

APPENDIX A

Wages - Year 1 wage rates take effect the first full pay period following ratification and have no retroactive effect.

	Current	Year 1	Year 2	Year 3
		4.00%	2.50%	2.50%
Monitors	\$ 17.45	\$ 18.15	\$ 18.60	\$ 19.07
Minivan	\$ 20.15	\$ 20.96	\$ 21.48	\$ 22.02
Wheel Chair	\$ 21.00	\$ 21.84	\$ 22.39	\$ 22.95
Mini Bus	\$ 21.00	\$ 21.84	\$ 22.39	\$ 22.95
Full Size	\$ 21.00	\$ 21.84	\$ 22.39	\$ 22.95
Wash Bay	\$ 19.00	\$ 19.76	\$ 20.25	\$ 20.76
Trainer	\$ 22.00	\$ 22.88	\$ 23.45	\$ 24.04
Lead Trainer	\$ 23.00	\$ 23.92	\$ 24.52	\$ 25.13
Driver Base Rate	\$ 19.00	\$ 19.76	\$ 20.25	\$ 20.76
Charter	\$ 21.00	\$ 21.84	\$ 22.39	\$ 22.95
Lead Hand	\$ 22.00	\$ 22.88	\$ 23.45	\$ 24.04

Compensation

Drivers will be paid the applicable hourly rate for the pre-trip inspection time determined by the Company, plus the route time from where the vehicle is parked to complete the route and return to the applicable parking location as mapped and determined by the Company, subject to the minimum hours set out in Article 13.06. Drivers who submit additional working time via a timesheet must submit accurate information. Submitting false information on a timesheet is serious misconduct.

Board or Government Incentives

If a School Board or Government lump sum recruitment or retention incentive or similar program is in effect, the Company will pay eligible employees the incentive as soon as feasible after payment is received by the Company. Any lump sum incentive payment is in addition to the wage rates in Appendix "A".

Back Pay

a) In the event of an error on an employee's pay, the correction will be made in the pay period following the date on which the overpayment comes to the Employer's attention. If the error results in an Employee being underpaid by \$100 or more, the Employer will provide payment for the shortfall within five (5) business days from the date it is notified of the error.