

## Appendix A: Compensation

|                    | 2021-22  | 2022-23  | 2023-24  | 2024-25* | 2025-26** |
|--------------------|----------|----------|----------|----------|-----------|
| <b>Bus Drivers</b> |          |          |          |          |           |
| Step 1             | \$ 20.67 | \$ 21.29 | \$ 21.82 | \$ 22.58 | \$ 23.35  |
| Step 2             | \$ 21.70 | \$ 22.35 | \$ 22.91 | \$ 23.71 | \$ 24.52  |
| Step 3             | \$ 22.12 | \$ 22.78 | \$ 23.35 | \$ 24.17 | \$ 24.99  |
| Step 4             | \$ 23.18 | \$ 23.88 | \$ 24.48 | \$ 25.34 | \$ 26.20  |
| Step 5             | \$ 23.68 | \$ 24.39 | \$ 25.00 | \$ 25.88 | \$ 26.76  |
| <b>Mechanics</b>   |          |          |          |          |           |
| Mechanic 1         | \$ 29.10 | \$ 29.68 | \$ 30.27 | \$ 31.33 | \$ 32.40  |
| Mechanic 2         | \$ 30.60 | \$ 31.21 | \$ 31.83 | \$ 32.94 | \$ 34.06  |
| Mechanic 3         | \$ 32.21 | \$ 32.85 | \$ 33.51 | \$ 34.68 | \$ 35.86  |
| Mechanic 4         | \$ 33.63 | \$ 34.30 | \$ 34.99 | \$ 36.21 | \$ 37.44  |
| <b>Technicians</b> |          |          |          |          |           |
| Tech 1             | \$ 27.35 | \$ 27.90 | \$ 28.46 | \$ 29.46 | \$ 30.46  |
| Tech 2             | \$ 30.60 | \$ 31.21 | \$ 31.83 | \$ 32.94 | \$ 34.06  |

\* 100% of CPI-U for Calendar year 2022 with a minimum of 1.5% and maximum of 3.5%

\*\* 100% of CPI-U for Calendar year 2023 with a minimum of 1.5% and maximum of 3.5%

### **Step Placement and Movement**

Employees who were on Step 4 prior to February 1, 2021, will move to Step 5 effective July 1, 2021. Step movement shall occur on a fiscal year basis, meaning employees will move step on July 1st of each year for those employees who are hired before February 1st. Employees hired into the NTA bargaining unit on or after February 1st of any year will move step in the following fiscal year.

The District may place newly hired bus drivers and mechanics up to Step 2 upon hire.

### **Bonus**

Eligible employees will receive a \$500 bonus payable at the conclusion of the 2022-2023 school year. To be eligible for the \$500 bonus, employees must be employed on or before August 17, 2022, and remain actively employed (and not be on leave) at the District through the end of the 2022-2023 school year.