



**VIWU  
Management's Proposal**

|  | Step 16    | Step 17    | Step 18    | Step 19    | Step 20    | Step 21    | Step 22    | Step 23    | Step 24    | Step 25    | Step 26    | Step 27    | Step 28    | Step 29    | Step 30    |
|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|  | 34,707     | 35,748     | 36,820     | 37,925     | 39,063     | 40,235     | 41,442     | 42,685     | 43,966     | 45,285     | 46,643     | 48,042     | 49,484     | 50,968     | 52,497     |
|  | 1,334.88   | 1,374.92   | 1,416.17   | 1,458.66   | 1,502.42   | 1,547.49   | 1,593.91   | 1,641.73   | 1,690.98   | 1,741.71   | 1,793.97   | 1,847.78   | 1,903.22   | 1,960.31   | 2,019.12   |
|  | 16,685,981 | 17,186,560 | 17,702,157 | 18,233,222 | 18,780,218 | 19,343,625 | 19,923,934 | 20,521,652 | 21,137,301 | 21,771,420 | 22,424,563 | 23,097,300 | 23,790,219 | 24,503,925 | 25,239,043 |
|  | 36,095     | 37,178     | 38,293     | 39,442     | 40,625     | 41,844     | 43,099     | 44,392     | 45,724     | 47,096     | 48,509     | 49,964     | 51,463     | 53,007     | 54,597     |
|  | 1,388.27   | 1,429.92   | 1,472.81   | 1,517.00   | 1,562.51   | 1,609.38   | 1,657.67   | 1,707.40   | 1,758.62   | 1,811.38   | 1,865.72   | 1,921.69   | 1,979.34   | 2,038.72   | 2,099.88   |
|  | 17,353,360 | 17,873,961 | 18,410,180 | 18,962,485 | 19,531,360 | 20,117,301 | 20,720,820 | 21,347,444 | 21,982,717 | 22,641,199 | 23,321,465 | 24,021,109 | 24,741,742 | 25,483,994 | 26,248,514 |
|  | 37,539     | 38,665     | 39,825     | 41,020     | 42,251     | 43,518     | 44,824     | 46,169     | 47,554     | 48,980     | 50,450     | 51,963     | 53,522     | 55,128     | 56,781     |
|  | 1,443.82   | 1,487.13   | 1,531.74   | 1,577.70   | 1,625.03   | 1,673.78   | 1,723.99   | 1,775.71   | 1,828.98   | 1,883.85   | 1,940.37   | 1,998.58   | 2,058.54   | 2,120.29   | 2,183.90   |
|  | 18,047,704 | 18,589,135 | 19,146,809 | 19,721,214 | 20,312,850 | 20,922,236 | 21,549,903 | 22,196,400 | 22,862,292 | 23,548,161 | 24,254,605 | 24,982,244 | 25,731,711 | 26,503,662 | 27,298,772 |
|  | 39,041     | 40,212     | 41,419     | 42,661     | 43,941     | 45,259     | 46,617     | 48,016     | 49,456     | 50,940     | 52,468     | 54,042     | 55,663     | 57,333     | 59,053     |
|  | 1,501.58   | 1,546.63   | 1,593.03   | 1,640.82   | 1,690.04   | 1,740.74   | 1,792.97   | 1,846.76   | 1,902.16   | 1,959.22   | 2,018.00   | 2,078.54   | 2,140.90   | 2,205.12   | 2,271.28   |
|  | 18,769,762 | 19,332,855 | 19,912,841 | 20,510,226 | 21,125,533 | 21,759,299 | 22,412,078 | 23,084,440 | 23,776,973 | 24,490,282 | 25,224,991 | 25,981,741 | 26,761,193 | 27,564,029 | 28,390,950 |
|  | 40,602     | 41,820     | 43,075     | 44,367     | 45,698     | 47,069     | 48,481     | 49,936     | 51,434     | 52,977     | 54,566     | 56,203     | 57,889     | 59,626     | 61,414     |
|  | 1,561.62   | 1,608.47   | 1,656.73   | 1,706.43   | 1,757.62   | 1,810.35   | 1,864.66   | 1,920.60   | 1,978.22   | 2,037.56   | 2,098.69   | 2,161.65   | 2,226.50   | 2,293.30   | 2,362.09   |
|  | 19,520,283 | 20,105,892 | 20,709,068 | 21,330,340 | 21,970,251 | 22,629,358 | 23,308,239 | 24,007,486 | 24,727,711 | 25,469,542 | 26,233,628 | 27,020,637 | 27,831,256 | 28,666,194 | 29,526,180 |
|  | 52,971     | 54,560     | 56,197     | 57,883     | 59,619     | 61,408     | 63,250     | 65,148     | 67,102     | 69,115     | 71,188     | 73,324     | 75,524     | 77,790     | 80,123     |
|  | 2,037.34   | 2,098.46   | 2,161.42   | 2,226.26   | 2,293.05   | 2,361.84   | 2,432.69   | 2,505.67   | 2,580.84   | 2,658.27   | 2,738.02   | 2,820.16   | 2,904.76   | 2,991.91   | 3,081.66   |
|  | 25,466,775 | 26,230,778 | 27,017,702 | 27,828,233 | 28,663,080 | 29,522,972 | 30,408,661 | 31,320,921 | 32,260,549 | 33,228,365 | 34,225,216 | 35,251,973 | 36,309,532 | 37,398,818 | 38,520,782 |
|  | 68,551     | 70,607     | 72,725     | 74,907     | 77,154     | 79,469     | 81,853     | 84,309     | 86,838     | 89,443     | 92,126     | 94,890     | 97,737     | 100,669    | 103,689    |
|  | 2,636.56   | 2,715.66   | 2,797.13   | 2,881.04   | 2,967.47   | 3,056.50   | 3,148.19   | 3,242.64   | 3,339.92   | 3,440.11   | 3,543.32   | 3,649.62   | 3,759.10   | 3,871.88   | 3,988.03   |
|  | 32,957,003 | 33,945,713 | 34,964,085 | 36,013,007 | 37,093,397 | 38,206,199 | 39,352,385 | 40,532,957 | 41,748,945 | 43,001,414 | 44,291,456 | 45,620,200 | 46,988,806 | 48,398,470 | 49,850,424 |

**MANAGEMENT'S PROPOSALS**

**MGMT. PROPOSAL**

**APPENDIX "A"**  
**STANDARD SALARY SCALES**

The job position titles shall be as set forth below:

|      |       |          |  |
|------|-------|----------|--|
| WH01 | ..... |          | Pre-School Custodial Worker<br>Bus Driver Aide   |
| WH02 | ..... |          | Food Service Worker<br><del>.....</del><br><del>.....</del>  |
| WH03 | ..... |          | <del>.....</del><br><del>.....</del><br>Social Service Aide<br>Nutrition Assistant<br>Health Aide<br>Maintenance<br>Office Assistant I<br>Parent Involvement Aide<br>Quality Control<br><del>.....</del><br><del>.....</del> |
| WH04 | ..... | \$33,677 | Food Service Worker - Large<br>Center<br>Office Assistant II<br>Preschool Teacher Assistant<br><del>(CDA) (Conditional)</del>  |
| WH05 | ..... | \$35,024 | Preschool Teacher Assistant<br>(CDA)<br><del>Preschool Teacher Assistant</del><br><del>(degree)</del><br><del>Preschool Administrative</del><br><del>Assistant</del>   |
| WH06 | ..... | \$39,415 | Preschool Teacher (AA)<br><del>Accountant</del><br>Inventory Control Officer (AA)  |
| WH07 | ..... | \$44,000 | Preschool Teacher (BA)<br><del>Accountant (BA)</del>   |

ACCEPTED:  10/15-18 10/15/18  
FOR SUBMISSION TO IMPASSE: \_\_\_\_\_ (GVI): \_\_\_\_\_ (VIWU-Head Start)

NOT ACCEPTED: \_\_\_\_\_