

*Terri D. Donaen*

*PCP 12-9-25*

12/10/25

**HUDSON FEDERATION OF PSRP'S  
AFT LOCAL #6245, AFT-NH, AFL-CIO  
and  
HUDSON SCHOOL BOARD  
Tentative Agreement  
December 5, 2025**

The parties have reached agreement on the following items to be incorporated into the current contract for a successor agreement to become effective July 1, 2026.

**Union Proposal #1**

**ARTICLE 2  
RECOGNITION**

2.1 Subject to RSA 273-A, and continued certification, the Hudson School Board recognizes the Hudson Federation of PSRP's, AFT Local #6245, AFT-NH, AFL-CIO, as the exclusive bargaining representative for all full and part-time cafeteria personnel, full and part-time paraeducators **and kindergarten classroom assistants** working less than 7 hours per day and full and part-time licensed practical nurses working less than 7 hours per day, as certified by the PELRB.

**Note for TA: The parties agree to jointly file the Modification Petition** with the NH PELRB.

**Union Proposal #2**

**ARTICLE 3  
DEFINITIONS**

3.7 **Full-time shall mean:**  
Full-time employees shall mean food service employees holding positions in the bargaining unit who work at least six hours per day, and five days per week, and 180 days per year and paraeducators, **kindergarten classroom assistants**, and licensed practical nurses working 6 ½ hours per day and 180 days per year.

3.11 Paraeducator, **kindergarten classroom assistant**, licensed practical nurse, cafeteria personnel, and employee as used in this Agreement means persons employed by the Board in the bargaining unit as described in Section 1 of Article 2.

3.13 Job classifications shall mean the following positions in this bargaining unit: paraeducator, **kindergarten classroom assistant** licensed practical nurse, food service employee, food service cook, food service assistant manager, and food service manager.

**Board Proposal #7:**

**ARTICLE 4**  
**DUES DEDUCTION**

4.1 The Board agrees to deduct Federation dues in equal payments when properly notified by the Federation by means of a signed authorization form provided by the Federation for each unit employee so desiring such deduction. Such deduction authorization will be continued each year and thereafter unless notification is received in writing by the Union between June 1<sup>st</sup> and June 15<sup>th</sup> of each school year. The Board also agrees to forward any and all such funds **electronically** to the Treasurer of the Federation ~~on a monthly basis twice a month~~ along with a record of such deductions, *which may occur via electronic transfer*.

**Union Proposal #5**

**ARTICLE 5**  
**WORK POLICY AND REGULATIONS**

**Section 4: Federation Rights**

5.4.7 The Federation President or his/her designee shall be given an opportunity to address the bargaining unit members **and new hires** (paraeducators, licensed practical nurses, and food service) at their respective back to school meetings. **The Federation shall be given forty-five (45) minutes in a private location for the purpose of this meeting.**

**Board Proposal #1:**

**ARTICLE 7**  
**CONSULTATION AND GRIEVANCE PROCEDURES**

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**Section 3: Grievance Procedure**

7.3.1 Step One- Special Education Coordinator/Food Service Director Level (informal)  
An employee may informally discuss a grievance with the supervisor within ten (10) school days after the employee knew or should have known of the act or condition upon which the complaint is based. Failure to reach a mutually satisfactory resolution may be cause for the employee to refer the grievance to Step Two. An employee is entitled to be accompanied by a Federation representative upon the request of the employee. 'Supervisor' for purposes of *this step of* the grievance procedure shall be the food service director for food service employees and the ~~principal~~ *special education coordinator* for other employees.

**Board Proposal #2**

**ARTICLE 10**  
**VACANCIES, TRANSFERS, AND ASSIGNMENTS**

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10.2 Notice of any bargaining unit vacancies (including newly created positions) shall be posted electronically for at least five (5) business days prior to filling the position. During the months of July and August, all vacancies shall be posted at the main lobby of the SAU office. The posting shall state the specific position to be filled, hours of work, qualifications, starting date, and other relevant information. Employees who are interested in being assigned to another position shall direct their application to Human Resources or to the individual identified in the job posting.

The District will fill vacant positions based upon assessment of the ability, qualifications and experience of current employee applicants and non-employee applicants. Current employee applicants who meet the minimum qualifications and experience for the position will be interviewed as part of the selection process. If all these factors are equal in the judgment of the Superintendent of Schools or his/her designee, the District will fill the vacancy with the current employee applicant who has the most seniority in the bargaining unit.

~~Paraeducators working in a 5.5-hour position shall be provided a preference to fill 6.5-hour positions in the first instance, unless, as determined by administration based on student needs, there is a paraeducator with specific skills or qualification(s) in a program or assignment, who will be given preference accordingly. An employee who is on an improvement plan will not be given preference while on said plan. The terms of this paragraph shall expire on June 30, 2026.~~

*Paraeducators working in a 5.5-hour position shall be given first consideration to fill 6.5-hour positions, whether newly created or resulting from a vacancy, unless, based on student needs as determined by administration, there is a paraeducator with specific skills or qualification(s) in a program or assignment, who will be given preference accordingly. The final decision on who is selected to fill a 6.5-hour paraeducator positions shall rest with the Superintendent or his/her designee. An employee who is on an improvement plan will not be given first consideration while on said plan.*

**Board Proposal #3:**

**ARTICLE 11**  
**WAGES AND HOURS**

**Section 1:**

**11.1.1 Work Day**

The work day and work schedule for members of the bargaining unit shall be as assigned by the School District.<sup>+</sup>

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<sup>+</sup>*Effective July 1, 2024, it is the intention of the District, based on student needs, to create a certain number of Hudson PSRPs and Hudson School Board Tentative Agreement (December 5, 2025)*

For food service workers (not managers, assistant managers and cooks), the assignment of additional hours beyond the food service worker's normally scheduled workday shall be made available on a rotating basis among the food service workers who are assigned to the same work location.

**Board Proposal #8:**

11.1.3 Breaks and lunch shall be provided in accordance with law; however, employees currently receiving paid lunch will continue to do so, except that all Food Service personnel regularly scheduled to work 6 hours or more per day shall receive a paid thirty (30) minute lunch. For all other employees regularly scheduled to work more than 5 hours a day shall be granted a thirty (30) minute unpaid lunch.

Employees who cover for an employee who receives the paid half hour lunch shall receive a paid half hour lunch on those days when they are providing such coverage.

**Tentative Agreement Note: No current employees loses a paid lunch.**

**Union Proposal #9****ARTICLE 11**  
**WAGES AND HOURS**

11.1.7 Wages for paraeducators, **kindergarten classroom assistants**, and licensed practical nurses are set forth in Appendix B. Wages for Food Service employees are set forth in Appendix C. **Newly employed personnel shall be placed on the salary schedule at a step commensurate with the training and experience of employees currently employed in the Hudson School District. It is understood that steps may not reflect current levels of experience. New hires will not be placed on steps higher than continuing employees with the same experience.**

**Union Proposal #10****ARTICLE 11**  
**WAGES AND HOURS**

11.1.9 **Holidays**

Effective July 1, ~~2024~~ 2026 employees shall receive ~~three (3)~~ **four (4)** additional days of pay, based upon the employee's regular rate daily rate, for Christmas Day, Thanksgiving Day, *the day after Thanksgiving*, and New Year's Day.

*of 6.5 hour paraeducator positions at Alvirne High School covered by this Agreement. The 6.5 hours per day, plus an unpaid thirty (30) minute lunch, results in a 7 hour workday.*

*Effective July 1, 2025, it is the intention of the District, based on student needs, to create a certain number of 6.5 hour paraeducator positions at Hudson Memorial School covered by this Agreement. The 6.5 hours per day, plus an unpaid thirty (30) minute lunch, results in a 7 hour workday.*

Union Proposal #11

**ARTICLE 11**  
**WAGES AND HOURS**

**11.1.11 Stipend**

Employees whose regular assignment for the school year is as a Special Program Paraeducator in-one of the programs listed below will receive an additional ~~fifty cents (\$.50) per hour~~ *\$700 for the school year, \$350 to be paid in the first pay period in December and \$350 to be paid in the first pay period in June.*

The following programs qualify:

- ABA
- Intensive Needs/Life Skills
- Paths
- *Charter Schools*

In the event there is a unique circumstance other than the above programs, the Superintendent shall review the request and determine if the assignment is eligible for the additional pay. The decision of the Superintendent is not grievable.

*A paraeducator will be determined to have been assigned to a special program based upon the Program Placement Page for the student to whom he/she is assigned to support. If the aforementioned page denotes student placement in one of the listed programs, the paraeducator will be determined to be assigned to work in a special program. Alternatively, if the paraeducator has been designated as a "program para" for one of the listed special programs, that paraeducator will be determined to be assigned to a special program and will be eligible for the stipend. A program para is a paraeducator who is assigned to support the whole program as opposed to a single student. Assignment in a special program reflects a primary work assignment for the majority of the stipend period as opposed to a one-time or short-term activity.*

Union Proposal #12

**ARTICLE 11**  
**WAGES AND HOURS**

**11.1.12 Longevity Pay**

~~Paraeducators and LPNs who have completed the following years of service in the District shall be paid a lump sum payment for longevity at the completion of each school year in which it was earned:~~

<del>15-19 years of service completed</del>	<del>\$600</del>
<del>20-24 years of service completed</del>	<del>\$850</del>
<del>25-30 years of service completed</del>	<del>\$1,100</del>
<del>31+ years of service completed</del>	<del>\$1,600</del>

**11.1.12 Longevity Pay**

**Effective July 1, 2026, each paraeducator, kindergarten classroom assistant, and licensed practical nurse who has completed fifteen (15) or more years of service in the District shall receive longevity pay equal to one-hundred dollars (\$100.00) per completed year of service in the district, up to a maximum rate of thirty (30) years of service. Longevity will be paid in a separate lump sum payment by June 30th at the end of the school year in which it is earned. A year of service shall be considered one half or more of the work days in a contract year.**

**Union Proposal #13****ARTICLE 11  
WAGES AND HOURS****Section 3: Uniform/Shoe Reimbursements**

11.3.1 If the District requires uniforms and/or aprons, the District shall be responsible for providing said items. **The District shall reimburse each food service employee up to one-hundred and fifty dollars (\$150.00) per year for slip-resistant footwear worn in the performance of their duties. The employee will provide a receipt(s) for such expenditures.**

**Union Proposal #15****ARTICLE 12  
SICK/PERSONAL LEAVES****Section 1: Sick Leave**

12.1.1 All employees covered by this agreement working at least 5.5 hours per day shall receive 12 sick days per year, cumulative to a maximum of ~~60~~ 90 days commencing with date of hire. **It is understood that the twelve (12) sick leave days are available for use by the employee at the beginning of each contract year. These days will show on the employee's first pay stub starting with the first payroll period.**

Sick leave is to be used for sickness, disability and emergency. Emergency is defined as such cases as home exigencies, quarantine by the Health Department, serious illness of a member of the employee's immediate family or permanent household requiring the personal care of that member by the employee or other reasonable category approved by the Superintendent or the Principal of the building.

All other employees covered by this agreement shall receive 10 sick days per year, cumulative to a maximum of ~~44~~ 60 days commencing with date of hire. **It is understood that the ten (10) sick leave days are available for use by the employee at the beginning of each contract year. These days will show on the employee's first pay stub starting with the first payroll period.**

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**ARTICLE 12**  
**SICK/PERSONAL LEAVES**

**12.1.4 Sick Leave Buy Out**

Upon voluntary termination, retirement or involuntary termination due to a reduction in force or elimination of position, all employees who have completed fifteen (15) years of service with the Hudson School District may receive a severance benefit equal to one-third (1/3) of the employee's per diem rate times the number of unused sick days, up to the maximum accrual.

In the event of a voluntary termination or retirement, the employee shall notify the District of same no later than ~~September 15<sup>th</sup>~~ *October 15<sup>th</sup>* of the employee's final school year with the District in order to qualify for this benefit. Payment in a lump sum shall be made as part of the first pay period of the next fiscal year. *The School Board may waive this notice requirement based on unforeseen or exigent circumstances for the employee. The decision of the Board shall not be grievable.*

For purposes of this section only, the fifteen (15) years of service to the District need not be continuous, and time spent working in any position for the District may be included as part of this calculation.

Employees terminated for willful misconduct shall be disqualified from receiving this benefit.

**Board Proposal #4:**

**ARTICLE 13**  
**LEAVES OF ABSENCE**

**Section 1: Bereavement**

**13.1.1** ~~Employees shall be entitled to three (3) five (5) days funeral leave without loss of pay upon the death of anyone in the immediate family.~~

~~Immediate family shall mean the employee's spouse, child, stepchild, mother, father, sister, brother, grandparents, grandchild, mother in law, father in law, sister in law, brother in law, or grandparents in law or any family member living in the employee's household.~~

*Five (5) days funeral leave without loss of pay shall be granted to employees upon the death of anyone in the immediate family.*

*Immediate family shall mean the employee's spouse, child, stepchild, mother, father, sister, brother, grandparents, and grandchild.*

*Three (3) days funeral leave without loss of pay shall be granted to employees upon the death of their aunt, uncle, niece, nephew, mother-in-law, father-in-law, sister-in-law, brother-in-law, or grandparents-in-law or any other family member living in the employee's household.*

Additional funeral leave may be granted at the sole discretion of the Superintendent of Schools.

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**Board Proposal #5:**

**ARTICLE 14**  
**INSURANCE AND BENEFITS**

**Section 1: Medical Insurance****Section 1: Medical Insurance**

14.1.1 For full-time cafeteria employees, as defined in Section 3.7, the School District shall pay the following percentages of the annual premium for single-person, two-person, or family coverage under the Cigna School Care **Consumer Driven Health Plan Suite 2.0**, Choice Fund Open Access Plus **2.0** – Yellow Plan, Cigna SchoolCare Open Access Plus **2.0** – Yellow Plan, or comparable plan chosen by the School District:

<u>2026-28</u>	
District	91%
Member	9%

Effective July 1, ~~2024~~ **2026**, for full-time paraeducators and licensed practical nurses as defined in Section 3.7, the School District shall pay the following percentages of the annual premium for the single-person coverage under the Cigna School Care Choice Fund Open Access Plus **2.0** – Yellow Plan, Cigna SchoolCare Open Access Plus **2.0** – Yellow Plan, or comparable plan chosen by the School District:

<u>2026-28</u>	
District	80%
Member	20%

Part-time employees may participate in single, two-person or family coverage under the plan referenced above at their own expense, provided the carrier permits it.

*For full-time cafeteria employees, as defined in Section 3.7 who enroll in the Orange Open Access 2.0 medical plan, the School District shall pay the following percentages of the cost of single-person coverage:*

2026-2027    2027-2028

<i>District</i>	<i>100%</i>	<i>100%</i>
<i>Employee</i>	<i>0%</i>	<i>0%</i>

*For full-time cafeteria employees, as defined in Section 3.7, who enroll in the Orange Open Access 2.0 medical plan, the School District shall pay the following percentages of the cost of two-person coverage:*

	<u>2026-2027</u>	<u>2027-2028</u>
<i>District</i>	97.5%	97.5%
<i>Employee</i>	2.5%	2.5%

*For full-time cafeteria employees, as defined in Section 3.7, who enroll in the Orange Open Access 2.0 medical plan, the School District shall pay the following percentages of the cost of family coverage:*

	<u>2026-2027</u>	<u>2027-2028</u>
<i>District</i>	95%	95%
<i>Employee</i>	5%	5%

*For full-time paraeducators and licensed practical nurses as defined in Section 3.7, the School District shall pay the following percentages of the annual premium for the single-person coverage under the Orange Open Access 2.0 medical plan, or comparable plan, chosen by the School District:*

	<u>2026-2028</u>
<i>District</i>	90%
<i>Member</i>	10%

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**Union Proposal #20****ARTICLE 18**  
**DURATION OF AGREEMENT**

18.1 This Agreement shall continue in force and effect from July 1, 2024-2026 through June 30, 2026 2028 or until a successor agreement is approved by the voters. Until a successor agreement is approved, the Board agrees to maintain the current wages, benefits and terms and conditions of employment as contained in the agreement recognizing that there will be no step advancement or earning additional years of service for purposes of longevity. The Board would not exercise any option provided by state law that would terminate the status of the local union and the terms of the collective bargaining agreement.

**APPENDIX B**  
**WAGES FOR PARAEDUCATORS**

**HOURLY RATES FOR STAFF STARTING ON 7/1/2022 OR LATER**

<b>Para 1</b>	<b>2024-2025</b>	<b>2025-2026</b>
Steps 1-3	\$17.00	\$18.25
Steps 4-6	\$17.75	\$19.00
Steps 7-9	\$18.50	\$19.75
Steps 10-13	\$19.25	\$20.50
Steps 14+	\$20.00	\$21.25

<b>Para 2</b>	<b>2024-2025</b>	<b>2025-2026</b>
Steps 1-3	\$17.50	\$18.75
Steps 4-6	\$18.25	\$19.50
Steps 7-9	\$19.00	\$20.25
Steps 10-13	\$19.75	\$21.00
Steps 14+	\$20.50	\$21.75

<b>LPN</b>	<b>2024-2025</b>	<b>2025-2026</b>
Steps 1-3	\$20.00	\$21.25
Steps 4-6	\$20.75	\$22.00
Steps 7-9	\$21.50	\$22.75
Steps 10-13	\$22.25	\$23.50
Steps 14+	\$23.00	\$24.25

*For the 2024-25 school year, staff shall receive an increase of \$3.00 per hour over their 2023-24 school year hourly rate. For the 2025-26 school year, staff shall receive an increase of \$1.25 per hour over their 2024-25 school year hourly rate.*

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**GRANDFATHERED STAFF HOURLY WAGE SCHEDULE**  
*(For those hired into this contract prior to 7/1/2022)*

Para 1	2024-2025	2025-2026
Step 1		
Step 2		
Step 3	\$18.30	
Step 4	\$18.80	\$19.55
Step 5	\$19.23	\$20.05
Step 6	\$20.17	\$20.48
Step 7	\$20.81	\$21.42
Step 8	\$21.44	\$22.06
Step 9	\$22.06	\$22.69
Step 10	\$22.73	\$23.31
Step 11	\$23.38	\$23.98
Step 12	\$23.99	\$24.63
Step 13	\$24.70	\$25.24
Step 14	\$25.60	\$25.95

*For staff on this hourly rate scale who are still on step will receive one step increase for each year of this agreement, resulting in a \$3.00 per hour increase in year 1 and a \$1.25 per hour increase in year 2.*

*For the 2024-25 school year, staff who are off step shall receive an increase of \$3.00 per hour over their 2023-24 school year hourly rate. For the 2025-26 school year, staff who are off step shall receive an increase of \$1.25 per hour over their 2024-25 school year hourly rate.*

Para 2	2024-2025	2025-2026
Step 1		
Step 2		
Step 3	\$18.86	
Step 4	\$19.34	\$20.11
Step 5	\$19.76	\$20.59
Step 6	\$20.70	\$21.01
Step 7	\$21.36	\$21.95
Step 8	\$21.97	\$22.61
Step 9	\$22.61	\$23.22
Step 10	\$23.26	\$23.86
Step 11	\$23.92	\$24.51
Step 12	\$24.53	\$25.17
Step 13	\$25.24	\$25.78
Step 14	\$26.14	\$26.49

*For staff on this hourly rate scale who are still on step will receive one step increase for each year of this agreement, resulting in a \$3.00 per hour increase in year 1 and a \$1.25 per hour increase in year 2.*

*For the 2024-25 school year, staff who are off step shall receive an increase of \$3.00 per hour*

~~over their 2023-24 school year hourly rate. For the 2025-26 school year, staff who are off step shall receive an increase of \$1.25 per hour over their 2024-25 school year hourly rate.~~

LPN	2024-2025	2025-2026
Step 1	-	-
Step 2	-	-
Step 3	\$20.50	
Step 4	\$21.00	\$21.75
Step 5	\$21.43	\$22.25
Step 6	\$22.37	\$22.68
Step 7	\$23.01	\$23.62
Step 8	\$23.64	\$24.26
Step 9	\$24.27	\$24.89
Step 10	\$24.91	\$25.52
Step 11	\$25.58	\$26.16
Step 12	\$26.19	\$26.83
Step 13	\$26.89	\$27.44
Step 14	\$27.79	\$28.14

~~For staff on this hourly rate scale who are still on step will receive one step increase for each year of this agreement, resulting in a \$3.00 per hour increase in year 1 and a \$1.25 per hour increase in year 2.~~

~~For the 2024-25 school year, staff who are off step shall receive an increase of \$3.00 per hour over their 2023-24 school year hourly rate. For the 2025-26 school year, staff who are off step shall receive an increase of \$1.25 per hour over their 2024-25 school year hourly rate.~~

**APPENDIX B**  
**WAGES FOR PARAEDUCATORS, LICENSED PRACTICAL NURSES,**  
**AND KINDERGARTEN CLASSROOM ASSISTANTS**

[The Board proposes step placements as set forth in attached excel doc.]

July 1, 2026	KCA	Para I	Para II	LPN
Step				
1	\$18.00	\$20.00	\$22.00	\$23.00
2	\$18.63	\$20.70	\$22.77	\$23.81
3	\$19.28	\$21.42	\$23.57	\$24.64
4	\$19.96	\$22.17	\$24.39	\$25.50
5	\$20.66	\$22.95	\$25.25	\$26.39
6	\$21.38	\$23.75	\$26.13	\$27.32
7	\$22.13	\$24.59	\$27.04	\$28.27
8	\$22.90	\$25.45	\$27.99	\$29.26
9	\$23.70	\$26.34	\$28.97	\$30.29
10	\$24.53	\$27.26	\$29.98	\$31.35
11	\$25.39	\$28.21	\$31.03	\$32.44
12	\$26.28	\$29.20	\$32.12	\$33.58
13	\$27.20	\$30.22	\$33.24	\$34.75
14	\$28.15	\$31.28	\$34.41	\$35.97
15	\$29.14	\$32.37	\$35.61	\$37.23

add \$1.50 to each  
cell

July 1, 2027	KCA	Para I	Para II	LPN
Step				
1	\$19.50	\$21.50	\$23.50	\$24.50
2	\$20.13	\$22.20	\$24.27	\$25.31
3	\$20.78	\$22.92	\$25.07	\$26.14
4	\$21.46	\$23.67	\$25.89	\$27.00
5	\$22.16	\$24.45	\$26.75	\$27.89
6	\$22.88	\$25.25	\$27.63	\$28.82
7	\$23.63	\$26.09	\$28.54	\$29.77
8	\$24.40	\$26.95	\$29.49	\$30.76
9	\$25.20	\$27.84	\$30.47	\$31.79
10	\$26.03	\$28.76	\$31.48	\$32.85
11	\$26.89	\$29.71	\$32.53	\$33.94
12	\$27.78	\$30.70	\$33.62	\$35.08
13	\$28.70	\$31.72	\$34.74	\$36.25
14	\$29.65	\$32.78	\$35.91	\$37.47
15	\$30.64	\$33.87	\$37.11	\$38.73

**APPENDIX C****WAGES FOR FOOD SERVICE EMPLOYEES**

(1) During the first school year that a food service employee is employed by the Hudson School District, the employee's hourly wage rate shall be as follows:

	<u>2024-25</u>	<u>2025-26</u>
<i>Food Service Workers 1</i>	\$15.00	\$15.50
<i>Food Service Workers 2</i>	\$15.50	\$16.00
<i>Assistant Managers and Cooks</i>	\$16.50	\$17.00
<i>Elementary Managers</i>	\$17.50	\$18.00
<i>MS/HS Manager</i>	\$18.00	\$19.00

	<u>2026-27</u>	<u>2027-28</u>
<i>Food Service Workers 1</i>	\$17.50	\$18.00
<i>Food Service Workers 2</i>	\$18.00	\$18.50
<i>Assistant Managers and Cooks</i>	\$18.50	\$19.00
<i>Elementary Managers</i>	\$20.00	\$20.50
<i>MS/HS Manager</i>	\$20.50	\$21.00

(2) During the second and subsequent school years that a food service employee is employed by the Hudson School District, the employee shall receive the following increases in the hourly wage rate over the hourly wage rate received during the prior school year:

	<u>2024-25</u>	<u>2025-26</u>
<i>Food Service Workers 1</i>	\$3.00	\$1.25
<i>Food Service Workers 2</i>	\$3.00	\$1.25
<i>Assistant Managers and Cooks</i>	\$3.00	\$1.25
<i>Elementary Managers</i>	\$3.00	\$1.25
<i>MS/HS Managers</i>	\$3.00	\$1.25

	<u>2026-27</u>	<u>2027-28</u>
<b>Food Service Workers 1</b>	<b>\$2.50</b>	<b>\$2.00</b>
<b>Food Service Workers 2</b>	<b>\$2.50</b>	<b>\$2.00</b>
<b>Assistant Managers and Cooks</b>	<b>\$2.50</b>	<b>\$2.00</b>
<b>Elementary Managers</b>	<b>\$2.50</b>	<b>\$2.00</b>
<b>MS/HS Managers</b>	<b>\$2.50</b>	<b>\$2.00</b>

- (3) Food service personnel who are promoted from one job classification to a higher job classification shall receive either the starting wage rate for the classification to which they are promoted or 2% more than they received in the job classification from which they were promoted, whichever is higher.
- (4) Food service employees who have completed the following years of consecutive service for the District shall receive the following additional wage increase to take effect the year following the completion of the anniversary year. Food service employees who have completed an anniversary prior to July 1<sup>st</sup> shall receive the applicable percentage increase, based upon their total years of service, in the following contract year.

<u>Completed Years of Service</u>	<u>Percentage Increase</u>
15	1.5%
20	2.0%
25	2.5%