

Hourly Support Staff PayScale - NonUnion

	Step I	Step II	Step III	Step IV	Step V	Step VI	Health	Dental	Sick	Work	Longevity/**
Position	0 Yrs Exp	1 Yrs. Exp.	2-5 Yrs. Exp.	6-10 Yrs. Exp.	11-14 Yrs. Exp.	15+ Yrs. Exp.	Insurance**	Benefit**	Leave**	Year	Vac. Pay
Bus Driver	\$18.58	N/A	N/A	N/A	N/A	N/A	\$6,341	None	10 days	38 weeks	1/2/3/4 weeks
Custodian	12.61/12.95/13.29		\$13.62				\$6,341	None	15 days	52 weeks	4 weeks
Nutrition Worker:											
Lunch Rm Assist	\$9.64	\$9.93	\$10.50	\$11.05	\$11.34	\$12.39	\$6,341	None	10 days	41 weeks	NONE
P/T Cook	\$9.75	\$10.04	\$10.62	\$11.16	\$11.67	\$12.71	\$6,341	None	10 days	41 weeks	NONE
Assist Cook	\$10.90	\$11.19	\$11.77	\$12.31	\$12.60	\$13.65	\$6,341	None	10 days	41 weeks	NONE
Head Cook	\$12.05	\$12.34	\$12.92	\$13.46	\$14.04	\$15.09	\$6,341	None	10 days	41 weeks	NONE
Secretary	\$11.30	\$12.15		\$13.56	\$14.83	\$15.89	\$6,341	None	14 days	44 weeks	1/2/3 weeks
** Employee's with proof of other health insurance may receive a \$2,000 opt out for not taking insurance.											
** All benefits are pro-rated for less than full- time.											
*** Vacation benefits (2/3/4) = 2 weeks during first contract year, 3 weeks after 5 full consecutive contract years, 4 weeks after 10 full consecutive contract years.											
*** After ten (10) completed years of service to the China Public Schools, employees shall receive a longevity payment equal to one week's pay. Employees shall receive additional longevity payment for each successive five (5) completed years of service up to twenty (20) completed years of service. Benefit as follows: 10-14 completed years of service = 1 week pay, 15-19 completed years of service = 2 weeks pay, 20 plus completed years of service = 3 weeks pay.											
NOTE: 1. Travel Allowance \$.44 per mile for approved travel.											
2. Employees working 6 or more hours/day and who are eligible for sick leave will be charged the following: 1/2 day for using up to 3.5 hrs; 1 day for using over 3.5 hrs.											
3. All newly hired hourly employee will be on probation for a period not to exceed 24 months.											
4. Changes in hourly salary rates will be July 1 for full-time employees and in September for school year employees.											
Effective Date: July 1, 2009							Approved: _____				
rho/payscale/hrlysupportstaffChina/0910											