

**Vashon Educational Support Personnel
2023-2024 Salary Schedule**

STEP	1	2	3	4	5	6-8	9-11	12-14	15+	A	B	C
Campus Monitor	\$23.0550	\$23.5161	\$23.9864	\$24.4661	\$24.9554	\$25.7041	\$26.4753	\$27.2694	\$27.8149	\$28.3712	\$28.9386	\$29.5173
Para - Gen Ed	\$24.4383	\$24.9270	\$25.4256	\$25.9341	\$26.4528	\$27.2463	\$28.0638	\$28.9056	\$29.4837	\$30.0734	\$30.6749	\$31.2884
Library Assistant	\$24.4383	\$24.9270	\$25.4256	\$25.9341	\$26.4528	\$27.2463	\$28.0638	\$28.9056	\$29.4837	\$30.0734	\$30.6749	\$31.2884
Para - Special Ed	\$25.1387	\$25.6415	\$26.1543	\$26.6774	\$27.2110	\$28.0273	\$28.8681	\$29.7341	\$30.3288	\$30.9353	\$31.5541	\$32.1851
Registrar	\$28.3145	\$28.8807	\$29.4583	\$30.0474	\$30.6483	\$31.5679	\$32.5150	\$33.4903	\$34.1603	\$34.8434	\$35.5402	\$36.2510
Secretary	\$28.3145	\$28.8808	\$29.4584	\$30.0475	\$30.6483	\$31.5678	\$32.5150	\$33.4903	\$34.1602	\$34.8433	\$35.5401	\$36.2511
Office Manager	\$30.8866	\$31.5043	\$32.1345	\$32.7771	\$33.4327	\$34.4356	\$35.4687	\$36.5327	\$37.2634	\$38.0087	\$38.7689	\$39.5442
Health Support (Desig.)	\$33.5330	\$34.2037	\$34.8878	\$35.5855	\$36.2973	\$37.3862	\$38.5078	\$39.6630	\$40.4563	\$41.2654	\$42.0908	\$42.9325
Specialist	\$33.5331	\$34.2037	\$34.8878	\$35.5856	\$36.2973	\$37.3862	\$38.5078	\$39.6630	\$40.4563	\$41.2654	\$42.0908	\$42.9325
Math Support Coord.	\$34.2045	\$34.8886	\$35.5864	\$36.2981	\$37.0241	\$38.1349	\$39.2789	\$40.4572	\$41.2664	\$42.0917	\$42.9336	\$43.7922

Addendum B

Just Cause:

“The concept of “just cause” requires that there be fundamental fairness in decisions related to the discipline and discharge of employees.

Arbitrators have generally accepted, but not limited to, the following tests:

1. Did the employer give the employee forewarning or foreknowledge of the possible or probable disciplinary consequences of the employee’s conduct?
2. Was the employer’s rule or managerial order reasonably related to the orderly, efficient and safe operation of the business?
3. Did the employer, before administering discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?
4. Was the employer’s investigation conducted fairly and objectively?
5. At the investigation, did the “Judge” obtain substantial evidence or proof that the employee was guilty as charged?
6. Has the employer applied its rules, orders, and penalties evenhandedly and without discrimination to all employees?
7. Was the degree of discipline administered by the employer in a particular case reasonably related to
 - (a) the seriousness of the employee’s proven offense and (b) the record of the employee in his or her service with the employer?