

## APPENDIX A: BASE WAGE

### I. Base Wage

- FY26 – 2.75%

The Newton Community School District and the UE agree to re-open the economic piece each year of this agreement.

### II. Base Rates and Transition / New Hire Rates for 2025-2026

Application of these increases to individuals in the unit is provided to the union in a side letter as part of this agreement.

<b>WAGE SETTLEMENT FOR 25-26</b>	
<b>Bus drivers:</b>	
Base	\$32.72/hr
Activity	\$20.55/hr
<b>Custodians:</b>	
FT Base	\$19.63/hr
PT	\$15.41/hr
<b>Food Service:</b>	
I-Driver	\$18.32/hr
II-Baker	\$17.70/hr
III-MS/HS/Elem	\$17.21/hr
Lead Satellite kitchen worker as designated by the District: Additional \$0.20 per hour.	
<b>Maintenance:</b>	
Base	\$28.41/hr
Maint 1	\$15.41/hr
Maint 2	\$23.71/hr
<b>Educational Associates:</b>	
	\$17.21/hr
<b>Crossing Guards:</b>	
	\$15.41/hr