

**LETTER OF AGREEMENT**  
**Between**  
**THREE RIVERS COMMUNITY SCHOOL DISTRICT,**  
**and THREE RIVERS EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION**  
**(TRESPA)**

Salary Schedule 2025-2026

The following letter of agreement is between TRESPA and Three Rivers Community Schools.

The District agrees to pay

- Longevity
  - 15-19 years of service @ \$250
  - 20-24 years of service @ \$500
  - 25+ years of service @ \$1000
- Step granted for 2025-2026
- Scale Schedule as proposed

This agreement sets no precedent as this is an extraordinary situation.

Three Rivers Community Schools		TRESPA	
<div>DocuSigned by: <i>Nichole Nash</i> A25D89C19B2F41E...</div>		<div>DocuSigned by: <i>Geoge Folk</i> 0E2C7944096844C...</div>	
Signature		Signature	
Superintendent	Nichole Nash	TRESPA, President	Geoge Folk
Date	June 5, 2025	Date	June 6, 2025

This letter of agreement expires June 30, 2026

Bus Drivers

2025 – 2026 Bus Drivers (Hourly)					
STEP	DRIVER 2025- 2026 Proposed	Extra Trips			
1	\$18.70	\$14.47			
2	\$21.26	\$14.47			
3	\$21.36	\$14.47			
4	\$21.46	\$14.47			
5	\$21.56	\$14.47			
6	\$21.66	\$14.47			
7	\$21.76	\$14.47			
8	\$21.86	\$14.47			
9	\$21.96	\$14.47			
10	\$22.06	\$14.58			
11	\$22.06	\$14.58			
12	\$22.06	\$14.58			
13	\$22.06	\$14.58			
14	\$22.06	\$14.58			
15	\$22.06	\$14.69			
16	\$22.06	\$14.69			
17	\$22.06	\$14.69			
18	\$22.06	\$14.69			
19	\$22.06	\$14.69			
20	\$22.21	\$14.91			
*Bus Driver Trainees will be paid \$16.00 per hour until CDL is issued.					
*Bus Aides will be paid at the hourly minimum wage rate, as required by state and federal law.					
LONGEVITY:	years of service with Three Rivers				
15 - 19 yrs	\$250				
20 - 24 yrs	\$500				
25+ yrs	\$1,000				

## Secretaries

2025 – 2026	
Building Secretaries	
STEP	ALL
1	\$16.00
2	\$16.25
3	\$16.75
4	\$17.20
5	\$17.40
6	\$17.40
7	\$17.55
8	\$17.55
9	\$17.70
10	\$17.70
11	\$17.85
12	\$17.85
13	\$17.85
14	\$18.00
15	\$18.00
16	\$18.80
17	\$18.80
18	\$18.80
19	\$19.00
20	\$19.00
<b>LONGEVITY:</b> years of service with Three Rivers	
15 - 19 yrs	\$250
20 - 24 yrs	\$500
25+ yrs	\$1,000

## Facilities and Operations

2025 – 20256 Facilities & Operations Employees (Hourly)					
STEP	25-26 Grounds	25-26 Maintenance	25-26 Maintenance Coordinator Lead	25-26 Grounds & Facilities Support Lead	25 -26 Bus Mechanic
1	\$16.11	\$16.59	\$16.80	\$16.32	\$21.81
2	\$16.76	\$17.95	\$18.19	\$16.98	\$22.60
3	\$17.01	\$17.95	\$18.19	\$16.98	\$22.60
4	\$17.01	\$17.95	\$18.19	\$17.23	\$23.15
5	\$17.01	\$18.24	\$18.48	\$17.23	\$23.15
6	\$17.13	\$18.24	\$18.48	\$17.35	\$23.30
7	\$17.13	\$18.24	\$18.48	\$17.35	\$23.30
8	\$17.25	\$18.33	\$18.57	\$17.47	\$23.41
9	\$17.25	\$18.33	\$18.57	\$17.47	\$23.41
10	\$17.37	\$18.46	\$18.70	\$17.47	\$23.52
11	\$17.37	\$18.46	\$18.70	\$17.47	\$23.52
12	\$17.37	\$18.59	\$18.77	\$17.59	\$23.52
13	\$17.37	\$18.59	\$18.77	\$17.59	\$23.52
14	\$17.37	\$18.59	\$18.77	\$17.59	\$23.52
15	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
16	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
17	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
18	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
19	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
20	\$17.49	\$18.72	\$18.84	\$17.71	\$23.63
<b>LONGEVITY:</b>	years of service with Three Rivers				
15 - 19 yrs	\$250				
20 - 24 yrs	\$500				
25+ yrs	\$1,000				