



## **SCHOOL BOARD ACTION REPORT**

**DATE:** September 3, 2019  
**FROM:** Denise Juneau, Superintendent  
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**For Introduction:** September 18, 2019  
**For Action:** September 18, 2019

### **1. TITLE**

Motion to introduce and approve a Memorandum of Understanding (MOU) that contains a summary of the Tentative Agreements for the 2019-2022 Collective Bargaining Agreement (CBA) and the appendices numbers 1 through 6 between Seattle Public Schools (SPS) and Seattle Education Association (SEA) Certificated Non-Supervisory Employees, Paraprofessional Employees, and Seattle Association of Educational Office Employees.

### **2. PURPOSE**

This Board Action Report introduces an MOU summarizing new provisions for a three-year 2019-2022 CBA and requests salary increases based on the agreed upon summary and salary schedules set forth in the appendices. Final contract language for the 2019-2022 Agreement will be prepared and reviewed by a joint SEA/SPS committee and presented to the School Board for final approval on October 16, 2019. This MOU describes the significant modifications to the 2018-2019 Agreement. SEA ratified these terms on August 27, 2019. The purpose of the MOU is to inform the School Board of the significant CBA changes and obtain authorization to implement the SEA salary schedules in time for October 1, 2019 implementation.

### **3. RECOMMENDED MOTION**

I move that the School Board approve the MOU, which contains appendices numbers 1 through 6. The MOU is a summary of new provisions for the 2019-2022 CBA, as attached to the School Board Action Report. The MOU authorizes implementation of the 2019-2020 salary increases effective September 1, 2019 to be implemented on October 1, 2019, payroll. Immediate action is in the best interest of the District.

### **4. BACKGROUND INFORMATION**

#### **a. Background.**

The Parties are legally obligated to enter into negotiations to replace an expiring CBA; once negotiations are completed each Party is required to ratify the CBA. The Parties commenced negotiations in May 2019, and using an interest-based bargaining approach, met over 20 sessions throughout July and August 2019. The interest-based approach helps the Parties find common ground and mutually agreed upon solutions to complex topics and issues. The Parties reached a tentative agreement on Saturday, August 24, 2019. SEA ratified the terms on August 27, 2019. The terms provide for salary increases

for three years for the employees, along with other benefits to the bargaining unit employees. The Certificated employees receive salary increases of 5% for 2019-2020, 2.1% for 2020-2021 (estimated legislative inflationary increase (IPD)), and 4% (includes estimated legislative increase (IPD) of 2%, which is subject to final legislative action in 2021) for the 2021-2022 school year. The Classified staff (Paraprofessionals and SAEOPS) receive salary increases of 5% for 2019-2020, 2.1% for 2020-2021 (estimated legislative increase (IPD)), and 5% (includes estimated legislative inflationary increase (IPD) of 2%, which is subject to final legislative action in 2021) for 2021-2022. This Board Action Report proposes approval of the attached MOU and the appendices by the School Board. The final CBA with exact language, including a redlined version will be presented to the Board for approval on October 16, 2019.

**b. Alternatives.**

Failure to enter into negotiations for a successor agreement violates state law. Once negotiations commence, failing to reach an agreement would result in a strained relationship between the Parties and the potential for mediation or would result in workplace disagreements or disruptions.

**c. Research.**

Salary and market surveys were conducted to evaluate the competitiveness of SPS compensation for each of the employee groups. The goal articulated in the negotiations was to attain a compensation level that was competitive with similarly situated districts, and to attract and retain employees in a high cost city.

**5. FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will be:

The Finance Office estimates the total new cost of these Agreements in 2019-2020 at approximately \$27,943,734 of which approximately \$11,366,229 is funded by a combination of the state inflationary increase and capital funds, for a net estimated increase to the General Fund of \$16,577,505.

Budget development for 2020-2021 and beyond will take into account the cost of the agreement.

Three-year forecasted costs and Ending Fund Balance:

	2019-20	2020-21	2021-22	TOTAL
Compensation and Academic Initiatives	\$ 27,943,734	\$ 41,743,479	\$ 67,407,199	\$ 137,094,412
- less State funding	\$ (10,958,888)	\$ (22,859,937)	\$ (34,448,511)	\$ (68,267,336)
- less Capital funding	\$ (407,341)	\$ (179,224)	\$ (348,734)	\$ (935,299)
Total General Fund Cost Estimate	\$ 16,577,505	\$ 18,704,318	\$ 32,609,954	\$ 67,891,777
Estimated Ending Fund Balance	\$ 99,962,035	\$ 63,471,007	\$ 6,622,490	

The revenue source for this motion is capital, state and local levy.

Expenditure:  One-time  Annual  Multi-Year  N/A

Revenue:  One-time  Annual  Multi-Year  N/A

## 6. **COMMUNITY ENGAGEMENT**

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

State law for collective bargaining requires the District and the Association to conduct good faith bargaining between the parties; once concluded, the community is informed of final terms of the agreements.

## 7. **EQUITY ANALYSIS**

The Joint Bargaining Team received training on the Racial Equity Analysis Tool, conducted by the SEA Center for Racial Equity (CRE) and the SPS Department of Racial Educational Advancement (DREA). The trainings covered review of Board Policy No. 0030, review of "Equity Literacy" framework by Paul Gorski, introduction to the equity analysis questions that should drive decisions and reviewed the Equity Literacy for Educators from the Equity Literacy Institute. The racial equity lens was applied to every final Team decision.

## 8. **STUDENT BENEFIT**

The focus on racial equity throughout the negotiations resulted in policy and advances in support of students of color furthest from educational justice. Students will have more access to social-emotional and nursing supports. Reaching an agreement in August ensures no interruptions to the district and school operations.

## 9. **WHY BOARD ACTION IS NECESSARY**

Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)

Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)

Adopting, amending, or repealing a Board policy

Formally accepting the completion of a public works project and closing out the contract

- Legal requirement for the School Board to take action on this matter
- Board Policy No. 5020, Collective Bargaining, provides the Board shall approve these items.
- Other: \_\_\_\_\_

**10. POLICY IMPLICATION**

Approval of these Agreements complies with Board Policy Number 5020, Collective Bargaining, which requires that “any agreements reached by the Chief Negotiator shall not be binding upon the Board until formally approved by the Board.”

**11. BOARD COMMITTEE RECOMMENDATION**

This motion was discussed at the Executive Committee meeting on September 11, 2019. The Committee reviewed the motion and moved the item forward with a recommendation for approval by the full Board.

**12. TIMELINE FOR IMPLEMENTATION**

Upon approval of this motion, operational decisions to implement the terms of the MOU will commence. Information on the new CBA terms will be provided to the principals through distribution of the summary and a QRD and through jointly sponsored regional meetings for building administrators and SEA building representatives to be scheduled in September and October 2019.

**13. ATTACHMENTS**

**For Approval:**

- A. Memorandum of Understanding - Summary of Tentative Agreement

**Appendices for approval:**

1. Certificated Non-Supervisory staff Salary Schedules for 2019-2022
2. Classified Salary Schedules for SAEOP and ParaProfessional staff:
  - a. SA1 and PA4, 2019-2022
  - b. SA2 and PA1, 2019-2022
  - c. SA3 and PA2, 2019-2022ParaProfessional Only Salary Schedules:
  - d. PA3, 2019-2022
  - e. PA5, PA6, PA8, 2019-2022
  - f. PA7, 2019-2022
  - g. PA9, 2019-2022
  - h. PA10, 2019-2022
  - i. BS1, 2019-2022 (Bus Supervisors)
3. 2019-2022 Salary Schedules for Certificated and Classified Substitutes
4. 2019-2022 Certificated Stipends
5. 2019-2022 Extra Time Hourly Rates

Attachments A:  
Memorandum of Understanding – Summary of Tentative  
Agreement



# MEMORANDUM OF UNDERSTANDING

REGARDING THE SUMMARY OF TENTATIVE AGREEMENTS FOR SEATTLE EDUCATION ASSOCIATION CERTIFICATED, SEAOP AND PARAPROFESSIONAL CONTRACTS FOR 2019-2022

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While Seattle Public Schools endeavors to only post documents optimized for accessibility, due to the nature and complexity of some documents, an accessible version of the document may not be available. In these limited circumstances, the District will provide equally effective alternate access.

For questions and more information about this document, please contact the following:

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The attached Memorandum of Understanding is a summary of points of agreement between Seattle Education Association and Seattle Public Schools regarding substantive modifications of the Collective Bargaining Agreement for the duration of the contract 2019-2022.

MEMORANDUM OF UNDERSTANDING  
between  
SEATTLE SCHOOL DISTRICT No. 1  
and  
SEATTLE EDUCATION ASSOCIATION

Regarding: Summary of Tentative Agreement for SEA Certificated, SAEOP and  
Paraprofessional Contracts for 2019-2022

*Note: Language from “brick” documents supersedes summary*

<b>COMPENSATION</b>	
<b>Certificated Article IV</b>	<p><b>Certificated</b> salary increases on every step of the certificated salary schedule:</p> <ul style="list-style-type: none"> <li>• 5% in first year, 2.1% in second year, and 4% in third year.</li> <li>• Certificated compensation is comprised of state salary funding (implicit price deflator), tech days (32 hours), and TRI (5 days and responsibility stipend).</li> <li>• Tech pay remains at current level for the 32 hours.</li> <li>• Salary percentage is based on the total compensation (base pay, TRI, IPD, and tech pay).</li> </ul>
<b>Certificated Appendix A-2</b>	<b>Certificated Subs</b> will see increases of 5% in 2019-20, 2.1% in 2020-21, and 4% in 2021-22.
<b>Certificated Appendix E</b>	All stipends receive 1% increase in first year (2019-20), 1% increase in third year (2021-22).
<b>Paraprofessional Article IX</b>	<b>Paraprofessional</b> pay increases of 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
<b>SAEOP Article IX</b>	<b>SAEOP</b> pay increases of 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
<b>Para/SAEOP Appendix A-4</b>	<b>Classified Subs</b> will receive 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
<b>STAFFING</b>	
<b>Paraprofessional</b>	<p><b>Family Support Workers</b></p> <ul style="list-style-type: none"> <li>• For the 2019-2020, all current FSW positions will be maintained and for as long as the FEL/Promise Grant provides funding.</li> <li>• If the Family Support program changes (including changes in the FEL/Promise Grant) SPS and SEA will administer transfer of displaced family support worker employees in seniority order with the intent that the displaced employees are placed in similar positions with the same or higher pay rate.</li> <li>• In 2019-2020, SPS and SEA will clarify all job titles and responsibilities.</li> <li>• SPS and SEA will maintain a seniority list of employees by job category.</li> </ul>

	<ul style="list-style-type: none"> <li>• In 2020-2021, add 2.0 FTE for Family Support Workers centrally deployed from the Office of African American Male Achievement Office in support of ensuring educational and racial equity (Board Policy No. 0030).</li> <li>• The role of the centrally dispatched Family Support Workers will be SEA represented and will include joint SEA and SPS understanding of role and responsibilities.</li> </ul>
<b>Certificated Article IX, Section K</b>	<b>Elementary Counselors</b> <ul style="list-style-type: none"> <li>• Additional 4.0 FTE counselors/social worker allocated in the 2020-21 SY</li> <li>• Additional 6.0 FTE counselor/social worker allocated in the 2021-22 SY</li> <li>• These staff will be allocated first at schools in equity tier 1 and 2 (highest needs).</li> <li>• After the equity tier 1 and 2 schools are staffed, counselor/social worker allocations will then focus staffing allocations to equity tier 3 and 4.</li> <li>• Schools will continue to apply for a SEA waiver for other SEL staffing.</li> <li>• Smaller schools under 300 student enrollment- will have a proportional support.</li> </ul>
<b>Certificated Article IX, Section K</b>	<b>All Counselors</b> <ul style="list-style-type: none"> <li>• On the first early release red day of the month, there will be a half day early release for counselors for Professional Development and Professional Development learning communities. (Half day release is defined by the one-hour release before the scheduled early release time.)</li> <li>• SEA and SPS will establish a joint counselor work group in 2019-20, to work through the length of the contract (8/31/2022).</li> <li>• In the absence of an advisory or homeroom program, administrators will work with middle and high school counselors to schedule time during the school day so that counselors may provide academic supports and ensure high school and beyond planning and support SEL.</li> </ul>
<b>Certificated Article IX, Section O</b>	<b>Nurses</b> <ul style="list-style-type: none"> <li>• Nurse Staffing will be allocated with a racial equity lens and an emphasis on high needs schools. The intention toward 1:1,000 ratio.</li> <li>• One nurse (1.0 FTE) will be added in the 2019-2020 school year.</li> <li>• During the 2019-20 SY, SEA/SPS determine criteria to be used to allocate additional staffing and evaluate changes to the formula.</li> <li>• If the formula is not changing, up to 1.0 FTE will be added in 2020-21 and another 1.0 FTE will be added 2021-22 to move towards 1:1000 ratio. If enrollment declines, the additional FTE may be adjusted downward.</li> <li>• Part-time nurses who fill in and take sub positions will receive their hourly rate of pay, not the sub rate.</li> </ul>
<b>Certificated Article IX, Section F</b>	<b>Assistive Technology</b> <ul style="list-style-type: none"> <li>• Add 1.0 Assistive Tech FTE in the 2020-21 school year.</li> <li>• This 1.0 assistive tech FTE will be dedicated to highest need schools guided by the racial equity analysis tool kit and focused on equity tiering.</li> </ul>



<p><b>Certificated Article IX, Section L</b></p>	<p><b>Audiologist</b></p> <ul style="list-style-type: none"> <li>• Establish the audiology caseload as 1:10,000 in the 2020-21 school year.</li> <li>• In 2020- 2021, an additional 1.0 FTE audiologist will be allocated.</li> <li>• SPS and SEA will review the audiologist caseload in SY 2021-22 to monitor if the caseload is meeting the 1:10,000 ratio.</li> <li>• Within the ESA Team lead structure, audiologists will be included in the SLP team lead stipend as a .2 team lead (or some proportionate percentage of the SLP team lead caseload).</li> </ul>
<p><b>Certificated Article II</b></p>	<p><b>Racial Equity/ Department of Racial Equity Advancement Coaches</b></p> <ul style="list-style-type: none"> <li>• In 2019-2020, add 1 FTE SEA represented DREA position.</li> <li>• In 2020-2021, another 1 FTE SEA represented DREA position will be added.</li> </ul>
<p><b>SUBSTITUTES</b></p>	
<p><b>Certificated Article V &amp; Appendix A-2</b></p>	<p><b>Compensation</b></p> <ul style="list-style-type: none"> <li>• Senior substitutes will be paid \$10 more per day.</li> <li>• The substitute joint labor management will determine the parameters of a pilot project aimed at incentivizing subs to work in hard-to-fill jobs. Roll out by the beginning of the 2020-21 school year.</li> <li>• Create senior sub category for classified subs with appropriate benefits (higher pay, sick leave accrual).</li> </ul> <p><b>Sick Leave</b></p> <ul style="list-style-type: none"> <li>• Senior substitutes will accrue sick leave at 1:20</li> <li>• Subs who work 630 hours will accrue sick leave at 1:20 in the same year (no frontloading into next year).</li> <li>• Substitute Joint-Labor Management group will explore how to implement 1:20 sick leave accrual for all educators.</li> </ul> <p><b>Filling Hard to Fill Positions</b></p> <ul style="list-style-type: none"> <li>• Expand definition of ‘continuous assignment’. A ‘continuous assignment’ can be a single assignment or multiple assignments in high needs schools or filling hard to fill positions.</li> <li>• In the 2019-20 school year, SEA and SPS will identify worksites and positions historically impacted by absences (for example; which sites cannot secure subs).</li> <li>• SEA and SPS will have quarterly meetings where the worksites and positions that are impacted by unfilled absences will be discussed and plans made to address these unfilled positions.</li> </ul> <p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• All subs have access to paid racial equity, special Education, and LGBTQ trainings.</li> <li>• Trainings required for the essential functions of the job will not come out of the substitute professionals fund (e.g., PowerSchool).</li> <li>• The substitute advisory professional development committee will convene and focus on all classification of substitutes, including paraprofessional and SAEOP substitutes.</li> </ul>

	<ul style="list-style-type: none"> <li>Substitute employees will be paid to participate in substitute orientation and the August PD day. SPS will allocate sufficient funding to the substitute professional development fund to pay for this professional development.</li> </ul> <p><b>Evaluation</b></p> <ul style="list-style-type: none"> <li>In the 2019-2020 SY, the SEA and SPS will explore how to update the substitute evaluation aligned with current practice and/or TPEP or relevant daily job expectations.</li> <li>This group will also clarify rules on how long a substitute should be in a position, receive an evaluation, and how that is communicated.</li> </ul> <p><b>Time Keeping/ Pay Validation</b></p> <ul style="list-style-type: none"> <li>In the 2019-20 SY, SPS will create timelines to improve pay stub details and institute electronic time keeping. The substitute Joint Labor Management (JLM) will have a standing agenda item to discuss updates on both projects. Implementation of pay stub details will include an option to receive a written report.</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>Operationalizing long-term certificated and classified substitutes in various substitute-specific positions will be discussed in JLM and monitored for adjustment.</li> <li>JLM will discuss suggested ways to address sub reassignment.</li> <li>In the 2019-20 school year, SEA and SPS will allow SEA represented staff to secure their own substitute.</li> <li>Senior substitutes will not have priority in picking jobs but will see an increase in pay for this “senior sub” designation. (See compensation section above).</li> <li>SEA and SPS will establish substitute availability for ESA’s, including nurses.</li> </ul>
<b>EARLY RELEASE</b>	
<p><b>Certificated Article IX, Section A, 5., a-g</b></p> <p><b>Paraprofessional and SAEOP CBAs</b></p>	<ul style="list-style-type: none"> <li>Education Opportunity Gap Days (EOG/ Green Days) will be called Racial Equity Days going forward.</li> <li>SEA and SPS leadership will develop an agenda template to be used at the school level in order to communicate what PD/PLC work staff are engaged in on early release days.</li> <li>SEA and SPS will develop common ways of communicating at the school level what PD/PLC work all staff are engaged in, including the PD/PLC work principals and administrators.</li> <li>Expectations will be clarified for all substitutes on early release days.</li> <li>Clarify that administrator can attend early release meetings, the agenda is created/driven by educators.</li> <li>Paraprofessionals will be included in staff meetings.</li> <li>In order to encourage learning between administrators and their staff. Principals are invited and encouraged to attend all mandatory educator professional learning with their teams of educators (science adoption, math adoption, MTSS, Racial Equity team, etc.)</li> <li>There will be joint training for all principals with building reps on the contract.</li> </ul>

<b>ENGLISH LANGUAGE LEARNERS</b>	
<b>Certificated, Article IX, Section J</b>	<ul style="list-style-type: none"> <li>• Maintain current ELL staffing for the 2019-2020 school year.</li> <li>• SEA/SPS joint work group to develop SPS ELL mission statement; create platform and vision of the future work in language acquisition and supporting ELL student needs.</li> <li>• Joint SEA/SPS work group will develop a shared vision and program design for ELL focused on the specific needs of our ELL students and staffing models that reflect those needs.</li> <li>• Create job description for an Elementary Contact Person through the joint work group. Roll out stipend and roles over two years, based on rubric of racial equity lens and size of ELL student demographics. This roll out will start by second semester in 2019-20 school year. This stipend must be cost neutral.</li> <li>• Dedicate 60 minutes per month from early release time on “red” job alike days for ELL/ELD team collaboration time.</li> <li>• Each building will have an emergency substitute process in place that equitably distributes the responsibility for covering teaching assignments when a substitute is not available. The racial equity analysis tool will be used to minimize impact on students furthest from educational justice. Each school will determine a reimbursement policy for SEA-represented non-supervisory certificated staff substituting for other SEA-represented staff.</li> </ul>
<b>CLASSIFIED MENTORING</b>	
<b>Paraprofessional and SAEOP CBAs</b>	<p><b>Implementation of Classified Mentorship Program</b></p> <ul style="list-style-type: none"> <li>• SEA and SPS will convene a committee on paid time in 2019-20 SY to design mentorship and onboarding programs for SAEOPs and Paraprofessionals with implementation in the 2020-21 school year.</li> <li>• The “pot” of money for implementing the Para/SAEOP mentorship program will be increased by 12%. (From \$50,000 to \$56,000)</li> </ul> <p><b>Onboarding</b></p> <ul style="list-style-type: none"> <li>• The HR onboarding system will add a checklist to show that training has happened for new SAEOPs and paraprofessionals.</li> <li>• The Human Resources checklist system will include contract language around mentorship for SAEOPs and paraprofessionals, so they know they can access it.</li> </ul> <p><b>Trainings</b></p> <ul style="list-style-type: none"> <li>• Dedicated overlap training for new admins (SAEOPs), when possible. “Overlap” means transition for someone new in the job</li> <li>• Dedicated overlap training for all SAEOPs starting new positions.</li> </ul>
<b>SAEOP WORKLOAD</b>	
<b>SAEOP CBA</b>	<ul style="list-style-type: none"> <li>• SPS and SEA agree that SAEOPs will receive <i>nurse substitute reimbursement</i> in the case a nurse is scheduled to be at the worksite and their position is unfilled by a substitute starting in 2019-20 SY.</li> </ul>

	<ul style="list-style-type: none"> <li>• Train a cadre of SAOEP subs for specific office annual office tasks. Each elementary school will have 2 “sub” days for those subs to come and complete the clerical work that gets backlogged.</li> </ul> <p><b><u>SAEOP Workload Committee will be tasked with the following in the 19-20 school year:</u></b></p> <ul style="list-style-type: none"> <li>• Redesign the job description of SAEOPs.</li> <li>• Creating guidelines for conversion of the BLT and RET stipends into overtime.</li> <li>• Training and guidelines for certificated and classified staff to enter their own time into ESS, requesting subs, etc.</li> <li>• Guidelines on how Title I and LAP funds can be used for purchasing.</li> <li>• Guidelines on student supervision if there is a late bus pick up.</li> <li>• Offer recommendations on the rollout of any new program in SPS that will impact SAEOP workload.</li> <li>• Establish guidelines and offer recommendation for how to manage the doorbell.</li> <li>• Make recommendations on the adjustment of SAEOP staffing guidelines.</li> <li>• Engage with facilities to establish recommendation on staff keycard access to buildings.</li> <li>• Engage with the SEA Substitute Leadership and HR on operationalizing electronic timekeeping.</li> </ul>
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**RACIAL EQUITY**

<p><b>Certificated Article II</b></p>	<p><b>Racial Equity Teams</b></p> <ul style="list-style-type: none"> <li>• The Racial Equity Team program is funded at \$260,000 for the racial equity team program growth in 2020-21 inclusive of 2019-20 increase.</li> <li>• Racial Equity Literacy training, as a foundational best practice, will be available district wide in integrated spaces to all employees across the system.</li> <li>• Antiracist work will be included as part of the evaluation process.</li> <li>• All current and new teams accepted through the application process and those who remain in good standing, will be funded through the length of the contract.</li> <li>• DREA/CRE will determine number of annual teams selected, to support the strategic roll out of RETs to all schools.</li> <li>• To create alignment to Policy 0030, MTSS and PBIS central office leads will receive Racial Equity Literacy training co-lead by CRE and DREA.</li> <li>• Each schools’ CSIP will explicitly state a Racial Equity action plan.</li> <li>• A mandatory anti-bias Interview Training will be added to a protocol before each interview session.</li> <li>• Racial equity questions will be mandated as part of the interview process.</li> <li>• EOG Wednesdays will be designated for Racial Equity work, to explicitly support racial equity action planning (not limited to data review). (Certificated – Article IX, Section A)</li> <li>• In spring of 2021, DREA and CRE, with SPS and SEA leadership, will meet to discuss the necessary funding and support needed to keep growing the Racial Equity Team program. SEA/CRE and SPS/DREA will look at outcomes and</li> </ul>
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	necessary supports for the program and if more funding is needed to support the RET program growth in 2021-22.
<p><b>Certificated Article VIII</b></p> <p><b>Certificated Article VIII</b></p>	<p><b>Recruitment and Retention of Educators of Color</b></p> <p><b>Interview Teams</b></p> <ul style="list-style-type: none"> <li>• Interview team training will have a racial equity lens and supports <ul style="list-style-type: none"> <li>• Include racial equity analysis tool training in site-based interview trainings.</li> <li>• Interview trainings will include racial equity lens as well as definitions of terminology</li> <li>• SPS/SEA will create a plan to offer more frequent and more school site joint interview training opportunities.</li> </ul> </li> <li>• Increased opportunities and access for students and families of color to be on interview teams.</li> <li>• Requiring racial equity focused questions for interview process <ul style="list-style-type: none"> <li>• Require racial equity focused questions for interview process with a rubric (look-fors).</li> <li>• Require educators (who want to participate in site-based interviews) to attend site-based interview training once every 3 years.</li> <li>• Add language to the site-based interview confidentiality form that includes who to contact (such as on the HR or appropriate website) if a team member believes that policy and/or discrimination has been violated during the interview process.</li> <li>• SPS and SEA will create a protocol for interview team discussions and actions in order to redress implicit bias.</li> </ul> </li> </ul>
<b>MOU</b>	<p><b>Equity Calendaring</b></p> <ul style="list-style-type: none"> <li>• SEA and SPS agree to establish a workgroup to address equity calendaring in the 2020-21 school year.</li> </ul>
<b>Certificated Article VIII</b>	<p><b>Hiring</b></p> <ul style="list-style-type: none"> <li>• Mandatory PD for building administrators regarding hiring educators of color.</li> <li>• Put in place policies and practices that increase educators of color in Title I schools.</li> <li>• Title I schools can move to phase 3 hiring earlier.</li> <li>• Offer contracts to educators of color before Phase I of hiring, if there are no RIF in those categories.</li> <li>• A hiring fair for external educators of color will be offered.</li> <li>• Utilize “exception rule” for displacement and RIF based on student and teacher populations. (Certificated – Article VIII, Section B, Phase 3)</li> <li>• Provide hiring data to schools regarding their own hiring practices. Include programs/itinerant staff data.</li> <li>• Title I schools and hiring for special education positions (classified or certificated) can move to phase 3 hiring earlier, if there are no RIF in those categories.</li> </ul>

	<ul style="list-style-type: none"> <li>• Give staffing priority to hard to fill schools.</li> <li>• Staff will use more than two racial equity questions in the hiring process.</li> <li>• Make available and communicate the availability of the exit survey, exit survey, and staying survey</li> <li>• Review ESAs data on retention and create specific policy/plan on hiring ESAs of color (with input from CRE / DREA and ESAs)</li> <li>• Have implicit bias training available on a yearly basis for all hiring teams. (Certificated – Article VIII, Section C)</li> </ul>
<b>MOU</b>	<b>Staff Support for EOG/Racial Equity</b> <ul style="list-style-type: none"> <li>• Curriculum adoption committees will have racial equity training focused on how to use the racial equity analysis tool to make curriculum recommendations</li> </ul>
<b>MOU</b>	<b>EOC Support</b> <ul style="list-style-type: none"> <li>• Funding for Educators of Color (EOC) community-building and mentorship activities, such as an EOC affinity group</li> <li>• Implement a cohort model for new EOCs to support each other.</li> <li>• To retain EOCs, establish a teacher leadership cadre (focused mentorship and coaching training, other PD) and increased access to Career Ladder opportunities Teacher Leadership Cadre.</li> <li>• Culturally Responsive Teacher Leadership cadre will include teachers and non-classroom based certificated staff.</li> <li>• Conduct a “staying” survey of retained EOCs yearly for the length of the contract</li> <li>• Staff will have options to self-select their identity / ethnicity (ex: select more than two options to include multi-racial) include more options on staff identity</li> <li>• Support secondary educators in getting endorsements in high needs area such as Math, ELL, SPED.</li> <li>• EOC affinity groups may choose to use early release (red) Wednesdays to meet.</li> </ul>
	<b>Addressing discrimination</b> <ul style="list-style-type: none"> <li>• DREA and CRE will consult with the Joint Labor Management committee in the interest of generating proposals to redress and respond to microaggressions and other forms of identity-based harm.</li> <li>• Mediators/Facilitators utilized by the district will be informed of the expectations of School Board Policy No. 0030.</li> </ul>
<b>SPECIAL EDUCATION</b>	
<b>Certificated Article IX, Section F</b>	<b>SPED Taskforce</b> <ul style="list-style-type: none"> <li>• The SPED Task Force will utilize the racial equity tool to provide guidance in the support of equitable placement and special education services.</li> <li>• SPED Taskforce will collaborate with CRE/DREA to create tools for prek-12 placement guidance that includes racial equity definitions and provide training on how to implement the racial equity analysis tools.</li> </ul>

	<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• SPS/SEA will explore utilizing the October TRI day for SPED trainings with implementation in SY 2020-21. This will include ESA specific trainings and inclusive practices for general educators.</li> <li>• SPS will create and provide additional training to a pool of special educational instructional assistants to be deployed to meet urgent needs as determined by the Special Education Relief Fund Committee. Instructional Assistants in this pool will be paid a 6% premium.</li> </ul>
<p><b>Certificated Article IX, Section F, 1., e</b></p> <p><b>Certificated Article IX, Section F, 3.</b></p>	<p><b>Staffing</b></p> <ul style="list-style-type: none"> <li>• Adjustments to staffing for overage/underage: October (first week), January, April, and June. Adjustments for special circumstances will be discussed in SPED JLM.</li> <li>• If a program is under 50% capacity and another program is over by 20% of their ratio, then a flexible staffing discussion will take place at the school to determine if and how flexible staffing should be implemented. SPS will round down when there is not an even percentage. SPS will bring toolkit and flexible staffing training to the school staff where flexible staffing is triggered. This will not displace a staff member or cause the building to lose staff.</li> </ul>
<b>EDUCATIONAL STAFF ASSOCIATE (ESA)</b>	
<p><b>Certificated Article IX, Section L</b></p>	<p><b>ESA Substitutes</b></p> <ul style="list-style-type: none"> <li>• Part-time ESA's can sub at their hourly rate.</li> </ul>
<p><b>Certificated Article IX,</b></p>	<p><b>Special Education and Nursing Team Leads</b></p> <ul style="list-style-type: none"> <li>• Each SPED ESA discipline (Occupational Therapy, Physical Therapy, School Psychology, Audiologist, and Speech Language Pathology) will receive a baseline of 0.2 Team Lead FTE, regardless of the current total FTE assigned to that discipline.</li> <li>• In addition to the baseline Team Lead FTE, each discipline will receive additional Team Lead FTE based on that discipline's total FTE, ranging from 1-2% of the total FTE.</li> <li>• All team leads will serve at least one full day per week in a building-based assignment as a primary ESA separate from their assignment as a team lead.</li> <li>• Team Lead positions will have a term-limit of 5-years. Following this term, the position will be reopened.</li> </ul> <p>The PAR Coordinator in HR will help to identify any ESA's in need of intervention support and will notify both Team Lead/Nurse Coordinator and evaluator.</p>

<p><b>MOU</b></p>	<p><b>ESA Evaluation</b></p> <ul style="list-style-type: none"> <li>• Establish a joint SEA/SPS workgroup tasked with revisiting the ESA evaluation process for the duration of the CBA. <ul style="list-style-type: none"> <li>- Each clinical ESA group will be represented on the workgroup.</li> <li>- Workgroup will explore creation of a managerial position to do ESA evaluations.</li> <li>- Workgroup will include looking at national standard of evaluation for each ESA group.</li> <li>- Explore incorporating clinical ESA's in the eVal system.</li> </ul> </li> </ul>
<p><b>Certificated Article IX, Section L</b></p>	<p><b>Occupational Therapists and Physical Therapists</b></p> <ul style="list-style-type: none"> <li>• PLT's for OT and PT ESA's will create equitable and systemic services consistent with AOTA and APTA.</li> <li>• All new ESA staff will have access to PD including Racial Equity Training and gap closing strategies hosted by SPS.</li> </ul>
<p><b>Certificated Article IX, Section L</b></p>	<p><b>Speech Language Pathologists</b></p> <ul style="list-style-type: none"> <li>• SEA represented ESA's will have access to the SPED professional development fund.</li> <li>• New SLP staff will receive AAC training.</li> <li>• SLP's will have access to a closed, private space when testing or working with students.</li> </ul>
<p><b>Certificated Article IX, Section L</b></p>	<p><b>Psychologists</b></p> <ul style="list-style-type: none"> <li>• A work group will be established to look at other district's models for school psychologist processes. <ul style="list-style-type: none"> <li>- This work group will examine the SPED referral process and recommend processes to reduce inappropriate referrals. Workgroup will determine timeline for recommendations and action steps.</li> </ul> </li> <li>• School psychologists will be invited to MTSS building teams.</li> <li>• School SPED teams will invite psychologists to manifestation meetings.</li> <li>• Psychologists internships will be designed to be competitive and a pipeline toward becoming an SPS employee. There will be compensation and opportunity within the district for employment for psychologists' interns.</li> <li>• During the beginning of the year- SPS will have psychologists work as a PLT to establish caseloads and have their supervisor or sped director present for the conversations. Psychologists program leadership team and SPED director will look at weighted formula to discuss allotment of FTE and include building based, PAT, private, compliance, transition, etc.</li> </ul>



	<p><b>Vision</b></p> <ul style="list-style-type: none"> <li>• Clarify how the vision team lead FTE is allotted in SPED Joint Labor Management in the 2019-20 school year.</li> <li>• Clarify role and responsibilities for Brailleists in SPED joint labor management.</li> <li>• Brailleists will not be assigned to site duties (similar to SPED IA's)</li> <li>• Based on the needs of the student, SPED IA's can act as 1 on 1's for students with vision impairments</li> </ul>
<b>PERSONAL LEAVE</b>	
<p><b>Article VI, Section A, 2.</b></p>	<ul style="list-style-type: none"> <li>• Joint training with Administrator and Admin Assistant to address bereavement, multi-school assignment, and reporting.</li> <li>• For educators who are out of leave, approval of unpaid leave will be handled by Human Resources.</li> <li>• Admin teams (principals/program managers) will communicate clearly at the beginning of the school year the contractual expectations surrounding personal leave, including contract-compliant building best practices for taking personal leave days prior to holidays.</li> <li>• Follow current contract language regarding personal leave for 2019-20. In 2019-20 joint work group will review personal leave use and provide recommendations to be implemented via a MOU at the start of the 2020-21 school year.</li> </ul>
<b>DUAL LANGUAGE IMMERSION (DLI)</b>	
<p><b>MOU New Section in Article IX</b></p>	<ul style="list-style-type: none"> <li>• SEA/SPS Dual Language Committee that will meet quarterly starting in the 2019-20 SY. The committees work will include: <ul style="list-style-type: none"> <li>- Reviewing and making recommendations on K-12 DLI content allocation and literacy integration.</li> <li>- Appropriately aligning curriculum and resources.</li> <li>- Making recommendations for dual language professional development.</li> <li>- Reducing barriers and increase access to neighborhood DLI programs by heritage speakers, former DLI students, etc.</li> <li>- Developing strategies for family engagement.</li> <li>- Developing strategies to hire more staff with target language skills, especially specialists, substitutes, and SAEOPS.</li> </ul> </li> <li>• The committee will be composed of representatives from all 3 DLI pathways, ELL staff, and central office DLI administrators.</li> <li>• When appropriate to the discussion, the Ethnic Studies program and Department of Racial Equity and Advancement (DREA) will be represented.</li> <li>• The Joint SEA/SPS Dual Language Committee will present an end of the year report on progress and recommendations to the Superintendent.</li> <li>• Support professional development and effective onboarding</li> </ul>

	<ul style="list-style-type: none"> <li>- In the 2021-22 school year, Utilize Curriculum, Assessment and Instruction and HR Professional Development funds to support DLI in high needs school using the racial equity lens- at a minimum of \$15,000.</li> <li>- There will be a stipend for DLI educators to translate materials and support for each of the south end DLI elementary schools. (3 sites)</li> <li>• Additional program supports: <ul style="list-style-type: none"> <li>- Explore the inter-relatedness of DLI and ELL work</li> <li>- DLI teachers at secondary schools will not be encouraged to have more than 3 preps.</li> <li>- The DLI committee will explore and put forward recommendations of adding secondary FTE to address teacher workload and number of preps.</li> </ul> </li> <li>• Contract Reopener <ul style="list-style-type: none"> <li>- SPS and SEA agree to a contract reopener to examine staffing through a racial equity lens in support of our most vulnerable learners at our heritage speaking sites. When SPS and SEA reopen on ELL staffing, DLI will be included in this bargaining work group and bargain in conjunction with the ELL topics.</li> <li>- The parameters of the reopener will be staffing and program supports.</li> <li>- This will occur Spring of 2021.</li> </ul> </li> </ul>
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**LIBRARIES**

<p><b>Certificated Article IX, Section M</b></p>	<p><b>Equitable Materials Funding</b></p> <ul style="list-style-type: none"> <li>• The SPS Library Manager will convene a joint SEA-SPS working group before December 2019 to study library funding and programming through the lens of racial equity.</li> <li>• The following will be considered for the makeup and focus of the group:</li> </ul> <p>The Library funding committee will collect, process, and share data to ensure the materials funding and FTE allocations in each SPS library are aligned with School Board Policy No. 0030 and in the 2019-2024 strategic plan goals.</p> <p><b>Materials</b></p> <ul style="list-style-type: none"> <li>• SPS will allocate \$5,000 to the SPS Library Manager for library materials for higher need schools in 2019-20.</li> <li>• Gold Book instructions will state that all schools will need to dedicate money from the supply budget to library collections. BLTs will use a racial equity analysis tool to determine the amount of that line item.</li> </ul> <p>The library funding committee / workgroup will offer recommendations on the amount.</p> <p><b>Librarian – Preschool Impacts</b></p> <ul style="list-style-type: none"> <li>• No librarians required to serve pre-k; may serve depending on librarian professional judgement, workload, school size, etc.</li> </ul>
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	<ul style="list-style-type: none"> <li>If serving pre-k is a site-based decision, funding for library pre-k materials is provided by building funds.</li> </ul>
<b>FUNDAMENTAL COURSE OR STUDY (FCS)</b>	
<b>Paraprofessional MOU</b>	<b>Fundamental Course of Study (MOU)</b> <ul style="list-style-type: none"> <li>Paraeducators will be paid for two additional days (14 hours) of FCS training in 2019-20 and 2020-21.</li> <li>SPS/SEA will partner to design and deliver training for the FCS</li> <li>A joint oversight team of SPS and SEA members will convene before November 1, 2019 to plan and implement FCS training for school years 2019-20 and 20-21.</li> <li>The compensation model will be reviewed to determine potential revisions and impacts.</li> </ul>
<b>PRE-K</b>	
	<ul style="list-style-type: none"> <li>SEA and SPS will create a Pre-K Workgroup that will meet quarterly. The work groups will be guided by racial equity analysis tools and will be open to all educators serving students 3-5 years old.</li> <li>Utilize the reclassification process in the fall of 2019 to re-examine job measurements of the Pre-K IA position and see if it is similar to a SPED IA position.</li> </ul>
<b>PROGRAM SPECIALIST</b>	
<b>Special Education</b>	<b>Program Specialist</b> <ul style="list-style-type: none"> <li>Provide a pot of 16 hours for each Program Specialist to cover summer work and prep for before school- work to support staff and students</li> <li>Program Specialist will have access to IEP support money (\$75) when program specialists do write IEPs and turn in additional hours for that IEP writing</li> <li>In the 2019-20 school year SPS and SEA will clarify the program specialist job description and look at establishing a caseload for program specialists in the 2020-21 SY.</li> <li>When legal cases arise, SPS will ensure training and support for program specialists when engaging in legal and/or contentious cases.</li> <li>SPS will establish clear guidelines for when a program specialist goes on leave.</li> <li>A budget will be provided for materials for program specialists.</li> </ul>
<b>ADAPTED PE</b>	
	<ul style="list-style-type: none"> <li>SPS will develop a team lead position with a stipend for Adapted PE specialists.</li> <li>Encourage secondary BLTS to set aside PE FTE to support partnered PE programs in their FTE allocation and/or building funds.</li> </ul>

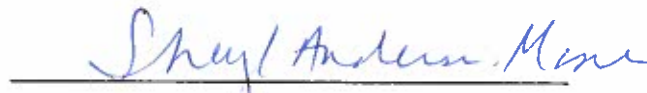
	<ul style="list-style-type: none"> <li>• New adaptive PE team lead will prioritize the program support, through the racial equity lens and equity tiering.</li> </ul>
<b>CONTRACT RE-OPENERS</b>	
	<p>SPS and SEA agree to contract reopeners around staffing and staffing supports in the Spring of 2021 on the following topics:</p> <ul style="list-style-type: none"> <li>• ELL</li> <li>• Special Education</li> <li>• Dual Language Immersion</li> </ul>
<b>SCHOOL EMPLOYEES BENEFITS BOARD (SEBB)</b>	
<p><b>Certificated Article VII, Section A (eliminate),</b></p>	<p>SPS will offer health benefits as provided by the School Employees Benefits Board (SEBB). Benefits including medical, dental, vision, long term disability, and accidental death and dismemberment will begin January 1, 2020. All employees meeting the required hours worked (630) will qualify for full benefits.</p>
<p><b>Add MOU for transition to SEBB</b></p>	<p><b>Monitor Group</b> SPS and SEA will establish a joint monitor committee. The parties therefor agree to the following:</p> <ul style="list-style-type: none"> <li>• Meet on a regular basis to assess the impact of the transition on staff;</li> <li>• Problem solve around barriers or challenges to the transition;</li> <li>• Reach mutual agreement on resolution to identified challenges or impacts.</li> </ul>

Entered into this 6<sup>th</sup> day of September, 2019

  
 Phyllis Campano, President  
 Seattle Education Association

  
 Clover Codd, Chief Human Resources Officer  
 Seattle Public Schools

  
 Peter Aiau, Interim Executive Director  
 Seattle Education Association

  
 Sheryl Anderson-Moore, Chief Negotiator  
 Seattle Public Schools

**Appendix 1:  
Certificated Non-Supervisory Staff Salary Schedules  
for 2019-2022**



# 2019-2022 Salary Schedules

for Seattle Education Association (SEA) Certificated Non-Supervisory Employees, Paraprofessional Employees, and Seattle Association of Educational Office Employees

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While Seattle Public Schools endeavors to only post documents optimized for accessibility, due to the nature and complexity of some documents, an accessible version of the document may not be available. In these limited circumstances, the District will provide equally effective alternate access.

For questions and more information about this document, please contact the following:

Sheryl Anderson-Moore  
Chief Negotiator  
[sjandersonmo@seattleschools.org](mailto:sjandersonmo@seattleschools.org)

The attached schedules set forth the base salary, hourly, daily rates and stipends payable to SEA represented employees for the 2019-2022 school years as agreed to in negotiations between Seattle Education Association and Seattle Public Schools.

## 2019-20 Certificated Instructional Staff Salary Schedule

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$50,502	\$50,582	\$50,660	\$58,531	\$52,570	\$60,623	\$53,842	\$61,895	\$63,169	\$63,858
	Contractual Days	5.00	\$1,403	\$1,405	\$1,407	\$1,626	\$1,460	\$1,684	\$1,496	\$1,719	\$1,755	\$1,774
	Tech Days	4.00	\$1,122	\$1,124	\$1,126	\$1,301	\$1,168	\$1,347	\$1,196	\$1,375	\$1,404	\$1,419
	Responsibility/Incentive		\$6,767	\$7,367	\$7,652	\$8,859	\$7,922	\$9,158	\$8,103	\$9,338	\$9,518	\$9,617
<b>TOTAL</b>		<b>189.00</b>	<b>\$59,794</b>	<b>\$60,478</b>	<b>\$60,845</b>	<b>\$70,317</b>	<b>\$63,120</b>	<b>\$72,812</b>	<b>\$64,637</b>	<b>\$74,327</b>	<b>\$75,846</b>	<b>\$76,668</b>
2	Base Pay	180.00	\$50,607	\$50,799	\$51,484	\$59,156	\$54,598	\$61,112	\$56,208	\$62,440	\$64,110	\$66,503
	Contractual Days	5.00	\$1,406	\$1,411	\$1,430	\$1,643	\$1,517	\$1,698	\$1,561	\$1,734	\$1,781	\$1,847
	Tech Days	4.00	\$1,125	\$1,129	\$1,144	\$1,315	\$1,213	\$1,358	\$1,249	\$1,388	\$1,425	\$1,478
	Responsibility/Incentive		\$7,325	\$7,672	\$7,774	\$8,950	\$8,231	\$9,228	\$8,463	\$9,417	\$9,659	\$10,020
<b>TOTAL</b>		<b>189.00</b>	<b>\$60,463</b>	<b>\$61,011</b>	<b>\$61,832</b>	<b>\$71,064</b>	<b>\$65,559</b>	<b>\$73,396</b>	<b>\$67,481</b>	<b>\$74,979</b>	<b>\$76,975</b>	<b>\$79,848</b>
3	Base Pay	180.00	\$50,711	\$51,180	\$53,094	\$59,536	\$56,654	\$61,494	\$58,447	\$62,851	\$66,293	\$68,665
	Contractual Days	5.00	\$1,409	\$1,422	\$1,475	\$1,654	\$1,574	\$1,708	\$1,624	\$1,746	\$1,841	\$1,907
	Tech Days	4.00	\$1,127	\$1,137	\$1,180	\$1,323	\$1,259	\$1,367	\$1,299	\$1,397	\$1,473	\$1,526
	Responsibility/Incentive		\$7,658	\$7,727	\$8,018	\$9,005	\$8,543	\$9,283	\$8,804	\$9,476	\$9,991	\$10,349
<b>TOTAL</b>		<b>189.00</b>	<b>\$60,905</b>	<b>\$61,466</b>	<b>\$63,767</b>	<b>\$71,518</b>	<b>\$68,030</b>	<b>\$73,852</b>	<b>\$70,174</b>	<b>\$75,470</b>	<b>\$79,598</b>	<b>\$82,447</b>
4	Base Pay	180.00	\$51,091	\$51,562	\$54,285	\$59,919	\$58,257	\$61,877	\$60,225	\$63,234	\$67,957	\$70,295
	Contractual Days	5.00	\$1,419	\$1,432	\$1,551	\$1,664	\$1,618	\$1,719	\$1,673	\$1,732	\$1,888	\$1,953
	Tech Days	4.00	\$1,135	\$1,146	\$1,206	\$1,332	\$1,295	\$1,375	\$1,338	\$1,405	\$1,510	\$1,562
	Responsibility/Incentive		\$7,712	\$7,781	\$8,197	\$9,058	\$8,786	\$9,337	\$9,073	\$9,530	\$10,243	\$10,596
<b>TOTAL</b>		<b>189.00</b>	<b>\$61,357</b>	<b>\$61,921</b>	<b>\$65,196</b>	<b>\$71,973</b>	<b>\$69,956</b>	<b>\$74,308</b>	<b>\$72,309</b>	<b>\$75,926</b>	<b>\$81,598</b>	<b>\$84,406</b>
5	Base Pay	180.00	\$51,474	\$52,582	\$55,826	\$60,300	\$60,221	\$62,780	\$62,364	\$64,922	\$70,037	\$72,357
	Contractual Days	5.00	\$1,430	\$1,461	\$1,551	\$1,675	\$1,673	\$1,744	\$1,732	\$1,803	\$1,945	\$2,010
	Tech Days	4.00	\$1,144	\$1,168	\$1,241	\$1,340	\$1,338	\$1,395	\$1,386	\$1,443	\$1,556	\$1,608
	Responsibility/Incentive		\$7,766	\$7,933	\$8,430	\$9,113	\$9,085	\$9,471	\$9,399	\$9,786	\$10,560	\$10,910
<b>TOTAL</b>		<b>189.00</b>	<b>\$61,814</b>	<b>\$63,144</b>	<b>\$67,048</b>	<b>\$72,428</b>	<b>\$72,317</b>	<b>\$75,390</b>	<b>\$74,881</b>	<b>\$77,954</b>	<b>\$84,098</b>	<b>\$86,885</b>
6	Base Pay	180.00	\$51,855	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>
7	Base Pay	180.00	\$51,955	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>
8	Base Pay	180.00	\$51,955	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>
9	Base Pay	180.00	\$51,955	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>
10	Base Pay	180.00	\$51,955	\$53,616	\$57,485	\$60,810	\$62,168	\$64,707	\$64,484	\$67,022	\$72,099	\$74,406
	Contractual Days	5.00	\$1,440	\$1,489	\$1,597	\$1,689	\$1,727	\$1,797	\$1,791	\$1,862	\$2,003	\$2,067
	Tech Days	4.00	\$1,152	\$1,191	\$1,277	\$1,351	\$1,382	\$1,438	\$1,433	\$1,489	\$1,602	\$1,653
	Responsibility/Incentive		\$7,820	\$8,088	\$8,679	\$9,185	\$9,381	\$9,764	\$9,722	\$10,105	\$10,873	\$11,221
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,267</b>	<b>\$64,384</b>	<b>\$69,038</b>	<b>\$73,035</b>	<b>\$74,658</b>	<b>\$77,706</b>	<b>\$77,430</b>	<b>\$80,478</b>	<b>\$86,577</b>	<b>\$89,347</b>

**2019-20 Certificated Instructional Staff Salary Schedule**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
11	Base Pay	180.00					\$74,501	\$77,037	\$77,709	\$80,247	\$85,318	\$87,624
	Contractual Days	5.00	\$1,879	\$1,949	\$2,069	\$2,140	\$2,159	\$2,159	\$2,159	\$2,229	\$2,370	\$2,434
	Tech Days	4.00	\$1,503	\$1,559	\$1,656	\$1,712	\$1,727	\$1,727	\$1,727	\$1,783	\$1,896	\$1,947
	Responsibility/Incentive		\$10,213	\$10,597	\$11,252	\$11,635	\$11,731	\$11,731	\$11,731	\$12,115	\$12,881	\$13,230
<b>TOTAL</b>		<b>189.00</b>	<b>\$81,221</b>	<b>\$84,271</b>	<b>\$89,478</b>	<b>\$92,524</b>	<b>\$93,326</b>	<b>\$93,326</b>	<b>\$96,374</b>	<b>\$102,465</b>	<b>\$105,235</b>	<b>\$105,235</b>
12	Base Pay	180.00					\$76,980	\$79,517	\$80,368	\$82,907	\$87,977	\$90,283
	Contractual Days	5.00	\$1,935	\$2,006	\$2,138	\$2,209	\$2,232	\$2,232	\$2,232	\$2,303	\$2,444	\$2,508
	Tech Days	4.00	\$1,548	\$1,605	\$1,711	\$1,767	\$1,786	\$1,786	\$1,786	\$1,842	\$1,955	\$2,006
	Responsibility/Incentive		\$10,522	\$10,906	\$11,629	\$12,012	\$12,135	\$12,135	\$12,135	\$12,519	\$13,286	\$13,633
<b>TOTAL</b>		<b>189.00</b>	<b>\$83,671</b>	<b>\$86,724</b>	<b>\$92,458</b>	<b>\$95,505</b>	<b>\$96,521</b>	<b>\$96,521</b>	<b>\$99,571</b>	<b>\$105,662</b>	<b>\$108,430</b>	<b>\$108,430</b>
13	Base Pay	180.00					\$79,458	\$81,995	\$83,029	\$85,566	\$90,637	\$92,943
	Contractual Days	5.00	\$2,207	\$2,278	\$2,407	\$2,478	\$2,306	\$2,306	\$2,306	\$2,377	\$2,518	\$2,582
	Tech Days	4.00	\$1,766	\$1,822	\$1,945	\$1,995	\$1,845	\$1,845	\$1,845	\$1,901	\$2,014	\$2,065
	Responsibility/Incentive		\$12,005	\$12,388	\$12,939	\$13,322	\$12,539	\$12,539	\$12,539	\$12,923	\$13,690	\$14,037
<b>TOTAL</b>		<b>189.00</b>	<b>\$95,436</b>	<b>\$98,483</b>	<b>\$104,403</b>	<b>\$107,455</b>	<b>\$107,455</b>	<b>\$107,455</b>	<b>\$110,767</b>	<b>\$116,929</b>	<b>\$121,164</b>	<b>\$121,164</b>
14	Base Pay	180.00					\$81,937	\$84,475	\$85,684	\$88,223	\$93,295	\$95,601
	Contractual Days	5.00	\$2,276	\$2,347	\$2,476	\$2,547	\$2,380	\$2,380	\$2,380	\$2,451	\$2,592	\$2,656
	Tech Days	4.00	\$1,821	\$1,877	\$1,995	\$2,045	\$1,904	\$1,904	\$1,904	\$1,961	\$2,073	\$2,124
	Responsibility/Incentive		\$12,381	\$12,764	\$13,315	\$13,698	\$12,943	\$12,943	\$12,943	\$13,327	\$14,094	\$14,442
<b>TOTAL</b>		<b>189.00</b>	<b>\$98,415</b>	<b>\$101,463</b>	<b>\$107,415</b>	<b>\$111,172</b>	<b>\$111,172</b>	<b>\$111,172</b>	<b>\$114,510</b>	<b>\$120,716</b>	<b>\$125,419</b>	<b>\$125,419</b>
15	Base Pay	180.00					\$83,488	\$86,060	\$87,278	\$89,850	\$94,986	\$97,320
	Contractual Days	5.00	\$2,319	\$2,391	\$2,520	\$2,591	\$2,424	\$2,424	\$2,424	\$2,496	\$2,639	\$2,703
	Tech Days	4.00	\$1,855	\$1,912	\$2,025	\$2,075	\$1,940	\$1,940	\$1,940	\$1,997	\$2,111	\$2,163
	Responsibility/Incentive		\$12,614	\$13,003	\$13,614	\$14,003	\$13,183	\$13,183	\$13,183	\$13,571	\$14,348	\$14,701
<b>TOTAL</b>		<b>189.00</b>	<b>\$100,276</b>	<b>\$103,366</b>	<b>\$109,029</b>	<b>\$113,063</b>	<b>\$113,063</b>	<b>\$113,063</b>	<b>\$116,401</b>	<b>\$122,624</b>	<b>\$127,548</b>	<b>\$127,548</b>



## 2020-21 Certificated Instructional Staff Salary Schedule

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dt. (906)
1	Base Pay	180.00	\$51,563	\$51,644	\$51,724	\$59,760	\$53,674	\$61,896	\$54,973	\$63,195	\$64,496	\$65,199
	Contractual Days	5.00	\$1,432	\$1,435	\$1,437	\$1,660	\$1,491	\$1,719	\$1,527	\$1,755	\$1,792	\$1,811
	Tech Days	4.00	\$1,146	\$1,148	\$1,149	\$1,328	\$1,193	\$1,375	\$1,222	\$1,404	\$1,433	\$1,449
	Responsibility/Incentive		\$6,909	\$7,522	\$7,813	\$9,045	\$8,088	\$9,350	\$8,273	\$9,534	\$9,718	\$9,819
<b>TOTAL</b>		<b>189.00</b>	<b>\$61,050</b>	<b>\$62,123</b>	<b>\$71,793</b>	<b>\$64,446</b>	<b>\$74,340</b>	<b>\$65,995</b>	<b>\$75,888</b>	<b>\$77,439</b>	<b>\$78,278</b>	<b>\$78,278</b>
2	Base Pay	180.00	\$51,670	\$51,866	\$52,565	\$60,398	\$55,745	\$62,395	\$57,388	\$63,751	\$65,456	\$67,900
	Contractual Days	5.00	\$1,435	\$1,441	\$1,548	\$1,678	\$1,733	\$1,818	\$1,594	\$1,771	\$1,818	\$1,886
	Tech Days	4.00	\$1,148	\$1,153	\$1,168	\$1,342	\$1,239	\$1,387	\$1,275	\$1,417	\$1,455	\$1,509
	Responsibility/Incentive		\$7,479	\$7,833	\$7,937	\$9,138	\$8,404	\$9,422	\$8,641	\$9,615	\$9,862	\$10,230
<b>TOTAL</b>		<b>189.00</b>	<b>\$61,732</b>	<b>\$62,293</b>	<b>\$72,556</b>	<b>\$66,936</b>	<b>\$74,937</b>	<b>\$68,898</b>	<b>\$76,554</b>	<b>\$78,591</b>	<b>\$81,525</b>	<b>\$81,525</b>
3	Base Pay	180.00	\$51,776	\$52,255	\$54,209	\$60,786	\$57,844	\$62,785	\$59,674	\$64,171	\$67,685	\$70,107
	Contractual Days	5.00	\$1,438	\$1,452	\$1,506	\$1,689	\$1,744	\$1,858	\$1,658	\$1,783	\$1,880	\$1,947
	Tech Days	4.00	\$1,151	\$1,161	\$1,205	\$1,351	\$1,285	\$1,395	\$1,326	\$1,426	\$1,504	\$1,558
	Responsibility/Incentive		\$7,819	\$7,989	\$8,186	\$9,194	\$8,722	\$9,478	\$8,989	\$9,675	\$10,201	\$10,566
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,184</b>	<b>\$62,757</b>	<b>\$73,020</b>	<b>\$69,458</b>	<b>\$75,402</b>	<b>\$71,647</b>	<b>\$77,055</b>	<b>\$81,270</b>	<b>\$84,178</b>	<b>\$84,178</b>
4	Base Pay	180.00	\$52,164	\$52,645	\$55,425	\$61,177	\$59,480	\$63,176	\$61,490	\$64,562	\$69,384	\$71,771
	Contractual Days	5.00	\$1,449	\$1,462	\$1,540	\$1,699	\$1,755	\$1,901	\$1,708	\$1,793	\$1,927	\$1,994
	Tech Days	4.00	\$1,159	\$1,170	\$1,232	\$1,359	\$1,322	\$1,404	\$1,366	\$1,435	\$1,542	\$1,595
	Responsibility/Incentive		\$7,874	\$7,944	\$8,369	\$9,248	\$8,971	\$9,533	\$9,264	\$9,730	\$10,458	\$10,819
<b>TOTAL</b>		<b>189.00</b>	<b>\$62,646</b>	<b>\$63,221</b>	<b>\$73,483</b>	<b>\$71,425</b>	<b>\$75,868</b>	<b>\$73,828</b>	<b>\$77,520</b>	<b>\$83,311</b>	<b>\$86,179</b>	<b>\$86,179</b>
5	Base Pay	180.00	\$52,555	\$53,686	\$56,998	\$61,566	\$61,486	\$64,098	\$63,674	\$66,285	\$71,508	\$73,876
	Contractual Days	5.00	\$1,460	\$1,491	\$1,583	\$1,710	\$1,781	\$1,901	\$1,769	\$1,841	\$1,986	\$2,052
	Tech Days	4.00	\$1,168	\$1,193	\$1,267	\$1,368	\$1,424	\$1,415	\$1,473	\$1,589	\$1,749	\$1,842
	Responsibility/Incentive		\$7,929	\$8,100	\$8,607	\$9,304	\$9,276	\$9,670	\$9,596	\$9,992	\$10,782	\$11,139
<b>TOTAL</b>		<b>189.00</b>	<b>\$63,112</b>	<b>\$64,470</b>	<b>\$73,948</b>	<b>\$73,836</b>	<b>\$76,973</b>	<b>\$76,454</b>	<b>\$79,591</b>	<b>\$85,865</b>	<b>\$88,709</b>	<b>\$88,709</b>
6	Base Pay	180.00	\$52,944	\$54,742	\$58,692	\$62,087	\$63,474	\$66,066	\$65,838	\$68,429	\$73,613	\$75,969
	Contractual Days	5.00	\$1,471	\$1,521	\$1,630	\$1,725	\$1,835	\$1,901	\$1,829	\$1,901	\$2,045	\$2,110
	Tech Days	4.00	\$1,177	\$1,216	\$1,304	\$1,380	\$1,411	\$1,468	\$1,463	\$1,521	\$1,636	\$1,688
	Responsibility/Incentive		\$7,984	\$8,258	\$8,861	\$9,378	\$9,578	\$9,969	\$9,926	\$10,317	\$11,101	\$11,457
<b>TOTAL</b>		<b>189.00</b>	<b>\$63,576</b>	<b>\$65,737</b>	<b>\$74,457</b>	<b>\$76,226</b>	<b>\$79,338</b>	<b>\$79,056</b>	<b>\$82,168</b>	<b>\$88,395</b>	<b>\$91,224</b>	<b>\$91,224</b>
7	Base Pay	180.00	\$60,778	\$63,369	\$66,009	\$68,604	\$66,009	\$68,604	\$68,554	\$71,144	\$76,335	\$78,688
	Contractual Days	5.00	\$1,688	\$1,760	\$1,834	\$1,906	\$1,906	\$1,976	\$1,904	\$1,976	\$2,120	\$2,186
	Tech Days	4.00	\$1,351	\$1,408	\$1,467	\$1,525	\$1,523	\$1,581	\$1,523	\$1,581	\$1,696	\$1,749
	Responsibility/Incentive		\$9,178	\$9,569	\$9,963	\$10,354	\$10,339	\$10,730	\$10,339	\$10,730	\$11,515	\$11,870
<b>TOTAL</b>		<b>189.00</b>	<b>\$72,995</b>	<b>\$76,106</b>	<b>\$79,273</b>	<b>\$82,389</b>	<b>\$82,389</b>	<b>\$85,431</b>	<b>\$85,431</b>	<b>\$91,666</b>	<b>\$94,493</b>	<b>\$94,493</b>
8	Base Pay	180.00	\$62,793	\$65,388	\$68,469	\$71,059	\$68,469	\$71,059	\$71,199	\$73,784	\$78,965	\$81,320
	Contractual Days	5.00	\$1,744	\$1,816	\$1,902	\$1,974	\$1,974	\$2,050	\$1,978	\$2,050	\$2,193	\$2,259
	Tech Days	4.00	\$1,395	\$1,453	\$1,522	\$1,579	\$1,582	\$1,640	\$1,582	\$1,640	\$1,755	\$1,807
	Responsibility/Incentive		\$9,482	\$9,875	\$10,336	\$10,727	\$10,740	\$11,131	\$10,740	\$11,131	\$11,915	\$12,269
<b>TOTAL</b>		<b>189.00</b>	<b>\$75,414</b>	<b>\$78,532</b>	<b>\$82,229</b>	<b>\$85,339</b>	<b>\$85,499</b>	<b>\$88,605</b>	<b>\$88,605</b>	<b>\$94,828</b>	<b>\$97,655</b>	<b>\$97,655</b>
9	Base Pay	180.00	\$64,880	\$67,472	\$71,003	\$73,589	\$71,003	\$73,589	\$73,911	\$76,498	\$81,681	\$84,032
	Contractual Days	5.00	\$1,802	\$1,874	\$1,972	\$2,044	\$2,044	\$2,120	\$2,053	\$2,125	\$2,269	\$2,334
	Tech Days	4.00	\$1,442	\$1,499	\$1,578	\$1,635	\$1,642	\$1,700	\$1,642	\$1,700	\$1,815	\$1,867
	Responsibility/Incentive		\$9,798	\$10,190	\$10,719	\$11,111	\$11,152	\$11,543	\$11,152	\$11,543	\$12,328	\$12,683
<b>TOTAL</b>		<b>189.00</b>	<b>\$77,922</b>	<b>\$81,035</b>	<b>\$85,272</b>	<b>\$88,379</b>	<b>\$88,758</b>	<b>\$91,866</b>	<b>\$91,866</b>	<b>\$98,093</b>	<b>\$100,916</b>	<b>\$100,916</b>
10	Base Pay	180.00	\$66,963	\$69,556	\$73,534	\$76,121	\$73,534	\$76,121	\$76,628	\$79,216	\$84,396	\$86,750
	Contractual Days	5.00	\$1,860	\$1,932	\$2,043	\$2,114	\$2,114	\$2,190	\$2,129	\$2,200	\$2,344	\$2,410
	Tech Days	4.00	\$1,488	\$1,546	\$1,634	\$1,692	\$1,703	\$1,760	\$1,703	\$1,760	\$1,875	\$1,928
	Responsibility/Incentive		\$10,113	\$10,505	\$11,104	\$11,495	\$11,565	\$11,957	\$11,565	\$11,957	\$12,740	\$13,095
<b>TOTAL</b>		<b>189.00</b>	<b>\$80,424</b>	<b>\$83,539</b>	<b>\$88,315</b>	<b>\$91,422</b>	<b>\$92,025</b>	<b>\$95,133</b>	<b>\$95,133</b>	<b>\$101,355</b>	<b>\$104,183</b>	<b>\$104,183</b>

**2020-21 Certificated Instructional Staff Salary Schedule**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
11	Base Pay	180.00			\$69,046	\$71,639	\$76,066	\$78,655	\$79,341	\$81,932	\$87,110	\$89,464
	Contractual Days	5.00			\$1,918	\$1,990	\$2,113	\$2,185	\$2,204	\$2,276	\$2,420	\$2,485
	Tech Days	4.00			\$1,534	\$1,592	\$1,690	\$1,748	\$1,763	\$1,821	\$1,936	\$1,988
	Responsibility/Incentive				\$10,427	\$10,820	\$11,488	\$11,879	\$11,977	\$12,369	\$13,152	\$13,508
<b>TOTAL</b>	<b>189.00</b>			<b>\$82,925</b>	<b>\$86,041</b>	<b>\$91,357</b>	<b>\$94,467</b>	<b>\$95,285</b>	<b>\$98,398</b>	<b>\$104,618</b>	<b>\$107,445</b>	<b>\$109,179</b>
12	Base Pay	180.00			\$71,129	\$73,723	\$78,597	\$81,187	\$82,056	\$84,648	\$89,825	\$92,179
	Contractual Days	5.00			\$1,976	\$2,048	\$2,183	\$2,255	\$2,279	\$2,351	\$2,495	\$2,561
	Tech Days	4.00			\$1,581	\$1,638	\$1,747	\$1,804	\$1,823	\$1,881	\$1,996	\$2,048
	Responsibility/Incentive				\$10,743	\$11,135	\$11,873	\$12,264	\$12,390	\$12,782	\$13,565	\$13,919
<b>TOTAL</b>	<b>189.00</b>			<b>\$85,429</b>	<b>\$88,544</b>	<b>\$94,400</b>	<b>\$97,510</b>	<b>\$98,548</b>	<b>\$101,662</b>	<b>\$107,881</b>	<b>\$110,707</b>	<b>\$112,664</b>
13	Base Pay	180.00			\$81,127	\$83,717	\$88,127	\$90,717	\$91,586	\$94,176	\$99,353	\$101,707
	Contractual Days	5.00			\$2,254	\$2,325	\$2,454	\$2,525	\$2,555	\$2,627	\$2,771	\$2,836
	Tech Days	4.00			\$1,803	\$1,860	\$1,941	\$1,998	\$2,027	\$2,091	\$2,235	\$2,291
	Responsibility/Incentive				\$12,257	\$12,648	\$13,390	\$13,781	\$13,907	\$14,298	\$15,081	\$15,435
<b>TOTAL</b>	<b>189.00</b>			<b>\$97,441</b>	<b>\$100,550</b>	<b>\$104,914</b>	<b>\$108,024</b>	<b>\$109,063</b>	<b>\$112,181</b>	<b>\$117,407</b>	<b>\$122,633</b>	<b>\$125,073</b>
14	Base Pay	180.00			\$83,658	\$86,249	\$90,658	\$93,249	\$94,118	\$96,708	\$101,885	\$104,239
	Contractual Days	5.00			\$2,324	\$2,396	\$2,524	\$2,596	\$2,626	\$2,698	\$2,842	\$2,907
	Tech Days	4.00			\$1,859	\$1,917	\$1,998	\$2,056	\$2,085	\$2,147	\$2,291	\$2,347
	Responsibility/Incentive				\$12,641	\$13,032	\$13,773	\$14,164	\$14,290	\$14,681	\$15,464	\$15,818
<b>TOTAL</b>	<b>189.00</b>			<b>\$100,482</b>	<b>\$103,594</b>	<b>\$108,951</b>	<b>\$112,061</b>	<b>\$113,103</b>	<b>\$115,807</b>	<b>\$121,026</b>	<b>\$124,154</b>	<b>\$126,591</b>
15	Base Pay	180.00			\$85,241	\$87,867	\$92,276	\$94,867	\$95,736	\$98,326	\$103,503	\$105,857
	Contractual Days	5.00			\$2,368	\$2,441	\$2,568	\$2,641	\$2,671	\$2,743	\$2,887	\$2,952
	Tech Days	4.00			\$1,894	\$1,953	\$2,034	\$2,093	\$2,122	\$2,184	\$2,328	\$2,384
	Responsibility/Incentive				\$12,879	\$13,276	\$14,017	\$14,408	\$14,534	\$14,925	\$15,708	\$16,062
<b>TOTAL</b>	<b>189.00</b>			<b>\$102,382</b>	<b>\$105,537</b>	<b>\$111,135</b>	<b>\$114,248</b>	<b>\$115,284</b>	<b>\$118,396</b>	<b>\$123,616</b>	<b>\$126,749</b>	<b>\$129,183</b>

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

**2021-22 Certificated Instructional Staff Salary Schedule**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$53,626	\$53,710	\$53,793	\$62,150	\$55,821	\$64,372	\$57,172	\$65,723	\$67,076	\$67,807
	Contractual Days	5.00	\$1,490	\$1,492	\$1,494	\$1,726	\$1,551	\$1,788	\$1,588	\$1,826	\$1,863	\$1,884
	Tech Days	4.00	\$1,192	\$1,194	\$1,195	\$1,381	\$1,240	\$1,430	\$1,270	\$1,461	\$1,491	\$1,507
	Responsibility/Incentive		\$7,185	\$7,823	\$8,126	\$9,407	\$8,412	\$9,724	\$8,604	\$9,915	\$10,107	\$10,212
<b>TOTAL</b>		<b>189.00</b>	<b>\$63,493</b>	<b>\$64,219</b>	<b>\$64,608</b>	<b>\$74,664</b>	<b>\$67,024</b>	<b>\$77,314</b>	<b>\$68,634</b>	<b>\$78,925</b>	<b>\$80,537</b>	<b>\$81,410</b>
2	Base Pay	180.00	\$53,737	\$53,941	\$54,668	\$62,814	\$57,975	\$64,891	\$59,684	\$66,301	\$68,074	\$70,616
	Contractual Days	5.00	\$1,493	\$1,498	\$1,519	\$1,745	\$1,610	\$1,803	\$1,658	\$1,842	\$1,891	\$1,962
	Tech Days	4.00	\$1,194	\$1,199	\$1,215	\$1,396	\$1,288	\$1,442	\$1,326	\$1,473	\$1,513	\$1,569
	Responsibility/Incentive		\$7,778	\$8,146	\$8,254	\$9,504	\$8,740	\$9,799	\$8,987	\$10,000	\$10,256	\$10,639
<b>TOTAL</b>		<b>189.00</b>	<b>\$64,202</b>	<b>\$65,656</b>	<b>\$75,459</b>	<b>\$69,613</b>	<b>\$77,935</b>	<b>\$71,655</b>	<b>\$79,616</b>	<b>\$81,734</b>	<b>\$84,786</b>	<b>\$87,911</b>
3	Base Pay	180.00	\$53,847	\$54,345	\$56,377	\$63,217	\$60,158	\$65,296	\$62,061	\$66,738	\$70,392	\$72,911
	Contractual Days	5.00	\$1,496	\$1,510	\$1,566	\$1,756	\$1,671	\$1,814	\$1,724	\$1,854	\$1,955	\$2,025
	Tech Days	4.00	\$1,197	\$1,208	\$1,253	\$1,405	\$1,337	\$1,451	\$1,379	\$1,483	\$1,564	\$1,620
	Responsibility/Incentive		\$8,132	\$8,205	\$8,513	\$9,562	\$9,071	\$9,857	\$9,349	\$10,062	\$10,609	\$10,989
<b>TOTAL</b>		<b>189.00</b>	<b>\$64,672</b>	<b>\$65,268</b>	<b>\$75,940</b>	<b>\$72,237</b>	<b>\$78,418</b>	<b>\$74,513</b>	<b>\$80,137</b>	<b>\$84,520</b>	<b>\$87,545</b>	<b>\$91,585</b>
4	Base Pay	180.00	\$54,251	\$54,751	\$57,642	\$63,624	\$61,859	\$65,703	\$63,950	\$67,144	\$72,159	\$74,642
	Contractual Days	5.00	\$1,507	\$1,521	\$1,601	\$1,767	\$1,718	\$1,825	\$1,776	\$1,865	\$2,004	\$2,073
	Tech Days	4.00	\$1,206	\$1,217	\$1,281	\$1,414	\$1,375	\$1,460	\$1,421	\$1,492	\$1,604	\$1,659
	Responsibility/Incentive		\$8,189	\$8,262	\$8,704	\$9,618	\$9,330	\$9,914	\$9,635	\$10,119	\$10,876	\$11,252
<b>TOTAL</b>		<b>189.00</b>	<b>\$65,153</b>	<b>\$65,751</b>	<b>\$76,423</b>	<b>\$74,282</b>	<b>\$78,902</b>	<b>\$76,782</b>	<b>\$80,620</b>	<b>\$86,643</b>	<b>\$89,626</b>	<b>\$93,631</b>
5	Base Pay	180.00	\$54,657	\$55,833	\$59,278	\$64,029	\$63,945	\$66,662	\$66,221	\$68,936	\$74,368	\$76,831
	Contractual Days	5.00	\$1,518	\$1,551	\$1,647	\$1,779	\$1,776	\$1,852	\$1,839	\$1,915	\$2,066	\$2,134
	Tech Days	4.00	\$1,215	\$1,241	\$1,317	\$1,423	\$1,421	\$1,481	\$1,472	\$1,532	\$1,653	\$1,707
	Responsibility/Incentive		\$8,246	\$8,424	\$8,951	\$9,676	\$9,647	\$10,057	\$9,980	\$10,392	\$11,213	\$11,585
<b>TOTAL</b>		<b>189.00</b>	<b>\$65,636</b>	<b>\$67,049</b>	<b>\$71,193</b>	<b>\$76,789</b>	<b>\$76,052</b>	<b>\$80,522</b>	<b>\$82,775</b>	<b>\$89,300</b>	<b>\$92,257</b>	<b>\$96,208</b>
6	Base Pay	180.00	\$55,062	\$56,932	\$61,040	\$64,570	\$66,013	\$68,709	\$68,472	\$71,166	\$76,558	\$79,008
	Contractual Days	5.00	\$1,530	\$1,581	\$1,696	\$1,794	\$1,834	\$1,909	\$1,902	\$1,977	\$2,127	\$2,195
	Tech Days	4.00	\$1,224	\$1,265	\$1,356	\$1,435	\$1,467	\$1,527	\$1,522	\$1,581	\$1,701	\$1,756
	Responsibility/Incentive		\$8,303	\$8,588	\$9,215	\$9,753	\$9,961	\$10,368	\$10,323	\$10,730	\$11,545	\$11,915
<b>TOTAL</b>		<b>189.00</b>	<b>\$66,119</b>	<b>\$68,366</b>	<b>\$73,307</b>	<b>\$77,552</b>	<b>\$79,275</b>	<b>\$82,513</b>	<b>\$82,219</b>	<b>\$85,454</b>	<b>\$91,931</b>	<b>\$94,874</b>
7	Base Pay	180.00	\$56,119	\$57,307	\$63,209	\$65,904	\$68,649	\$71,348	\$71,296	\$73,990	\$79,388	\$81,836
	Contractual Days	5.00	\$1,756	\$1,756	\$1,756	\$1,831	\$1,907	\$1,982	\$1,980	\$2,055	\$2,205	\$2,273
	Tech Days	4.00	\$1,405	\$1,405	\$1,405	\$1,465	\$1,526	\$1,586	\$1,584	\$1,644	\$1,764	\$1,819
	Responsibility/Incentive		\$9,545	\$9,545	\$9,545	\$9,952	\$10,362	\$10,768	\$10,753	\$11,159	\$11,976	\$12,345
<b>TOTAL</b>		<b>189.00</b>	<b>\$75,915</b>	<b>\$79,152</b>	<b>\$82,444</b>	<b>\$85,684</b>	<b>\$88,848</b>	<b>\$85,613</b>	<b>\$88,848</b>	<b>\$95,333</b>	<b>\$98,273</b>	<b>\$102,345</b>
8	Base Pay	180.00	\$65,305	\$68,004	\$71,208	\$73,901	\$76,533	\$79,166	\$74,047	\$76,735	\$82,124	\$84,573
	Contractual Days	5.00	\$1,814	\$1,889	\$1,978	\$2,053	\$2,053	\$2,132	\$2,057	\$2,132	\$2,281	\$2,349
	Tech Days	4.00	\$1,451	\$1,511	\$1,582	\$1,642	\$1,642	\$1,645	\$1,645	\$1,705	\$1,825	\$1,879
	Responsibility/Incentive		\$9,861	\$10,270	\$10,749	\$11,156	\$11,156	\$11,170	\$11,170	\$11,576	\$12,392	\$12,760
<b>TOTAL</b>		<b>189.00</b>	<b>\$78,431</b>	<b>\$81,674</b>	<b>\$85,517</b>	<b>\$88,752</b>	<b>\$92,148</b>	<b>\$92,148</b>	<b>\$92,148</b>	<b>\$98,622</b>	<b>\$101,561</b>	<b>\$105,410</b>
9	Base Pay	180.00	\$67,475	\$70,171	\$73,843	\$76,533	\$79,223	\$81,913	\$76,867	\$79,558	\$84,948	\$87,393
	Contractual Days	5.00	\$1,874	\$1,949	\$2,024	\$2,100	\$2,100	\$2,135	\$2,135	\$2,210	\$2,360	\$2,428
	Tech Days	4.00	\$1,499	\$1,559	\$1,641	\$1,701	\$1,701	\$1,708	\$1,708	\$1,768	\$1,888	\$1,942
	Responsibility/Incentive		\$10,190	\$10,598	\$11,148	\$11,555	\$11,555	\$11,598	\$11,598	\$12,005	\$12,821	\$13,190
<b>TOTAL</b>		<b>189.00</b>	<b>\$81,038</b>	<b>\$84,277</b>	<b>\$88,683</b>	<b>\$91,915</b>	<b>\$92,308</b>	<b>\$92,308</b>	<b>\$95,541</b>	<b>\$102,017</b>	<b>\$104,953</b>	<b>\$108,350</b>
10	Base Pay	180.00	\$69,642	\$72,338	\$76,475	\$79,166	\$81,857	\$84,548	\$79,693	\$82,385	\$87,772	\$90,220
	Contractual Days	5.00	\$1,935	\$2,009	\$2,124	\$2,199	\$2,199	\$2,214	\$2,214	\$2,288	\$2,438	\$2,506
	Tech Days	4.00	\$1,548	\$1,608	\$1,699	\$1,771	\$1,771	\$1,771	\$1,771	\$1,831	\$1,950	\$2,005
	Responsibility/Incentive		\$10,518	\$10,925	\$11,548	\$11,955	\$11,955	\$12,028	\$12,028	\$12,435	\$13,250	\$13,619
<b>TOTAL</b>		<b>189.00</b>	<b>\$83,643</b>	<b>\$86,880</b>	<b>\$91,846</b>	<b>\$95,079</b>	<b>\$98,939</b>	<b>\$98,939</b>	<b>\$105,410</b>	<b>\$108,350</b>	<b>\$115,350</b>	<b>\$118,750</b>

**2021-22 Certified Instructional Staff Salary Schedule**

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
11	Base Pay	180.00	\$71,808	\$74,505	\$79,109	\$81,801	\$82,515	\$85,209	\$88,034	\$90,594	\$93,043	\$93,043
	Contractual Days	5.00	\$1,995	\$2,070	\$2,197	\$2,272	\$2,292	\$2,367	\$2,445	\$2,517	\$2,585	\$2,585
	Tech Days	4.00	\$1,596	\$1,656	\$1,758	\$1,818	\$1,834	\$1,894	\$1,956	\$2,013	\$2,068	\$2,068
	Responsibility/Incentive		\$10,844	\$11,253	\$11,948	\$12,354	\$12,456	\$12,864	\$13,272	\$13,678	\$14,048	\$14,048
<b>TOTAL</b>	<b>189.00</b>	<b>\$86,243</b>	<b>\$89,484</b>	<b>\$95,012</b>	<b>\$98,245</b>	<b>\$99,097</b>	<b>\$102,334</b>	<b>\$105,571</b>	<b>\$108,802</b>	<b>\$112,039</b>	<b>\$115,276</b>	<b>\$115,276</b>
12	Base Pay	180.00	\$73,974	\$76,672	\$81,741	\$84,434	\$85,338	\$88,034	\$90,728	\$93,418	\$96,108	\$96,108
	Contractual Days	5.00	\$2,055	\$2,130	\$2,271	\$2,345	\$2,371	\$2,445	\$2,519	\$2,593	\$2,663	\$2,663
	Tech Days	4.00	\$1,644	\$1,704	\$1,816	\$1,876	\$1,896	\$1,956	\$2,016	\$2,076	\$2,130	\$2,130
	Responsibility/Incentive		\$11,173	\$11,580	\$12,348	\$12,755	\$12,886	\$13,293	\$13,700	\$14,108	\$14,515	\$14,515
<b>TOTAL</b>	<b>189.00</b>	<b>\$88,846</b>	<b>\$92,086</b>	<b>\$98,176</b>	<b>\$101,410</b>	<b>\$102,491</b>	<b>\$105,728</b>	<b>\$108,965</b>	<b>\$112,197</b>	<b>\$115,434</b>	<b>\$118,671</b>	<b>\$118,671</b>
13	Base Pay	180.00	\$84,372	\$87,066	\$92,449	\$95,136	\$96,164	\$98,858	\$101,548	\$104,238	\$106,928	\$106,928
	Contractual Days	5.00	\$2,344	\$2,419	\$2,541	\$2,615	\$2,641	\$2,715	\$2,789	\$2,863	\$2,937	\$2,937
	Tech Days	4.00	\$1,875	\$1,935	\$2,077	\$2,137	\$2,157	\$2,217	\$2,277	\$2,337	\$2,397	\$2,397
	Responsibility/Incentive		\$12,747	\$13,154	\$13,922	\$14,329	\$14,460	\$14,867	\$15,274	\$15,681	\$16,088	\$16,088
<b>TOTAL</b>	<b>189.00</b>	<b>\$101,338</b>	<b>\$104,574</b>	<b>\$110,348</b>	<b>\$112,580</b>	<b>\$113,321</b>	<b>\$116,558</b>	<b>\$119,795</b>	<b>\$123,031</b>	<b>\$126,268</b>	<b>\$129,504</b>	<b>\$129,504</b>
14	Base Pay	180.00	\$87,004	\$89,699	\$94,992	\$97,684	\$98,612	\$101,306	\$104,000	\$106,694	\$109,388	\$109,388
	Contractual Days	5.00	\$2,417	\$2,492	\$2,614	\$2,688	\$2,714	\$2,788	\$2,862	\$2,936	\$3,010	\$3,010
	Tech Days	4.00	\$1,933	\$1,993	\$2,135	\$2,195	\$2,215	\$2,275	\$2,335	\$2,395	\$2,455	\$2,455
	Responsibility/Incentive		\$13,147	\$13,553	\$14,321	\$14,728	\$14,859	\$15,266	\$15,673	\$16,080	\$16,487	\$16,487
<b>TOTAL</b>	<b>189.00</b>	<b>\$104,501</b>	<b>\$107,737</b>	<b>\$113,648</b>	<b>\$115,880</b>	<b>\$116,291</b>	<b>\$119,528</b>	<b>\$122,765</b>	<b>\$126,001</b>	<b>\$129,238</b>	<b>\$132,474</b>	<b>\$132,474</b>
15	Base Pay	180.00	\$88,651	\$91,346	\$96,639	\$99,331	\$100,259	\$102,953	\$105,647	\$108,341	\$111,035	\$111,035
	Contractual Days	5.00	\$2,463	\$2,538	\$2,660	\$2,734	\$2,760	\$2,834	\$2,908	\$2,982	\$3,056	\$3,056
	Tech Days	4.00	\$1,970	\$2,030	\$2,172	\$2,232	\$2,252	\$2,312	\$2,372	\$2,432	\$2,492	\$2,492
	Responsibility/Incentive		\$13,394	\$13,801	\$14,569	\$14,976	\$15,107	\$15,514	\$15,921	\$16,328	\$16,735	\$16,735
<b>TOTAL</b>	<b>189.00</b>	<b>\$106,478</b>	<b>\$109,714</b>	<b>\$115,788</b>	<b>\$118,041</b>	<b>\$118,176</b>	<b>\$121,413</b>	<b>\$124,650</b>	<b>\$127,886</b>	<b>\$131,123</b>	<b>\$134,359</b>	<b>\$134,359</b>

The 4% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 2%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that inflationary increase. See CBA for specific terms.

**Appendix 2:  
Classified Salary Schedules for SAEOP and ParaProfessional  
staff for 2019-2022**

SAEOP and PARAPROFESSIONAL  
 Salary Schedule (SA1 and PA4) 260/8  
 2019-20 effective 9/1/2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly \$ 18.01	\$ 18.65	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly \$ 3,121.73	\$ 3,232.67	\$ 3,354.00	\$ 3,492.67	\$ 3,626.13	\$ 3,775.20	\$ 3,932.93	\$ 4,082.00	\$ 4,246.67
	Annual \$ 37,461	\$ 38,792	\$ 40,248	\$ 41,912	\$ 43,514	\$ 45,302	\$ 47,195	\$ 48,984	\$ 50,960
16	Hourly \$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly \$ 3,307.20	\$ 3,425.07	\$ 3,558.53	\$ 3,704.13	\$ 3,848.00	\$ 4,000.53	\$ 4,163.47	\$ 4,331.60	\$ 4,504.93
	Annual \$ 39,686	\$ 41,101	\$ 42,702	\$ 44,450	\$ 46,176	\$ 48,006	\$ 49,962	\$ 51,979	\$ 54,059
17	Hourly \$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly \$ 3,506.53	\$ 3,626.13	\$ 3,771.73	\$ 3,922.53	\$ 4,078.53	\$ 4,241.47	\$ 4,413.07	\$ 4,589.87	\$ 4,766.67
	Annual \$ 42,078	\$ 43,514	\$ 45,261	\$ 47,070	\$ 48,942	\$ 50,898	\$ 52,957	\$ 55,078	\$ 57,200
18	Hourly \$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly \$ 3,719.73	\$ 3,848.00	\$ 4,000.53	\$ 4,158.27	\$ 4,324.67	\$ 4,499.73	\$ 4,674.80	\$ 4,863.73	\$ 5,057.87
	Annual \$ 44,637	\$ 46,176	\$ 48,006	\$ 49,899	\$ 51,896	\$ 53,997	\$ 56,098	\$ 58,365	\$ 60,694
19	Hourly \$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly \$ 3,945.07	\$ 4,080.27	\$ 4,241.47	\$ 4,411.33	\$ 4,582.93	\$ 4,763.20	\$ 4,959.07	\$ 5,158.40	\$ 5,361.20
	Annual \$ 47,341	\$ 48,963	\$ 50,898	\$ 52,936	\$ 54,995	\$ 57,158	\$ 59,509	\$ 61,901	\$ 64,334
20	Hourly \$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.33	\$ 31.52	\$ 32.81
	Monthly \$ 4,175.60	\$ 4,324.67	\$ 4,498.00	\$ 4,669.60	\$ 4,853.33	\$ 5,050.93	\$ 5,260.67	\$ 5,463.47	\$ 5,687.07
	Annual \$ 50,107	\$ 51,896	\$ 53,976	\$ 56,035	\$ 58,240	\$ 60,611	\$ 63,128	\$ 65,562	\$ 68,245
21	Hourly \$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly \$ 4,428.67	\$ 4,582.93	\$ 4,761.47	\$ 4,955.60	\$ 5,153.20	\$ 5,356.00	\$ 5,569.20	\$ 5,796.27	\$ 6,028.53
	Annual \$ 53,144	\$ 54,995	\$ 57,138	\$ 59,467	\$ 61,838	\$ 64,272	\$ 66,830	\$ 69,555	\$ 72,342
22	Hourly \$ 27.14	\$ 28.20	\$ 29.30	\$ 30.48	\$ 31.67	\$ 32.89	\$ 34.18	\$ 35.54	\$ 36.91
	Monthly \$ 4,704.27	\$ 4,888.00	\$ 5,078.67	\$ 5,283.20	\$ 5,489.47	\$ 5,700.93	\$ 5,924.53	\$ 6,160.27	\$ 6,397.73
	Annual \$ 56,451	\$ 58,656	\$ 60,944	\$ 63,398	\$ 65,874	\$ 68,411	\$ 71,094	\$ 73,923	\$ 76,773

For Salary Administration Plans SA1 and PA4 (260-8)  
 2019-20 with a 5% negotiated increase (260 days/2080 hours)  
 Effective 9/1/2019

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA1 and PA4) 260/8  
2020-21 effective 9/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly \$ 18.39	\$ 19.04	\$ 19.76	\$ 20.57	\$ 21.36	\$ 22.24	\$ 23.17	\$ 24.04	\$ 25.01
Monthly	\$ 3,187.60	\$ 3,300.27	\$ 3,425.07	\$ 3,565.47	\$ 3,702.40	\$ 3,854.93	\$ 4,016.13	\$ 4,166.93	\$ 4,335.07
Annual	\$ 38,251	\$ 39,603	\$ 41,101	\$ 42,786	\$ 44,429	\$ 46,259	\$ 48,194	\$ 50,003	\$ 52,021
16	Hourly \$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.51	\$ 26.54
Monthly	\$ 3,376.53	\$ 3,496.13	\$ 3,633.07	\$ 3,782.13	\$ 3,929.47	\$ 4,083.73	\$ 4,250.13	\$ 4,421.73	\$ 4,600.27
Annual	\$ 40,518	\$ 41,954	\$ 43,597	\$ 45,386	\$ 47,154	\$ 49,005	\$ 51,002	\$ 53,061	\$ 55,203
17	Hourly \$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
Monthly	\$ 3,579.33	\$ 3,702.40	\$ 3,851.47	\$ 4,005.73	\$ 4,163.47	\$ 4,329.87	\$ 4,504.93	\$ 4,686.93	\$ 4,867.20
Annual	\$ 42,952	\$ 44,429	\$ 46,218	\$ 48,069	\$ 49,962	\$ 51,958	\$ 54,059	\$ 56,243	\$ 58,406
18	Hourly \$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
Monthly	\$ 3,797.73	\$ 3,929.47	\$ 4,083.73	\$ 4,244.93	\$ 4,414.80	\$ 4,595.07	\$ 4,773.60	\$ 4,966.00	\$ 5,163.60
Annual	\$ 45,573	\$ 47,154	\$ 49,005	\$ 50,939	\$ 52,978	\$ 55,141	\$ 57,283	\$ 59,592	\$ 61,963
19	Hourly \$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
Monthly	\$ 4,028.27	\$ 4,165.20	\$ 4,329.87	\$ 4,503.20	\$ 4,680.00	\$ 4,863.73	\$ 5,063.07	\$ 5,265.87	\$ 5,473.87
Annual	\$ 48,339	\$ 49,982	\$ 51,958	\$ 54,038	\$ 56,160	\$ 58,365	\$ 60,757	\$ 63,190	\$ 65,686
20	Hourly \$ 24.60	\$ 25.47	\$ 26.49	\$ 27.51	\$ 28.59	\$ 29.75	\$ 30.99	\$ 32.18	\$ 33.50
Monthly	\$ 4,264.00	\$ 4,414.80	\$ 4,591.60	\$ 4,768.40	\$ 4,955.60	\$ 5,156.67	\$ 5,371.60	\$ 5,577.87	\$ 5,806.67
Annual	\$ 51,168	\$ 52,978	\$ 55,099	\$ 57,221	\$ 59,467	\$ 61,880	\$ 64,459	\$ 66,934	\$ 69,680
21	Hourly \$ 26.09	\$ 27.00	\$ 28.05	\$ 29.19	\$ 30.35	\$ 31.55	\$ 32.80	\$ 34.14	\$ 35.51
Monthly	\$ 4,522.27	\$ 4,680.00	\$ 4,862.00	\$ 5,059.60	\$ 5,260.67	\$ 5,468.67	\$ 5,685.33	\$ 5,917.60	\$ 6,155.07
Annual	\$ 54,267	\$ 56,160	\$ 58,344	\$ 60,715	\$ 63,128	\$ 65,624	\$ 68,224	\$ 71,011	\$ 73,861
22	Hourly \$ 27.71	\$ 28.79	\$ 29.92	\$ 31.12	\$ 32.34	\$ 33.58	\$ 34.90	\$ 36.29	\$ 37.69
Monthly	\$ 4,803.07	\$ 4,990.27	\$ 5,186.13	\$ 5,394.13	\$ 5,605.60	\$ 5,820.53	\$ 6,049.33	\$ 6,290.27	\$ 6,532.93
Annual	\$ 57,637	\$ 59,883	\$ 62,234	\$ 64,730	\$ 67,267	\$ 69,846	\$ 72,592	\$ 75,483	\$ 78,395

For Salary Administration Plans SA1 and PA4 (260-8)

2020-21 with a 2.1% negotiated increase (260 days/2080 hours)

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

Effective 9/1/2020

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA1 and PA4) 260/8  
2021-22 effective 9/1/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
15	Hourly	\$ 19.31	\$ 19.99	\$ 20.75	\$ 21.60	\$ 22.43	\$ 23.35	\$ 24.33	\$ 25.24	\$ 26.26
	Monthly	\$ 3,347.07	\$ 3,464.93	\$ 3,596.67	\$ 3,744.00	\$ 3,887.87	\$ 4,047.33	\$ 4,217.20	\$ 4,374.93	\$ 4,551.73
	Annual	\$ 40,165	\$ 41,579	\$ 43,160	\$ 44,928	\$ 46,654	\$ 48,568	\$ 50,606	\$ 52,499	\$ 54,621
16	Hourly	\$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.79	\$ 27.87
	Monthly	\$ 3,544.67	\$ 3,671.20	\$ 3,815.07	\$ 3,971.07	\$ 4,125.33	\$ 4,288.27	\$ 4,463.33	\$ 4,643.60	\$ 4,830.80
	Annual	\$ 42,536	\$ 44,054	\$ 45,781	\$ 47,653	\$ 49,504	\$ 51,459	\$ 53,560	\$ 55,723	\$ 57,970
17	Hourly	\$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
	Monthly	\$ 3,757.87	\$ 3,887.87	\$ 4,043.87	\$ 4,206.80	\$ 4,371.47	\$ 4,546.53	\$ 4,730.27	\$ 4,920.93	\$ 5,109.87
	Annual	\$ 45,094	\$ 46,654	\$ 48,526	\$ 50,482	\$ 52,458	\$ 54,558	\$ 56,763	\$ 59,051	\$ 61,318
18	Hourly	\$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
	Monthly	\$ 3,988.40	\$ 4,125.33	\$ 4,288.27	\$ 4,456.40	\$ 4,634.93	\$ 4,825.60	\$ 5,012.80	\$ 5,213.87	\$ 5,421.87
	Annual	\$ 47,861	\$ 49,504	\$ 51,459	\$ 53,477	\$ 55,619	\$ 57,907	\$ 60,154	\$ 62,566	\$ 65,062
19	Hourly	\$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
	Monthly	\$ 4,229.33	\$ 4,373.20	\$ 4,546.53	\$ 4,728.53	\$ 4,914.00	\$ 5,106.40	\$ 5,316.13	\$ 5,529.33	\$ 5,747.73
	Annual	\$ 50,752	\$ 52,478	\$ 54,558	\$ 56,742	\$ 58,968	\$ 61,277	\$ 63,794	\$ 66,352	\$ 68,973
20	Hourly	\$ 25.83	\$ 26.74	\$ 27.81	\$ 28.89	\$ 30.02	\$ 31.24	\$ 32.54	\$ 33.79	\$ 35.18
	Monthly	\$ 4,477.20	\$ 4,634.93	\$ 4,820.40	\$ 5,007.60	\$ 5,203.47	\$ 5,414.93	\$ 5,640.27	\$ 5,856.93	\$ 6,097.87
	Annual	\$ 53,726	\$ 55,619	\$ 57,845	\$ 60,091	\$ 62,442	\$ 64,979	\$ 67,683	\$ 70,283	\$ 73,174
21	Hourly	\$ 27.39	\$ 28.35	\$ 29.45	\$ 30.65	\$ 31.87	\$ 33.13	\$ 34.44	\$ 35.85	\$ 37.29
	Monthly	\$ 4,747.60	\$ 4,914.00	\$ 5,104.67	\$ 5,312.67	\$ 5,524.13	\$ 5,742.53	\$ 5,969.60	\$ 6,214.00	\$ 6,463.60
	Annual	\$ 56,971	\$ 58,968	\$ 61,256	\$ 63,752	\$ 66,290	\$ 68,910	\$ 71,635	\$ 74,568	\$ 77,563
22	Hourly	\$ 29.10	\$ 30.23	\$ 31.42	\$ 32.68	\$ 33.96	\$ 35.26	\$ 36.65	\$ 38.10	\$ 39.57
	Monthly	\$ 5,044.00	\$ 5,239.87	\$ 5,446.13	\$ 5,664.53	\$ 5,886.40	\$ 6,111.73	\$ 6,352.67	\$ 6,604.00	\$ 6,858.80
	Annual	\$ 60,528	\$ 62,878	\$ 65,354	\$ 67,974	\$ 70,637	\$ 73,341	\$ 76,232	\$ 79,248	\$ 82,306

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

For Salary Administration Plans SA1 and PA4 (260-8)  
2021-22 with a 5% negotiated increase (260 days/2080 hours)  
Effective 9/1/2021



SAEOP AND PARAPROFESSIONAL  
Salary Schedule (SA2 and PA1) 203/8  
2019-20 effective 9/1/2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 18.01	\$ 18.66	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly \$ 2,924.82	\$ 3,030.38	\$ 3,142.44	\$ 3,272.36	\$ 3,397.41	\$ 3,537.07	\$ 3,684.86	\$ 3,824.52	\$ 3,978.80
	Annual \$ 29,248	\$ 30,304	\$ 31,424	\$ 32,724	\$ 33,974	\$ 35,371	\$ 36,849	\$ 38,245	\$ 39,788
016	Hourly \$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly \$ 3,098.59	\$ 3,209.02	\$ 3,334.07	\$ 3,470.49	\$ 3,605.28	\$ 3,748.19	\$ 3,900.85	\$ 4,058.38	\$ 4,220.78
	Annual \$ 30,986	\$ 32,090	\$ 33,341	\$ 34,705	\$ 36,053	\$ 37,482	\$ 39,008	\$ 40,584	\$ 42,208
017	Hourly \$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly \$ 3,285.35	\$ 3,397.41	\$ 3,533.82	\$ 3,675.11	\$ 3,821.27	\$ 3,973.93	\$ 4,134.70	\$ 4,300.35	\$ 4,466.00
	Annual \$ 32,854	\$ 33,974	\$ 35,338	\$ 36,751	\$ 38,213	\$ 39,739	\$ 41,347	\$ 43,004	\$ 44,660
018	Hourly \$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly \$ 3,485.10	\$ 3,605.28	\$ 3,748.19	\$ 3,895.98	\$ 4,051.88	\$ 4,215.90	\$ 4,379.93	\$ 4,556.94	\$ 4,738.83
	Annual \$ 34,851	\$ 36,053	\$ 37,482	\$ 38,960	\$ 40,519	\$ 42,159	\$ 43,799	\$ 45,569	\$ 47,388
019	Hourly \$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly \$ 3,696.22	\$ 3,822.90	\$ 3,973.93	\$ 4,133.08	\$ 4,293.86	\$ 4,462.75	\$ 4,646.26	\$ 4,833.02	\$ 5,023.03
	Annual \$ 36,962	\$ 38,229	\$ 39,739	\$ 41,331	\$ 42,939	\$ 44,628	\$ 46,463	\$ 48,330	\$ 50,230
020	Hourly \$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly \$ 3,912.22	\$ 4,051.88	\$ 4,214.28	\$ 4,375.06	\$ 4,547.20	\$ 4,732.34	\$ 4,928.84	\$ 5,118.85	\$ 5,328.34
	Annual \$ 39,122	\$ 40,519	\$ 42,143	\$ 43,751	\$ 45,472	\$ 47,323	\$ 49,288	\$ 51,188	\$ 53,283
021	Hourly \$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly \$ 4,149.32	\$ 4,293.86	\$ 4,461.13	\$ 4,643.02	\$ 4,828.15	\$ 5,018.16	\$ 5,217.91	\$ 5,430.66	\$ 5,648.27
	Annual \$ 41,493	\$ 42,939	\$ 44,611	\$ 46,430	\$ 48,282	\$ 50,182	\$ 52,179	\$ 54,307	\$ 56,483
022	Hourly \$ 27.09	\$ 28.04	\$ 29.11	\$ 30.30	\$ 31.51	\$ 32.74	\$ 34.05	\$ 35.45	\$ 36.84
	Monthly \$ 4,399.42	\$ 4,553.70	\$ 4,727.46	\$ 4,920.72	\$ 5,117.22	\$ 5,316.98	\$ 5,529.72	\$ 5,757.08	\$ 5,982.82
	Annual \$ 43,994	\$ 45,537	\$ 47,275	\$ 49,207	\$ 51,172	\$ 53,170	\$ 55,297	\$ 57,571	\$ 59,828

For Salary Administration Plans SA2 and PA1  
Monthly amount reflects a 10-month work year (annual/10)  
2019-20 includes a 5% negotiated increase (203 days/1624 hours)  
Effective 9/1/2019

SAEOP AND PARAPROFESSIONAL  
Salary Schedule (SA2 and PA1) 203/8  
2020-21 effective 9/1/2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 18.39	\$ 19.05	\$ 19.76	\$ 20.57	\$ 21.36	\$ 22.24	\$ 23.17	\$ 24.04	\$ 25.01
	Monthly \$ 2,986.54	\$ 3,093.72	\$ 3,209.02	\$ 3,340.57	\$ 3,468.86	\$ 3,611.78	\$ 3,762.81	\$ 3,904.10	\$ 4,061.62
	Annual \$ 29,865	\$ 30,937	\$ 32,090	\$ 33,406	\$ 34,689	\$ 36,118	\$ 37,628	\$ 39,041	\$ 40,616
016	Hourly \$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.51	\$ 26.54
	Monthly \$ 3,163.55	\$ 3,275.61	\$ 3,403.90	\$ 3,543.57	\$ 3,681.61	\$ 3,826.14	\$ 3,982.05	\$ 4,142.82	\$ 4,310.10
	Annual \$ 31,636	\$ 32,756	\$ 34,039	\$ 35,436	\$ 36,816	\$ 38,261	\$ 39,820	\$ 41,428	\$ 43,101
017	Hourly \$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
	Monthly \$ 3,353.56	\$ 3,468.86	\$ 3,608.53	\$ 3,753.06	\$ 3,900.85	\$ 4,056.75	\$ 4,220.78	\$ 4,391.30	\$ 4,560.19
	Annual \$ 33,536	\$ 34,689	\$ 36,085	\$ 37,531	\$ 39,008	\$ 40,568	\$ 42,208	\$ 43,913	\$ 45,602
018	Hourly \$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
	Monthly \$ 3,558.18	\$ 3,681.61	\$ 3,826.14	\$ 3,977.18	\$ 4,136.33	\$ 4,305.22	\$ 4,472.50	\$ 4,652.76	\$ 4,837.90
	Annual \$ 35,582	\$ 36,816	\$ 38,261	\$ 39,772	\$ 41,363	\$ 43,052	\$ 44,725	\$ 46,528	\$ 48,379
019	Hourly \$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
	Monthly \$ 3,774.18	\$ 3,902.47	\$ 4,056.75	\$ 4,219.15	\$ 4,384.80	\$ 4,556.94	\$ 4,743.70	\$ 4,933.71	\$ 5,128.59
	Annual \$ 37,742	\$ 39,025	\$ 40,568	\$ 42,192	\$ 43,848	\$ 45,569	\$ 47,437	\$ 49,337	\$ 51,286
020	Hourly \$ 24.60	\$ 25.47	\$ 26.49	\$ 27.51	\$ 28.59	\$ 29.75	\$ 30.99	\$ 32.18	\$ 33.50
	Monthly \$ 3,995.04	\$ 4,136.33	\$ 4,301.98	\$ 4,467.62	\$ 4,643.02	\$ 4,831.40	\$ 5,032.78	\$ 5,226.03	\$ 5,440.40
	Annual \$ 39,950	\$ 41,363	\$ 43,020	\$ 44,676	\$ 46,430	\$ 48,314	\$ 50,328	\$ 52,260	\$ 54,404
021	Hourly \$ 26.09	\$ 27.00	\$ 28.05	\$ 29.19	\$ 30.35	\$ 31.55	\$ 32.80	\$ 34.14	\$ 35.51
	Monthly \$ 4,237.02	\$ 4,384.80	\$ 4,555.32	\$ 4,740.46	\$ 4,928.84	\$ 5,123.72	\$ 5,326.72	\$ 5,544.34	\$ 5,766.82
	Annual \$ 42,370	\$ 43,848	\$ 45,553	\$ 47,405	\$ 49,288	\$ 51,237	\$ 53,267	\$ 55,443	\$ 57,668
022	Hourly \$ 27.66	\$ 28.63	\$ 29.72	\$ 30.94	\$ 32.17	\$ 33.43	\$ 34.77	\$ 36.19	\$ 37.61
	Monthly \$ 4,491.98	\$ 4,649.51	\$ 4,826.53	\$ 5,024.66	\$ 5,224.41	\$ 5,429.03	\$ 5,646.65	\$ 5,877.26	\$ 6,107.86
	Annual \$ 44,920	\$ 46,495	\$ 48,265	\$ 50,247	\$ 52,244	\$ 54,290	\$ 56,466	\$ 58,773	\$ 61,079

For Salary Administration Plans SA2 and PA1

Monthly amount reflects a 10-month work year (annual/10)

2020-21 includes a 2.1% negotiated increase (203 days/1624 hours)

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

Effective 9/1/2020

SAEOP AND PARAPROFESSIONAL  
Salary Schedule (SA2 and PA1) 203/8  
2021-22 effective 9/1/2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 19.31	\$ 20.00	\$ 20.75	\$ 21.60	\$ 22.43	\$ 23.35	\$ 24.33	\$ 25.24	\$ 26.26
	Monthly \$ 3,135.94	\$ 3,248.00	\$ 3,369.80	\$ 3,507.84	\$ 3,642.63	\$ 3,792.04	\$ 3,951.19	\$ 4,098.98	\$ 4,264.62
	Annual \$ 31,359	\$ 32,480	\$ 33,698	\$ 35,078	\$ 36,426	\$ 37,920	\$ 39,512	\$ 40,990	\$ 42,646
016	Hourly \$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.79	\$ 27.87
	Monthly \$ 3,321.08	\$ 3,439.63	\$ 3,574.42	\$ 3,720.58	\$ 3,865.12	\$ 4,017.78	\$ 4,181.80	\$ 4,350.70	\$ 4,526.09
	Annual \$ 33,211	\$ 34,396	\$ 35,744	\$ 37,206	\$ 38,651	\$ 40,178	\$ 41,818	\$ 43,507	\$ 45,261
017	Hourly \$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
	Monthly \$ 3,520.83	\$ 3,642.63	\$ 3,788.79	\$ 3,941.45	\$ 4,095.73	\$ 4,259.75	\$ 4,431.90	\$ 4,610.54	\$ 4,787.55
	Annual \$ 35,208	\$ 36,426	\$ 37,888	\$ 39,414	\$ 40,957	\$ 42,598	\$ 44,319	\$ 46,105	\$ 47,876
018	Hourly \$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
	Monthly \$ 3,736.82	\$ 3,865.12	\$ 4,017.78	\$ 4,175.30	\$ 4,342.58	\$ 4,521.22	\$ 4,696.61	\$ 4,884.99	\$ 5,079.87
	Annual \$ 37,368	\$ 38,651	\$ 40,178	\$ 41,753	\$ 43,426	\$ 45,212	\$ 46,966	\$ 48,850	\$ 50,799
019	Hourly \$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
	Monthly \$ 3,962.56	\$ 4,097.35	\$ 4,259.75	\$ 4,430.27	\$ 4,604.04	\$ 4,784.30	\$ 4,980.81	\$ 5,180.56	\$ 5,385.18
	Annual \$ 39,626	\$ 40,974	\$ 42,598	\$ 44,303	\$ 46,040	\$ 47,843	\$ 49,808	\$ 51,806	\$ 53,852
020	Hourly \$ 25.83	\$ 26.74	\$ 27.81	\$ 28.89	\$ 30.02	\$ 31.24	\$ 32.54	\$ 33.79	\$ 35.18
	Monthly \$ 4,194.79	\$ 4,342.58	\$ 4,516.34	\$ 4,691.74	\$ 4,875.25	\$ 5,073.38	\$ 5,284.50	\$ 5,487.50	\$ 5,713.23
	Annual \$ 41,948	\$ 43,426	\$ 45,163	\$ 46,917	\$ 48,752	\$ 50,734	\$ 52,845	\$ 54,875	\$ 57,132
021	Hourly \$ 27.39	\$ 28.35	\$ 29.45	\$ 30.65	\$ 31.87	\$ 33.13	\$ 34.44	\$ 35.85	\$ 37.29
	Monthly \$ 4,448.14	\$ 4,604.04	\$ 4,782.68	\$ 4,977.56	\$ 5,175.69	\$ 5,380.31	\$ 5,593.06	\$ 5,822.04	\$ 6,055.90
	Annual \$ 44,481	\$ 46,040	\$ 47,827	\$ 49,776	\$ 51,757	\$ 53,803	\$ 55,931	\$ 58,220	\$ 60,559
022	Hourly \$ 29.04	\$ 30.06	\$ 31.21	\$ 32.49	\$ 33.78	\$ 35.10	\$ 36.51	\$ 38.00	\$ 39.49
	Monthly \$ 4,716.10	\$ 4,881.74	\$ 5,068.50	\$ 5,276.38	\$ 5,485.87	\$ 5,700.24	\$ 5,929.22	\$ 6,171.20	\$ 6,413.18
	Annual \$ 47,161	\$ 48,817	\$ 50,685	\$ 52,764	\$ 54,859	\$ 57,002	\$ 59,292	\$ 61,712	\$ 64,132

For Salary Administration Plans SA2 and PA1  
Monthly amount reflects a 10-month work year (annual/10)  
2021-22 includes a 5% negotiated increase (203 days/1624 hours)  
Effective 9/1/2021

The 5% salary increase total is based on the legislative inflationary increase ( IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA3 and PA2) 222/8  
2019-20 effective 9/1/2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly \$ 18.01	\$ 18.66	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly \$ 3,198.58	\$ 3,314.02	\$ 3,436.56	\$ 3,578.64	\$ 3,715.39	\$ 3,868.13	\$ 4,029.74	\$ 4,182.48	\$ 4,351.20
	Annual \$ 31,986	\$ 33,140	\$ 34,366	\$ 35,786	\$ 37,154	\$ 38,681	\$ 40,297	\$ 41,825	\$ 43,512
16	Hourly \$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly \$ 3,388.61	\$ 3,509.38	\$ 3,646.13	\$ 3,795.31	\$ 3,942.72	\$ 4,099.01	\$ 4,265.95	\$ 4,438.22	\$ 4,615.82
	Annual \$ 33,886	\$ 35,094	\$ 36,461	\$ 37,953	\$ 39,427	\$ 40,990	\$ 42,660	\$ 44,382	\$ 46,158
17	Hourly \$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly \$ 3,592.85	\$ 3,715.39	\$ 3,864.58	\$ 4,019.09	\$ 4,178.93	\$ 4,345.87	\$ 4,521.70	\$ 4,702.85	\$ 4,884.00
	Annual \$ 35,928	\$ 37,154	\$ 38,646	\$ 40,191	\$ 41,789	\$ 43,459	\$ 45,217	\$ 47,028	\$ 48,840
18	Hourly \$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly \$ 3,811.30	\$ 3,942.72	\$ 4,099.01	\$ 4,260.62	\$ 4,431.12	\$ 4,610.50	\$ 4,789.87	\$ 4,983.46	\$ 5,182.37
	Annual \$ 38,113	\$ 39,427	\$ 40,990	\$ 42,606	\$ 44,311	\$ 46,105	\$ 47,899	\$ 49,835	\$ 51,824
19	Hourly \$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly \$ 4,042.18	\$ 4,180.70	\$ 4,345.87	\$ 4,519.92	\$ 4,695.74	\$ 4,880.45	\$ 5,081.14	\$ 5,285.38	\$ 5,493.17
	Annual \$ 40,422	\$ 41,807	\$ 43,459	\$ 45,199	\$ 46,957	\$ 48,804	\$ 50,811	\$ 52,854	\$ 54,932
20	Hourly \$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly \$ 4,278.38	\$ 4,431.12	\$ 4,608.72	\$ 4,784.54	\$ 4,972.80	\$ 5,175.26	\$ 5,390.16	\$ 5,597.95	\$ 5,827.06
	Annual \$ 42,784	\$ 44,311	\$ 46,087	\$ 47,845	\$ 49,728	\$ 51,753	\$ 53,902	\$ 55,980	\$ 58,271
21	Hourly \$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly \$ 4,537.68	\$ 4,695.74	\$ 4,878.67	\$ 5,077.58	\$ 5,280.05	\$ 5,487.84	\$ 5,706.29	\$ 5,938.94	\$ 6,176.93
	Annual \$ 45,377	\$ 46,957	\$ 48,787	\$ 50,776	\$ 52,800	\$ 54,878	\$ 57,063	\$ 59,389	\$ 61,769
22	Hourly \$ 27.14	\$ 28.20	\$ 29.30	\$ 30.48	\$ 31.67	\$ 32.89	\$ 34.18	\$ 35.54	\$ 36.91
	Monthly \$ 4,820.06	\$ 5,008.32	\$ 5,203.68	\$ 5,413.25	\$ 5,624.59	\$ 5,841.26	\$ 6,070.37	\$ 6,311.90	\$ 6,555.22
	Annual \$ 48,201	\$ 50,083	\$ 52,037	\$ 54,132	\$ 56,246	\$ 58,413	\$ 60,704	\$ 63,119	\$ 65,552
23	Hourly \$ 27.59	\$ 28.55	\$ 29.65	\$ 30.87	\$ 32.12	\$ 33.37	\$ 34.68	\$ 36.11	\$ 37.54
	Monthly \$ 4,899.98	\$ 5,070.48	\$ 5,265.84	\$ 5,482.51	\$ 5,704.51	\$ 5,926.51	\$ 6,159.17	\$ 6,413.14	\$ 6,667.10
	Annual \$ 49,000	\$ 50,705	\$ 52,658	\$ 54,825	\$ 57,045	\$ 59,265	\$ 61,592	\$ 64,131	\$ 66,671

For Salary Administration Plans SA3 and PA2  
2019-20 with a 5% negotiated increase (222 days/1776 hours)  
Monthly amount reflects a 10-month work year (annual/10)

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA3 and PA2) 222/8  
2020-21 effective 9/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly \$ 18.39	\$ 19.05	\$ 19.76	\$ 20.57	\$ 21.36	\$ 22.24	\$ 23.17	\$ 24.04	\$ 25.01
Monthly	\$ 3,266.06	\$ 3,383.28	\$ 3,509.38	\$ 3,653.23	\$ 3,793.54	\$ 3,949.82	\$ 4,114.99	\$ 4,269.50	\$ 4,441.78
Annual	\$ 32,661	\$ 33,833	\$ 35,094	\$ 36,532	\$ 37,935	\$ 39,498	\$ 41,150	\$ 42,695	\$ 44,418
16	Hourly \$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.51	\$ 26.54
Monthly	\$ 3,459.65	\$ 3,582.19	\$ 3,722.50	\$ 3,875.23	\$ 4,026.19	\$ 4,184.26	\$ 4,354.75	\$ 4,530.58	\$ 4,713.50
Annual	\$ 34,596	\$ 35,822	\$ 37,225	\$ 38,752	\$ 40,262	\$ 41,843	\$ 43,548	\$ 45,306	\$ 47,135
17	Hourly \$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
Monthly	\$ 3,667.44	\$ 3,793.54	\$ 3,946.27	\$ 4,104.34	\$ 4,265.95	\$ 4,436.45	\$ 4,615.82	\$ 4,802.30	\$ 4,987.01
Annual	\$ 36,674	\$ 37,935	\$ 39,463	\$ 41,043	\$ 42,660	\$ 44,364	\$ 46,158	\$ 48,023	\$ 49,870
18	Hourly \$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
Monthly	\$ 3,891.22	\$ 4,026.19	\$ 4,184.26	\$ 4,349.42	\$ 4,523.47	\$ 4,708.18	\$ 4,891.10	\$ 5,088.24	\$ 5,290.70
Annual	\$ 38,912	\$ 40,262	\$ 41,843	\$ 43,494	\$ 45,235	\$ 47,082	\$ 48,911	\$ 50,882	\$ 52,907
19	Hourly \$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
Monthly	\$ 4,127.42	\$ 4,267.73	\$ 4,436.45	\$ 4,614.05	\$ 4,795.20	\$ 4,983.46	\$ 5,187.70	\$ 5,395.49	\$ 5,608.61
Annual	\$ 41,274	\$ 42,677	\$ 44,364	\$ 46,140	\$ 47,952	\$ 49,835	\$ 51,877	\$ 53,955	\$ 56,086
20	Hourly \$ 24.60	\$ 25.47	\$ 26.49	\$ 27.51	\$ 28.59	\$ 29.75	\$ 30.99	\$ 32.18	\$ 33.50
Monthly	\$ 4,368.96	\$ 4,523.47	\$ 4,704.62	\$ 4,885.78	\$ 5,077.58	\$ 5,283.60	\$ 5,503.82	\$ 5,715.17	\$ 5,949.60
Annual	\$ 43,690	\$ 45,235	\$ 47,046	\$ 48,858	\$ 50,776	\$ 52,836	\$ 55,038	\$ 57,152	\$ 59,496
21	Hourly \$ 26.09	\$ 27.00	\$ 28.05	\$ 29.19	\$ 30.35	\$ 31.55	\$ 32.80	\$ 34.14	\$ 35.51
Monthly	\$ 4,633.58	\$ 4,795.20	\$ 4,981.68	\$ 5,184.14	\$ 5,390.16	\$ 5,603.28	\$ 5,825.28	\$ 6,063.26	\$ 6,306.58
Annual	\$ 46,336	\$ 47,952	\$ 49,817	\$ 51,841	\$ 53,902	\$ 56,033	\$ 58,253	\$ 60,633	\$ 63,066
22	Hourly \$ 27.71	\$ 28.79	\$ 29.92	\$ 31.12	\$ 32.34	\$ 33.58	\$ 34.90	\$ 36.29	\$ 37.69
Monthly	\$ 4,921.30	\$ 5,113.10	\$ 5,313.79	\$ 5,526.91	\$ 5,743.58	\$ 5,963.81	\$ 6,198.24	\$ 6,445.10	\$ 6,693.74
Annual	\$ 49,213	\$ 51,131	\$ 53,138	\$ 55,269	\$ 57,436	\$ 59,638	\$ 61,982	\$ 64,451	\$ 66,937
23	Hourly \$ 28.17	\$ 29.15	\$ 30.27	\$ 31.52	\$ 32.79	\$ 34.07	\$ 35.41	\$ 36.87	\$ 38.33
Monthly	\$ 5,002.99	\$ 5,177.04	\$ 5,375.95	\$ 5,597.95	\$ 5,823.50	\$ 6,050.83	\$ 6,288.82	\$ 6,548.11	\$ 6,807.41
Annual	\$ 50,030	\$ 51,770	\$ 53,760	\$ 55,980	\$ 58,235	\$ 60,508	\$ 62,888	\$ 65,481	\$ 68,074

For Salary Administration Plans SA3 and PA2

2020-21 with a 2.1% negotiated increase (222 days/1776 hours)

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

Monthly amount reflects a 10-month work year (annual/10)

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA3 and PA2) 222/8  
2021-22 effective 9/1/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
15	Hourly	\$ 19.31	\$ 20.00	\$ 20.75	\$ 21.60	\$ 22.43	\$ 23.35	\$ 24.33	\$ 25.24	\$ 26.26
	Monthly Annual	\$ 3,429.46 \$ 34,295	\$ 3,552.00 \$ 35,520	\$ 3,685.20 \$ 36,852	\$ 3,836.16 \$ 38,362	\$ 3,983.57 \$ 39,836	\$ 4,146.96 \$ 41,470	\$ 4,321.01 \$ 43,210	\$ 4,482.62 \$ 44,826	\$ 4,663.78 \$ 46,638
16	Hourly	\$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.79	\$ 27.87
	Monthly Annual	\$ 3,631.92 \$ 36,319	\$ 3,761.57 \$ 37,616	\$ 3,908.98 \$ 39,090	\$ 4,068.82 \$ 40,688	\$ 4,226.88 \$ 42,269	\$ 4,393.82 \$ 43,938	\$ 4,573.20 \$ 45,732	\$ 4,757.90 \$ 47,579	\$ 4,949.71 \$ 49,497
17	Hourly	\$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
	Monthly Annual	\$ 3,850.37 \$ 38,504	\$ 3,983.57 \$ 39,836	\$ 4,143.41 \$ 41,434	\$ 4,310.35 \$ 43,104	\$ 4,479.07 \$ 44,791	\$ 4,658.45 \$ 46,584	\$ 4,846.70 \$ 48,467	\$ 5,042.06 \$ 50,421	\$ 5,235.65 \$ 52,356
18	Hourly	\$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
	Monthly Annual	\$ 4,086.58 \$ 40,866	\$ 4,226.88 \$ 42,269	\$ 4,393.82 \$ 43,938	\$ 4,566.10 \$ 45,661	\$ 4,749.02 \$ 47,490	\$ 4,944.38 \$ 49,444	\$ 5,136.19 \$ 51,362	\$ 5,342.21 \$ 53,422	\$ 5,555.33 \$ 55,553
19	Hourly	\$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
	Monthly Annual	\$ 4,333.44 \$ 43,334	\$ 4,480.85 \$ 44,808	\$ 4,658.45 \$ 46,584	\$ 4,844.93 \$ 48,449	\$ 5,034.96 \$ 50,350	\$ 5,232.10 \$ 52,321	\$ 5,446.99 \$ 54,470	\$ 5,665.44 \$ 56,654	\$ 5,889.22 \$ 58,892
20	Hourly	\$ 25.83	\$ 26.74	\$ 27.81	\$ 28.89	\$ 30.02	\$ 31.24	\$ 32.54	\$ 33.79	\$ 35.18
	Monthly Annual	\$ 4,587.41 \$ 45,874	\$ 4,749.02 \$ 47,490	\$ 4,939.06 \$ 49,391	\$ 5,130.86 \$ 51,309	\$ 5,331.55 \$ 53,316	\$ 5,548.22 \$ 55,482	\$ 5,779.10 \$ 57,791	\$ 6,001.10 \$ 60,011	\$ 6,247.97 \$ 62,480
21	Hourly	\$ 27.39	\$ 28.35	\$ 29.45	\$ 30.65	\$ 31.87	\$ 33.13	\$ 34.44	\$ 35.85	\$ 37.29
	Monthly Annual	\$ 4,864.46 \$ 48,645	\$ 5,034.96 \$ 50,350	\$ 5,230.32 \$ 52,303	\$ 5,443.44 \$ 54,434	\$ 5,660.11 \$ 56,601	\$ 5,883.89 \$ 58,839	\$ 6,116.54 \$ 61,165	\$ 6,366.96 \$ 63,670	\$ 6,622.70 \$ 66,227
22	Hourly	\$ 29.10	\$ 30.23	\$ 31.42	\$ 32.68	\$ 33.96	\$ 35.26	\$ 36.65	\$ 38.10	\$ 39.57
	Monthly Annual	\$ 5,168.16 \$ 51,682	\$ 5,368.85 \$ 53,688	\$ 5,580.19 \$ 55,802	\$ 5,803.97 \$ 58,040	\$ 6,031.30 \$ 60,313	\$ 6,262.18 \$ 62,622	\$ 6,509.04 \$ 65,090	\$ 6,766.56 \$ 67,666	\$ 7,027.63 \$ 70,276
23	Hourly	\$ 29.58	\$ 30.61	\$ 31.78	\$ 33.10	\$ 34.43	\$ 35.77	\$ 37.18	\$ 38.71	\$ 40.25
	Monthly Annual	\$ 5,253.41 \$ 52,534	\$ 5,436.34 \$ 54,363	\$ 5,644.13 \$ 56,441	\$ 5,878.56 \$ 58,786	\$ 6,114.77 \$ 61,148	\$ 6,352.75 \$ 63,528	\$ 6,603.17 \$ 66,032	\$ 6,874.90 \$ 68,749	\$ 7,148.40 \$ 71,484

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

For Salary Administration Plans SA3 and PA2  
2021-22 with a 5% negotiated increase (222 days/1776 hours)  
Monthly amount reflects a 10-month work year (annual/10)

PARAPROFESSIONAL  
Salary Schedule (PA3) 203/7  
2019-20 effective 9/1/2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
018	Hourly	\$ 24.52	\$ 25.38	\$ 26.38	\$ 27.42	\$ 28.53	\$ 29.63	\$ 30.84	\$ 32.08	\$ 33.35
	Monthly	\$ 3,484.29	\$ 3,606.50	\$ 3,748.60	\$ 3,896.38	\$ 4,054.11	\$ 4,210.42	\$ 4,382.36	\$ 4,558.57	\$ 4,739.04
	Annual	\$ 34,843	\$ 36,065	\$ 37,486	\$ 38,964	\$ 40,541	\$ 42,104	\$ 43,824	\$ 45,586	\$ 47,390
019	Hourly	\$ 25.99	\$ 26.88	\$ 27.95	\$ 29.07	\$ 30.20	\$ 31.45	\$ 32.69	\$ 34.00	\$ 35.35
	Monthly	\$ 3,693.18	\$ 3,819.65	\$ 3,971.70	\$ 4,130.85	\$ 4,291.42	\$ 4,469.05	\$ 4,645.25	\$ 4,831.40	\$ 5,023.24
	Annual	\$ 36,932	\$ 38,196	\$ 39,717	\$ 41,308	\$ 42,914	\$ 44,690	\$ 46,452	\$ 48,314	\$ 50,232
020	Hourly	\$ 27.55	\$ 28.53	\$ 29.62	\$ 30.83	\$ 32.00	\$ 33.30	\$ 34.66	\$ 36.05	\$ 37.49
	Monthly	\$ 3,914.86	\$ 4,054.11	\$ 4,209.00	\$ 4,380.94	\$ 4,547.20	\$ 4,731.93	\$ 4,925.19	\$ 5,122.71	\$ 5,327.33
	Annual	\$ 39,149	\$ 40,541	\$ 42,090	\$ 43,809	\$ 45,472	\$ 47,319	\$ 49,252	\$ 51,227	\$ 53,273
021	Hourly	\$ 29.20	\$ 30.20	\$ 31.42	\$ 32.67	\$ 33.95	\$ 35.27	\$ 36.72	\$ 38.17	\$ 39.71
	Monthly	\$ 4,149.32	\$ 4,291.42	\$ 4,464.78	\$ 4,642.41	\$ 4,824.30	\$ 5,011.87	\$ 5,217.91	\$ 5,423.96	\$ 5,642.79
	Annual	\$ 41,493	\$ 42,914	\$ 44,648	\$ 46,424	\$ 48,243	\$ 50,119	\$ 52,179	\$ 54,240	\$ 56,428
022	Hourly	\$ 30.94	\$ 32.17	\$ 33.44	\$ 34.72	\$ 36.09	\$ 37.51	\$ 38.99	\$ 40.51	\$ 42.07
	Monthly	\$ 4,396.57	\$ 4,571.36	\$ 4,751.82	\$ 4,933.71	\$ 5,128.39	\$ 5,330.17	\$ 5,540.48	\$ 5,756.47	\$ 5,978.15
	Annual	\$ 43,966	\$ 45,714	\$ 47,518	\$ 49,337	\$ 51,284	\$ 53,302	\$ 55,405	\$ 57,565	\$ 59,781

Grade 18	Instructional Assistant	Grade 20	Speech Language Therapy Assistant I
Grade 19	Bilingual Instructional Assistant	Grade 21	Interpreter for the Deaf
	Career Ladder Assistant		Sign Language Interpreter
	Language Immersion Instructional Assistant		Speech Language Therapy Assistant II
	Special Education Assistant/ISE	Grade 22	Sign Language Interpreter/Certified
	Visual Arts Assistant		Brailleist - Vision Assistant

Note: Certified Sign Language Interpreters receive an additional 6%

2019-20 with a 5% negotiated increase effective 9/1/2019  
Monthly amount reflects a 10-month work year (annual/10)

PARAPROFESSIONAL  
Salary Schedule (PA3) 203/7  
2020-21 effective 9/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
018	Hourly	\$ 25.03	\$ 25.91	\$ 26.93	\$ 28.00	\$ 29.13	\$ 30.25	\$ 31.49	\$ 32.75	\$ 34.05
	Monthly	\$ 3,556.76	\$ 3,681.81	\$ 3,826.75	\$ 3,978.80	\$ 4,139.37	\$ 4,298.53	\$ 4,474.73	\$ 4,653.78	\$ 4,838.51
	Annual	\$ 35,568	\$ 36,818	\$ 38,268	\$ 39,788	\$ 41,394	\$ 42,985	\$ 44,747	\$ 46,538	\$ 48,385
019	Hourly	\$ 26.54	\$ 27.44	\$ 28.54	\$ 29.68	\$ 30.83	\$ 32.11	\$ 33.38	\$ 34.71	\$ 36.09
	Monthly	\$ 3,771.33	\$ 3,899.22	\$ 4,055.53	\$ 4,217.53	\$ 4,380.94	\$ 4,562.83	\$ 4,743.30	\$ 4,932.29	\$ 5,128.39
	Annual	\$ 37,713	\$ 38,992	\$ 40,555	\$ 42,175	\$ 43,809	\$ 45,628	\$ 47,433	\$ 49,323	\$ 51,284
020	Hourly	\$ 28.13	\$ 29.13	\$ 30.24	\$ 31.48	\$ 32.67	\$ 34.00	\$ 35.39	\$ 36.81	\$ 38.28
	Monthly	\$ 3,997.27	\$ 4,139.37	\$ 4,297.10	\$ 4,473.31	\$ 4,642.41	\$ 4,831.40	\$ 5,028.92	\$ 5,230.70	\$ 5,439.59
	Annual	\$ 39,973	\$ 41,394	\$ 42,971	\$ 44,733	\$ 46,424	\$ 48,314	\$ 50,289	\$ 52,307	\$ 54,396
021	Hourly	\$ 29.81	\$ 30.83	\$ 32.08	\$ 33.36	\$ 34.66	\$ 36.01	\$ 37.49	\$ 38.97	\$ 40.54
	Monthly	\$ 4,236.00	\$ 4,380.94	\$ 4,558.57	\$ 4,740.46	\$ 4,925.19	\$ 5,117.02	\$ 5,327.33	\$ 5,537.64	\$ 5,760.73
	Annual	\$ 42,360	\$ 43,809	\$ 45,586	\$ 47,405	\$ 49,252	\$ 51,170	\$ 53,273	\$ 55,376	\$ 57,607
022	Hourly	\$ 31.59	\$ 32.85	\$ 34.14	\$ 35.45	\$ 36.85	\$ 38.30	\$ 39.81	\$ 41.36	\$ 42.95
	Monthly	\$ 4,488.94	\$ 4,667.99	\$ 4,851.29	\$ 5,037.45	\$ 5,236.39	\$ 5,442.43	\$ 5,657.00	\$ 5,877.26	\$ 6,103.20
	Annual	\$ 44,889	\$ 46,680	\$ 48,513	\$ 50,374	\$ 52,364	\$ 54,424	\$ 56,570	\$ 58,773	\$ 61,032

Grade 18	Instructional Assistant	Grade 20	Speech Language Therapy Assistant I
Grade 19	Bilingual Instructional Assistant	Grade 21	Interpreter for the Deaf
	Career Ladder Assistant		Sign Language Interpreter
	Language Immersion Instructional Assistant		Speech Language Therapy Assistant II
	Special Education Assistant/ISE	Grade 22	Sign Language Interpreter/Certified
	Visual Arts Assistant		Brailleist - Vision Assistant

Note: Certified Sign Language Interpreters receive an additional 6%

2020-21 with a 2.1% negotiated increase effective 9/1/2020  
Monthly amount reflects a 10-month work year (annual/10)  
The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).



PARAPROFESSIONAL  
Salary Schedule (PA3) 203/7  
2021-22 effective 9/1/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
018	Hourly	\$ 26.28	\$ 27.21	\$ 28.28	\$ 29.40	\$ 30.59	\$ 31.76	\$ 33.06	\$ 34.39	\$ 35.75
	Monthly	\$ 3,734.39	\$ 3,866.54	\$ 4,018.59	\$ 4,177.74	\$ 4,346.84	\$ 4,513.10	\$ 4,697.83	\$ 4,886.82	\$ 5,080.08
	Annual	\$ 37,344	\$ 38,665	\$ 40,186	\$ 41,777	\$ 43,468	\$ 45,131	\$ 46,978	\$ 48,868	\$ 50,801
019	Hourly	\$ 27.87	\$ 28.81	\$ 29.97	\$ 31.16	\$ 32.37	\$ 33.72	\$ 35.05	\$ 36.45	\$ 37.89
	Monthly	\$ 3,960.33	\$ 4,093.90	\$ 4,258.74	\$ 4,427.84	\$ 4,599.78	\$ 4,791.61	\$ 4,980.61	\$ 5,179.55	\$ 5,384.17
	Annual	\$ 39,603	\$ 40,939	\$ 42,587	\$ 44,278	\$ 45,998	\$ 47,916	\$ 49,806	\$ 51,795	\$ 53,842
020	Hourly	\$ 29.54	\$ 30.59	\$ 31.75	\$ 33.05	\$ 34.30	\$ 35.70	\$ 37.16	\$ 38.65	\$ 40.19
	Monthly	\$ 4,197.63	\$ 4,346.84	\$ 4,511.68	\$ 4,696.41	\$ 4,874.03	\$ 5,072.97	\$ 5,280.44	\$ 5,492.17	\$ 5,711.00
	Annual	\$ 41,976	\$ 43,468	\$ 45,117	\$ 46,964	\$ 48,740	\$ 50,730	\$ 52,804	\$ 54,922	\$ 57,110
021	Hourly	\$ 31.30	\$ 32.37	\$ 33.68	\$ 35.03	\$ 36.39	\$ 37.81	\$ 39.36	\$ 40.92	\$ 42.57
	Monthly	\$ 4,447.73	\$ 4,599.78	\$ 4,785.93	\$ 4,977.76	\$ 5,171.02	\$ 5,372.80	\$ 5,593.06	\$ 5,814.73	\$ 6,049.20
	Annual	\$ 44,477	\$ 45,998	\$ 47,859	\$ 49,778	\$ 51,710	\$ 53,728	\$ 55,931	\$ 58,147	\$ 60,492
022	Hourly	\$ 33.17	\$ 34.49	\$ 35.85	\$ 37.22	\$ 38.69	\$ 40.22	\$ 41.80	\$ 43.43	\$ 45.10
	Monthly	\$ 4,713.46	\$ 4,901.03	\$ 5,094.29	\$ 5,288.96	\$ 5,497.85	\$ 5,715.26	\$ 5,939.78	\$ 6,171.40	\$ 6,408.71
	Annual	\$ 47,135	\$ 49,010	\$ 50,943	\$ 52,890	\$ 54,978	\$ 57,153	\$ 59,398	\$ 61,714	\$ 64,087

Grade 18	Instructional Assistant	Grade 20	Speech Language Therapy Assistant I
Grade 19	Bilingual Instructional Assistant	Grade 21	Interpreter for the Deaf
	Career Ladder Assistant		Sign Language Interpreter
	Language Immersion Instructional Assistant		Speech Language Therapy Assistant II
	Special Education Assistant/ISE	Grade 22	Sign Language Interpreter/Certified
	Visual Arts Assistant		Brailist - Vision Assistant

Note: Certified Sign Language Interpreters receive an additional 6%

2021-22 with a 5% negotiated increase effective 9/1/2021  
Monthly amount reflects a 10-month work year (annual/10)

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8  
2019-20 effective 9/1/2019

Paraprofessional 204 Day - 8 Hour (PA5)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68
	Monthly	\$ 4,558.18	\$ 4,701.79	\$ 4,851.94	\$ 4,993.92	\$ 5,140.80	\$ 5,281.15	\$ 5,426.40	\$ 5,573.28	\$ 5,716.90	\$ 5,862.14	\$ 6,007.39	\$ 6,149.38
	Annual	\$ 45,582	\$ 47,018	\$ 48,519	\$ 49,939	\$ 51,408	\$ 52,812	\$ 54,264	\$ 55,733	\$ 57,169	\$ 58,621	\$ 60,074	\$ 61,494
19	Hourly	\$ 29.24	\$ 30.16	\$ 31.11	\$ 32.00	\$ 32.96	\$ 33.84	\$ 34.80	\$ 35.72	\$ 36.65	\$ 37.60	\$ 38.52	\$ 39.42
	Monthly	\$ 4,771.97	\$ 4,922.11	\$ 5,071.15	\$ 5,222.40	\$ 5,379.07	\$ 5,522.69	\$ 5,679.36	\$ 5,829.50	\$ 5,981.28	\$ 6,136.32	\$ 6,286.46	\$ 6,433.34
	Annual	\$ 47,720	\$ 49,221	\$ 50,772	\$ 52,224	\$ 53,791	\$ 55,227	\$ 56,794	\$ 58,295	\$ 59,813	\$ 61,363	\$ 62,865	\$ 64,333
20	Hourly	\$ 30.59	\$ 31.57	\$ 32.51	\$ 33.52	\$ 34.49	\$ 35.46	\$ 36.39	\$ 37.39	\$ 38.35	\$ 39.32	\$ 40.31	\$ 41.29
	Monthly	\$ 4,992.29	\$ 5,152.22	\$ 5,305.63	\$ 5,470.46	\$ 5,628.77	\$ 5,787.07	\$ 5,938.85	\$ 6,102.05	\$ 6,258.72	\$ 6,417.02	\$ 6,578.59	\$ 6,738.53
	Annual	\$ 49,923	\$ 51,522	\$ 53,056	\$ 54,705	\$ 56,288	\$ 57,871	\$ 59,388	\$ 61,020	\$ 62,587	\$ 64,170	\$ 65,786	\$ 67,385
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20
	Monthly	\$ 5,219.14	\$ 5,392.13	\$ 5,552.06	\$ 5,718.53	\$ 5,889.89	\$ 6,049.82	\$ 6,216.29	\$ 6,381.12	\$ 6,550.85	\$ 6,715.68	\$ 6,882.14	\$ 7,050.24
	Annual	\$ 52,191	\$ 53,921	\$ 55,521	\$ 57,185	\$ 58,899	\$ 60,498	\$ 62,163	\$ 63,811	\$ 65,508	\$ 67,157	\$ 68,821	\$ 70,502

Paraprofessional 223 DAY - 8 Hour (PA6)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68
	Monthly	\$ 4,982.71	\$ 5,139.70	\$ 5,303.83	\$ 5,459.04	\$ 5,619.60	\$ 5,773.02	\$ 5,931.80	\$ 6,092.36	\$ 6,249.35	\$ 6,408.13	\$ 6,566.90	\$ 6,722.11
	Annual	\$ 49,827	\$ 51,397	\$ 53,038	\$ 54,590	\$ 56,196	\$ 57,730	\$ 59,318	\$ 60,924	\$ 62,494	\$ 64,081	\$ 65,669	\$ 67,221
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20
	Monthly	\$ 5,705.23	\$ 5,894.34	\$ 6,069.17	\$ 6,251.14	\$ 6,438.46	\$ 6,613.29	\$ 6,795.26	\$ 6,975.44	\$ 7,160.98	\$ 7,341.16	\$ 7,523.13	\$ 7,706.88
	Annual	\$ 57,052	\$ 58,943	\$ 60,692	\$ 62,511	\$ 64,385	\$ 66,133	\$ 67,953	\$ 69,754	\$ 71,610	\$ 73,412	\$ 75,231	\$ 77,069

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68
	Monthly	\$ 4,841.20	\$ 4,993.73	\$ 5,153.20	\$ 5,304.00	\$ 5,460.00	\$ 5,609.07	\$ 5,763.33	\$ 5,919.33	\$ 6,071.87	\$ 6,226.13	\$ 6,380.40	\$ 6,531.20
	Annual	\$ 58,094	\$ 59,925	\$ 61,838	\$ 63,648	\$ 65,520	\$ 67,309	\$ 69,160	\$ 71,032	\$ 72,862	\$ 74,714	\$ 76,565	\$ 78,374
19	Hourly	\$ 29.24	\$ 30.16	\$ 31.11	\$ 32.00	\$ 32.96	\$ 33.84	\$ 34.80	\$ 35.72	\$ 36.65	\$ 37.60	\$ 38.52	\$ 39.42
	Monthly	\$ 5,068.27	\$ 5,227.73	\$ 5,392.40	\$ 5,546.67	\$ 5,713.07	\$ 5,865.60	\$ 6,032.00	\$ 6,191.47	\$ 6,352.67	\$ 6,517.33	\$ 6,676.80	\$ 6,832.80
	Annual	\$ 60,819	\$ 62,733	\$ 64,709	\$ 66,560	\$ 68,557	\$ 70,387	\$ 72,384	\$ 74,298	\$ 76,232	\$ 78,208	\$ 80,122	\$ 81,994
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20
	Monthly	\$ 5,543.20	\$ 5,726.93	\$ 5,896.80	\$ 6,073.60	\$ 6,255.60	\$ 6,425.47	\$ 6,602.27	\$ 6,777.33	\$ 6,957.60	\$ 7,132.67	\$ 7,309.47	\$ 7,488.00
	Annual	\$ 66,518	\$ 68,723	\$ 70,762	\$ 72,883	\$ 75,067	\$ 77,106	\$ 79,227	\$ 81,328	\$ 83,491	\$ 85,592	\$ 87,714	\$ 89,856
22	Hourly	\$ 33.61	\$ 34.69	\$ 35.83	\$ 37.00	\$ 38.20	\$ 39.42	\$ 40.71	\$ 42.03	\$ 43.39	\$ 44.79	\$ 46.29	\$ 47.76
	Monthly	\$ 5,825.73	\$ 6,012.93	\$ 6,210.53	\$ 6,413.33	\$ 6,621.33	\$ 6,832.80	\$ 7,056.40	\$ 7,285.20	\$ 7,520.93	\$ 7,763.60	\$ 8,023.60	\$ 8,278.40
	Annual	\$ 69,909	\$ 72,155	\$ 74,526	\$ 76,960	\$ 79,456	\$ 81,994	\$ 84,677	\$ 87,422	\$ 90,251	\$ 93,163	\$ 96,283	\$ 99,341

2019-20 with a 5% negotiated increase effective 9/1/2019

Monthly amount reflects a 10-month work year (annual/10) for 203 and 223 schedules; 12-month work year for 260 schedule

**PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8**  
**2020-21 effective 9/1/2020**

**Paraprofessional 204 Day - 8 Hour (PA5)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 28.52	\$ 29.42	\$ 30.35	\$ 31.24	\$ 32.16	\$ 33.04	\$ 33.95	\$ 34.87	\$ 35.77	\$ 36.67	\$ 37.58	\$ 38.47	\$ 39.41
	Monthly	\$ 4,654.46	\$ 4,801.34	\$ 4,953.12	\$ 5,098.37	\$ 5,248.51	\$ 5,392.13	\$ 5,540.64	\$ 5,690.78	\$ 5,837.66	\$ 5,984.54	\$ 6,133.06	\$ 6,278.30	\$ 6,431.71
	Annual	\$ 46,545	\$ 48,013	\$ 49,531	\$ 50,984	\$ 52,485	\$ 53,921	\$ 55,406	\$ 56,908	\$ 58,377	\$ 59,845	\$ 61,331	\$ 62,783	\$ 64,317
19	Hourly	\$ 29.85	\$ 30.79	\$ 31.76	\$ 32.67	\$ 33.65	\$ 34.55	\$ 35.53	\$ 36.47	\$ 37.42	\$ 38.39	\$ 39.33	\$ 40.25	\$ 41.22
	Monthly	\$ 4,871.52	\$ 5,024.93	\$ 5,183.23	\$ 5,331.74	\$ 5,491.68	\$ 5,638.56	\$ 5,798.50	\$ 5,951.90	\$ 6,106.94	\$ 6,265.25	\$ 6,418.66	\$ 6,568.80	\$ 6,727.10
	Annual	\$ 48,715	\$ 50,249	\$ 51,832	\$ 53,317	\$ 54,917	\$ 56,386	\$ 57,985	\$ 59,519	\$ 61,069	\$ 62,652	\$ 64,187	\$ 65,688	\$ 67,271
20	Hourly	\$ 31.23	\$ 32.23	\$ 33.19	\$ 34.22	\$ 35.21	\$ 36.20	\$ 37.15	\$ 38.18	\$ 39.16	\$ 40.15	\$ 41.16	\$ 42.16	\$ 43.13
	Monthly	\$ 5,096.74	\$ 5,259.94	\$ 5,416.61	\$ 5,584.70	\$ 5,746.27	\$ 5,907.84	\$ 6,062.88	\$ 6,230.98	\$ 6,390.91	\$ 6,552.48	\$ 6,717.31	\$ 6,880.51	\$ 7,038.82
	Annual	\$ 50,967	\$ 52,599	\$ 54,166	\$ 55,847	\$ 57,463	\$ 59,078	\$ 60,629	\$ 62,310	\$ 63,909	\$ 65,525	\$ 67,173	\$ 68,805	\$ 70,388
21	Hourly	\$ 32.65	\$ 33.73	\$ 34.73	\$ 35.78	\$ 36.85	\$ 37.85	\$ 38.89	\$ 39.92	\$ 40.98	\$ 42.01	\$ 43.06	\$ 44.11	\$ 45.12
	Monthly	\$ 5,328.48	\$ 5,504.74	\$ 5,667.94	\$ 5,839.30	\$ 6,013.92	\$ 6,177.12	\$ 6,346.85	\$ 6,514.94	\$ 6,687.94	\$ 6,856.03	\$ 7,027.39	\$ 7,198.75	\$ 7,363.58
	Annual	\$ 53,285	\$ 55,047	\$ 56,679	\$ 58,393	\$ 60,139	\$ 61,771	\$ 63,468	\$ 65,149	\$ 66,879	\$ 68,560	\$ 70,274	\$ 71,988	\$ 73,636

**Paraprofessional 223 DAY - 8 Hour (PA6)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 28.52	\$ 29.42	\$ 30.35	\$ 31.24	\$ 32.16	\$ 33.04	\$ 33.95	\$ 34.87	\$ 35.77	\$ 36.67	\$ 37.58	\$ 38.47	\$ 39.41
	Monthly	\$ 5,087.97	\$ 5,248.53	\$ 5,414.44	\$ 5,573.22	\$ 5,737.34	\$ 5,894.34	\$ 6,056.68	\$ 6,220.81	\$ 6,381.37	\$ 6,541.93	\$ 6,704.27	\$ 6,863.05	\$ 7,030.74
	Annual	\$ 50,880	\$ 52,485	\$ 54,144	\$ 55,732	\$ 57,373	\$ 58,943	\$ 60,567	\$ 62,208	\$ 63,814	\$ 65,419	\$ 67,043	\$ 68,630	\$ 70,307
21	Hourly	\$ 32.65	\$ 33.73	\$ 34.73	\$ 35.78	\$ 36.85	\$ 37.85	\$ 38.89	\$ 39.92	\$ 40.98	\$ 42.01	\$ 43.06	\$ 44.11	\$ 45.12
	Monthly	\$ 5,824.76	\$ 6,017.43	\$ 6,195.83	\$ 6,383.15	\$ 6,574.04	\$ 6,752.44	\$ 6,937.98	\$ 7,121.73	\$ 7,310.83	\$ 7,494.58	\$ 7,681.90	\$ 7,869.22	\$ 8,049.41
	Annual	\$ 58,248	\$ 60,174	\$ 61,958	\$ 63,832	\$ 65,740	\$ 67,524	\$ 69,380	\$ 71,217	\$ 73,108	\$ 74,946	\$ 76,819	\$ 78,692	\$ 80,494

**Paraprofessional 260 Day - 8 Hour (PA8)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 28.52	\$ 29.42	\$ 30.35	\$ 31.24	\$ 32.16	\$ 33.04	\$ 33.95	\$ 34.87	\$ 35.77	\$ 36.67	\$ 37.58	\$ 38.47	\$ 39.41
	Monthly	\$ 4,943.47	\$ 5,099.47	\$ 5,260.67	\$ 5,414.93	\$ 5,574.40	\$ 5,726.93	\$ 5,884.67	\$ 6,044.13	\$ 6,200.13	\$ 6,356.13	\$ 6,513.87	\$ 6,668.13	\$ 6,831.07
	Annual	\$ 59,322	\$ 61,194	\$ 63,128	\$ 64,979	\$ 66,893	\$ 68,723	\$ 70,616	\$ 72,530	\$ 74,402	\$ 76,274	\$ 78,166	\$ 80,018	\$ 81,973
19	Hourly	\$ 29.85	\$ 30.79	\$ 31.76	\$ 32.67	\$ 33.65	\$ 34.55	\$ 35.53	\$ 36.47	\$ 37.42	\$ 38.39	\$ 39.33	\$ 40.25	\$ 41.22
	Monthly	\$ 5,174.00	\$ 5,336.93	\$ 5,505.07	\$ 5,662.80	\$ 5,832.67	\$ 5,988.67	\$ 6,158.53	\$ 6,321.47	\$ 6,486.13	\$ 6,654.27	\$ 6,817.20	\$ 6,976.67	\$ 7,144.80
	Annual	\$ 62,088	\$ 64,043	\$ 66,061	\$ 67,954	\$ 69,992	\$ 71,864	\$ 73,902	\$ 75,858	\$ 77,834	\$ 79,851	\$ 81,806	\$ 83,720	\$ 85,738
21	Hourly	\$ 32.65	\$ 33.73	\$ 34.73	\$ 35.78	\$ 36.85	\$ 37.85	\$ 38.89	\$ 39.92	\$ 40.98	\$ 42.01	\$ 43.06	\$ 44.11	\$ 45.12
	Monthly	\$ 5,659.33	\$ 5,846.53	\$ 6,019.87	\$ 6,201.87	\$ 6,387.33	\$ 6,560.67	\$ 6,740.93	\$ 6,919.47	\$ 7,103.20	\$ 7,281.73	\$ 7,463.73	\$ 7,645.73	\$ 7,820.80
	Annual	\$ 67,912	\$ 70,158	\$ 72,238	\$ 74,422	\$ 76,648	\$ 78,728	\$ 80,891	\$ 83,034	\$ 85,238	\$ 87,381	\$ 89,565	\$ 91,749	\$ 93,850
22	Hourly	\$ 34.32	\$ 35.42	\$ 36.58	\$ 37.78	\$ 39.00	\$ 40.25	\$ 41.56	\$ 42.91	\$ 44.30	\$ 45.73	\$ 47.26	\$ 48.76	\$ 50.39
	Monthly	\$ 5,948.80	\$ 6,139.47	\$ 6,340.53	\$ 6,548.53	\$ 6,760.00	\$ 6,976.67	\$ 7,203.73	\$ 7,437.73	\$ 7,678.67	\$ 7,926.53	\$ 8,191.73	\$ 8,451.73	\$ 8,734.27
	Annual	\$ 71,386	\$ 73,674	\$ 76,086	\$ 78,582	\$ 81,120	\$ 83,720	\$ 86,445	\$ 89,253	\$ 92,144	\$ 95,118	\$ 98,301	\$ 101,421	\$ 104,811

2020-21 with a 2.1% negotiated increase effective 9/1/2020

Monthly amount reflects a 10-month work year (annual/10) for 203 and 223 schedules; 12-month work year for 260 schedule  
 The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

**PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8**

2021-22 effective 9/1/2021

**Paraprofessional 204 Day - 8 Hour (PA5)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39
	Monthly	\$ 4,887.84	\$ 5,041.25	\$ 5,201.18	\$ 5,362.96	\$ 5,511.26	\$ 5,661.41	\$ 5,818.08	\$ 5,974.75	\$ 6,129.79	\$ 6,283.20	\$ 6,439.87	\$ 6,591.65
	Annual	\$ 48,878	\$ 50,412	\$ 52,012	\$ 53,530	\$ 55,113	\$ 56,614	\$ 58,181	\$ 59,748	\$ 61,298	\$ 62,832	\$ 64,399	\$ 65,916
19	Hourly	\$ 31.34	\$ 32.33	\$ 33.35	\$ 34.30	\$ 35.33	\$ 36.28	\$ 37.31	\$ 38.29	\$ 39.29	\$ 40.31	\$ 41.30	\$ 42.26
	Monthly	\$ 5,114.69	\$ 5,276.26	\$ 5,442.72	\$ 5,597.76	\$ 5,765.86	\$ 5,920.90	\$ 6,088.99	\$ 6,248.93	\$ 6,412.13	\$ 6,578.59	\$ 6,740.16	\$ 6,896.83
	Annual	\$ 51,147	\$ 52,763	\$ 54,427	\$ 55,978	\$ 57,659	\$ 59,209	\$ 60,890	\$ 62,489	\$ 64,121	\$ 65,786	\$ 67,402	\$ 68,988
20	Hourly	\$ 32.79	\$ 33.84	\$ 34.85	\$ 35.93	\$ 36.97	\$ 38.01	\$ 39.01	\$ 40.09	\$ 41.12	\$ 42.16	\$ 43.22	\$ 44.27
	Monthly	\$ 5,351.33	\$ 5,522.69	\$ 5,687.52	\$ 5,863.78	\$ 6,033.50	\$ 6,203.23	\$ 6,366.43	\$ 6,542.69	\$ 6,710.78	\$ 6,880.51	\$ 7,053.50	\$ 7,224.86
	Annual	\$ 53,513	\$ 55,227	\$ 56,875	\$ 58,638	\$ 60,335	\$ 62,032	\$ 63,664	\$ 65,427	\$ 67,108	\$ 68,805	\$ 70,535	\$ 72,249
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32
	Monthly	\$ 5,594.50	\$ 5,780.54	\$ 5,951.90	\$ 6,131.42	\$ 6,314.21	\$ 6,485.57	\$ 6,663.46	\$ 6,841.34	\$ 7,022.50	\$ 7,198.75	\$ 7,378.27	\$ 7,559.42
	Annual	\$ 55,945	\$ 57,805	\$ 59,519	\$ 61,314	\$ 63,142	\$ 64,856	\$ 66,635	\$ 68,413	\$ 70,225	\$ 71,988	\$ 73,783	\$ 75,594

**Paraprofessional 223 DAY - 8 Hour (PA6)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39
	Monthly	\$ 5,343.08	\$ 5,510.78	\$ 5,685.61	\$ 5,851.52	\$ 6,024.57	\$ 6,188.70	\$ 6,359.96	\$ 6,531.22	\$ 6,700.70	\$ 6,868.40	\$ 7,039.66	\$ 7,205.58
	Annual	\$ 53,431	\$ 55,108	\$ 56,856	\$ 58,515	\$ 60,246	\$ 61,887	\$ 63,600	\$ 65,312	\$ 67,007	\$ 68,684	\$ 70,397	\$ 72,056
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32
	Monthly	\$ 6,115.55	\$ 6,318.93	\$ 6,506.25	\$ 6,702.49	\$ 6,902.30	\$ 7,089.62	\$ 7,284.07	\$ 7,478.53	\$ 7,676.55	\$ 7,869.22	\$ 8,065.46	\$ 8,263.49
	Annual	\$ 61,156	\$ 63,189	\$ 65,062	\$ 67,025	\$ 69,023	\$ 70,896	\$ 72,841	\$ 74,785	\$ 76,766	\$ 78,692	\$ 80,655	\$ 82,635

**Paraprofessional 260 Day - 8 Hour (PA8)**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39
	Monthly	\$ 5,191.33	\$ 5,354.27	\$ 5,524.13	\$ 5,685.33	\$ 5,853.47	\$ 6,012.93	\$ 6,179.33	\$ 6,345.73	\$ 6,510.40	\$ 6,673.33	\$ 6,839.73	\$ 7,000.93
	Annual	\$ 62,296	\$ 64,251	\$ 66,290	\$ 68,224	\$ 70,242	\$ 72,155	\$ 74,152	\$ 76,149	\$ 78,125	\$ 80,080	\$ 82,077	\$ 84,011
19	Hourly	\$ 31.34	\$ 32.33	\$ 33.35	\$ 34.30	\$ 35.33	\$ 36.28	\$ 37.31	\$ 38.29	\$ 39.29	\$ 40.31	\$ 41.30	\$ 42.26
	Monthly	\$ 5,432.27	\$ 5,603.87	\$ 5,780.67	\$ 5,945.33	\$ 6,123.87	\$ 6,288.53	\$ 6,467.07	\$ 6,636.93	\$ 6,810.27	\$ 6,987.07	\$ 7,158.67	\$ 7,325.07
	Annual	\$ 65,187	\$ 67,246	\$ 69,368	\$ 71,344	\$ 73,486	\$ 75,462	\$ 77,605	\$ 79,643	\$ 81,723	\$ 83,845	\$ 85,904	\$ 87,901
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32
	Monthly	\$ 5,941.87	\$ 6,139.47	\$ 6,321.47	\$ 6,512.13	\$ 6,706.27	\$ 6,888.27	\$ 7,077.20	\$ 7,266.13	\$ 7,458.53	\$ 7,645.73	\$ 7,836.40	\$ 8,028.80
	Annual	\$ 71,302	\$ 73,674	\$ 75,858	\$ 78,146	\$ 80,475	\$ 82,659	\$ 84,926	\$ 87,194	\$ 89,502	\$ 91,749	\$ 94,037	\$ 96,346
22	Hourly	\$ 36.04	\$ 37.19	\$ 38.41	\$ 39.67	\$ 40.95	\$ 42.26	\$ 43.64	\$ 45.06	\$ 46.52	\$ 48.02	\$ 49.62	\$ 51.20
	Monthly	\$ 6,246.93	\$ 6,446.27	\$ 6,657.73	\$ 6,876.13	\$ 7,098.00	\$ 7,325.07	\$ 7,564.27	\$ 7,810.40	\$ 8,063.47	\$ 8,323.47	\$ 8,600.80	\$ 8,874.67
	Annual	\$ 74,963	\$ 77,355	\$ 79,893	\$ 82,514	\$ 85,176	\$ 87,901	\$ 90,771	\$ 93,725	\$ 96,762	\$ 99,882	\$ 103,210	\$ 106,496

2021-22 with a 5% negotiated increase effective 9/1/2021

Monthly amount reflects a 10-month work year (annual/10) for 203 and 223 schedules; 12-month work year for 260 schedule

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

PARAPROFESSIONAL  
 Salary Schedule (PA7)  
 260/7  
 2019-20 effective 9/1/19

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 24.52	\$ 25.38	\$ 26.38	\$ 27.42	\$ 28.53	\$ 29.63	\$ 30.84	\$ 32.08	\$ 33.35
	Monthly	\$ 3,718.87	\$ 3,849.30	\$ 4,000.97	\$ 4,158.70	\$ 4,327.05	\$ 4,493.88	\$ 4,677.40	\$ 4,865.47	\$ 5,058.08
	Annual	\$ 44,626	\$ 46,192	\$ 48,012	\$ 49,904	\$ 51,925	\$ 53,927	\$ 56,129	\$ 58,386	\$ 60,697
019	Hourly	\$ 25.99	\$ 26.88	\$ 27.95	\$ 29.07	\$ 30.20	\$ 31.45	\$ 32.69	\$ 34.00	\$ 35.35
	Monthly	\$ 3,941.82	\$ 4,076.80	\$ 4,239.08	\$ 4,408.95	\$ 4,580.33	\$ 4,769.92	\$ 4,957.98	\$ 5,156.67	\$ 5,361.42
	Annual	\$ 47,302	\$ 48,922	\$ 50,869	\$ 52,907	\$ 54,964	\$ 57,239	\$ 59,496	\$ 61,880	\$ 64,337

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260-7)  
 2019-20 with a 5% negotiated increase effective 9/1/19

PARAPROFESSIONAL  
Salary Schedule (PA7)  
260/7

2020-21 effective 9/1/20

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 25.03	\$ 25.91	\$ 26.93	\$ 28.00	\$ 29.13	\$ 30.25	\$ 31.49	\$ 32.75	\$ 34.05
	Monthly	\$ 3,796.22	\$ 3,929.68	\$ 4,084.38	\$ 4,246.67	\$ 4,418.05	\$ 4,587.92	\$ 4,775.98	\$ 4,967.08	\$ 5,164.25
	Annual	\$ 45,555	\$ 47,156	\$ 49,013	\$ 50,960	\$ 53,017	\$ 55,055	\$ 57,312	\$ 59,605	\$ 61,971
019	Hourly	\$ 26.54	\$ 27.44	\$ 28.54	\$ 29.68	\$ 30.83	\$ 32.11	\$ 33.38	\$ 34.71	\$ 36.09
	Monthly	\$ 4,025.23	\$ 4,161.73	\$ 4,328.57	\$ 4,501.47	\$ 4,675.88	\$ 4,870.02	\$ 5,062.63	\$ 5,264.35	\$ 5,473.65
	Annual	\$ 48,303	\$ 49,941	\$ 51,943	\$ 54,018	\$ 56,111	\$ 58,440	\$ 60,752	\$ 63,172	\$ 65,684

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260-7)

2020-21 with a 2.1% negotiated increase effective 9/1/20

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

PARAPROFESSIONAL  
Salary Schedule (PA7)  
260/7

2021-22 effective 9/1/21

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 26.28	\$ 27.21	\$ 28.28	\$ 29.40	\$ 31.76	\$ 33.06	\$ 34.39	\$ 35.75
	Monthly	\$ 3,985.80	\$ 4,126.85	\$ 4,289.13	\$ 4,459.00	\$ 4,816.93	\$ 5,014.10	\$ 5,215.82	\$ 5,422.08
	Annual	\$ 47,830	\$ 49,522	\$ 51,470	\$ 53,508	\$ 57,803	\$ 60,169	\$ 62,590	\$ 65,065
019	Hourly	\$ 27.87	\$ 28.81	\$ 29.97	\$ 31.16	\$ 33.72	\$ 35.05	\$ 36.45	\$ 37.89
	Monthly	\$ 4,226.95	\$ 4,369.52	\$ 4,545.45	\$ 4,725.93	\$ 5,114.20	\$ 5,315.92	\$ 5,528.25	\$ 5,746.65
	Annual	\$ 50,723	\$ 52,434	\$ 54,545	\$ 56,711	\$ 61,370	\$ 63,791	\$ 66,339	\$ 68,960

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260-7)  
2021-22 with a 5% negotiated increase effective 9/1/21

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

**PARAPROFESSIONAL**  
**Salary Schedule PA9-1937/7.5**  
**2019-20 effective 9/1/2019**

work year hours  
 1447.5

	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
015	Hourly \$ 18.01	\$ 18.66	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly \$ 2,606.95	\$ 2,701.04	\$ 2,800.91	\$ 2,916.71	\$ 3,028.17	\$ 3,152.66	\$ 3,284.38	\$ 3,408.86	\$ 3,546.38
	Annual \$ 26,069	\$ 27,010	\$ 28,009	\$ 29,167	\$ 30,282	\$ 31,527	\$ 32,844	\$ 34,089	\$ 35,464
016	Hourly \$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly \$ 2,761.83	\$ 2,860.26	\$ 2,971.72	\$ 3,093.31	\$ 3,213.45	\$ 3,340.83	\$ 3,476.90	\$ 3,617.30	\$ 3,762.05
	Annual \$ 27,618	\$ 28,603	\$ 29,717	\$ 30,933	\$ 32,135	\$ 33,408	\$ 34,769	\$ 36,173	\$ 37,621
017	Hourly \$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly \$ 2,928.29	\$ 3,028.17	\$ 3,149.76	\$ 3,275.69	\$ 3,405.97	\$ 3,542.03	\$ 3,685.34	\$ 3,832.98	\$ 3,980.63
	Annual \$ 29,283	\$ 30,282	\$ 31,498	\$ 32,757	\$ 34,060	\$ 35,420	\$ 36,853	\$ 38,330	\$ 39,806
018	Hourly \$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly \$ 3,106.34	\$ 3,213.45	\$ 3,340.83	\$ 3,472.55	\$ 3,611.51	\$ 3,757.71	\$ 3,903.91	\$ 4,061.69	\$ 4,223.81
	Annual \$ 31,063	\$ 32,135	\$ 33,408	\$ 34,726	\$ 36,115	\$ 37,577	\$ 39,039	\$ 40,617	\$ 42,238
019	Hourly \$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly \$ 3,294.51	\$ 3,407.42	\$ 3,542.03	\$ 3,683.89	\$ 3,827.19	\$ 3,977.73	\$ 4,141.30	\$ 4,307.76	\$ 4,477.12
	Annual \$ 32,945	\$ 34,074	\$ 35,420	\$ 36,839	\$ 38,272	\$ 39,777	\$ 41,413	\$ 43,078	\$ 44,771
020	Hourly \$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly \$ 3,487.03	\$ 3,611.51	\$ 3,756.26	\$ 3,899.57	\$ 4,053.00	\$ 4,218.02	\$ 4,393.16	\$ 4,562.52	\$ 4,749.25
	Annual \$ 34,870	\$ 36,115	\$ 37,563	\$ 38,996	\$ 40,530	\$ 42,180	\$ 43,932	\$ 45,625	\$ 47,492
021	Hourly \$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly \$ 3,698.36	\$ 3,827.19	\$ 3,976.28	\$ 4,138.40	\$ 4,303.42	\$ 4,472.78	\$ 4,650.82	\$ 4,840.44	\$ 5,034.41
	Annual \$ 36,984	\$ 38,272	\$ 39,763	\$ 41,384	\$ 43,034	\$ 44,728	\$ 46,508	\$ 48,404	\$ 50,344
022	Hourly \$ 27.09	\$ 28.04	\$ 29.11	\$ 30.30	\$ 31.51	\$ 32.74	\$ 34.05	\$ 35.45	\$ 36.84
	Monthly \$ 3,921.28	\$ 4,058.79	\$ 4,213.67	\$ 4,385.93	\$ 4,561.07	\$ 4,739.12	\$ 4,928.74	\$ 5,131.39	\$ 5,332.59
	Annual \$ 39,213	\$ 40,588	\$ 42,137	\$ 43,859	\$ 45,611	\$ 47,391	\$ 49,287	\$ 51,314	\$ 53,326

For Salary Administration Plan PA(new)-1937/7.5

Monthly amount reflects a 10-month work year (annual/10)  
 2019-20 with a 5% negotiated increase (193 days/1447.5 hours)  
 Effective 9/1/2019



**PARAPROFESSIONAL**  
**Salary Schedule PA9-1937.5**  
**2020-21 effective 9/1/2020**

work year hours  
1447.5

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 18.39	\$ 19.05	\$ 19.76	\$ 20.57	\$ 21.36	\$ 22.24	\$ 23.17	\$ 24.04	\$ 25.01
	Monthly \$ 2,661.95	\$ 2,757.49	\$ 2,860.26	\$ 2,977.51	\$ 3,091.86	\$ 3,219.24	\$ 3,353.86	\$ 3,479.79	\$ 3,620.20
	Annual \$ 26,620	\$ 27,575	\$ 28,603	\$ 29,775	\$ 30,919	\$ 32,192	\$ 33,539	\$ 34,798	\$ 36,202
016	Hourly \$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.51	\$ 26.54
	Monthly \$ 2,819.73	\$ 2,919.61	\$ 3,033.96	\$ 3,158.45	\$ 3,281.48	\$ 3,410.31	\$ 3,549.27	\$ 3,692.57	\$ 3,841.67
	Annual \$ 28,197	\$ 29,196	\$ 30,340	\$ 31,584	\$ 32,815	\$ 34,103	\$ 35,493	\$ 36,926	\$ 38,417
017	Hourly \$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
	Monthly \$ 2,989.09	\$ 3,091.86	\$ 3,216.35	\$ 3,345.17	\$ 3,476.90	\$ 3,615.86	\$ 3,762.05	\$ 3,914.04	\$ 4,064.58
	Annual \$ 29,891	\$ 30,919	\$ 32,163	\$ 33,452	\$ 34,769	\$ 36,159	\$ 37,621	\$ 39,140	\$ 40,646
018	Hourly \$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
	Monthly \$ 3,171.47	\$ 3,281.48	\$ 3,410.31	\$ 3,544.93	\$ 3,686.78	\$ 3,837.32	\$ 3,986.42	\$ 4,147.09	\$ 4,312.10
	Annual \$ 31,715	\$ 32,815	\$ 34,103	\$ 35,449	\$ 36,868	\$ 38,373	\$ 39,864	\$ 41,471	\$ 43,121
019	Hourly \$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
	Monthly \$ 3,363.99	\$ 3,478.34	\$ 3,615.86	\$ 3,760.61	\$ 3,908.25	\$ 4,061.69	\$ 4,228.15	\$ 4,397.51	\$ 4,571.21
	Annual \$ 33,640	\$ 34,783	\$ 36,159	\$ 37,606	\$ 39,083	\$ 40,617	\$ 42,281	\$ 43,975	\$ 45,712
020	Hourly \$ 24.60	\$ 25.47	\$ 26.49	\$ 27.51	\$ 28.59	\$ 29.75	\$ 30.99	\$ 32.18	\$ 33.50
	Monthly \$ 3,560.85	\$ 3,686.78	\$ 3,834.43	\$ 3,982.07	\$ 4,138.40	\$ 4,306.31	\$ 4,485.80	\$ 4,658.06	\$ 4,849.13
	Annual \$ 35,609	\$ 36,868	\$ 38,344	\$ 39,821	\$ 41,384	\$ 43,063	\$ 44,858	\$ 46,581	\$ 48,491
021	Hourly \$ 26.09	\$ 27.00	\$ 28.05	\$ 29.19	\$ 30.35	\$ 31.55	\$ 32.80	\$ 34.14	\$ 35.51
	Monthly \$ 3,776.53	\$ 3,908.25	\$ 4,060.24	\$ 4,225.25	\$ 4,393.16	\$ 4,566.86	\$ 4,747.80	\$ 4,941.77	\$ 5,140.07
	Annual \$ 37,765	\$ 39,083	\$ 40,602	\$ 42,253	\$ 43,932	\$ 45,669	\$ 47,478	\$ 49,418	\$ 51,401
022	Hourly \$ 27.66	\$ 28.63	\$ 29.72	\$ 30.94	\$ 32.17	\$ 33.43	\$ 34.77	\$ 36.19	\$ 37.61
	Monthly \$ 4,003.79	\$ 4,144.19	\$ 4,301.97	\$ 4,478.57	\$ 4,656.61	\$ 4,838.99	\$ 5,032.96	\$ 5,238.50	\$ 5,444.05
	Annual \$ 40,038	\$ 41,442	\$ 43,020	\$ 44,786	\$ 46,566	\$ 48,390	\$ 50,330	\$ 52,385	\$ 54,440

For Salary Administration Plan PA(new)-1937.5

Monthly amount reflects a 10-month work year (annual/10)

2020-21 with a 2.1% negotiated increase (193 days/1447.5 hours)

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).  
Effective 9/1/2020

**PARAPROFESSIONAL**  
**Salary Schedule PA9-1937.5**  
**2021-22 effective 9/1/2021**

work year hours  
 1447.5

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 19.31	\$ 20.00	\$ 20.75	\$ 21.60	\$ 22.43	\$ 23.35	\$ 24.33	\$ 25.24	\$ 26.26
	Monthly \$ 2,795.12	\$ 2,895.00	\$ 3,003.56	\$ 3,126.60	\$ 3,246.74	\$ 3,379.91	\$ 3,521.77	\$ 3,653.49	\$ 3,801.14
	Annual \$ 27,951	\$ 28,950	\$ 30,036	\$ 31,266	\$ 32,467	\$ 33,799	\$ 35,218	\$ 36,535	\$ 38,011
016	Hourly \$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.79	\$ 27.87
	Monthly \$ 2,960.14	\$ 3,065.81	\$ 3,185.95	\$ 3,316.22	\$ 3,445.05	\$ 3,581.12	\$ 3,727.31	\$ 3,877.85	\$ 4,034.18
	Annual \$ 29,601	\$ 30,658	\$ 31,859	\$ 33,162	\$ 34,451	\$ 35,811	\$ 37,273	\$ 38,779	\$ 40,342
017	Hourly \$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
	Monthly \$ 3,138.18	\$ 3,246.74	\$ 3,377.02	\$ 3,513.08	\$ 3,650.60	\$ 3,796.79	\$ 3,950.23	\$ 4,109.45	\$ 4,267.23
	Annual \$ 31,382	\$ 32,467	\$ 33,770	\$ 35,131	\$ 36,506	\$ 37,968	\$ 39,502	\$ 41,095	\$ 42,672
018	Hourly \$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
	Monthly \$ 3,330.70	\$ 3,445.05	\$ 3,581.12	\$ 3,721.52	\$ 3,870.62	\$ 4,029.84	\$ 4,186.17	\$ 4,354.08	\$ 4,527.78
	Annual \$ 33,307	\$ 34,451	\$ 35,811	\$ 37,215	\$ 38,706	\$ 40,298	\$ 41,862	\$ 43,541	\$ 45,278
019	Hourly \$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
	Monthly \$ 3,531.90	\$ 3,652.04	\$ 3,796.79	\$ 3,948.78	\$ 4,103.66	\$ 4,264.34	\$ 4,439.48	\$ 4,617.53	\$ 4,799.91
	Annual \$ 35,319	\$ 36,520	\$ 37,968	\$ 39,488	\$ 41,037	\$ 42,643	\$ 44,395	\$ 46,175	\$ 47,999
020	Hourly \$ 25.83	\$ 26.74	\$ 27.81	\$ 28.89	\$ 30.02	\$ 31.24	\$ 32.54	\$ 33.79	\$ 35.18
	Monthly \$ 3,738.89	\$ 3,870.62	\$ 4,025.50	\$ 4,181.83	\$ 4,345.40	\$ 4,521.99	\$ 4,710.17	\$ 4,891.10	\$ 5,092.31
	Annual \$ 37,389	\$ 38,706	\$ 40,255	\$ 41,818	\$ 43,454	\$ 45,220	\$ 47,102	\$ 48,911	\$ 50,923
021	Hourly \$ 27.39	\$ 28.35	\$ 29.45	\$ 30.65	\$ 31.87	\$ 33.13	\$ 34.44	\$ 35.85	\$ 37.29
	Monthly \$ 3,964.70	\$ 4,103.66	\$ 4,262.89	\$ 4,436.59	\$ 4,613.18	\$ 4,795.57	\$ 4,985.19	\$ 5,189.29	\$ 5,397.73
	Annual \$ 39,647	\$ 41,037	\$ 42,629	\$ 44,366	\$ 46,132	\$ 47,956	\$ 49,852	\$ 51,893	\$ 53,977
022	Hourly \$ 29.04	\$ 30.06	\$ 31.21	\$ 32.49	\$ 33.78	\$ 35.10	\$ 36.51	\$ 38.00	\$ 39.49
	Monthly \$ 4,203.54	\$ 4,351.19	\$ 4,517.65	\$ 4,702.93	\$ 4,889.66	\$ 5,080.73	\$ 5,284.82	\$ 5,500.50	\$ 5,716.18
	Annual \$ 42,035	\$ 43,512	\$ 45,176	\$ 47,029	\$ 48,897	\$ 50,807	\$ 52,848	\$ 55,005	\$ 57,162

For Salary Administration Plan PA(new)-1937.5

Monthly amount reflects a 10-month work year (annual/10)

2021-22 with a 5% negotiated increase (193 days/1447.5 hours)

Effective 9/1/2021

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

**PARAPROFESSIONAL**  
**Salary Schedule PA10-212/7.5**  
**Effective 9/1/2019**

work year hours  
 1590

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
15	Hourly	\$ 18.01	\$ 18.66	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly	\$ 2,863.59	\$ 2,966.94	\$ 3,076.65	\$ 3,203.85	\$ 3,326.28	\$ 3,463.02	\$ 3,607.71	\$ 3,744.45	\$ 3,895.50
	Annual	\$ 28,636	\$ 29,669	\$ 30,767	\$ 32,039	\$ 33,263	\$ 34,630	\$ 36,077	\$ 37,445	\$ 38,955
16	Hourly	\$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly	\$ 3,033.72	\$ 3,141.84	\$ 3,264.27	\$ 3,397.83	\$ 3,529.80	\$ 3,669.72	\$ 3,819.18	\$ 3,973.41	\$ 4,132.41
	Annual	\$ 30,337	\$ 31,418	\$ 32,643	\$ 33,978	\$ 35,298	\$ 36,697	\$ 38,192	\$ 39,734	\$ 41,324
17	Hourly	\$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly	\$ 3,216.57	\$ 3,326.28	\$ 3,459.84	\$ 3,598.17	\$ 3,741.27	\$ 3,890.73	\$ 4,048.14	\$ 4,210.32	\$ 4,372.50
	Annual	\$ 32,166	\$ 33,263	\$ 34,598	\$ 35,982	\$ 37,413	\$ 38,907	\$ 40,481	\$ 42,103	\$ 43,725
18	Hourly	\$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly	\$ 3,412.14	\$ 3,529.80	\$ 3,669.72	\$ 3,814.41	\$ 3,967.05	\$ 4,127.64	\$ 4,288.23	\$ 4,461.54	\$ 4,639.62
	Annual	\$ 34,121	\$ 35,298	\$ 36,697	\$ 38,144	\$ 39,671	\$ 41,276	\$ 42,882	\$ 44,615	\$ 46,396
19	Hourly	\$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly	\$ 3,618.84	\$ 3,742.86	\$ 3,890.73	\$ 4,046.55	\$ 4,203.96	\$ 4,369.32	\$ 4,548.99	\$ 4,731.84	\$ 4,917.87
	Annual	\$ 36,188	\$ 37,429	\$ 38,907	\$ 40,466	\$ 42,040	\$ 43,693	\$ 45,490	\$ 47,318	\$ 49,179
20	Hourly	\$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly	\$ 3,830.31	\$ 3,967.05	\$ 4,126.05	\$ 4,283.46	\$ 4,452.00	\$ 4,633.26	\$ 4,825.65	\$ 5,011.68	\$ 5,216.79
	Annual	\$ 38,303	\$ 39,671	\$ 41,261	\$ 42,835	\$ 44,520	\$ 46,333	\$ 48,257	\$ 50,117	\$ 52,168
21	Hourly	\$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly	\$ 4,062.45	\$ 4,203.96	\$ 4,367.73	\$ 4,545.81	\$ 4,727.07	\$ 4,913.10	\$ 5,108.67	\$ 5,316.96	\$ 5,530.02
	Annual	\$ 40,625	\$ 42,040	\$ 43,677	\$ 45,458	\$ 47,271	\$ 49,131	\$ 51,087	\$ 53,170	\$ 55,300
22	Hourly	\$ 27.14	\$ 28.20	\$ 29.30	\$ 30.48	\$ 31.67	\$ 32.89	\$ 34.18	\$ 35.54	\$ 36.91
	Monthly	\$ 4,315.26	\$ 4,483.80	\$ 4,668.70	\$ 4,846.32	\$ 5,035.53	\$ 5,229.51	\$ 5,434.62	\$ 5,650.86	\$ 5,868.69
	Annual	\$ 43,153	\$ 44,838	\$ 46,587	\$ 48,463	\$ 50,355	\$ 52,295	\$ 54,346	\$ 56,509	\$ 58,687
23	Hourly	\$ 27.59	\$ 28.55	\$ 29.65	\$ 30.87	\$ 32.12	\$ 33.37	\$ 34.68	\$ 36.11	\$ 37.54
	Monthly	\$ 4,386.81	\$ 4,539.45	\$ 4,714.35	\$ 4,908.33	\$ 5,107.08	\$ 5,305.83	\$ 5,514.12	\$ 5,741.49	\$ 5,968.86
	Annual	\$ 43,868	\$ 45,395	\$ 47,144	\$ 49,083	\$ 51,071	\$ 53,058	\$ 55,141	\$ 57,415	\$ 59,689

For Salary Administration Plans PA10-212/7.5  
 2019-20 with a 5% negotiated increase (212 days/1590 hours)  
 Monthly amount reflects a 10-month work year (annual/10)

**PARAPROFESSIONAL**  
**Salary Schedule PA10-212/7.5**  
**Effective 9/1/2020**

work year hours  
1590

<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>15</b>									
Hourly	\$ 18.39	\$ 19.05	\$ 19.76	\$ 20.57	\$ 21.36	\$ 22.24	\$ 23.17	\$ 24.04	\$ 25.01
Monthly	\$ 2,924.01	\$ 3,028.95	\$ 3,141.84	\$ 3,270.63	\$ 3,396.24	\$ 3,536.16	\$ 3,684.03	\$ 3,822.36	\$ 3,976.59
Annual	\$ 29,240	\$ 30,290	\$ 31,418	\$ 32,706	\$ 33,962	\$ 35,362	\$ 36,840	\$ 38,224	\$ 39,766
<b>16</b>									
Hourly	\$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.51	\$ 26.54
Monthly	\$ 3,097.32	\$ 3,207.03	\$ 3,332.64	\$ 3,469.38	\$ 3,604.53	\$ 3,746.04	\$ 3,898.68	\$ 4,056.09	\$ 4,219.86
Annual	\$ 30,973	\$ 32,070	\$ 33,326	\$ 34,694	\$ 36,045	\$ 37,460	\$ 38,987	\$ 40,561	\$ 42,199
<b>17</b>									
Hourly	\$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
Monthly	\$ 3,283.35	\$ 3,396.24	\$ 3,532.98	\$ 3,674.49	\$ 3,819.18	\$ 3,971.82	\$ 4,132.41	\$ 4,299.36	\$ 4,464.72
Annual	\$ 32,834	\$ 33,962	\$ 35,330	\$ 36,745	\$ 38,192	\$ 39,718	\$ 41,324	\$ 42,994	\$ 44,647
<b>18</b>									
Hourly	\$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
Monthly	\$ 3,483.69	\$ 3,604.53	\$ 3,746.04	\$ 3,893.91	\$ 4,049.73	\$ 4,215.09	\$ 4,378.86	\$ 4,555.35	\$ 4,736.61
Annual	\$ 34,837	\$ 36,045	\$ 37,460	\$ 38,939	\$ 40,497	\$ 42,151	\$ 43,789	\$ 45,554	\$ 47,366
<b>19</b>									
Hourly	\$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
Monthly	\$ 3,695.16	\$ 3,820.77	\$ 3,971.82	\$ 4,130.82	\$ 4,293.00	\$ 4,461.54	\$ 4,644.39	\$ 4,830.42	\$ 5,021.22
Annual	\$ 36,952	\$ 38,208	\$ 39,718	\$ 41,308	\$ 42,930	\$ 44,615	\$ 46,444	\$ 48,304	\$ 50,212
<b>20</b>									
Hourly	\$ 24.60	\$ 25.47	\$ 26.49	\$ 27.51	\$ 28.59	\$ 29.75	\$ 30.99	\$ 32.18	\$ 33.50
Monthly	\$ 3,911.40	\$ 4,049.73	\$ 4,211.91	\$ 4,374.09	\$ 4,545.81	\$ 4,730.25	\$ 4,927.41	\$ 5,116.62	\$ 5,326.50
Annual	\$ 39,114	\$ 40,497	\$ 42,119	\$ 43,741	\$ 45,458	\$ 47,303	\$ 49,274	\$ 51,166	\$ 53,265
<b>21</b>									
Hourly	\$ 26.09	\$ 27.00	\$ 28.05	\$ 29.19	\$ 30.35	\$ 31.55	\$ 32.80	\$ 34.14	\$ 35.51
Monthly	\$ 4,148.31	\$ 4,293.00	\$ 4,459.95	\$ 4,641.21	\$ 4,825.65	\$ 5,016.45	\$ 5,215.20	\$ 5,428.26	\$ 5,646.09
Annual	\$ 41,483	\$ 42,930	\$ 44,600	\$ 46,412	\$ 48,257	\$ 50,165	\$ 52,152	\$ 54,283	\$ 56,461
<b>22</b>									
Hourly	\$ 27.71	\$ 28.79	\$ 29.92	\$ 31.12	\$ 32.34	\$ 33.58	\$ 34.90	\$ 36.29	\$ 37.69
Monthly	\$ 4,405.89	\$ 4,577.61	\$ 4,757.28	\$ 4,948.08	\$ 5,142.06	\$ 5,339.22	\$ 5,549.10	\$ 5,770.11	\$ 5,992.71
Annual	\$ 44,059	\$ 45,776	\$ 47,573	\$ 49,481	\$ 51,421	\$ 53,392	\$ 55,491	\$ 57,701	\$ 59,927
<b>23</b>									
Hourly	\$ 28.17	\$ 29.15	\$ 30.27	\$ 31.52	\$ 32.79	\$ 34.07	\$ 35.41	\$ 36.87	\$ 38.33
Monthly	\$ 4,479.03	\$ 4,634.85	\$ 4,812.93	\$ 5,011.68	\$ 5,213.61	\$ 5,417.13	\$ 5,630.19	\$ 5,862.33	\$ 6,094.47
Annual	\$ 44,790	\$ 46,349	\$ 48,129	\$ 50,117	\$ 52,136	\$ 54,171	\$ 56,302	\$ 58,623	\$ 60,945

For Salary Administration Plans PA10-212/7.5

2020-21 with a 2.1% negotiated increase (212 days/1590 hours)

Monthly amount reflects a 10-month work year (annual/10)

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

**PARAPROFESSIONAL**  
**Salary Schedule PA10-212/7.5**  
**Effective 9/1/2021**

work year hours  
 1590

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly \$ 19.31	\$ 20.00	\$ 20.75	\$ 21.60	\$ 22.43	\$ 23.35	\$ 24.33	\$ 25.24	\$ 26.26
	Monthly \$ 3,070.29	\$ 3,180.00	\$ 3,299.25	\$ 3,434.40	\$ 3,566.37	\$ 3,712.65	\$ 3,868.47	\$ 4,013.16	\$ 4,175.34
	Annual \$ 30,703	\$ 31,800	\$ 32,993	\$ 34,344	\$ 35,664	\$ 37,127	\$ 38,685	\$ 40,132	\$ 41,753
16	Hourly \$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.79	\$ 27.87
	Monthly \$ 3,251.55	\$ 3,367.62	\$ 3,499.59	\$ 3,642.69	\$ 3,784.20	\$ 3,933.66	\$ 4,094.25	\$ 4,259.61	\$ 4,431.33
	Annual \$ 32,516	\$ 33,676	\$ 34,996	\$ 36,427	\$ 37,842	\$ 39,337	\$ 40,943	\$ 42,596	\$ 44,313
17	Hourly \$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
	Monthly \$ 3,447.12	\$ 3,566.37	\$ 3,709.47	\$ 3,858.93	\$ 4,009.98	\$ 4,170.57	\$ 4,339.11	\$ 4,514.01	\$ 4,687.32
	Annual \$ 34,471	\$ 35,664	\$ 37,095	\$ 38,589	\$ 40,100	\$ 41,706	\$ 43,391	\$ 45,140	\$ 46,873
18	Hourly \$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
	Monthly \$ 3,658.59	\$ 3,784.20	\$ 3,933.66	\$ 4,087.89	\$ 4,251.66	\$ 4,426.56	\$ 4,598.28	\$ 4,782.72	\$ 4,973.52
	Annual \$ 36,586	\$ 37,842	\$ 39,337	\$ 40,879	\$ 42,517	\$ 44,266	\$ 45,983	\$ 47,827	\$ 49,735
19	Hourly \$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
	Monthly \$ 3,879.60	\$ 4,011.57	\$ 4,170.57	\$ 4,337.52	\$ 4,507.65	\$ 4,684.14	\$ 4,876.53	\$ 5,072.10	\$ 5,272.44
	Annual \$ 38,796	\$ 40,116	\$ 41,706	\$ 43,375	\$ 45,077	\$ 46,841	\$ 48,765	\$ 50,721	\$ 52,724
20	Hourly \$ 25.83	\$ 26.74	\$ 27.81	\$ 28.89	\$ 30.02	\$ 31.24	\$ 32.54	\$ 33.79	\$ 35.18
	Monthly \$ 4,106.97	\$ 4,251.66	\$ 4,421.79	\$ 4,593.51	\$ 4,773.18	\$ 4,967.16	\$ 5,173.86	\$ 5,372.61	\$ 5,593.62
	Annual \$ 41,070	\$ 42,517	\$ 44,218	\$ 45,935	\$ 47,732	\$ 49,672	\$ 51,739	\$ 53,726	\$ 55,936
21	Hourly \$ 27.39	\$ 28.35	\$ 29.45	\$ 30.65	\$ 31.87	\$ 33.13	\$ 34.44	\$ 35.85	\$ 37.29
	Monthly \$ 4,355.01	\$ 4,507.65	\$ 4,682.55	\$ 4,873.35	\$ 5,067.33	\$ 5,267.67	\$ 5,475.96	\$ 5,700.15	\$ 5,929.11
	Annual \$ 43,550	\$ 45,077	\$ 46,826	\$ 48,734	\$ 50,673	\$ 52,677	\$ 54,760	\$ 57,002	\$ 59,291
22	Hourly \$ 29.10	\$ 30.23	\$ 31.42	\$ 32.68	\$ 33.96	\$ 35.26	\$ 36.65	\$ 38.10	\$ 39.57
	Monthly \$ 4,626.90	\$ 4,806.57	\$ 4,995.78	\$ 5,196.12	\$ 5,399.64	\$ 5,606.34	\$ 5,827.35	\$ 6,057.90	\$ 6,291.63
	Annual \$ 46,269	\$ 48,066	\$ 49,958	\$ 51,961	\$ 53,996	\$ 56,063	\$ 58,274	\$ 60,579	\$ 62,916
23	Hourly \$ 29.58	\$ 30.61	\$ 31.78	\$ 33.10	\$ 34.43	\$ 35.77	\$ 37.18	\$ 38.71	\$ 40.25
	Monthly \$ 4,703.22	\$ 4,866.99	\$ 5,053.02	\$ 5,262.90	\$ 5,474.37	\$ 5,687.43	\$ 5,911.62	\$ 6,154.89	\$ 6,399.75
	Annual \$ 47,032	\$ 48,670	\$ 50,530	\$ 52,629	\$ 54,744	\$ 56,874	\$ 59,116	\$ 61,549	\$ 63,998

For Salary Administration Plans PA10-212/7.5

2021-22 with a 5% negotiated increase (212 days/1590 hours)

Monthly amount reflects a 10-month work year (annual/10)

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

Bus Supervisors  
Salary Schedule (BS1)  
200/8  
2019-20 effective 9/1/19

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>016</b>									
Hourly	\$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.97	\$ 25.99
Monthly	\$ 3,052.80	\$ 3,161.60	\$ 3,284.80	\$ 3,419.20	\$ 3,552.00	\$ 3,692.80	\$ 3,843.20	\$ 3,995.20	\$ 4,158.40
Annual	\$ 30,528	\$ 31,616	\$ 32,848	\$ 34,192	\$ 35,520	\$ 36,928	\$ 38,432	\$ 39,952	\$ 41,584
<b>017</b>									
Hourly	\$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
Monthly	\$ 3,236.80	\$ 3,347.20	\$ 3,481.60	\$ 3,620.80	\$ 3,764.80	\$ 3,915.20	\$ 4,073.60	\$ 4,236.80	\$ 4,400.00
Annual	\$ 32,368	\$ 33,472	\$ 34,816	\$ 36,208	\$ 37,648	\$ 39,152	\$ 40,736	\$ 42,368	\$ 44,000
<b>018</b>									
Hourly	\$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
Monthly	\$ 3,433.60	\$ 3,552.00	\$ 3,692.80	\$ 3,838.40	\$ 3,992.00	\$ 4,153.60	\$ 4,315.20	\$ 4,489.60	\$ 4,668.80
Annual	\$ 34,336	\$ 35,520	\$ 36,928	\$ 38,384	\$ 39,920	\$ 41,536	\$ 43,152	\$ 44,896	\$ 46,688
<b>019</b>									
Hourly	\$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
Monthly	\$ 3,641.60	\$ 3,766.40	\$ 3,915.20	\$ 4,072.00	\$ 4,230.40	\$ 4,396.80	\$ 4,577.60	\$ 4,761.60	\$ 4,948.80
Annual	\$ 36,416	\$ 37,664	\$ 39,152	\$ 40,720	\$ 42,304	\$ 43,968	\$ 45,776	\$ 47,616	\$ 49,488

Bus Supervisor (BS1)  
200/8 (1600 hours)  
Effective 9/1/19 with a 5% negotiated increase

Bus Supervisors  
Salary Schedule (BS1)  
200/8  
2020-21 effective 9/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>016</b>									
Hourly	\$ 19.48	\$ 20.17	\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.49	\$ 26.54
Monthly	\$ 3,116.80	\$ 3,227.20	\$ 3,353.60	\$ 3,491.20	\$ 3,627.20	\$ 3,769.60	\$ 3,923.20	\$ 4,078.40	\$ 4,246.40
Annual	\$ 31,168	\$ 32,272	\$ 33,536	\$ 34,912	\$ 36,272	\$ 37,696	\$ 39,232	\$ 40,784	\$ 42,464
<b>017</b>									
Hourly	\$ 20.65	\$ 21.36	\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
Monthly	\$ 3,304.00	\$ 3,417.60	\$ 3,555.20	\$ 3,697.60	\$ 3,843.20	\$ 3,996.80	\$ 4,158.40	\$ 4,326.40	\$ 4,492.80
Annual	\$ 33,040	\$ 34,176	\$ 35,552	\$ 36,976	\$ 38,432	\$ 39,968	\$ 41,584	\$ 43,264	\$ 44,928
<b>018</b>									
Hourly	\$ 21.91	\$ 22.67	\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
Monthly	\$ 3,505.60	\$ 3,627.20	\$ 3,769.60	\$ 3,918.40	\$ 4,075.20	\$ 4,241.60	\$ 4,406.40	\$ 4,584.00	\$ 4,766.40
Annual	\$ 35,056	\$ 36,272	\$ 37,696	\$ 39,184	\$ 40,752	\$ 42,416	\$ 44,064	\$ 45,840	\$ 47,664
<b>019</b>									
Hourly	\$ 23.24	\$ 24.03	\$ 24.98	\$ 25.98	\$ 27.00	\$ 28.06	\$ 29.21	\$ 30.38	\$ 31.58
Monthly	\$ 3,718.40	\$ 3,844.80	\$ 3,996.80	\$ 4,156.80	\$ 4,320.00	\$ 4,489.60	\$ 4,673.60	\$ 4,860.80	\$ 5,052.80
Annual	\$ 37,184	\$ 38,448	\$ 39,968	\$ 41,568	\$ 43,200	\$ 44,896	\$ 46,736	\$ 48,608	\$ 50,528

Bus Supervisor (BS1)  
200/8 (1600 hours)  
Effective 9/1/2020 with a 2.1% negotiated increase  
The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

Bus Supervisors  
Salary Schedule (BS1)  
200/8  
2021-22 effective 9/1/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>016</b>									
Hourly	\$ 20.45	\$ 21.18	\$ 22.01	\$ 22.91	\$ 23.80	\$ 24.74	\$ 25.75	\$ 26.76	\$ 27.87
Monthly	\$ 3,272.00	\$ 3,388.80	\$ 3,521.60	\$ 3,665.60	\$ 3,808.00	\$ 3,958.40	\$ 4,120.00	\$ 4,281.60	\$ 4,459.20
Annual	\$ 32,720	\$ 33,888	\$ 35,216	\$ 36,656	\$ 38,080	\$ 39,584	\$ 41,200	\$ 42,816	\$ 44,592
<b>017</b>									
Hourly	\$ 21.68	\$ 22.43	\$ 23.33	\$ 24.27	\$ 25.22	\$ 26.23	\$ 27.29	\$ 28.39	\$ 29.48
Monthly	\$ 3,468.80	\$ 3,588.80	\$ 3,732.80	\$ 3,883.20	\$ 4,035.20	\$ 4,196.80	\$ 4,366.40	\$ 4,542.40	\$ 4,716.80
Annual	\$ 34,688	\$ 35,888	\$ 37,328	\$ 38,832	\$ 40,352	\$ 41,968	\$ 43,664	\$ 45,424	\$ 47,168
<b>018</b>									
Hourly	\$ 23.01	\$ 23.80	\$ 24.74	\$ 25.71	\$ 26.74	\$ 27.84	\$ 28.92	\$ 30.08	\$ 31.28
Monthly	\$ 3,681.60	\$ 3,808.00	\$ 3,958.40	\$ 4,113.60	\$ 4,278.40	\$ 4,454.40	\$ 4,627.20	\$ 4,812.80	\$ 5,004.80
Annual	\$ 36,816	\$ 38,080	\$ 39,584	\$ 41,136	\$ 42,784	\$ 44,544	\$ 46,272	\$ 48,128	\$ 50,048
<b>019</b>									
Hourly	\$ 24.40	\$ 25.23	\$ 26.23	\$ 27.28	\$ 28.35	\$ 29.46	\$ 30.67	\$ 31.90	\$ 33.16
Monthly	\$ 3,904.00	\$ 4,036.80	\$ 4,196.80	\$ 4,364.80	\$ 4,536.00	\$ 4,713.60	\$ 4,907.20	\$ 5,104.00	\$ 5,305.60
Annual	\$ 39,040	\$ 40,368	\$ 41,968	\$ 43,648	\$ 45,360	\$ 47,136	\$ 49,072	\$ 51,040	\$ 53,056

Bus Supervisor (BS1)  
200/8 (1600 hours)  
Effective 9/1/2021 with a 5% negotiated increase

The 5% salary increase total is based on the legislative  
inflationary increase ( IPD), which is estimated at 2% for the  
2021-2022 SY, plus 3%. In the event the Legislature adjusts  
the estimated inflationary increase upwards or downwards  
from 2%, the total salary will be adjusted to account for that  
adjustment. See CBA for specific terms.



**Appendix 3:  
2019-2022 Salary Schedules for Certificated and Classified  
Substitutes**

## 2019-20 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.9	Up to 209.9 hours worked	\$31.49	\$220.43
CH1	2	30 - 59.9 days	At least 210 hours worked	\$32.92	\$230.44
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$34.37	\$240.59
CH1	4	90 or more	At least 630 hours worked	\$36.58	\$256.06
CH1	5	Senior Subs	Senior Subs	\$38.01	\$266.06

\* Senior Subs receive an additional \$10/day (added to daily rate)

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$46.85	\$327.95

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$173.32
SU1		60-90 Days	\$X*1.05	\$181.93
SU1		91-120 Days	\$X*1.10	\$190.61
SU1		121+ Days	\$X*1.15	\$199.29
SU1		Senior Subs	Senior Subs	\$209.29

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$173.52
SU2		60-90 Days	\$X*1.05	\$182.16
SU2		91-120 Days	\$X*1.10	\$190.88
SU2		121+ Days	\$X*1.15	\$199.60
SU2		Senior Subs	Senior Subs	\$209.60

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$32.80	\$262.40

2019-2020 rates effective 9/1/2019 with a 5% contractual increase

## 2020-21 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$32.15	\$225.05
CH1	2	30 - 59.9 days	At least 210 hours worked	\$33.61	\$235.27
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$35.09	\$245.63
CH1	4	90 or more	At least 630 hours worked	\$37.35	\$261.45
CH1	5	Senior Subs*	Senior Subs	\$38.78	\$271.45

\* Senior Subs receive an additional \$10/day (added to daily rate)

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$47.83	\$334.81

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$176.96
SU1		60-90 Days	\$X*1.05	\$185.78
SU1		91-120 Days	\$X*1.10	\$194.60
SU1		121+ Days	\$X*1.15	\$203.49
SU1		Senior Subs	Senior Subs	\$213.49

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$177.20
SU2		60-90 Days	\$X*1.05	\$186.00
SU2		91-120 Days	\$X*1.10	\$194.88
SU2		121+ Days	\$X*1.15	\$203.76
SU2		Senior Subs	Senior Subs	\$213.76

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$33.49	\$267.92

2020-2021 rates effective 9/1/2020 with a 2.1% contractual increase

The 2.1% salary increase total is based on the estimated legislative inflationary increase (IPD).

## 2021-22 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$33.44	\$234.08
CH1	2	30 - 59.9 days	At least 210 hours worked	\$34.95	\$244.65
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$36.49	\$255.43
CH1	4	90 or more	At least 630 hours worked	\$38.84	\$271.88
CH1	5	Senior Subs*	Senior Subs	\$40.27	\$281.88

\* Senior Subs receive an additional \$10/day (added to daily rate)

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$49.74	\$348.18

The 4% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 2%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that inflationary increase. See CBA for specific terms.

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$185.78
SU1		60-90 Days	\$X*1.05	\$195.09
SU1		91-120 Days	\$X*1.10	\$204.33
SU1		121+ Days	\$X*1.15	\$213.64
SU1		Senior Subs	Senior Subs	\$223.64

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$186.08
SU2		60-90 Days	\$X*1.05	\$195.28
SU2		91-120 Days	\$X*1.10	\$204.64
SU2		121+ Days	\$X*1.15	\$213.92
SU2		Senior Subs	Senior Subs	\$223.92

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$35.16	\$281.28

#### 2021-2022 rates effective 9/1/2021 with a 4% certificated and 5% classified contractual increase

The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus 3%. In the event the Legislature adjusts the estimated inflationary increase upwards or downwards from 2%, the total salary will be adjusted to account for that adjustment. See CBA for specific terms.

**Appendix 4:  
2019-2022 Certificated Stipends**

2019-20 CERTIFICATED STIPEND SALARY SCHEDULE

STIPEND TITLE	SAP Title	Job Code	Commitment item	PSFT Earn Code	Months	2017-18 Annual Amount	2018-19 Annual Amount	2019-20 Annual Amount	Duty Code
INTRAMURALS ELEM	Intramurals Elem Stipend		20220420	1320	10	\$2,390.84	\$2,390.84	\$2,414.75	311
INTRAMURALS SEC	Intramurals Secondary Sti		20220421	1321	10	\$2,515.16	\$2,515.16	\$2,540.31	321
<b>CURRICULAR (DISCRETIONARY) (Certificated)</b>									
<b>BUILDING LEADERSHIP TEAM</b>									
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Building Leadership Team		20220543	1442	10	\$3,772.54	\$3,772.54	\$3,810.27	**321 (Sec.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head I Stipend		20220500	1400	10	\$3,621.60	\$3,621.60	\$3,657.82	311 (Elem.)
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head II Stipend		20220501	1401	10	\$3,030.33	\$3,030.33	\$3,060.63	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE	Dept Head III Stipend		20220502	1402	10	\$2,600.29	\$2,600.29	\$2,626.29	401
Note: The Ell Dept. Head stipend amount is based on the # of adults (Classified & Certificated) working in the ELL Program at the School, not FTE.	Dept Head IV Stipend		20220503	1403	10	\$1,689.86	\$1,689.86	\$1,706.76	401
<b>ELEM CURRICULUM</b>									
ELEM INSTRUCTION	Elem Curriculum Stipend		20220504	1404	10	\$1,909.40	\$1,909.40	\$1,928.49	401
ELEM MUSIC (CHORAL)	Elem Instruction Stipend		20220505	1405	10	\$1,909.40	\$1,909.40	\$1,928.49	311
INSTRUCTIONAL LIAISON	Elem Choral Music Stipend		20220506	1406	10	\$1,113.14	\$1,113.14	\$1,124.27	311
SUBJ MATT SPEC I	Instructional Liaison Stip		20220508	1407	10	\$1,909.40	\$1,909.40	\$1,928.49	311
SUBJ MATT SPEC II	Subj Matt Spec I Stipend		20220511	1410	10	\$2,156.84	\$2,156.84	\$2,178.41	401
SUBJ MATT SPEC III	Subj Matt Spec II Stipend		20220512	1411	10	\$1,734.65	\$1,734.65	\$1,752.00	401
SUBJ MATT SPEC IV	Subj Matt Spec III Stip		20220513	1412	10	\$1,469.24	\$1,469.24	\$1,483.93	401
TEAM LEADER I: 7 or more FTE's	Subj Matt Spec IV Stip		20220514	1413	10	\$1,360.62	\$1,360.62	\$1,374.23	401
TEAM LEADER II: 4-6 FTE's	Team Leader I Stipend		20220515	1414	10	\$3,621.60	\$3,621.60	\$3,657.82	401
TEAM LEADER III: 2-3 FTE's	Team Leader II Stipend		20220516	1415	10	\$3,030.33	\$3,030.33	\$3,060.63	401
TEAM LEADER IV: 0.2-1 FTE	Team Leader III Stipend		20220517	1416	10	\$2,600.29	\$2,600.29	\$2,626.29	401
Educational Tech Leader I (Elem Level)	Team Leader IV Stipend		20220518	1417	10	\$1,689.86	\$1,689.86	\$1,706.76	401
Educational Tech Leader I (Sec Level)	Education Tech Leader I		20220548	1446	10	\$1,909.40	\$1,909.40	\$1,928.49	401
Chemical Hygiene Officer I	Education Tech Leader II		20220548	1447	10	\$2,156.84	\$2,156.84	\$2,178.41	401
Chemical Hygiene Officer II	Chemical Hygiene Off I		20220555	1454	10	\$1,456.93	\$1,456.93	\$1,471.50	401
Chemical Hygiene Officer III	Chemical Hygiene Off II		20220556	1455	10	\$1,213.92	\$1,213.92	\$1,226.06	401
Teacher Advisory Council	Chemical Hygiene Off III		20220557	1456	10	\$910.45	\$910.45	\$919.55	401
Teen Truancy Board Advisor	TeacherAdvisCouncil		20220564	1525	5	\$1,072.66	\$1,072.66	\$1,083.39	311
	Teen TruancyBdAdvsr		20220566	1530	10	\$2,145.31	\$2,145.31	\$2,166.76	311
<b>CURRICULAR (associated with a job code)</b>									
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	10	\$3,221.84	\$3,221.84	\$3,254.06	421
SVCS CONSULT I	SVCS CONSULT I		20220521	1420	10	\$1,689.86	\$1,689.86	\$1,706.76	401
SVCS CONSULT II	SVCS CONSULT II		20220522	1421	10	\$3,621.60	\$3,621.60	\$3,657.82	401
SVCS CONSULT III	SVCS CONSULT III		20220523	1422	10	\$5,441.37	\$5,441.37	\$5,495.78	401
<b>Counselor</b>									
Counselor Special Assignment	Counselor SpecAssign	15022830	20210618	1520	10	\$3,221.84	\$3,221.84	\$3,254.06	421

<b>Head Teacher/House Administrator/Dean of Students</b>										
Dean of Students	15001438	20210537	1436	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
Head Teacher I	15001689	20210525	1424	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
House Administrator	15001700	20210526	1425	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
Teacher-Science/Resource	15001201	20210542	1441	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
District Assessment Coordinator-Student Data Platforms	15023957	20210535	1434	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
District Assessment Coordinator	15001038	20210535	1434	10	\$3,621.60	\$3,621.60	\$3,657.82	401		
<b>CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)</b>										
<b>Building-based Career Ladder Positions</b>										
Content Demonstration Teacher	15020926	20210615	1559	10	\$3,225.00	\$3,225.00	\$3,257.25	401		
Teacher Leadership Cadre (formerly CLT)	15020927	20210615	1558	10	\$3,225.00	\$3,225.00	\$3,257.25	401		
Educator Leadership Cadre (ESAs)	tbd				\$3,225.00	\$3,225.00	\$3,257.25			
Master Teacher	15020928	20210617	1518	10	\$5,580.00	\$5,580.00	\$5,635.80	401		
* no more than two employees can share a CL stipend per building										
** includes SpEd positions of OT/P.T, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends										
<b>Academic Coaches</b>										
Sch-Based Prof Dev School Coach	15001765	20210551	1450	10	\$1,909.40	\$1,909.40	\$1,928.49	401		
Professional Learning Communities Coach	15023855	20210551	1450	10	\$1,909.40	\$1,909.40	\$1,928.49	401		
<b>Consulting Teachers</b>										
Student Support Svc-Consulting Teacher	15001826	20210536	1435	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
Student Support Svc-Consulting Teacher-SED	15023810	20210536	1435	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
School Improvement Consulting Teacher	15001266	20210536	1435	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
International Educ Consulting Teacher	15020151	20210536	1435	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
Instructional Support Resources Teacher	multiple	multiple	1426	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
Instructional Technology Support/Resource Teacher	15001702	20210527	1426	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
<b>Curriculum Specialists</b>										
Curriculum Specialist	15001430	20210524	1423	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
Early Childhood Literacy Specialist	15001276	20210552	1451	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
School to Work Specialist	15001802	20210529	1428	10	\$6,555.60	\$6,555.60	\$6,621.16	401		
<b>SPED Program Specialists</b>										
SPED Early Childhood Specialist	15023112	20210627	1533	10	\$6,560.53	\$6,560.53	\$6,626.14	401		
SPED Private Schools Program Specialist	15023115	20210629	1535	10	\$6,560.53	\$6,560.53	\$6,626.14	401		
SPED Program Specialist	15023111	20210628	1534	10	\$6,560.53	\$6,560.53	\$6,626.14	401		
Advanced Learning Program Specialist	15023931	20210628	1534	10	\$6,560.53	\$6,560.53	\$6,626.14	401		
<b>Career Ladder/Professional Development</b>										
Evaluation Support Consulting Teacher	15020885	20210532	1531	10	\$7,389.92	\$7,389.92	\$7,463.82	401		
STAR Mentor Teacher	15001834	20210531	1430	10	\$7,389.92	\$7,389.92	\$7,463.82	401		
Career Ladder Program Coordinator	15020958	20210614	1458	10	\$7,389.92	\$7,389.92	\$7,463.82	401		
TPEP-Teacher Prof Development Specialist	15023529	24003529	1557	10	\$7,389.92	\$7,389.92	\$7,463.82	400		

2019-20 CERTIFICATED STIPEND SALARY SCHEDULE

<b>Instructional Services Academic Coaches</b>									
Instructional Services School Coach (ELL, C&I, Bilingual)	Inst'l Svc School Coach	15001817	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Instructional Services Music Coach	Inst'l Svc School Coach	15001824	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15020803	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001818	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Instr Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	10	\$6,555.60	\$6,555.60	\$6,621.16	401
<b>Other Curriculum/Program Coordinators</b>									
Native American Education Intervention Coordinator	NAE Intv Coord	15020828	20210630	1536	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	10	\$6,555.60	\$6,555.60	\$6,621.16	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	10	\$6,555.60	\$6,555.60	\$6,621.16	401
Assessment Development Specialist	Assesmt Dev Spec	15023005	20210622	1528	10	\$7,389.96	\$7,389.96	\$7,463.86	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1529	10	\$7,389.92	\$7,389.92	\$7,463.82	401
PAR/PGES Coordinator	PAR/PGES	15024020	20210623	1562	10	\$7,389.92	\$7,389.92	\$7,463.82	401
Naviance Lead	Naviance Lead	job codes vary	20220638	1565	10	\$4,465.00	\$4,465.00	\$4,509.65	401
Advisory Lead	Advisory Lead	job codes vary	20220639	1564	10	\$4,465.00	\$4,465.00	\$4,509.65	401
<b>Race and Equity Stipends</b>									
Equity Team	(Split amongst team members)	job codes vary		1554	10	\$3,772.54	\$3,772.54	\$3,810.27	401
Partner of Race & Equity	Partner of Race & Equity	(SEA paid)	20220636	1561	10	\$2,500.00	\$2,500.00	\$2,525.00	401
<b>Program Stipends - one time annual payment</b>									
Ethnic Studies Curriculum Stipend	equitable to Subj Matt Spec III Stip	job codes vary	20220513	1412	1x	\$1,469.24	\$1,469.24	\$1,483.93	401
PAR Panel Member	PAR Panel	job codes vary	20220641	1566	1x	\$3,500.00	\$3,500.00	\$3,535.00	401
<b>PROFESSIONAL CERTIFICATION</b>									
Professional Certificates (ESA)	ESA Professional Certification			1517	1 time	\$1,500.00	\$1,500.00	\$1,500.00	**321(Sec.) 311(Elem.)
National Standards Certificate Bonus	Nat'l Standrds Cert Bonus	first year 60%		1443	1 time	\$5,208.00	\$5,397.00	\$5,505.00	
Challenging High-Poverty Schools Bonus		first year 60%		1443	1 time	\$5,000.00	\$5,000.00	\$5,000.00	
<b>EXTRA CURRICULAR (Discretionary)</b>									
ANNUAL	Annual Stipend		20220601	1501	10	\$2,471.74	\$2,471.74	\$2,496.46	321
BUILDING COORDINATOR ATHLETICS	Bldg Coordinator Athletic		20220613	1513	10	\$1,817.08	\$1,817.08	\$1,835.25	321
DEBATE	Debate Stipend		20220602	1502	10	\$1,376.30	\$1,376.30	\$1,390.06	321
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	10	\$1,841.49	\$1,841.49	\$1,859.90	311
NEWSPAPER	Newspaper Stipend		20220605	1505	10	\$2,471.74	\$2,471.74	\$2,496.46	321
SAFETY PATROL	Safety Patrol Stipend		20220606	1506	10	\$1,309.23	\$1,309.23	\$1,322.32	311
SR CLASS ADVISOR	Senior Class Advisor Stip		20220607	1507	10	\$1,481.46	\$1,481.46	\$1,496.27	321
STOCKROOM	Stockroom Stipend		20220608	1508	10	\$2,341.84	\$2,341.84	\$2,365.26	321
BAND	Band Stipend		20220609	1509	10				321
CHORAL	Choral Stipend	Secondary Schools with over 1500 students = total of \$10,976.44/yr; less than 1500 students = \$7,004.74/yr	20220610	1510	10				321
DRAMA	Drama Stipend		20220611	1511	10				321
ORCHESTRA	Orchestra Stipend		20220612	1512	10				321
<b>Effective 9/1/19; rates updated with 1% negotiated increase for 2019-20</b>									



**ARTICLE IV: PROVISIONS FOR COMPENSATION AND WORK HOURS**

No employee may have more than two (2) compensated supplemental assignments except as provided in b) below. Assignments shall not have overlapping times, except department heads may have an overlapping compensated supplemental assignment for one (1) sports season during the school year.

a. Any employee who has more than two (2) compensated supplemental assignments shall submit to the building principal/program manager a list of those compensated supplemental assignments which the employee currently holds, in preference order.

b. The building principal/program manager shall attempt to reallocate compensated supplemental assignments other than the top two (2) selected by the employee. If no qualified employee in the building who is eligible to hold a supplemental assignment is willing to accept the assignment, the assignment shall be returned to the employee currently holding that assignment.

**Other stipends, individual-based:**

Early Resignation Incentive

Hard to Fill Bonus (Special Education)

Equity Team (per diem rate)

Seattle Teacher Residency (STR) Mentor

2020-21 CERTIFICATED STIPEND SALARY SCHEDULE

STIPEND TITLE	SAP Title	Job Code	Commitment Item	PSFT Earn Code	Months	2018-19 Annual Amount	2019-20 Annual Amount	2020-21 Annual Amount	Duty Code
INTRAMURALS ELEM	Intramurals Elem Stipend		20220420	1320	10	\$2,390.84	\$2,414.75	\$2,414.75	311
INTRAMURALS SEC	Intramurals Secondary Stip		20220421	1321	10	\$2,515.16	\$2,540.31	\$2,540.31	321
<b>CURRICULAR (DISCRETIONARY) (Certificated)</b>									
<b>BUILDING LEADERSHIP TEAM</b>									
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Building Leadership Team Dept Head I Stipend		20220543	1442	10	\$3,772.54	\$3,810.27	\$3,810.27	**321(Sec.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head II Stipend		20220500	1400	10	\$3,621.60	\$3,657.82	\$3,657.82	311(Elem.)
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head III Stipend		20220501	1401	10	\$3,030.33	\$3,060.63	\$3,060.63	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE	Dept Head IV Stipend		20220502	1402	10	\$2,600.29	\$2,626.29	\$2,626.29	401
	Dept Head IV Stipend		20220503	1403	10	\$1,689.86	\$1,706.76	\$1,706.76	401
Note: The Ell Dept. Head stipend amount is based on the # of adults (Classified & Certificated) working in the ELL Program at the School, not FTE.									
<b>ELEM CURRICULUM</b>									
ELEM INSTRUCTION	Elem Curriculum Stipend		20220504	1404	10	\$1,909.40	\$1,928.49	\$1,928.49	401
ELEM MUSIC (CHORAL)	Elem Instruction Stipend		20220505	1405	10	\$1,909.40	\$1,928.49	\$1,928.49	311
INSTRUCTIONAL LIAISON	Elem Choral Music Stipend		20220506	1406	10	\$1,113.14	\$1,124.27	\$1,124.27	311
SUBJ MATT SPEC I	Instructional Liaison Stip		20220508	1407	10	\$1,909.40	\$1,928.49	\$1,928.49	311
SUBJ MATT SPEC II	Subj Matt Spec I Stipend		20220511	1410	10	\$2,156.84	\$2,178.41	\$2,178.41	401
SUBJ MATT SPEC III	Subj Matt Spec II Stipend		20220512	1411	10	\$1,734.65	\$1,752.00	\$1,752.00	401
SUBJ MATT SPEC IV	Subj Matt Spec III Stip		20220513	1412	10	\$1,469.24	\$1,483.93	\$1,483.93	401
TEAM LEADER I: 7 or more FTE's	Subj Matt Spec IV Stip		20220514	1413	10	\$1,360.62	\$1,374.23	\$1,374.23	401
TEAM LEADER II: 4-6 FTE's	Team Leader I Stipend		20220515	1414	10	\$3,621.60	\$3,657.82	\$3,657.82	401
TEAM LEADER III: 2-3 FTE's	Team Leader II Stipend		20220516	1415	10	\$3,030.33	\$3,060.63	\$3,060.63	401
TEAM LEADER IV: 0.2-1 FTE	Team Leader III Stipend		20220517	1416	10	\$2,600.29	\$2,626.29	\$2,626.29	401
Educational Tech Leader I (Elem Level)	Team Leader IV Stipend		20220518	1417	10	\$1,689.86	\$1,706.76	\$1,706.76	401
Educational Tech Leader I (Sec Level)	Education Tech Leader I		20220547	1446	10	\$1,909.40	\$1,928.49	\$1,928.49	401
Chemical Hygiene Officer I	Education Tech Leader II		20220548	1447	10	\$2,156.84	\$2,178.41	\$2,178.41	401
Chemical Hygiene Officer II	Chemical Hygiene Off I		20220555	1454	10	\$1,456.93	\$1,471.50	\$1,471.50	401
Chemical Hygiene Officer III	Chemical Hygiene Off II		20220556	1455	10	\$1,213.92	\$1,226.06	\$1,226.06	401
Teacher Advisory Council	Chemical Hygiene Off III		20220557	1456	10	\$910.45	\$919.55	\$919.55	401
Teen Truancy Board Advisor	TeacherAdvisCouncil		20220564	1525	5	\$1,072.66	\$1,083.39	\$1,083.39	311
	Teen TruancyBdAdvsr		20220566	1530	10	\$2,145.31	\$2,166.76	\$2,166.76	311
<b>CURRICULAR (associated with a job code)</b>									
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	10	\$3,221.84	\$3,254.06	\$3,254.06	421
SVCS CONSULT I	SVCS CONSULT I		20220521	1420	10	\$1,689.86	\$1,706.76	\$1,706.76	401
SVCS CONSULT II	SVCS CONSULT II		20220522	1421	10	\$3,621.60	\$3,657.82	\$3,657.82	401
SVCS CONSULT III	SVCS CONSULT III		20220523	1422	10	\$5,441.37	\$5,495.78	\$5,495.78	401
<b>Counselor</b>									
Counselor Special Assignment	Counselor SpecAssign	15022830	20210618	1520	10	\$3,221.84	\$3,254.06	\$3,254.06	421

2020-21 CERTIFICATED STIPEND SALARY SCHEDULE

Head Teacher/House Administrator/Dean of Students	15001438	20210537	1436	10	\$3,621.60	\$3,657.82	\$3,657.82	401
Dean of Students	15001438	20210537	1436	10	\$3,621.60	\$3,657.82	\$3,657.82	401
Head Teacher I	15001689	20210525	1424	10	\$3,621.60	\$3,657.82	\$3,657.82	401
House Administrator	15001700	20210526	1425	10	\$3,621.60	\$3,657.82	\$3,657.82	401
Teacher-Science/Resource	15001201	20210542	1441	10	\$3,621.60	\$3,657.82	\$3,657.82	401
District Assessment Coordinator-Student Data Platforms	15023957	20210535	1434	10	\$3,621.60	\$3,657.82	\$3,657.82	401
District Assessment Coordinator	15001038	20210535	1434	10	\$3,621.60	\$3,657.82	\$3,657.82	401
<b>CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)</b>								
<b>Building-based Career Ladder Positions</b>								
Content Demonstration Teacher	15020926	20210615	1559	10	\$3,225.00	\$3,257.25	\$3,257.25	401
Teacher Leadership Cadre (formerly CLT)	15020927	20210615	1558	10	\$3,225.00	\$3,257.25	\$3,257.25	401
Educator Leadership Cadre (ESAs)	ibd				\$3,225.00	\$3,257.25	\$3,257.25	
Master Teacher	15020928	20210617	1518	10	\$5,580.00	\$5,635.80	\$5,635.80	401
* no more than two employees can share a CL stipend per building								
** includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends								
<b>Academic Coaches</b>								
Sch-Based Prof Dev School Coach	15001765	20210551	1450	10	\$1,909.40	\$1,928.49	\$1,928.49	401
Professional Learning Communities Coach	15023855	20210551	1450	10	\$1,909.40	\$1,928.49	\$1,928.49	401
<b>Consulting Teachers</b>								
Student Support Svc-Consulting Teacher	15001826	20210536	1435	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Student Support Svc-Consulting Teacher-SED	15023810	20210536	1435	10	\$6,555.60	\$6,621.16	\$6,621.16	401
School Improvement Consulting Teacher	15001266	20210536	1435	10	\$6,555.60	\$6,621.16	\$6,621.16	401
International Educ Consulting Teacher	15020151	20210536	1435	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Instructional Support Resources Teacher	multiple	multiple	1426	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Instructional Technology Support/Resource Teacher	15001702	20210527	1426	10	\$6,555.60	\$6,621.16	\$6,621.16	401
<b>Curriculum Specialists</b>								
Curriculum Specialist	15001430	20210524	1423	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Early Childhood Literacy Specialist	15001276	20210552	1451	10	\$6,555.60	\$6,621.16	\$6,621.16	401
School to Work Specialist	15001802	20210529	1428	10	\$6,555.60	\$6,621.16	\$6,621.16	401
<b>SPED Program Specialists</b>								
SPED Early Childhood Specialist	15023112	20210627	1533	10	\$6,560.53	\$6,626.14	\$6,626.14	401
SPED Private Schools Program Specialist	15023115	20210629	1535	10	\$6,560.53	\$6,626.14	\$6,626.14	401
SPED Program Specialist	15023111	20210628	1534	10	\$6,560.53	\$6,626.14	\$6,626.14	401
Advanced Learning Program Specialist	15023931	20210628	1534	10	\$6,560.53	\$6,626.14	\$6,626.14	401
<b>Career Ladder/Professional Development</b>								
Evaluation Support Consulting Teacher	15020885	20210532	1531	10	\$7,389.92	\$7,463.82	\$7,463.82	401
STAR Mentor Teacher	15001834	20210531	1430	10	\$7,389.92	\$7,463.82	\$7,463.82	401
Career Ladder Program Coordinator	15020958	20210614	1458	10	\$7,389.92	\$7,463.82	\$7,463.82	401
TPEP-Teacher Prof Development Specialist	15023529	24003529	1557	10	\$7,389.92	\$7,463.82	\$7,463.82	400

**2020-21 CERTIFICATED STIPEND SALARY SCHEDULE**

<b>Instructional Services Academic Coaches</b>									
Instructional Services School Coach (ELL, C&I, Bilingual)	Inst'l Svc School Coach	15001817	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Instructional Services Music Coach	Inst'l Svc School Coach	15001824	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15020803	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001818	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Inst'r Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	10	\$6,555.60	\$6,621.16	\$6,621.16	401
<b>Other Curriculum/Program Coordinators</b>									
Native American Education Intervention Coordinator	NAE Intv Coord	15020828	20210630	1536	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	10	\$6,555.60	\$6,621.16	\$6,621.16	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	10	\$6,555.60	\$6,621.16	\$6,621.16	401
Assessment Development Specialist	Assessmt Dev Spec	15023005	20210622	1528	10	\$7,389.96	\$7,463.86	\$7,463.86	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1529	10	\$7,389.92	\$7,463.82	\$7,463.82	401
PAR/PGES Coordinator	PAR/PGES	15024020	20210623	1562	10	\$7,389.92	\$7,463.82	\$7,463.82	401
Naviance Lead	Naviance Lead	job codes vary	20220638	1565	10	\$4,465.00	\$4,509.65	\$4,509.65	401
Advisory Lead	Advisory Lead	job codes vary	20220639	1564	10	\$4,465.00	\$4,509.65	\$4,509.65	401
<b>Race and Equity Stipends</b>									
Equity Team	(split amongst team members)	job codes vary							
Partner of Race & Equity	Partner of Race & Equity	(SEA paid)	20220636	1554	10	\$3,772.54	\$3,810.27	\$3,810.27	401
				1561	10	\$2,500.00	\$2,525.00	\$2,525.00	401
<b>Program Stipends - one time annual payment</b>									
Ethnic Studies Curriculum Stipend	(contingent upon completion of scope of work)								
PAR Panel Member	equitable to Subj Matt Spec III Stip	job codes vary	20220513	1412	1x	\$1,469.24	\$1,483.93	\$1,483.93	401
	PAR Panel	job codes vary	20220641	1566	1x	\$3,500.00	\$3,535.00	\$3,535.00	401
<b>PROFESSIONAL CERTIFICATION</b>									
Professional Certificates (ESA)	ESA Professional Certification			1517	1 time	\$1,500.00	\$1,500.00	TBD	
National Standards Certificate Bonus	Nat'l Standrds Cert Bonus	first year 60%		1443	1 time	\$5,397.00	\$5,505.00	TBD	**321(Sec.) 311(Elem.)
Challenging High-Poverty Schools Bonus		first year 60%		1443	1 time	\$5,000.00	\$5,000.00	TBD	
<b>EXTRA CURRICULAR (Discretionary)</b>									
ANNUAL	Annual Stipend		20220601	1501	10	\$2,471.74	\$2,496.46	\$2,496.46	321
BUILDING COORDINATOR ATHLETICS	Bldg Coordinator Athletic		20220613	1513	10	\$1,817.08	\$1,835.25	\$1,835.25	321
DEBATE	Debate Stipend		20220602	1502	10	\$1,376.30	\$1,390.06	\$1,390.06	321
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	10	\$1,841.49	\$1,859.90	\$1,859.90	311
NEWSPAPER	Newspaper Stipend		20220605	1505	10	\$2,471.74	\$2,496.46	\$2,496.46	321
SAFETY PATROL	Safety Patrol Stipend		20220606	1506	10	\$1,309.23	\$1,322.32	\$1,322.32	311
SR CLASS ADVISOR	Senior Class Advisor Stip		20220607	1507	10	\$1,481.46	\$1,496.27	\$1,496.27	321
STOCKROOM	Stockroom Stipend		20220608	1508	10	\$2,341.84	\$2,365.26	\$2,365.26	321
BAND	Band Stipend		20220609	1509	10				321
CHORAL	Choral Stipend	Secondary Schools with over 1500 students = total of \$10,976.44/yr; less than 1500 students = \$7,004.74/yr	20220610	1510	10				321
DRAMA	Drama Stipend		20220611	1511	10				321
ORCHESTRA	Orchestra Stipend		20220612	1512	10				321
<b>Effective 9/1/2020</b>									

**ARTICLE IV: PROVISIONS FOR COMPENSATION AND WORK HOURS**

No employee may have more than two (2) compensated supplemental assignments except as provided in b) below. Assignments shall not have overlapping times, except department heads may have an overlapping compensated supplemental assignment for one (1) sports season during the school year.

a. Any employee who has more than two (2) compensated supplemental assignments shall submit to the building principal/program manager a list of those compensated supplemental assignments which the employee currently holds, in preference order.

b. The building principal/program manager shall attempt to reallocate compensated supplemental assignments other than the top two (2) selected by the employee. If no qualified employee in the building who is eligible to hold a supplemental assignment is willing to accept the assignment, the assignment shall be returned to the employee currently holding that assignment.

**Other stipends, individual-based:**

Early Resignation Incentive

Hard to Fill Bonus (Special Education)

Equity Team (per diem rate)

Seattle Teacher Residency (STR) Mentor

2021-22 CERTIFICATED STIPEND SALARY SCHEDULE

STIPEND TITLE	SAP Title	Job Code	Commitment Item	PSFT Earn Code	Months	2019-20 Annual Amount	2020-21 Annual Amount	2021-22 Annual Amount	Duty Code
INTRAMURALS ELEM	Intramurals Elem Stipend		20220420	1320	10	\$2,414.75	\$2,414.75	\$2,438.90	311
INTRAMURALS SEC	Intramurals Secondary Sti		20220421	1321	10	\$2,540.31	\$2,540.31	\$2,565.71	321
<b>CURRICULAR (DISCRETIONARY) (Certificated)</b>									
<b>BUILDING LEADERSHIP TEAM</b>									
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Building Leadership Team		20220543	1442	10	\$3,810.27	\$3,810.27	\$3,848.37	**321(Sec.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head I Stipend		20220500	1400	10	\$3,657.82	\$3,657.82	\$3,694.40	311(Elem.)
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head II Stipend		20220501	1401	10	\$3,060.63	\$3,060.63	\$3,091.24	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE	Dept Head III Stipend		20220502	1402	10	\$2,626.29	\$2,626.29	\$2,652.55	401
Note: The Ell Dept. Head stipend amount is based on the # of adults (Classified & Certificated) working in the ELL Program at the School, not FTE.	Dept Head IV Stipend		20220503	1403	10	\$1,706.76	\$1,706.76	\$1,723.83	401
<b>ELEM CURRICULUM</b>									
ELEM INSTRUCTION	Elem Curriculum Stipend		20220504	1404	10	\$1,928.49	\$1,928.49	\$1,947.77	401
ELEM MUSIC (CHORAL)	Elem Instruction Stipend		20220505	1405	10	\$1,928.49	\$1,928.49	\$1,947.77	311
INSTRUCTIONAL LIAISON	Elem Choral Music Stipend		20220506	1406	10	\$1,124.27	\$1,124.27	\$1,135.51	311
SUBJ MATT SPEC I	Instructional Liaison Stip		20220508	1407	10	\$1,928.49	\$1,928.49	\$1,947.77	311
SUBJ MATT SPEC II	Subj Matt Spec I Stipend		20220511	1410	10	\$2,178.41	\$2,178.41	\$2,200.19	401
SUBJ MATT SPEC III	Subj Matt Spec II Stipend		20220512	1411	10	\$1,752.00	\$1,752.00	\$1,769.52	401
SUBJ MATT SPEC IV	Subj Matt Spec III Stip		20220513	1412	10	\$1,483.93	\$1,483.93	\$1,498.77	401
TEAM LEADER I: 7 or more FTE's	Subj Matt Spec IV Stip		20220514	1413	10	\$1,374.23	\$1,374.23	\$1,387.97	401
TEAM LEADER II: 4-6 FTE's	Team Leader I Stipend		20220515	1414	10	\$3,657.82	\$3,657.82	\$3,694.40	401
TEAM LEADER III: 2-3 FTE's	Team Leader II Stipend		20220516	1415	10	\$3,060.63	\$3,060.63	\$3,091.24	401
TEAM LEADER IV: 0.2-1 FTE	Team Leader III Stipend		20220517	1416	10	\$2,626.29	\$2,626.29	\$2,652.55	401
Educational Tech Leader I (Elem Level)	Team Leader IV Stipend		20220518	1417	10	\$1,706.76	\$1,706.76	\$1,723.83	401
Educational Tech Leader I (Sec Level)	Education Tech Leader I		20220547	1446	10	\$1,928.49	\$1,928.49	\$1,947.77	401
Chemical Hygiene Officer I	Education Tech Leader II		20220548	1447	10	\$2,178.41	\$2,178.41	\$2,200.19	401
Chemical Hygiene Officer II	Chemical Hygiene Off I		20220555	1454	10	\$1,471.50	\$1,471.50	\$1,486.22	401
Chemical Hygiene Officer III	Chemical Hygiene Off II		20220556	1455	10	\$1,226.06	\$1,226.06	\$1,238.32	401
Teacher Advisory Council	Chemical Hygiene Off III		20220557	1456	10	\$919.55	\$919.55	\$928.75	401
Teen Tuancy Board Advisor	TeacherAdvisCouncil		20220564	1525	5	\$1,083.39	\$1,083.39	\$1,094.22	311
	Teen TuancyBdAdvsr		20220566	1530	10	\$2,166.76	\$2,166.76	\$2,188.43	311
<b>CURRICULAR (associated with a job code)</b>									
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	10	\$3,254.06	\$3,254.06	\$3,286.60	421
SVCS CONSULT I	SVCS CONSULT I		20220521	1420	10	\$1,706.76	\$1,706.76	\$1,723.83	401
SVCS CONSULT II	SVCS CONSULT II		20220522	1421	10	\$3,657.82	\$3,657.82	\$3,694.40	401
SVCS CONSULT III	SVCS CONSULT III		20220523	1422	10	\$5,495.78	\$5,495.78	\$5,550.74	401
<b>Counselor</b>									
Counselor Special Assignment	Counselor SpecAssign	15022830	20210618	1520	10	\$3,254.06	\$3,254.06	\$3,286.60	421

2021-22 CERTIFICATED STIPEND SALARY SCHEDULE

Head Teacher/House Administrator/Dean of Students	15001438	20210537	1436	10	\$3,657.82	\$3,657.82	\$3,694.40	401
Dean of Students	15001438	20210537	1436	10	\$3,657.82	\$3,657.82	\$3,694.40	401
Head Teacher I	15001689	20210525	1424	10	\$3,657.82	\$3,657.82	\$3,694.40	401
House Administrator	15001700	20210526	1425	10	\$3,657.82	\$3,657.82	\$3,694.40	401
Teacher-Science/Resource	15001201	20210542	1441	10	\$3,657.82	\$3,657.82	\$3,694.40	401
District Assessment Coordinator-Student Data Platforms	15023957	20210535	1434	10	\$3,657.82	\$3,657.82	\$3,694.40	401
District Assessment Coordinator	15001038	20210535	1434	10	\$3,657.82	\$3,657.82	\$3,694.40	401
<b>CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)</b>								
<b>Building-based Career Ladder Positions</b>								
Content Demonstration Teacher	15020926	20210615	1559	10	\$3,257.25	\$3,257.25	\$3,289.82	401
Teacher Leadership Cadre (formerly CLT)	15020927	20210615	1558	10	\$3,257.25	\$3,257.25	\$3,289.82	401
Educator Leadership Cadre (ESAs)	ibid				\$3,257.25	\$3,257.25	\$3,289.82	401
Master Teacher	15020928	20210617	1518	10	\$5,635.80	\$5,635.80	\$5,692.16	401
* no more than two employees can share a CL stipend per building								
** includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends								
<b>Academic Coaches</b>								
School-Based Prof Dev School Coach	15001765	20210551	1450	10	\$1,928.49	\$1,928.49	\$1,947.77	401
Professional Learning Communities Coach	15023855	20210551	1450	10	\$1,928.49	\$1,928.49	\$1,947.77	401
<b>Consulting Teachers</b>								
Student Support Svc-Consulting Teacher	15001826	20210536	1435	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Student Support Svc-Consulting Teacher-SED	15023810	20210536	1435	10	\$6,621.16	\$6,621.16	\$6,687.37	401
School Improvement Consulting Teacher	15001266	20210536	1435	10	\$6,621.16	\$6,621.16	\$6,687.37	401
International Educ Consulting Teacher	15020151	20210536	1435	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instructional Support Resources Teacher	multiple	multiple	1428	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instructional Technology Support/Resource Teacher	15001702	20210527	1426	10	\$6,621.16	\$6,621.16	\$6,687.37	401
<b>Curriculum Specialists</b>								
Curriculum Specialist	15001430	20210524	1423	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Early Childhood Literacy Specialist	15001276	20210552	1451	10	\$6,621.16	\$6,621.16	\$6,687.37	401
School to Work Specialist	15001802	20210529	1428	10	\$6,621.16	\$6,621.16	\$6,687.37	401
<b>SPED Program Specialists</b>								
SPED Early Childhood Specialist	15023112	20210627	1533	10	\$6,626.14	\$6,626.14	\$6,692.40	401
SPED Private Schools Program Specialist	15023115	20210629	1535	10	\$6,626.14	\$6,626.14	\$6,692.40	401
SPED Program Specialist	15023111	20210628	1534	10	\$6,626.14	\$6,626.14	\$6,692.40	401
Advanced Learning Program Specialist	15023931	20210628	1534	10	\$6,626.14	\$6,626.14	\$6,692.40	401
<b>Career Ladder/Professional Development</b>								
Evaluation Support Consulting Teacher	15020885	20210532	1531	10	\$7,463.82	\$7,463.82	\$7,538.46	401
STAR Mentor Teacher	15001834	20210531	1430	10	\$7,463.82	\$7,463.82	\$7,538.46	401
Career Ladder Program Coordinator	15020958	20210614	1458	10	\$7,463.82	\$7,463.82	\$7,538.46	401
TPEP-Teacher Prof Development Specialist	15023529	24003529	1557	10	\$7,463.82	\$7,463.82	\$7,538.46	400



2021-22 CERTIFICATED STIPEND SALARY SCHEDULE

Instructional Services Academic Coaches	Inst'l Svc School Coach	15001817	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instructional Services School Coach (ELL, C&I, Bilingual)	Inst'l Svc School Coach	15001824	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instructional Services Music Coach	Inst'l Svc School Coach	150020803	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15001818	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001819	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instr Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	10	\$6,621.16	\$6,621.16	\$6,687.37	401
<b>Other Curriculum/Program Coordinators</b>									
Native American Education Intervention Coordinator	NAE Intv Coord	15020828	20210630	1536	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	10	\$6,621.16	\$6,621.16	\$6,687.37	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	10	\$6,621.16	\$6,621.16	\$6,687.37	401
Assessment Development Specialist	Assesmt Dev Spec	15023005	20210622	1529	10	\$7,463.86	\$7,463.86	\$7,538.50	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1528	10	\$7,463.82	\$7,463.82	\$7,538.46	401
PAR/PGES Coordinator	PAR/PGES	15024020	20210623	1562	10	\$7,463.82	\$7,463.82	\$7,538.46	401
Navigate Lead	Navigate Lead	job codes vary	20220638	1565	10	\$4,509.65	\$4,509.65	\$4,554.75	401
Advisory Lead	Advisory Lead	job codes vary	20220639	1564	10	\$4,509.65	\$4,509.65	\$4,554.75	401
<b>Race and Equity Stipends</b>									
Equity Team	(split amongst team members)	job codes vary							
Partner of Race & Equity	Partner of Race & Equity	(SEA paid)	20220636	1554	10	\$3,810.27	\$3,810.27	\$3,848.37	401
				1561	10	\$2,525.00	\$2,525.00	\$2,550.25	401
<b>Program Stipends - one time annual payment</b>									
Ethnic Studies Curriculum Stipend	(contingent upon completion of scope of work)	job codes vary	20220513	1412	1x	\$1,483.93	\$1,483.93	\$1,498.77	401
PAR Panel Member	PAR Panel	job codes vary	20220641	1566	1x	\$3,535.00	\$3,535.00	\$3,570.35	401
<b>PROFESSIONAL CERTIFICATION</b>									
Professional Certificates (ESA)	ESA Professional Certification		OSPI	1517	1 time	TBD	TBD	TBD	TBD
National Standards Certificate Bonus	Nat'l Standards Cert Bonus	(first year 60%)	OSPI	1443	1 time	\$5,505.00	TBD	TBD	**321(Sec.) 311(Elem.)
Challenging High-Poverty Schools Bonus		(first year 60%)	OSPI	1443	1 time	\$5,000.00	TBD	TBD	TBD
<b>EXTRA CURRICULAR (Discretionary)</b>									
ANNUAL	Annual Stipend		20220601	1501	10	\$2,496.46	\$2,496.46	\$2,521.42	321
BUILDING COORDINATOR ATHLETICS	Bldg Coordinator Athletic		20220613	1513	10	\$1,835.25	\$1,835.25	\$1,853.60	321
DEBATE	Debate Stipend		20220602	1502	10	\$1,390.06	\$1,390.06	\$1,403.96	321
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	10	\$1,859.90	\$1,859.90	\$1,878.50	311
NEWSPAPER	Newspaper Stipend		20220605	1505	10	\$2,496.46	\$2,496.46	\$2,521.42	321
SAFETY PATROL	Safety Patrol Stipend		20220606	1506	10	\$1,322.32	\$1,322.32	\$1,335.54	311
SR CLASS ADVISOR	Senior Class Advisor Stip		20220607	1507	10	\$1,496.27	\$1,496.27	\$1,511.23	321
STOCKROOM	Stockroom Stipend		20220608	1508	10	\$2,365.26	\$2,365.26	\$2,388.91	321
BAND	Band Stipend		20220609	1509	10				321
CHORAL	Choral Stipend	Secondary Schools with over 1500 students = total of \$10,976.44/yr; less than 1500 students = \$7,004.74/yr	20220610	1510	10				321
DRAMA	Drama Stipend		20220611	1511	10				321
ORCHESTRA	Orchestra Stipend		20220612	1512	10				321
<b>Effective 9/1/21; rates updated with 1% negotiated increase for 2021-22</b>									



**ARTICLE IV: PROVISIONS FOR COMPENSATION AND WORK HOURS**

No employee may have more than two (2) compensated supplemental assignments except as provided in b) below. Assignments shall not have overlapping times, except department heads may have an overlapping compensated supplemental assignment for one (1) sports season during the school year.

a. Any employee who has more than two (2) compensated supplemental assignments shall submit to the building principal/program manager a list of those compensated supplemental assignments which the employee currently holds, in preference order.

b. The building principal/program manager shall attempt to reallocate compensated supplemental assignments other than the top two (2) selected by the employee. If no qualified employee in the building who is eligible to hold a supplemental assignment is willing to accept the assignment, the assignment shall be returned to the employee currently holding that assignment.

<b>Other stipends, individual-based:</b>									
Early Resignation Incentive									
Hard to Fill Bonus (Special Education)									
Equity Team (per diem rate)									
Seattle Teacher Residency (STR) Mentor									

**Appendix 5:  
2019-2022 Extra Time Hourly Rates**

SEATTLE PUBLIC SCHOOLS

CERTIFICATED NON-SUPERVISORY STAFF  
EXTRA-TIME HOURLY RATES  
2019-20

<u>Semi-Independent Activities</u> - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project.	\$37.21/Hr.
<u>Guided Activities</u> - An employee serving as a member of a curriculum revision committee; or instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coach's clinic.	\$27.60/Hr.
<u>Required Activities</u> - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level.	\$38.69/Hr.

*See Combined Substitute Schedule for Sub Reimbursement Rates*

Effective 9/1/2019

SEATTLE PUBLIC SCHOOLS

CERTIFICATED NON-SUPERVISORY STAFF  
EXTRA-TIME HOURLY RATES  
2020-21

<u>Semi-Independent Activities</u> - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project.	\$37.21/Hr.
<u>Guided Activities</u> - An employee serving as a member of a curriculum revision committee; or instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coach's clinic.	\$27.60/Hr.
<u>Required Activities</u> - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level.	\$38.69/Hr.

*See Combined Substitute Schedule for Sub Reimbursement Rates*

Effective 9/1/2020

SEATTLE PUBLIC SCHOOLS

CERTIFICATED NON-SUPERVISORY STAFF  
EXTRA-TIME HOURLY RATES  
2021-22

<u>Semi-Independent Activities</u> - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project.	\$37.21/Hr.
<u>Guided Activities</u> - An employee serving as a member of a curriculum revision committee; or instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coach's clinic.	\$27.60/Hr.
<u>Required Activities</u> - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level.	\$38.69/Hr.

*See Combined Substitute Schedule for Sub Reimbursement Rates*

Effective 9/1/2021