

- A. Experience in this line of work, in or out of the District;
- B. Special needs the particular job may have. Those must be specifically outlined by the supervisor or Division Coordinator at the interview.

The successful applicant shall be paid salary increase according to the movement to their new group:

A move from Group One to Group Three receives an increase of \$2.00 per hour.

A move from Group One to Group Two receives an increase of \$1.00 per hour.

A move from Group Two to Group Three receives an increase of \$1.00 per hour.

The successful applicant shall be evaluated at the end of sixty (60) calendar days (or sooner, if necessary) by the immediate supervisor to show whether or not he/she is performing satisfactorily on the job. This evaluation will be placed in the applicant's file.

Any applicant denied the position will receive a specific reason from the interviewer for the denial if requested in writing.

In any case, salary shall be governed by the terms of this Agreement.

- 4. Notice of job vacancies and/or newly created positions shall be posted for not less than three (3) or more than ten (10) days listing the usual and customary duties required. Known and anticipated vacancies will be posted and emailed within ten (10) business days of Board approval, and every attempt will be made to fill said position within twenty (20) working days. This clause excludes vacancies that will not be immediately available or those with unforeseen circumstances. In the event specifications for a position are changed, the position shall be re-posted prior to being filled.
- 5. A new hire's beginning rate shall normally be paid at the first rate identified under the appropriate job group number in the table below. Placement higher than that rate may occur only where the Administration determines such to be warranted by virtue of exceptional previous experience or skills related to the position involved. In no case, however, may a new hire be placed higher than the rate identified for five (5) years of experience.

2023-24 and 2024-25 New Hire Rates			
Years Exp.	Group 1	Group 2	Group 3
0-1	\$17.25	\$18.25	\$19.25
2	\$17.50	\$18.50	\$19.50
3	\$17.75	\$18.75	\$19.75
4	\$18.00	\$19.00	\$20.00
5	\$18.25	\$19.25	\$20.25