

ARTICLE SIXTEEN

WAGES

16-1 FOR THE DURATION OF THE AGREEMENT, THE ESP SALARY SHALL BE AS LISTED IN APPENDIX II. ~~ESPS SHALL RECEIVE ONE SALARY STEP INCREASE TO BE APPLIED TO THE BASE SALARY FOR THE 2014-15 SCHOOL YEAR.~~

16-2 Longevity Stipend

ESPs who are eligible for longevity stipends will receive the stipend during the first pay period immediately following the completion of each increment year.

These amounts are based on years of credited full-time/part-time continuous service and they are not cumulative.

ESPs receiving longevity stipends prior to July 1, 1986 shall continue to be paid the stipend.

Length of service shall be recognized by adding to the ESP's salary as follows:

| | | |
|---|------|-------------------|
| in the 6 th through 10 th year | 30 | 20 cents per hour |
| in the 11 th through 15 th year | 55 | 35 cents per hour |
| in the 16 th through 20 th year | 65 | 40 cents per hour |
| in the 21 st through 25 th year | 75 | 65 cents per hour |
| in the 26 th through 30 th year | 85 | 75 cents per hour |
| in the 31 st through 35 th year | 95 | 85 cents per hour |
| in the 36 th year and thereafter | 1.05 | 95 cents per hour |

16-3 Shift Differential

A. White Collar

All white collar employees regularly scheduled to start work at/after the hour of 1:00 p.m. or at/before the hour of 5:00 a.m. shall have thirty (30) cents per hour added to their hourly rate as shift differential.


B. Food Service

A wage differential of thirty (30) cents per hour shall be paid to regularly scheduled Food Service employees at a site for hours worked after the hours of 6:00 p.m. and prior to the hour of 6:00 a.m.

16-4 Working Out of Class

An ESP authorized by his/her supervisor to perform work in a higher paying classification or grade than the grade of the position in which they perform their regular duties, shall receive additional compensation of two dollars and seventy-five cents (\$2.75) per hour. The ESP shall be compensated for the actual hours worked in the higher classification.

An out-of-class assignment is one in which an ESP is replacing an absent ESP in the classification, or is assigned to the classification and given the responsibilities of the position.



Frances Banales, TEA President

5/15/14
Date



Shannon Roberts, Chief Negotiator

5/15/14
Date