

Exhibit A:

**DOUGLAS COUNTY SCHOOL DISTRICT**  
**2017-18 BUS DRIVER SALARY SCHEDULE**  
 Reflects a 1.38% Salary Increase + Added Steps 12-16

<b>Employee Status</b>	<b>Step</b>	<b>EE</b> (Employee-Employer Paid PERS)	<b>E</b> (Employer Paid PERS)
Probation <sup>1</sup>	P	\$15.16	\$13.13
Regular <sup>2</sup>	1-A	\$15.91	\$13.79
	2-B	\$16.85	\$14.60
	3-C	\$17.80	\$15.41
	4-D	\$18.71	\$16.21
	5-E	\$19.66	\$17.02
	6-F	\$19.82	\$17.16
	7-G	\$19.98	\$17.31
	8-H	\$20.14	\$17.45
	9-I	\$20.32	\$17.59
	10-J	\$20.48	\$17.73
	11-K	\$20.64	\$17.87
	12-L	\$21.06	\$18.24
	13-M	\$21.47	\$18.60
	14-N	\$21.89	\$18.97
	15-O	\$22.30	\$19.32
16-P	\$22.71	\$19.67	
<b>Longevity</b>			
20-Years	Add additional \$750 (Added After 20 Years)		
25-Years	Add additional \$400 (Added After 25 Years)		

<sup>1</sup> Probationary period is 90 work/driving days of contracted service.

<sup>2</sup> Per Article 13-6: Bus Drivers who are selected and certified as trainers and evaluators of other bus drivers will be paid five-dollars (\$5.00) an hour more than their regular rate of pay when they are providing actual training or conducting driver evaluations. At all other times, driver trainers will be paid their regular rate of pay.