

**Vashon Educational Support Personnel  
2022-2023 Salary Schedule**

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