

YEAR 1

Drop: Step 1

Add: Step 11 (2%)

1% COLA
No Smoothing

Move Bus Drivers
to MECH I Column
Move Attendance
Secretary (HS) to IIC

YEAR 2

1% COLA

Step

No Smoothing

YEAR 3

1% COLA

Step

4% Smoothing

Minimum Wage
Adjustment

TA
10-30-18

Sanimal

10/30/18

B. J. J.