OF ABSENCES C BEREAVEMENT

CUSTODIAN ARTICLE XV - PAID LEAVE OF ABSENCE C BEREAVEMENT LEAVE ESP

ARTICLE X - LEAVE B. BEREAVEMENT LEAVE

FOOD SERVICE ARTICLE VIII - PAID LEAVE B. BEREAVEMENT LEAVE

7. Paid Parental Leave - Remove Maternity language and replace it with parental.

**The employer will pay an employee one hundred percent (100%) of their base wages within one year of birth/placement for ten (10) work days in year 1 of the contract, fifteen (15) work days in year 2 of the contract and twenty (20) work days in year three of the contract of parental leave for 1) The purpose of giving birth and/or bonding with a newborn child or 2) The placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for one foster placement, adoption with the employee who is adopting or intending to adopt a child. If both parents are eligible, this time shall not be taken simultaneously.**

ASP ARTICLE XVIII - UNPAID LEAVES OF ABSENCE replace section B

CUSTODIAN ARTICLE XVIII - UNPAID LEAVES OF ABSENCE replace section B

ESP ARTICLE X - LEAVES new section G and delete section D #1 and renumber

FOOD SERVICE ARTICLE IX - FAMILY LEAVE replace with above language.

## ESP Specific Proposals

### 1. ARTICLE XXIV - Pay for Substituting for a Teacher

ESPs, on occasion, will be asked to perform the services of a substitute teacher approved by the building administrator. If an ESP performs the services of a substitute teacher ~~for more than thirty (30) minutes~~, they will be paid **thirteen dollars (\$13.00) for any portion of time between 1-60 minutes for the first hour and \$13 per hour thereafter**, ~~a stipend of ten dollars (\$10.00) per hour~~. At the end of each two (2) week pay period, the total number of substitute hours will be calculated and rounded to the next hour. In the case of short-term substitute situations, when a Principal determines to utilize a substitute teacher in a classroom, the Educational Support Professionals assigned to that classroom will be given **the** first option to serve as the substitute teacher. This does not apply to long-term substitute situations and only applies if the Principal determines to utilize a substitute teacher on any given occasion. If the Principal feels it will create a hardship for students if certain ESPs are pulled to substitute, they will meet with the ESP involved as well as a union leader, to discuss and resolve the issue. This Article does not operate to guarantee that a Principal will determine...

### 2. ARTICLE XXV - Pay for Working with Students with Intensive Special Needs

Educational Support Professionals, whose assignments include working with intensive special needs students when determined by the administration, shall receive a differential of five dollars (\$5.00) per hour in addition to the regular hourly rate, for all hours during which they are providing direct services to such students. **A member may appeal directly to the Superintendent if the differential is denied at the building level.** Determination of payment will be based upon the language in Appendix A. Additionally, all ESPs receiving the five dollars (\$5.00) differential may be required to stay after school for one (1) hour per week for a staff meeting, for which they will be paid their hourly salary plus the differential.

Educational Support Professionals working with students with intensive special needs will be required to undergo appropriate training sponsored by the School District.

Should an Educational Support Professional fill in for another Educational Support Professional who receives this additional stipend, they will only receive the stipend if they have received the appropriate training.

#### Appendix A

### 3. Translator increase from \$3 to \$5

## ASP Specific Proposals

### 1. ARTICLE V - Work Year, Section C - Less Than School Year

Administrative Support Personnel (ASP) who work less than fourteen hundred (1400) ~~hours and more than nine hundred sixty (960)~~ hours per year are in this category.

#### ARTICLE XVII - Sick Leave

LESS THAN SCHOOL YEAR ADMINISTRATIVE SUPPORT PERSONNEL (ASP): Administrative Support Personnel (ASP) who are scheduled to work less than 1400 hours ~~and more than 960 hours~~ per year will be entitled to sick leave on a pro-rata basis.

### 2. ARTICLE V - Work Year

To begin in year 2 of the contract

All full-time Administrative Support Personnel (ASP) are entitled to **a 30 minute duty free lunch during the hours when cafeteria lunch is served**, vacations, holidays, and other benefits. However, 1645-hour Administrative Support Personnel (ASP) are only entitled to thirteen (13) holidays per year. Further, vacation days and holidays, etc. which occur during a four-hour workday are considered full days taken even though the pay is for four (4) hours.

#### **Current Categories High School and Central Office (7 hours)**

##### **Elementary Categories (7.5 hours)**

**1950**

**1827.5**

**1752.5**

**1500**

### 3. ARTICLE XX - Vacations -

#### Full-time ASPs' LENGTH OF SERVICE

After completing one (1) year	<del>two (2) weeks</del> <b><u>twelve (12) days</u></b>
After completing two (2) years	<del>twelve (12) days</del> <b><u>fifteen (15) days</u></b>
After completing five (5) years	<del>three (3) weeks</del> <b><u>eighteen (18) days</u></b>
After completing ten (10) years	<del>four (4) weeks</del> <b><u>twenty (20) days</u></b>
After completing twenty (20) years	<del>five (5) weeks</del> <b><u>twenty-five (25) days</u></b>

#### 1400 hr. ASPs' LENGTH OF SERVICE

After completing one (1) year	one (1) day
After completing two (2) years	two (2) days
After completing five (5) years	three (3) days
After completing ten (10) years	four (4) days
After completing twenty (20) years	five (5) days

## Custodian Specific Proposals

### 1. ARTICLE I - Recognition

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Agreement is made by the School Committees of Martha's Vineyard, Up-Island Regional School District Committee and the Custodians Unit of the Martha's Vineyard Educators Association. The Union Committee, the Martha's Vineyard Regional High School District Committee, Up-Island Regional School District Committee, and the School Committees of the various towns (hereinafter referred to as the Committee) recognize the Association for the purpose of collective bargaining as the exclusive representative of a unit consisting of: All full-time and regular part-time Custodians, **Head Custodians/Grounds Keepers**, excluding all managerial, casual, and other employees.

### 2. ARTICLE V - Work Categories and Work Year, Section A. Work Categories

Custodians will be classified as Head Custodian, **Grounds Keeper** and ~~as~~ Regular Custodian.

### 3. ARTICLE XIV - Overtime and Call Back, Section D.

Any custodian required to work Sundays ~~or Holidays~~ will be paid at time and one-half (1 1/2) of their hourly rate; ~~excepting the day before Thanksgiving.~~ **Any Custodian required to work on a Holiday that falls on a weekday will be paid their daily rate in addition to time and one-half (1 1/2) of their hourly rate.**

### 4. Appendix A - Change Class/Step to read **Head/Grounds Keeper**

## **Food Service Specific Proposals**

### 1. ARTICLE VII - Job Assignment and Hours

The School Committee reserves the right to determine the number, schedule, and assignment of all Food Service Workers. Food Service Workers will be assigned by the administration of each school to such duties as the administration deems necessary.

Individual work assignments, hours, and workload will be determined by the administration of each school. Such assignments, hours, and workload as determined, prior to commencement of each school year, will not be reduced during the school year unless a reason is given.

If the Head or Assistant Cook is unable to perform their duties, the person assuming those responsibilities for one or more days will be paid at their present step, but on the appropriate level (e.g. Assistant Cook on Step 3 would receive pay as Head Cook Step 3).

A substitute Food Service Worker, although not a member of the bargaining unit, will be placed on the day helper salary schedule for pay purposes for the remainder of their service based upon experience at the discretion of the building supervisor.

**Employees who work four (4) or more hours, but less than six (6) hours, will receive one 15 minute break included in their workday. Employees whose workday is six (6) hours or more, but less than seven (7) hours will receive one 15 minute break and a 30 minute lunch included in their work day. Employees whose workday is seven (7) or more hours will receive two 15 minute breaks and a 30 minute lunch. Members shall request their time for breaks through their immediate supervisor.**

# ASP APPENDIX "A"

**Administrative Support Personnel (ASP) Salary Schedule 2025/2026 (+3.50%)**

Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$30.92	\$32.47	\$34.07	\$35.79	\$37.58	\$40.20	\$42.22	\$44.38	\$46.61	\$48.42
1827	\$ 56,491	\$ 59,323	\$ 62,246	\$ 65,388	\$ 68,659	\$ 73,445	\$ 77,136	\$ 81,082	\$ 85,156	\$ 88,463
1715	\$ 53,028	\$ 55,686	\$ 58,430	\$ 61,380	\$ 64,450	\$ 68,943	\$ 72,407	\$ 76,112	\$ 79,936	\$ 83,040
1645	\$ 50,863	\$ 53,413	\$ 56,045	\$ 58,875	\$ 61,819	\$ 66,129	\$ 69,452	\$ 73,005	\$ 76,673	\$ 79,651
1400	\$ 43,288	\$ 45,458	\$ 47,698	\$ 50,106	\$ 52,612	\$ 56,280	\$ 59,108	\$ 62,132	\$ 65,254	\$ 67,788

**Administrative Support Personnel (ASP) Salary Schedule 2026/2027 (+3.50%)**

Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$32.00	\$33.61	\$35.26	\$37.04	\$38.90	\$41.61	\$43.70	\$45.93	\$48.24	\$50.11
1827	\$ 58,464	\$ 61,405	\$ 64,420	\$ 67,672	\$ 71,070	\$ 76,021	\$ 79,840	\$ 83,914	\$ 88,134	\$ 91,551
1715	\$ 54,880	\$ 57,641	\$ 60,471	\$ 63,524	\$ 66,714	\$ 71,361	\$ 74,946	\$ 78,770	\$ 82,732	\$ 85,939
1645	\$ 52,640	\$ 55,288	\$ 58,003	\$ 60,931	\$ 63,991	\$ 68,448	\$ 71,887	\$ 75,555	\$ 79,355	\$ 82,431
1400	\$ 44,800	\$ 47,054	\$ 49,364	\$ 51,856	\$ 54,460	\$ 58,254	\$ 61,180	\$ 64,302	\$ 67,536	\$ 70,154

**Administrative Support Personnel (ASP) Salary Schedule 2027/2028 (+3.50%)**

Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$33.12	\$34.78	\$36.49	\$38.34	\$40.26	\$43.07	\$45.23	\$47.54	\$49.93	\$51.86
1827	\$ 60,510	\$ 63,543	\$ 66,667	\$ 70,047	\$ 73,555	\$ 78,689	\$ 82,635	\$ 86,856	\$ 91,222	\$ 94,748
1715	\$ 56,801	\$ 59,648	\$ 62,580	\$ 65,753	\$ 69,046	\$ 73,865	\$ 77,569	\$ 81,531	\$ 85,630	\$ 88,940
1645	\$ 54,482	\$ 57,213	\$ 60,026	\$ 63,069	\$ 66,228	\$ 70,850	\$ 74,403	\$ 78,203	\$ 82,135	\$ 85,310
1400	\$ 46,368	\$ 48,692	\$ 51,086	\$ 53,676	\$ 56,364	\$ 60,298	\$ 63,322	\$ 66,556	\$ 69,902	\$ 72,604



# Custodian/Grounds Keeper APPENDIX "A"

**Custodian/Grounds Keeper Salary Schedule 2025/2026 (+3.50%, Based on 261 Days work)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$31.35	\$32.79	\$34.30	\$35.83	\$38.20	\$39.72	\$41.29	\$42.94	\$44.66	\$46.47
Head/Grounds Keeper	\$ 65,459	\$ 68,466	\$ 71,618	\$ 74,813	\$ 79,762	\$ 82,935	\$ 86,214	\$ 89,659	\$ 93,250	\$ 97,029
Hourly	\$27.90	\$29.31	\$30.82	\$32.33	\$34.67	\$36.07	\$37.51	\$39.02	\$40.58	\$42.39
Regular	\$ 58,255	\$ 61,199	\$ 64,352	\$ 67,505	\$ 72,391	\$ 75,314	\$ 78,321	\$ 81,474	\$ 84,731	\$ 88,510

**Custodian/Grounds Keeper Salary Schedule 2026/2027 (+3.50%, Based on 260 Days work)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$32.45	\$33.94	\$35.50	\$37.08	\$39.54	\$41.11	\$42.74	\$44.44	\$46.22	\$48.10
Head/Grounds Keeper	\$ 67,496	\$ 70,595	\$ 73,840	\$ 77,126	\$ 82,243	\$ 85,509	\$ 88,899	\$ 92,435	\$ 96,138	\$100,048
Hourly	\$28.88	\$30.34	\$31.90	\$33.46	\$35.88	\$37.33	\$38.82	\$40.39	\$42.00	\$43.87
Regular	\$ 60,070	\$ 63,107	\$ 66,352	\$ 69,597	\$ 74,630	\$ 77,646	\$ 80,746	\$ 84,011	\$ 87,360	\$ 91,250

**Custodian/Grounds Keeper Salary Schedule 2027/2028 (+3.50%, Based on 262 Days work)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Hourly	\$33.59	\$35.13	\$36.74	\$38.38	\$40.92	\$42.55	\$44.24	\$46.00	\$47.84	\$49.78
Head/Grounds Keeper	\$ 70,405	\$ 73,632	\$ 77,007	\$ 80,444	\$ 85,768	\$ 89,185	\$ 92,727	\$ 96,416	\$100,273	\$104,339
Hourly	\$29.89	\$31.40	\$33.02	\$34.63	\$37.14	\$38.64	\$40.18	\$41.80	\$43.47	\$45.41
Regular	\$ 62,649	\$ 65,814	\$ 69,210	\$ 72,584	\$ 77,845	\$ 80,989	\$ 84,217	\$ 87,613	\$ 91,113	\$ 95,179

# ESP APPENDIX "A"

**Educational Support Personnel (ESP) Salary Schedule 2025/2026 (3.50%)**

Class/Step	1	2	3	4	5	6	7	8
Regular	\$28.61	\$30.05	\$31.55	\$33.13	\$34.79	\$36.53	\$38.36	\$40.17
w/Bachelors	\$29.17	\$30.63	\$32.17	\$33.77	\$35.46	\$37.24	\$39.10	\$40.91
w/Masters	\$29.77	\$31.26	\$32.81	\$34.44	\$36.17	\$37.98	\$39.88	\$41.69

**Educational Support Personnel (ESP) Salary Schedule 2026/2027 (3.50%)**

Class/Step	1	2	3	4	5	6	7	8	9
Regular	\$29.61	\$31.10	\$32.65	\$34.29	\$36.01	\$37.81	\$39.70	\$41.58	\$43.39
w/Bachelors	\$30.19	\$31.70	\$33.30	\$34.95	\$36.70	\$38.54	\$40.47	\$42.34	\$44.16
w/Masters	\$30.81	\$32.35	\$33.96	\$35.65	\$37.44	\$39.31	\$41.28	\$43.15	\$44.96

**Educational Support Personnel (ESP) Salary Schedule 2027/2028 (3.50%)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Regular	\$30.65	\$32.19	\$33.79	\$35.49	\$37.27	\$39.13	\$41.09	\$43.04	\$44.91	\$46.72
w/Bachelors	\$31.25	\$32.81	\$34.47	\$36.17	\$37.98	\$39.89	\$41.89	\$43.82	\$45.71	\$47.51
w/Masters	\$31.89	\$33.48	\$35.15	\$36.90	\$38.75	\$40.69	\$42.72	\$44.66	\$46.53	\$48.35

\* HOURLY PAY DIFFERENTIAL FOR WORKING WITH STUDENTS WITH INTENSIVE SPECIAL NEEDS (*to be paid only for hours working with such students*) . These students may require constant supervision for safety or disciplinary reasons, frequent lifting or changes of position, toileting assistance, or other supports involving a heightened level of personal or educational care.

**2026-2028** = \$5.00/hr. in addition to their hourly pay according to the above scale.

## Food Service Workers APPENDIX "B"

**Salary Schedule 2025/2026 (FY25 +3.50%)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$31.24	\$32.79	\$34.42	\$36.14	\$37.95	\$39.85	\$41.85	\$43.95	\$46.14	\$47.95
Assistant Cook	\$25.06	\$26.31	\$27.61	\$29.00	\$30.46	\$31.98	\$33.58	\$35.25	\$37.01	\$38.82
192 Day Helper	\$23.86	\$25.05	\$26.29	\$27.60	\$28.99	\$30.44	\$31.95	\$33.55	\$35.23	\$37.04
182 Day Helper	\$23.86	\$25.05	\$26.29	\$27.60	\$28.99	\$30.44	\$31.95	\$33.55	\$35.23	\$37.04

**Salary Schedule 2026/2027 (FY26 +3.50%)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$32.33	\$33.94	\$35.62	\$37.40	\$39.28	\$41.24	\$43.31	\$45.49	\$47.75	\$49.63
Assistant Cook	\$25.94	\$27.23	\$28.58	\$30.02	\$31.53	\$33.10	\$34.76	\$36.48	\$38.31	\$40.18
192 Day Helper	\$24.70	\$25.93	\$27.21	\$28.57	\$30.00	\$31.51	\$33.07	\$34.72	\$36.46	\$38.34
182 Day Helper	\$24.70	\$25.93	\$27.21	\$28.57	\$30.00	\$31.51	\$33.07	\$34.72	\$36.46	\$38.34

**Salary Schedule 2027/2028 (FY27 +3.50%)**

Class/Step	1	2	3	4	5	6	7	8	9	10
Head Cook	\$33.46	\$35.13	\$36.87	\$38.71	\$40.65	\$42.68	\$44.83	\$47.08	\$49.42	\$51.37
Assistant Cook	\$26.85	\$28.18	\$29.58	\$31.07	\$32.63	\$34.26	\$35.98	\$37.76	\$39.65	\$41.59
192 Day Helper	\$25.56	\$26.84	\$28.16	\$29.57	\$31.05	\$32.61	\$34.23	\$35.94	\$37.74	\$39.68
182 Day Helper	\$25.56	\$26.84	\$28.16	\$29.57	\$31.05	\$32.61	\$34.23	\$35.94	\$37.74	\$39.68