

**BESPA Salary Rates  
for the contract covering 2014 - 2018**

**Job Category**

**Starting Rate**

**Buildings and Grounds**

Delivery Driver	\$	11.50
Maintenance Level 1: Groundskeeper	\$	10.25
Maintenance Level 2: Building Maintenance	\$	13.30
Maintenance Level 3: Head Building Maintenance	\$	18.65
Maintenance Level 4: Regional Maintenance	\$	22.00
Maintenance Level 5: HVAC Specialist	\$	35.95
Maintenance Level 6: Maintenance Foreman	\$	28.00

**Secretaries**

Office Manager	\$	17.25
Principal's Secretary	\$	16.00
9/10 Month Specialist Secretary	\$	13.50
Associate Secretary	\$	11.50

**Paraprofessionals**

Highly Qualified Paraprofessionals	\$	12.00
LRC Paraprofessionals	\$	11.50

**Campus Monitors**

Lead Campus Monitor	\$	12.00
Campus Monitor	\$	11.50

Starting Rates are the rate that a new employee in that category would earn.

All returning employees will receive a \$0.65 increase to their hourly rate in 2014-15. For the 2015-16, 2016-17 and 2017-18 years, the aggregate salary for the bargaining unit will be increased by the Consumer Price Index, then converted to a flat hourly increase for all employees.