

**ADDENDUM A -- SALARY**

1. 1. Each employee shall be assigned to a job classification within a wage level on the Salary Schedule attached hereto. **For the 21-22 contract year, the base pay salary schedule shall be increased by 2% over the 2020-2021 levels to be effective July 1, 2021. In addition, a one-time two thousand dollar (\$2,000) maximum essential worker pay, pro-rated by FTE shall be paid to staff employed by the District between September 1, 2021 and November 30,2021.**

**For the 22-23 contract year, the base pay salary schedule shall be increased by 1.5% over the 2021-2022 wage effective July 1, 2022**

**For the 23-24 contract year, the base pay salary schedule shall be increased by 1.5% over the 2022-2023 wage effective July 1, 2023**

**An Audiometric Technician who meets the qualifications for and receives a license as an Audiology Assistant in the State of Montana shall have the job title of Audiology Assistant and will be placed at wage level III.**

2. Employees with years of employment noted below shall receive the corresponding net increase effective on the employee's employment anniversary date.

<u>Years of Employment</u>	<u>Net Increase Longevity Amt</u>	
1 through 4 years	\$ .23	\$ .23
5 through 9 years	\$ .23	\$ .46
10 through 14 years	\$ .38	\$ .84
15 through 19 years	\$ .40	\$ 1.24
20 through 24 years	\$ .45	\$ 1.69
25 years or more	\$ .20	\$ 1.89

3. Any employee whose hourly wage exceeds the hourly wage for the wage level to which the employee's job classification is assigned and who receives a promotion to a job classification assigned to a higher wage level shall receive an hourly wage equal to the difference between the hourly wage rate for the wage level to which the employee's current job classification is assigned and the hourly wage for the wage level to which the employee's job classification is assigned following the promotion added to the employee's current hourly wage before promotion. For example, if Wage Level I has a base wage of \$14.00 per hour, and Wage Level II has a base wage of \$16.00 per hour, and the employee's current hourly wage is \$15.00 per hour, the employee's wage after the promotion will be \$17.00 per hour ( $\$15.00 - \$14.00 = \$1.00 + \$16.00 = \$17.00$ )
4. All newly hired employees will be paid a probationary hourly wage of 90% of the hourly wage for the wage level to which such employee's job classifications are assigned.
5. A substitute employee hired by the District not as a permanent employee, but to substitute for an absent employee for ten (10) working days or less in a Wage Level I, II

or III job classification, shall receive the \$9.00/hour substitute salary rate. In Wage Level IV, the substitute employee shall earn fifty seven percent (57%) of the hourly wage of the position.

6. A temporary employee hired by the District not as a permanent employee in a vacant or temporary position or working as a temporary for more than ten (10) working days shall be paid 90% of the hourly wage for the wage level to which the temporary employee's job classification is assigned as reflected in the Addendum A. Salary Schedule. Any temporary employee who has been employed by the District for one hundred and twenty (120) consecutive calendar days in one job classification shall receive the hourly wage for the wage level to which the temporary employee's job classification is assigned as reflected in the Addendum A. Salary Schedule after completion of the one hundred and twenty (120) day period. The District shall not break service and re-hire prior to the one hundred and twentieth (120<sup>th</sup>) day in order to avoid payment.
7. Employees who are selected by the School District to train other employees shall receive the following compensation:
  - (a) If the training is to occur during the trainer employee's normal regularly scheduled workday the trainer shall be paid at the regular rate as defined in this Addendum.
  - (b) If the training is to occur outside of the trainer employee's normal regularly scheduled work day, the trainer shall be paid the greater of \$19.50 per hour, or one and one-half (1 ½ ) times the employees regular salary rate as defined in this Addendum.
  - (c) Pre-approved preparation time shall be paid at the rate established in Subsections (a) and (b) above.
  - (d) For ECI Family Support Specialists, if the training is to occur outside the trainer employee's work week, the trainer shall be paid the greater of \$19.50 per hour, or one and one-half (1 ½ ) times the employees regular salary rate.

Addendum A - BCEA Salary Schedule  
**July 1, 2021 - June 30, 2024**

	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
<b><u>Wage Level I</u></b>	<b>15.97</b>	<b>16.21</b>	<b>16.45</b>
Accountant I			
Family Resource Center Liaison			
Instructional Paraprofessional			
Library Clerk			
Parking Lot Attendant			
Secretary I			
Special Education Bus Assistant			
<b><u>Wage Level II</u></b>	<b>17.40</b>	<b>17.66</b>	<b>17.92</b>
Accountant II			
Attendance Clerk			
Audiometric Technician			
Audio-Visual Technician			
Community Trainer			
Indian Education Home to School Coordinator			
Mobility Trainer			
Pressman			
Secretary II			
Special Needs Assistant			
Truancy Center Liaison			
<b><u>Wage Level III</u></b>	<b>18.80</b>	<b>19.08</b>	<b>19.37</b>
<b><u>Audiology Assistant</u></b>			
Adult Education Nite Owls Coordinator			
Instructional Technician			
Interpreter for the Deaf I			
Library Systems Services Coordinator			
LPN/Assistant			
Medicaid Reimbursement Technician			
Preschool Coordinator			
Printer Foreman			
Registrar			
Secretary III			
Sensory Communication Facilitator			
<b><u>Wage Level IV</u></b>			
Accountant III	<b>20.71</b>	<b>21.02</b>	<b>21.34</b>
Accountant IV	<b>21.73</b>	<b>22.06</b>	<b>22.39</b>
Audio-Visual/Computer Technician	<b>21.88</b>	<b>22.21</b>	<b>22.54</b>
Business Analyst	<b>25.83</b>	<b>26.22</b>	<b>26.61</b>
Career Coach	<b>24.25</b>	<b>24.53</b>	<b>24.82</b>
Certified OT Assistant – COTA	<b>21.73</b>	<b>22.06</b>	<b>22.39</b>
Computer Engineer	<b>27.35</b>	<b>27.76</b>	<b>28.17</b>
Computer Technician	<b>21.88</b>	<b>22.21</b>	<b>22.54</b>
Construction Technician	<b>21.88</b>	<b>22.21</b>	<b>22.54</b>
Core Technical Engineer	<b>27.35</b>	<b>27.76</b>	<b>28.18</b>
ECI Family Support Specialist	<b>21.23</b>	<b>21.55</b>	<b>21.87</b>
Electronics Technician	<b>21.88</b>	<b>22.21</b>	<b>22.54</b>
Financial Services Assistant I	<b>20.22</b>	<b>20.52</b>	<b>20.83</b>
Financial Services Assistant II	<b>20.71</b>	<b>21.02</b>	<b>21.34</b>
Information Specialist I	<b>24.39</b>	<b>24.76</b>	<b>25.13</b>
Information Specialist II	<b>30.31</b>	<b>30.76</b>	<b>31.22</b>
Interpreter for the Deaf II	<b>20.71</b>	<b>21.02</b>	<b>21.34</b>

Inventory Controller	20.71	21.02	21.34
Licensed Physical Therapy Assistant	21.73	22.06	22.39
Network Engineer	37.65	38.21	38.78
Network Manager	27.35	27.76	28.18
Special Ed. Bus Assistant Supervisor	20.76	21.07	21.39
<b>Systems Administrator</b>	<b>35.00</b>	<b>35.53</b>	<b>36.06</b>
Technology Budgeting and Ordering Manager	27.65	28.06	28.48
Testing Technician	20.71	21.02	21.34
Truancy Center Manager	25.31	25.69	26.08