



FROM: Denise Juneau, Superintendent

LEAD STAFF: Sheryl Anderson-Moore, Chief Negotiator

sjandersonmo@seattleschools.org 206.252.0378 Clover Codd, Chief Human Resources Officer clcodd@seattleschools.org 206.252.0027

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:
Revenue:
6. <u>COMMUNITY ENGAGEMENT</u>
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. <u>EQUITY ANALYSIS</u>
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. <u>STUDENT BENEFIT</u>
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
X	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. <u>TIMELINE FOR IMPLEMENTATION</u>

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, 2019-2022 ParaProfessional 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 20192022

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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

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

	COMPENSATION
Certificated Article IV	 Certificated salary increases on every step of the certificated salary schedule: 5% in first year, 2.1% in second year, and 4% in third year. Certificated compensation is comprised of state salary funding (implicit price deflator), tech days (32 hours), and TRI (5 days and responsibility stipend). Tech pay remains at current level for the 32 hours. Salary percentage is based on the total compensation (base pay, TRI, IPD, and tech pay).
Certificated Appendix A-2	Certificated Subs will see increases of 5% in 2019-20, 2.1% in 2020-21, and 4% in 2021-22.
Certificated	All stipends receive 1% increase in first year (2019-20), 1% increase in third year (2021-
Appendix E	22).
Paraprofessional Article IX	Paraprofessional pay increases of 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
SAEOP Article IX	SAEOP pay increases of 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
Para/SAEOP Appendix A-4	Classified Subs will receive 5% in 2019-20, 2.1% in 2020-21, and 5% in 2021-22.
	STAFFING
Paraprofessional	 Family Support Workers For the 2019-2020, all current FSW positions will be maintained and for as long as the FEL/Promise Grant provides funding. 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. In 2019-2020, SPS and SEA will clarify all job titles and responsibilities. SPS and SEA will maintain a seniority list of employees by job category.

Certificated Article IX, Section K	 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). 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. Elementary Counselors Additional 4.0 FTE counselors/social worker allocated in the 2020-21 SY Additional 6.0 FTE counselor/social worker allocated in the 2021-22 SY These staff will be allocated first at schools in equity tier 1 and 2 (highest needs). 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. Schools will continue to apply for a SEA waiver for other SEL staffing. Smaller schools under 300 student enrollment- will have a proportional
	support.
Certificated	All Counselors
Article IX,	On the first early release red day of the month, there will be a half day early
Section K	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.) • SEA and SPS will establish a joint counselor work group in 2019-20, to work through the length of the contract (8/31/2022). • 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.
Certificated	Nurses
Article IX,	Nurse Staffing will be allocated with a racial equity lens and an emphasis on high
Section O	needs schools. The intention toward 1:1,000 ratio.
	One nurse (1.0 FTE) will be added in the 2019-2020 school year.
	During the 2019-20 SY, SEA/SPS determine criteria to be used to allocate additional staffing and evaluate sharpes to the formula.
	 additional staffing and evaluate changes to the formula. 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.
	 Part-time nurses who fill in and take sub positions will receive their hourly rate of pay, not the sub rate.
Certificated	Assistive Technology
Article IX,	Add 1.0 Assistive Tech FTE in the 2020-21 school year.
Section F	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.

Certificated Article IX, Section L

Audiologist

- Establish the audiology caseload as 1:10,000 in the 2020-21 school year.
- In 2020- 2021, an additional 1.0 FTE audiologist will be allocated.
- SPS and SEA will review the audiologist caseload in SY 2021-22 to monitor if the caseload is meeting the 1:10,000 ratio.
- 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).

Certificated Article II

Racial Equity/ Department of Racial Equity Advancement Coaches

- In 2019-2020, add 1 FTE SEA represented DREA position.
- In 2020-2021, another 1 FTE SEA represented DREA position will be added.

SUBSTITUTES

Certificated Article V &

Appendix A-2

Compensation

- Senior substitutes will be paid \$10 more per day.
- 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.
- Create senior sub category for classified subs with appropriate benefits (higher pay, sick leave accrual).

Sick Leave

- Senior substitutes will accrue sick leave at 1:20
- Subs who work 630 hours will accrue sick leave at 1:20 in the same year (no frontloading into next year).
- Substitute Joint-Labor Management group will explore how to implement 1:20 sick leave accrual for all educators.

Filling Hard to Fill Positions

- 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.
- 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).
- 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.

Professional Development

- All subs have access to paid racial equity, special Education, and LGBTQ trainings.
- Trainings required for the essential functions of the job will not come out of the substitute professionals fund (e.g., PowerSchool).
- The substitute advisory professional development committee will convene and focus on all classification of substitutes, including paraprofessional and SAEOP substitutes.

• 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.

Evaluation

- 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.
- This group will also clarify rules on how long a substitute should be in a position, receive an evaluation, and how that is communicated.

Time Keeping/ Pay Validation

 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.

Other

- Operationalizing long-term certificated and classified substitutes in various substitute-specific positions will be discussed in JLM and monitored for adjustment.
- JLM will discuss suggested ways to address sub reassignment.
- In the 2019-20 school year, SEA and SPS will allow SEA represented staff to secure their own substitute.
- 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).
- SEA and SPS will establish substitute availability for ESA's, including nurses.

EARLY RELEASE

Certificated Article IX, Section A, 5., a-g

- Paraprofessional and SAEOP CBAs
- Education Opportunity Gap Days (EOG/ Green Days) will be called Racial Equity Days going forward.
- 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.
- 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 administers.
- Expectations will be clarified for all substitutes on early release days.
- Clarify that administrator can attend early release meetings, the agenda is created/driven by educators.
- Paraprofessionals will be included in staff meetings.
- 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.)
- There will be joint training for all principals with building reps on the contract.

ENGLISH LANGUAGE LEARNERS

Certificated, Article IX, Section J

- Maintain current ELL staffing for the 2019-2020 school year.
- 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.
- 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.
- 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.
- Dedicate 60 minutes per month from early release time on "red" job alike days for ELL/ELD team collaboration time.
- 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.

CLASSIFIED MENTORING

Paraprofessional and SAEOP CBAs

Implementation of Classified Mentorship Program

- 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.
- The "pot" of money for implementing the Para/SAEOP mentorship program will be increased by 12%. (From \$50,000 to \$56,000)

Onboarding

- The HR onboarding system will add a checklist to show that training has happened for new SAEOPs and paraprofessionals.
- The Human Resources checklist system will include contract language around mentorship for SAEOPs and paraprofessionals, so they know they can access it.

Trainings

- Dedicated overlap training for new admins (SAEOPs), when possible. "Overlap" means transition for someone new in the job
- Dedicated overlap training for all SAEOPs starting new positions.

SAEOP WORKLOAD

SAEOP CBA

• SPS and SEA agree that SAEOPs will receive *nurse substitute reimbursement* 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.

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.

SAEOP Workload Committee will be tasked with the following in the 19-20 school year:

- Redesign the job description of SAEOPs.
- Creating guidelines for conversion of the BLT and RET stipends into overtime.
- Training and guidelines for certificated and classified staff to enter their own time into ESS, requesting subs, etc.
- Guidelines on how Title I and LAP funds can be used for purchasing.
- Guidelines on student supervision if there is a late bus pick up.
- Offer recommendations on the rollout of any new program in SPS that will impact SAEOP workload.
- Establish guidelines and offer recommendation for how to manage the doorbell.
- Make recommendations on the adjustment of SAEOP staffing guidelines.
- Engage with facilities to establish recommendation on staff keycard access to buildings.
- Engage with the SEA Substitute Leadership and HR on operationalizing electronic timekeeping.

RACIAL EQUITY

Certificated Article II

Racial Equity Teams

- 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.
- Racial Equity Literacy training, as a foundational best practice, will be available district wide in integrated spaces to all employees across the system.
- Antiracist work will be included as part of the evaluation process.
- 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.
- DREA/CRE will determine number of annual teams selected, to support the strategic roll out of RETs to all schools.
- To create alignment to Policy 0030, MTSS and PBIS central office leads will receive Racial Equity Literacy training co-lead by CRE and DREA.
- Each schools' CSIP will explicitly state a Racial Equity action plan.
- A mandatory anti-bias Interview Training will be added to a protocol before each interview session.
- Racial equity questions will be mandated as part of the interview process.
- 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)
- 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

	necessary supports for the program and if more funding is needed to support
	the RET program growth in 2021-22.
	Recruitment and Retention of Educators of Color
Certificated	
Article VIII	Interview Teams
	 Interview team training will have a racial equity lens and supports
	 Include racial equity analysis tool training in site-based interview
	trainings.
	 Interview trainings will include racial equity lens as well as definitions of
	terminology
0 - 4:0 - 4 - 4	 SPS/SEA will create a plan to offer more frequent and more school site
Certificated	joint interview training opportunities.
Article VIII	 Increased opportunities and access for students and families of color to be on interview teams.
	Requiring racial equity focused questions for interview process
	 Require racial equity focused questions for interview process with a
	rubric (look-fors).
	 Require educators (who want to participate in site-based interviews) to
	attend site-based interview training once every 3 years.
	 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.
	 SPS and SEA will create a protocol for interview team discussions and
	actions in order to redress implicit bias.
MOU	Equity Calendaring
	SEA and SPS agree to establish a workgroup to address equity calendaring in the
	2020-21 school year.
Certificated	Hiring
Article VIII	 Mandatory PD for building administrators regarding hiring educators of color.
	Put in place policies and practices that increase educators of color in Title I
	schools.
	Title I schools can move to phase 3 hiring earlier.
	Offer contracts to educators of color before Phase I of hiring, if there are no RIF
	in those categories.
	 A hiring fair for external educators of color will be offered.
	Utilize "exception rule" for displacement and RIF based on student and teacher
	populations. (Certificated – Article VIII, Section B, Phase 3)
	Provide hiring data to schools regarding their own hiring practices. Include
	programs/itinerant staff data.
	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.

Give staffing priority to hard to fill schools. Staff will use more than two racial equity questions in the hiring process. Make available and communicate the availability of the exit survey, exit survey, and staying survey Review ESAs data on retention and create specific policy/plan on hiring ESAs of color (with input from CRE / DREA and ESAs) Have implicit bias training available on a yearly basis for all hiring teams. (Certificated – Article VIII, Section C) MOU Staff Support for EOG/Racial Equity Curriculum adoption committees will have racial equity training focused on how to use the racial equity analysis tool to make curriculum recommendations **EOC Support** MOU Funding for Educators of Color (EOC) community-building and mentorship activities, such as an EOC affinity group Implement a cohort model for new EOCs to support each other. 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. Culturally Responsive Teacher Leadership cadre will include teachers and nonclassroom based certificated staff. Conduct a "staying" survey of retained EOCs yearly for the length of the contract 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 Support secondary educators in getting endorsements in high needs area such as Math, ELL, SPED. EOC affinity groups may choose to use early release (red) Wednesdays to meet. Addressing discrimination 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. Mediators/Facilitators utilized by the district will be informed of the expectations of School Board Policy No. 0030. **SPECIAL EDUCATION** Certificated **SPED Taskforce** Article IX, The SPED Task Force will utilize the racial equity tool to provide guidance in the Section F support of equitable placement and special education services. 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.

Professional Development 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. 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. Certificated **Staffing** Article IX, Adjustments to staffing for overage/underage: October (first week), January, Section F, 1., e April, and June. Adjustments for special circumstances will be discussed in SPED JLM. If a program is under 50% capacity and another program is over by 20% of their Certificated ratio, then a flexible staffing discussion will take place at the school to Article IX, determine if and how flexible staffing should be implemented. SPS will round Section F, 3. 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. **EDUCATIONAL STAFF ASSOCIATE (ESA)** Certificated **ESA Substitutes** Article IX, • Part-time ESA's can sub at their hourly rate. **Section L** Certificated **Special Education and Nursing Team Leads** Article IX, 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. 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. 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. Team Lead positions will have a term-limit of 5-years. Following this term, the position will be reopened. 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.

MOU **ESA Evaluation** Establish a joint SEA/SPS workgroup tasked with revisiting the ESA evaluation process for the duration of the CBA. Each clinical ESA group will be represented on the workgroup. Workgroup will explore creation of a managerial position to do ESA evaluations. - Workgroup will include looking at national standard of evaluation for each ESA group. Explore incorporating clinical ESA's in the eVal system. Certificated **Occupational Therapists and Physical Therapists** Article IX, PLT's for OT and PT ESA's will create equitable and systemic services consistent Section L with AOTA and APTA. All new ESA staff will have access to PD including Racial Equity Training and gap closing strategies hosted by SPS. Certificated **Speech Language Pathologists** Article IX, SEA represented ESA's will have access to the SPED professional development Section L fund. New SLP staff will receive AAC training. SLP's will have access to a closed, private space when testing or working with students. Certificated **Psychologists** Article IX, A work group will be established to look at other district's models for school Section L psychologist processes. 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. School psychologists will be invited to MTSS building teams. School SPED teams will invite psychologists to manifestation meetings. 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. 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.

Vision

- Clarify how the vision team lead FTE is allotted in SPED Joint Labor Management in the 2019-20 school year.
- Clarify role and responsibilities for Braillists in SPED joint labor management.
- Braillists will not be assigned to site duties (similar to SPED IA's)
- Based on the needs of the student, SPED IA's can act as 1 on 1's for students with vision impairments

PERSONAL LEAVE

Article VI, Section A, 2.

- Joint training with Administrator and Admin Assistant to address bereavement, multi-school assignment, and reporting.
- For educators who are out of leave, approval of unpaid leave will be handled by Human Resources.
- 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.
- 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.

DUAL LANGUAGE IMMERSION (DLI)

MOU

New Section in Article IX

- SEA/SPS Dual Language Committee that will meet quarterly starting in the 2019-20 SY. The committees work will include:
 - Reviewing and making recommendations on K-12 DLI content allocation and literacy integration.
 - Appropriately aligning curriculum and resources.
 - Making recommendations for dual language professional development.
 - Reducing barriers and increase access to neighborhood DLI programs by heritage speakers, former DLI students, etc.
 - Developing strategies for family engagement.
 - Developing strategies to hire more staff with target language skills, especially specialists, substitutes, and SAEOPS.
- The committee will be composed of representatives from all 3 DLI pathways, ELL staff, and central office DLI administrators.
- When appropriate to the discussion, the Ethnic Studies program and
 Department of Racial Equity and Advancement (DREA) will be represented.
- The Joint SEA/SPS Dual Language Committee will present an end of the year report on progress and recommendations to the Superintendent.
- Support professional development and effective onboarding

- 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.
- There will be a stipend for DLI educators to translate materials and support for each of the south end DLI elementary schools. (3 sites)
- Additional program supports:
 - Explore the inter-relatedness of DLI and ELL work
 - DLI teachers at secondary schools will not be encouraged to have more than 3 preps.
 - The DLI committee will explore and put forward recommendations of adding secondary FTE to address teacher workload and number of preps.
- Contract Reopener
 - 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.
 - The parameters of the reopener will be staffing and program supports.
 - This will occur Spring of 2021.

LIBRARIES

Certificated Article IX, Section M

Equitable Materials Funding

- 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.
- The following will be considered for the makeup and focus of the group:

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.

Materials

- SPS will allocate \$5,000 to the SPS Library Manager for library materials for higher need schools in 2019-20.
- 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.
 The library funding committee / workgroup will offer recommendations on the

Librarian – Preschool Impacts

amount.

• No librarians required to serve pre-k; may serve depending on librarian professional judgement, workload, school size, etc.

	 If serving pre-k is a site-based decision, funding for library pre-k materials is provided by building funds.
	FUNDAMENTAL COURSE OR STUDY (FCS)
Paraprofessional MOU	Fundamental Course of Study (MOU)
WOO	 Paraeducators will be paid for two additional days (14 hours) of FCS training in 2019-20 and 2020-21. SPS/SEA will partner to design and deliver training for the FCS
	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.
	 The compensation model will be reviewed to determine potential revisions and impacts.
	PRE-K
	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.
	 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.
	PROGRAM SPECIALIST
Special Education	Program Specialist
-	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
	 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
	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.
	 When legal cases arise, SPS will ensure training and support for
	program specialists when engaging in legal and/or contentious cases.
	 SPS will establish clear guidelines for when a program specialist goes on leave.
	A budget will be provided for materials for program specialists.
	ADAPTED PE
	SPS will develop a team lead position with a stipend for Adapted PE specialists.
	Encourage secondary BLTS to set aside PE FTE to support partnered PE programs
	in their FTE allocation and/or building funds.

New adaptive PE team lead will prioritize the program support, through the racial equity lens and equity tiering.

CONTRACT RE-OPENERS

SPS and SEA agree to contract reopeners around staffing and staffing supports in the Spring of 2021 on the following topics:

- ELL
- Special Education
- Dual Language Immersion

SCHOOL EMPLOYEES BENEFITS BOARD (SEBB)

Certificated Article VII, Section A (eliminate),

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.

Add MOU for | Monitor Group transition to SEBB

SPS and SEA will establish a joint monitor committee. The parties therefor agree to the following:

- Meet on a regular basis to assess the impact of the transition on staff;
- Problem solve around barriers or challenges to the transition;
- Reach mutual agreement on resolution to identified challenges or impacts.

Entered into this

day of September, 2019

Phyllis Campano, President Seattle Education Association

Aiau, Interim Executive Director Seattle Education Association

Clover Codd, Chief Human Resources Officer Seattle Public Schools

hey/ Anders Mone 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

Seattle Public Schools is committed to making its online information accessible and usable to all people, regardless of ability or technology. Meeting web accessibility guidelines and standards is an ongoing process that we are consistently working to improve.

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

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

			ВА	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
Step	CBA Item	Days	(100)	(200)	(300)	(400)	(200)	+ MA (500)	(300)	+M+	+M+	(900)
-	Base P	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
	TOTAL	189.00	\$59,794	\$60,478	\$60,845	\$70,317	\$63,120	\$72,812	\$64,637	\$74,327	\$75,846	\$76,668
N	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
	TOTAL	189.00	\$60,463	\$61,011	\$61,832	\$71,064	\$65,559	\$73,396	\$67,481	\$74,979	\$76,975	\$79.848
က	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	2.00	\$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
	TOTAL	189.00	\$60,905	\$61,466	\$63,767	\$71,518	\$68,030	\$73,852	\$70,174	\$75,470	\$79,598	\$82,447
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	2.00	\$1,419	\$1,432	\$1,508	\$1,664	\$1,618	\$1,719	\$1,673	\$1,757	\$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
	TOTAL	189.00	\$61,357	\$61,921	\$65,196	\$71,973	\$69,956	\$74,308	\$72,309	\$75,926	\$81,598	\$84,406
Ŋ	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	2.00	\$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
	TOTAL	189.00	\$61,814	\$63,144	\$67,048	\$72,428	\$72,317	\$75,390	\$74,881	\$77,954	\$84,098	\$86,885
φ	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	2.00	\$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
	TOTAL	189.00	\$62,267	\$64,384	\$69,038	\$73,035	\$74,658	\$77,706	\$77,430	\$80,478	\$86,577	\$89,347
^	Base Pay	180.00			\$59,528	\$62,066	\$64,651	\$67,193	\$67,144	\$69,681	\$74,765	\$77,070
	Contractual Days	5.00			\$1,654	\$1,724	\$1,796	\$1,866	\$1,865	\$1,936	\$2,077	\$2,141
	lech Days	4.00			\$1,323	\$1,379	\$1,437	\$1,493	\$1,492	\$1,548	\$1,661	\$1,713
	Hesponsibility/Incentive	No. of Concession, Name of Street, or other Persons and Persons an		-	\$8,989	\$9,372	\$9,758	\$10,141	\$10,126	\$10,509	\$11,278	\$11,626
•	TOTAL	189.00			\$71,494	\$74,541	\$77,642	\$80,693	\$80,627	\$83,674	\$89,781	\$92,550
x 0	Base Pay	180.00			\$61,501	\$64,043	\$67,061	\$69,597	\$69,735	\$72,266	\$77,341	\$79,647
	Contractual Days	5.00			\$1,708	\$1,779	\$1,863	\$1,933	\$1,937	\$2,007	\$2,148	\$2,212
	lech Days	4.00			\$1,367	\$1,423	\$1,490	\$1,547	\$1,550	\$1,606	\$1,719	\$1,770
	Responsibility/Incentive				\$9,287	\$9,672	\$10,123	\$10,506	\$10,519	\$10,902	\$11,670	\$12,017
•	TOTAL	189.00			\$73,863	\$76,917	\$80,537	\$83,583	\$83,741	\$86,781	\$92,878	\$95,646
တ	Base Pay	180.00			\$63,546	\$66,084	\$69,543	\$72,075	\$72,391	\$74,925	\$80,001	\$82,304
	Contractual Days	5.00			\$1,765	\$1,836	\$1,932	\$2,002	\$2,011	\$2,081	\$2,222	\$2,286
	lech Days	4.00			\$1,412	\$1,469	\$1,545	\$1,602	\$1,609	\$1,665	\$1,778	\$1,829
	Hesponsibility/Incentive				\$9,596	\$9,980	\$10,499	\$10,882	\$10,923	\$11,306	\$12,074	\$12,422
•	COLAL	189.00			\$76,319	\$79,369	\$83,519	\$86,561	\$86,934	289,977	\$96,075	\$98,841
2	Base Pay	180.00			\$65,586	\$68,125	\$72,022	\$74,555	\$75,052	\$77,587	\$82,660	\$84,966
	Contractual Days	9.6			\$1,822	\$1,892	\$2,001	\$2,071	\$2,085	\$2,155	\$2,296	\$2,360
	Fecil Days	9.70			\$1,457	\$1,514	\$1,600	\$1,657	\$1,668	\$1,724	\$1,837	\$1,888
	TOTA!	00 001		100	\$9,905	\$10,289	\$10,876	\$11,259	- \$11,327	\$11,711	\$12,478	\$12,826
	- CI AL	25.52			\$78,770	\$81,820	\$86,499	\$89,542	\$90,132	\$93,177	\$99,271	\$102,040

2019-20 Certificated Instructional Staff Salary Schedule

			ВА	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
_ (+M4		+M4		+M4	+MA	
Step		Days	(100)	(200)	(300)	(400)	(200)	(009)	(200)	(800)	(006)	(906)
Ξ	Base Pay	180.00			\$67,626	\$70,166	\$74,501	\$77,037	. \$77,709	\$80,247	\$85,318	\$87.624
	Contractual Days	2.00			\$1,879	\$1,949	\$2,069	\$2,140	\$2,159	\$2,229	\$2,370	\$2,434
	Tech Days	4.00			\$1,503	\$1,559	\$1,656	\$1,712	\$1,727	\$1,783	\$1,896	\$1,947
	Responsibility/Incentive				\$10,213	\$10,597	\$11,252	\$11,635	\$11,731	\$12,115	\$12,881	\$13,230
		189.00			\$81,221	\$84,271	\$89,478	\$92,524	\$93,326	\$96,374	\$102,465	\$105,235
72	_	180.00			\$69,666	\$72,207	\$76,980	\$79,517	\$80,368	\$82,907	\$87,977	\$90,283
	Contractual Days	2.00			\$1,935	\$2,006	\$2,138	\$2,209	\$2,232	\$2,303	\$2,444	\$2,508
	Tech Days	4.00			\$1,548	\$1,605	\$1,711	\$1,767	\$1,786	\$1,842	\$1,955	\$2,006
	Responsibility/Incentive				\$10,522	\$10,906	\$11,629	\$12,012	\$12,135	\$12,519	\$13,286	\$13,633
		189.00			\$83,671	\$86,724	\$92,458	\$95,505	\$96,521	\$99,571	\$105,662	\$108,430
5		180.00					\$79,458	\$81,995	\$83,029	\$85,566	\$90,637	\$92,943
	Contractual Days	2.00					\$2,207	\$2,278	\$2,306	\$2,377	\$2,518	\$2,582
	Tech Days	4.00					\$1,766	\$1,822	\$1,845	\$1,901	\$2,014	\$2,065
	Responsibility/Incentive						\$12,005	\$12,388	\$12,539	\$12,923	\$13,690	\$14,037
	TOTAL	189.00					\$95,436	\$98,483	\$99,719	\$102,767	\$108,859	\$111.627
7	Base Pay	180.00					\$81,937	\$84,475	\$85,684	\$88,223	\$93,295	\$95,601
	Contractual Days	2.00					\$2,276	\$2,347	\$2,380	\$2,451	\$2,592	\$2,656
	Tech Days	4.00					\$1,821	\$1,877	\$1,904	\$1,961	\$2,073	\$2,124
	Hesponsibility/Incentive	The second second					\$12,381	\$12,764	\$12,943	\$13,327	\$14,094	\$14,442
		189.00					\$98,415	\$101,463	\$102,911	\$105,962	\$112,054	\$114,823
15		180.00					\$83,488	\$86,060	\$87,278	\$89,850	\$94,986	\$97,320
	Contractual Days	2.00					\$2,319	\$2,391	\$2,424	\$2,496	\$2,639	\$2,703
	Tech Days	4.00					\$1,855	\$1,912	\$1,940	\$1,997	\$2,111	\$2,163
	Responsibility/Incentive	-					\$12,614	\$13,003	\$13,183	\$13,571	\$14,348	\$14,701
	TOTAL	189.00					\$100,276	\$103,366	\$104,825	\$107,914	\$114,084	\$116,887

2020-21 Certificated Instructional Staff Salary Schedule

			BA	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
Step		Days	(100)	(200)	(300)	(400)	(200)	(800)	(700)	+M+	+ (006)	1906/
-	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
,	TOTAL	189.00	\$61,050	\$61,749	\$62,123	\$71,793	\$64,446	\$74,340	\$65,995	\$75,888	\$77,439	\$78,278
7	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	9.6	\$1,435	\$1,441	\$1,460	\$1,678	\$1,548	\$1,733	\$1,594	\$1,771	\$1,818	\$1,886
	Personsibility/Incorting	30.4	\$1,148	\$1,153	\$1,168	\$1,342	\$1,239	\$1,387	\$1,275	\$1,417	\$1,455	\$1,509
	TOTA!	400 00	8/4/9 84 429	\$7,833	\$7,937	\$9,138	\$8,404	\$9,422	\$8,641	\$9,615	\$9,862	\$10,230
٠	Para Para	189.00	\$61,732	\$62,293	\$63,130	\$72,556	\$66,936	\$74,937	\$68,89\$	\$76,554	\$78,591	\$81,525
"	base ray	180.00	\$77,15¢	\$52,255	\$54,209	\$60,786	\$57,844	\$62,785	\$59,674	\$64,171	\$67,685	\$70,107
	Contractual Days	9.00	824,13	\$1,452	\$1,506	\$1,689	\$1,607	\$1,744	\$1,658	\$1,783	\$1,880	\$1,947
	Poppositification	4.00	131,13 47,040	\$1,161	\$1,205	\$1,351	\$1,285	\$1,395	\$1,326	\$1,426	\$1,504	\$1,558
	TOTA!	400.00	8197	688,74	\$8,186	\$9,194	\$8,722	\$9,478	\$8,989	\$9,675	\$10,201	\$10,566
_	Page Barr	169.00	\$02,104	\$62,757	\$65,106	\$73,020	\$69,458	\$75,402	\$71,647	\$77,055	\$81,270	\$84,178
4	Dase ray	00.00	\$32,164 \$4,440	\$52,045	\$55,425	\$61,177	\$59,480	\$63,176	\$61,490	\$64,562	\$69,384	\$71,771
	Tech Days	00.5	944,14 044,14	\$1,402	040,140	\$1,589	\$1,652	\$1,755	\$1,708	\$1,793	\$1,927	\$1,994
	Responsibility/Inceptive	4.00	\$7,139	\$1,170 \$7,044	\$1,232 \$8,360	\$1,339 \$0.348	\$1,322	\$1,404	\$1,366	\$1,435	\$1,542	\$1,595
	TOTAL	400 00	462 646	400 004	600,000	93,240	40,07	96,000	49,204	98,730	\$10,458	\$10,819
4	IOIAL Book Deri	169.00	\$02,040	\$63,227	\$56,566	\$73,483	\$71,425	\$75,868	\$73,828	\$77,520	\$83,311	\$86,179
n	Dase Fay	180.00	45Z,555	\$53,686	\$56,998	\$61,566	\$61,486	\$64,098	\$63,674	\$66,285	\$71,508	\$73,876
	Tech Date	9.00	\$1,400 61,450	64.491	47,083	\$1,710	\$1,708	\$1,781	\$1,769	\$1,841	\$1,986	\$2,052
	Responsibility/Incentive	S t	47 020	4-, 193	\$1,201 \$8 £07	\$00°.1	\$1,366 80,376	\$1,424	\$1,415	\$1,473	\$1,589	\$1,642
	TOTAL	180.00	ER2 443	40, 100 664 470	40,000	43,504	0/7/64	0/0,84	080'84	286,882	\$10,782	\$11,139
4	Rose Day	180.00	\$63,11¢	\$64,470	800,400 600,000	# C.	\$73,836 \$60,434	\$76,973	\$75,454	\$79,591	\$85,865	\$88,709
•	Contractual Days	9.00 G	\$32,344 \$1.471	404,742 61 501	\$30,092 64 630	\$02,087 e4 726	\$03,4/4 84 763	\$66,056 \$4,835	\$65,838	\$68,429	\$73,613	\$75,969
	Tech Days	90.4	51.17	\$1.02F	\$1,030	41,723	61,703	\$1,835 84,469	\$1,829	\$1,901	\$2,045	\$2,110
	Responsibility/Incentive		\$7,984	\$8,258	\$8,861	\$9.378	\$9.578	696.6\$	\$9.926	\$10.317	\$11.101	\$11.000
	TOTAL	189.00	\$63,576	\$65,737	\$70,487	\$74.570	\$76.226	\$79.338	\$79.056	\$82.168	\$88.395	\$91 224
7	Base Pay	180.00			\$60,778	\$63,369	600'99\$	\$68,604	\$68,554	\$71,144	\$76,335	\$78,688
	Contractual Days	9.00			\$1,688	\$1,760	\$1,834	\$1,906	\$1,904	\$1,976	\$2,120	\$2,186
	Tech Days	4.00			\$1,351	\$1,408	\$1,467	\$1,525	\$1,523	\$1,581	\$1,696	\$1,749
	Responsibility/Incentive				\$9,178	\$9,569	\$9,963	\$10,354	\$10,339	\$10,730	\$11,515	\$11,870
•	IOIAL Proc Desi	189.00			\$72,995	\$76,106	\$79,273	\$82,389	\$82,320	\$85,431	\$91,666	\$94,493
•	Contractual Days	90.00			\$62,793 61.744	\$65,388 64 946	\$68,469	\$71,059	\$71,199	\$73,784	\$78,965	\$81,320
	Tech Days	4.00			\$1,395	\$1.010 \$1.453	\$1,522	4,9/4 4,575	61,970	\$2,050	\$2,193 61 755	\$2,239
	Responsibility/Incentive				\$9,482	\$9,875	\$10,336	\$10,727	\$10,740	\$11,131	\$11,915	\$12,269
	TOTAL	189.00			\$75,414	\$78,532	\$82,229	\$85,339	\$85,499	\$88,605	\$94.828	\$97.655
6	Base Pay	180.00			\$64,880	\$67,472	\$71,003	\$73,589	\$73,911	\$76,498	\$81,681	\$84,032
	Contractual Days	2.00			\$1,802	\$1,874	\$1,972	\$2,044	\$2,053	\$2,125	\$2,269	\$2,334
	Tech Days	4.00			\$1,442	\$1,499	\$1,578	\$1,635	\$1,642	\$1,700	\$1,815	\$1,867
	Responsibility/Incentive				\$9,798	\$10,190	\$10,719	\$11,111	\$11,152	\$11,543	\$12,328	\$12,683
5	IOIAL Base Base	189.00			\$77,922	\$81,035	\$85,272	\$88,379	\$88,758	\$91,866	\$98,093	\$100,916
2	Dase Pay	180.00			\$66,963	\$69,556	\$73,534	\$76,121	\$76,628	\$79,216	\$84,396	\$86,750
	Tech Dave	8 6			\$1,860	\$1,932	\$2,043	\$2,114	\$2,129	\$2,200	\$2,344	\$2,410
	Responsibility/Incentive	B			\$1,400	\$1,340 \$10.505	611 1034	\$1,692	\$1,703	\$1,760	\$1,875	\$1,928
	TOTAL	189 00			\$50 A24	482 530	400.104	664,195	COC,114	\$11,957	\$12,740	\$13,095
					400,141	400,000	010,000	774,104	070'76¢	980,155	\$101,355	\$104,183

2020-21 Certificated Instructional Staff Salary Schedule

ë.			464	485	986	508	445	179	,561	,048	919	707	895	,636	109	332	972	609	711	169	745	234	364	260	208	010	342
PhD/Dr.		906)	\$89	\$2	S	\$13	\$107	\$92	\$2	\$2	\$13	\$110,	\$94	\$2,	\$2	\$14	\$113,	\$97.	\$2,	\$2,	\$14	\$117.	\$39	\$2,	\$2.	\$15,	\$119,342
BA+155	+M4	(006)	\$87,110	\$2,420	\$1,936	\$13,152	\$104,618	\$89,825	\$2,495	\$1,996	\$13,565	\$107,881	\$92,540	\$2,571	\$2,056	\$13,977	\$111,144	\$95,254	\$2,646	\$2,117	\$14,390	\$114,407	\$96,981	\$2,694	\$2,155	\$14,649	\$116,479
BA+135	+M4	(800)	\$81,932	\$2,276	\$1,821	\$12,369	\$98,398	\$84,648	\$2,351	\$1,881	\$12,782	\$101,662	\$87,363	\$2,427	\$1,941	\$13,194	\$104,925	\$90,076	\$2,502	\$2,002	\$13,607	\$108,187	\$91,737	\$2,548	\$2,039	\$13,856	\$110,180
BA+135		(700)	\$79,341	\$2,204	\$1,763	\$11,977	\$95,285	\$82,056	\$2,279	\$1,823	\$12,390	\$98,548	\$84,773	\$2,355	\$1,884	\$12,802	\$101,814	\$87,483	\$2,430	\$1,944	\$13,215	\$105,072	\$89,111	\$2,475	\$1,980	\$13,460	\$107,026
BA+90	+M4	(009)	\$78,655	\$2,185	\$1,748	\$11,879	\$94,467	\$81,187	\$2,255	\$1,804	\$12,264	\$97,510	\$83,717	\$2,325	\$1,860	\$12,648	\$100,550	\$86,249	\$2,396	\$1,917	\$13,032	\$103,594	\$87,867	\$2,441	\$1,953	\$13,276	\$105,537
BA+90		(200)	\$76,066	\$2,113	\$1,690	\$11,488	\$91,357	\$78,597	\$2,183	\$1,747	\$11,873	\$94,400	\$81,127	\$2,254	\$1,803	\$12,257	\$97,441	\$83,658	\$2,324	\$1,859	\$12,641	\$100,482	\$85,241	\$2,368	\$1,894	\$12,879	\$102,382
BA+45	+M4	(400)	\$71,639	\$1,990	\$1,592	\$10,820	\$86,041	\$73,723	\$2,048	\$1,638	\$11,135	\$88,544					esta e									1	
BA+45		(300)	\$69,046	\$1,918	\$1,534	\$10,427	\$82,925	\$71,129	\$1,976	\$1,581	\$10,743	\$85,429															
BA+22.5	,	(200)					1622																				
¥ 2	į	(100)																									
	_	Days	180.00	2.00	4.00		189.00	180.00	5.00	4.00		189.00	180.00	5.00	4.00		189.00	180.00	5.00	4.00		189.00	180.00	5.00	4.00		189.00
		Ē		ays	;	y/Incentive			Days		Kesponsibility/Incentive			Lays	:	Kesponsibility/Incentive		!	II Days	:	Responsibility/Incentive			Days	;	Responsibility/Incentive	
		CBA Item	Base Pay	Contractual Days	Tech Days	Responsibility/Incentive	TOTAL	Base Pay	Contractual Days	lech Days	Kesponsibil	Orac	Base Pay	Contractual Days	iecn ∪ays	Kesponsib	OIAL	Base Pay	Contractual Days	lecn Days	responsible	TOTAL.	Base Pay	Contractual Days	ech Days	kesponsibil	TOTAL

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

2021-22 Certificated Instructional Staff Salary Schedule

			ВА	BA+22.5	BA+45	BA+45	BA+90	BA+90	BA+135	BA+135	BA+155	PhD/Dr.
Step	CBA Item	Davs	(100)	(200)	(300)	+M4	(800)	+M4	(2007)	+M4	+M4	
<u> -</u>	Base P	180.00	\$53,626	\$53,710	\$53,793	\$62,150	\$55.821	\$64.372	\$57 172	\$65 723	\$67.076	467 807
	Contractual Days	5.00	\$1.490	\$1,492	\$1.494	\$1.726	\$1.551	21,00	£1 588	64 626	070,700	407,007
	Tech Days	4.00	\$1,192	\$1,194	\$1,195	\$1,381	\$1.240	\$1,430	\$1.270	\$1 461	\$1,600	41,504
	Responsibility/Incentive		\$7,185	\$7,823	\$8,126	\$9,407	\$8,412	\$9.724	\$8.604	\$9.915	\$10.107	\$10.012
	TOTAL	189.00	\$63,493	\$64,219	\$64,608	\$74,664	\$67,024	\$77,314	\$68,634	\$78,925	\$80.537	\$81.410
N	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	2.00	\$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	Control of the Control	\$7,778	\$8,146	\$8,254	\$9,504	\$8,740	\$9,799	\$8,987	\$10,000	\$10,256	\$10,639
	TOTAL	189.00	\$64,202	\$64,784	\$65,656	\$75,459	\$69,613	\$77,935	\$71,655	\$79,616	\$81,734	\$84,786
ო	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
	TOTAL	189.00	\$64,672	\$65,268	\$67,709	\$75,940	\$72,237	\$78,418	\$74,513	\$80,137	\$84.520	\$87,545
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	2.00	\$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
	TOTAL	189.00	\$65,153	\$65,751	\$69,228	\$76,423	\$74,282	\$78,902	\$76,782	\$80,620	\$86,643	\$89,626
ۍ.	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
_	TOTAL	189.00	\$65,636	\$67,049	\$71,193	\$76,907	\$76,789	\$80,052	\$79,512	\$82,775	\$89,300	\$92,257
ω	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
	ech Days	4.00	\$1,224	\$1,265	\$1,356	\$1,435	\$1,467	\$1,527	\$1,522	\$1,581	\$1,701	\$1,756
	Hesponsibility/Incentive		\$8,303	\$8,588	\$9,215	\$9,753	\$9,961	\$10,368	\$10,323	\$10,730	\$11,545	\$11,915
	TOTAL	189.00	\$66,119	\$68,366	\$73,307	\$77,552	\$79,275	\$82,513	\$82,219	\$85,454	\$91,931	\$94,874
_	Base Pay	180.00			\$63,209	\$65,904	\$68,649	\$71,348	\$71,296	\$73,990	\$79,388	\$81,836
	Contractual Days	5.00			\$1,756	\$1,831	\$1,907	\$1,982	\$1,980	\$2,055	\$2,205	\$2,273
	lech Days	4.00			\$1,405	\$1,465	\$1,526	\$1,586	\$1,584	\$1,644	\$1,764	\$1,819
	Hesponsibility/Incentive				\$9,545	\$9,952	\$10,362	\$10,768	\$10,753	\$11,159	\$11,976	\$12,345
•	TOTAL Page Barr	189.00			\$75,915	\$79,152	\$82,444	\$85,684	\$85,613	\$88,848	\$95,333	\$98,273
0	Dase Pay	180.00			\$65,305	\$68,004	\$71,208	\$73,901	\$74,047	\$76,735	\$82,124	\$84,573
	Tach Date	8.5			\$1,814	87, F889	8/6,14	\$2,053	\$2,057	\$2,132	\$2,281	\$2,349
	Responsibility/Incentive	9			91,401	41,011	41,082	544,156	61,645	\$1,705	\$1,825	\$1,879
	TOTAL	180.00			43,001	910,270	910,743	001,110	0/1,116	9/6,114	\$12,392	\$12,760
σ	Base Pav	180.00			667 475	\$61,0/4	\$50,517	\$88,752	\$68,919 676,967	\$92,148	\$98,622	\$101,561
,	Contractual Dave	00.00			64,473	610,17	010,014 010,014	9,030	10,000	#/9,558 #0,040	\$84,948 \$0,000	\$87,393
	Tech Davs	4.00			41,074	61,740	62,031	92,120	92,133	92,210	32,360	\$2,428
	Responsibility/Incentive				\$10,190	\$10.598	\$11 148	\$11.555	£11 508	\$1,700	\$1,000 610,000	91,942
	TOTAL	189.00			\$81.038	\$84.277	\$88.683	\$91.915	\$92.308	\$95 541	\$102.021	610,130
9	Base Pay	180.00			\$69,642	\$72,338	\$76.475	\$79.166	\$79,693	\$82.385	\$87.772	\$50,000
	Contractual Days	5.00			\$1,935	\$2,009	\$2,124	\$2,199	\$2,214	\$2,288	\$2.438	\$2,506
	Tech Days	4.00			\$1,548	\$1,608	\$1,699	\$1,759	\$1,771	\$1,831	\$1,950	\$2,005
	Responsibility/Incentive				\$10,518	\$10,925	\$11,548	\$11,955	\$12,028	\$12,435	\$13,250	\$13,619
	TOTAL	189.00			\$83,643	\$86,880	\$91,846	\$95,079	\$95,706	\$98,939	\$105,410	\$108,350

2021-22 Certificated Instructional Staff Salary Schedule

cBA Item ay cual Days ays sibility/Incentive ay stual Days ays sibility/Incentive ay stual Days ay cual Days ay stual Days				(·	·	-				3	
CBA Item Days (100) (200) (300) (400) (500) (500) Base Pay 180.00 \$71,808 \$74,505 \$79,109 \$81,801 Contractual Days 4.00 \$1,696 \$1,696 \$1,169 \$1,135 Responsibility/Incentive 180.00 \$71,844 \$11,253 \$11,948 \$12,354 Responsibility/Incentive 4.00 \$73,944 \$11,253 \$11,948 \$12,354 Contractual Days 5.00 \$73,944 \$11,253 \$11,948 \$12,354 Responsibility/Incentive 4.00 \$73,944 \$17,04 \$13,46 \$13,46 Responsibility/Incentive 4.00 \$16,44 \$17,74 \$13,46 \$11,40 Contractual Days 5.00 \$10,410 \$84,372 \$87,064 \$13,46 Responsibility/Incentive 4.00 \$88,846 \$92,086 \$13,47 \$13,45 Responsibility/Incentive 4.00 \$89,00 \$89,090 \$104,40 \$100,00 Responsibility/Incentive <		_					+M+		+M4		+M4	+M4	
Base Pay 180.00 \$71,808 \$74,505 \$79,109 \$81,801 Contractual Days 5.00 \$1,995 \$2,070 \$2,197 \$2,272 Tech Days \$1,006 \$1,595 \$1,758 \$1,758 \$1,818 Responsibility/Incentive \$10,000 \$10,000 \$2,197 \$2,197 \$2,127 \$2,272 Tech Days \$10,000 \$73,974 \$76,672 \$81,741 \$84,334 \$2,345 Tech Days \$2,000 \$1,644 \$1,704 \$1,876 \$1,755 \$1,755 \$1,755 \$1,755 \$1,755 \$1,755 \$1,755 \$1,755 \$1,756 \$1,755 \$1,756 \$1,766 \$2,241 </th <th>Ster</th> <th></th> <th>Days</th> <th>(100)</th> <th>(200)</th> <th>(300)</th> <th>(400)</th> <th>(200)</th> <th>(009)</th> <th>(200)</th> <th>(800)</th> <th>(006)</th> <th>(906)</th>	Ster		Days	(100)	(200)	(300)	(400)	(200)	(009)	(200)	(800)	(006)	(906)
Contractual Days 5.00 \$1,995 \$2,070 \$2,197 \$2,272 Tech Days 4.00 \$1,566 \$1,756 \$1,188 \$1,188 \$1,188 Responsibility/Incentive 189,00 \$66,44 \$11,253 \$11,948 \$12,354 TOTAL 189,00 \$67,374 \$76,672 \$81,345 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415 \$12,415<	11		180.00			\$71,808	\$74,505	\$79,109	\$81,801	\$82,515	\$85,209	\$90,594	\$93,043
Tech Days \$1,596 \$1,556 \$1,758 \$1,818 Responsibility/Incentive \$10,844 \$1,253 \$1,1948 \$1,354 TOTAL 189.00 \$73,974 \$76,672 \$91,043 \$91,354 Base Pay 160.00 \$73,974 \$76,672 \$81,345 \$91,345 Contractual Days 5.00 \$71,674 \$1,704 \$1,816 \$1,375 Responsibility/Incentive 189.00 \$81,846 \$92,086 \$99,776 \$1,410 Responsibility/Incentive 5.00 \$11,173 \$11,580 \$12,348 \$12,755 Responsibility/Incentive 4.00 \$88,846 \$92,086 \$99,776 \$101,410 Responsibility/Incentive 189.00 \$10,000 \$2,341 \$2,414 \$2,414 Responsibility/Incentive 5.00 \$1,903 \$2,417 \$2,492 Responsibility/Incentive 189.00 \$2,417 \$2,492 Responsibility/Incentive 180.00 \$2,417 \$2,492 Responsibility/Incentive 5.00 <		Contractual Days	5.00			\$1,995	\$2,070	\$2,197	\$2,272	\$2,292	\$2,367	\$2,517	\$2,585
Responsibility/Incentive \$10,844 \$11,253 \$11,948 \$12,354 TOTAL 189.00 \$86,243 \$89,484 \$95,012 \$89,245 Base Pay 180.00 \$73,974 \$76,672 \$81,741 \$84,434 Contractual Days 4.00 \$1,774 \$1,816 \$1,755 Responsibility/Incentive 180.00 \$12,348 \$12,755 TotAL 189.00 \$88,846 \$92,086 \$98,176 \$1,755 Base Pay 180.00 \$12,348 \$1,755 \$1,935 \$1,935 Contractual Days 4.00 \$88,846 \$92,086 \$98,176 \$104,410 \$1,64 ToTAL 189.00 4.00 \$1,000 <t< th=""><th></th><td>Tech Days</td><td>4.00</td><td></td><td></td><td>\$1,596</td><td>\$1,656</td><td>\$1,758</td><td>\$1,818</td><td>\$1,834</td><td>\$1,894</td><td>\$2,013</td><td>\$2,068</td></t<>		Tech Days	4.00			\$1,596	\$1,656	\$1,758	\$1,818	\$1,834	\$1,894	\$2,013	\$2,068
TOTAL 189.00 \$86,243 \$89,484 \$95,012 \$98,245 Base Pay 180.00 \$73,974 \$76,672 \$81,741 \$94,34 Contractual Days 5.00 \$73,974 \$76,672 \$81,741 \$84,34 Contractual Days 4.00 \$11,173 \$11,644 \$1,816 \$1,876 Responsibility/Incentive 180.00 \$88,846 \$92,086 \$98,176 \$1,936 Contractual Days 4.00 \$88,846 \$92,086 \$98,176 \$1,936 Responsibility/Incentive 4.00 \$88,846 \$92,086 \$98,176 \$1,936 Responsibility/Incentive 4.00 \$88,946 \$92,086 \$94,372 \$81,935 Responsibility/Incentive 4.00 \$88,946 \$92,086 \$94,372 \$81,935 Tech Days 4.00 \$89,009 \$1,936 \$1,936 \$1,936 Tech Days 4.00 \$1,900 \$2,417 \$1,932 \$2,417 \$1,933 Tech Days 4.00 \$1,900 \$2,417 <th></th> <td>Responsibility/Incentive</td> <td></td> <td></td> <td></td> <td>\$10,844</td> <td>\$11,253</td> <td>\$11,948</td> <td>\$12,354</td> <td>\$12,456</td> <td>\$12,864</td> <td>\$13,678</td> <td>\$14,048</td>		Responsibility/Incentive				\$10,844	\$11,253	\$11,948	\$12,354	\$12,456	\$12,864	\$13,678	\$14,048
Base Pay 180.00 \$73.974 \$76.672 \$81,741 \$84,434 Contractual Days 5.00 \$2,055 \$2,130 \$2,345 \$2,345 Tech Days 4.00 \$1,704 \$1,164 \$1,166 \$1,276 Responsibility/Incentive 189.00 \$80,472 \$81,416 \$1,776 Tech Days 4.00 \$88,846 \$92,086 \$98,176 \$101,410 Tech Days 4.00 \$88,846 \$92,086 \$98,176 \$101,410 Responsibility/Incentive 4.00 \$1,375 \$1,355 \$1,355 Tech Days \$1,00 \$1,00 \$1,356 \$1,356 Responsibility/Incentive \$1,00 \$1,336 \$1,356 Tech Days \$1,00 \$1,00 \$1,336 \$1,356 Responsibility/Incentive \$1,00 \$2,417 \$1,356 Tech Days \$1,00 \$2,417 \$1,356 Tech Days \$2,463 \$2,463 \$2,493 Tech Days \$2,00 \$2,417 \$1,907		TOTAL	189.00			\$86,243	\$89,484	\$95,012	\$98,245	260'66\$	\$102,334	\$108,802	\$111,744
Contractual Days 5.00 \$2,055 \$2,271 \$2,345 Tech Days 4.00 \$1,644 \$1,704 \$1,816 \$1,876 Tech Days 4.00 \$1,644 \$1,704 \$1,816 \$1,875 TOTAL 189.00 \$1,704 \$1,816 \$1,775 \$1,755 Base Pay 4.00 \$1,704 \$1,816 \$1,775 \$1,774 \$1,714 Tech Days 4.00 \$2,00 \$2,00 \$2,419 \$1,747 \$1,419 Responsibility/Incentive 180.00 \$1,00 \$2,417 \$1,435 \$1,935 ToTAL 180.00 \$0 \$2,417 \$1,935 \$1,935 Responsibility/Incentive 4.00 \$1,936 \$1,933 \$1,935 ToTAL 189.00 \$1,900 \$1,334 \$1,353 Base Pay 180.00 \$2,417 \$1,950 Contractual Days 5.00 \$2,631 \$2,631 Responsibility/Incentive 4.00 \$1,900 \$2,631 \$2,631	12	_	180.00			\$73,974	\$76,672	\$81,741	\$84,434	\$85,338	\$88,034	\$93,418	\$95,866
Tech Days 4.00 \$1,644 \$1,704 \$1,816 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,704 \$1,876 \$1,876 \$1,876 \$1,876 \$1,774 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,876 \$1,935		Contractual Days	5.00			\$2,055	\$2,130	\$2,271	\$2,345	\$2,371	\$2,445	\$2,595	\$2,663
Responsibility/Incentive \$11,173 \$11,580 \$12,348 \$12,755 TOTAL 189.00 \$88,846 \$92,086 \$98,176 \$101,410 Base Pay 180.00 \$84,372 \$87,066 \$2,419		Tech Days	4.00			\$1,644	\$1,704	\$1,816	\$1,876	\$1,896	\$1,956	\$2,076	\$2,130
TOTAL 189.00 \$88,846 \$92,086 \$98,176 \$101,410 Base Pay 180.00 \$84,372 \$87,066 \$2,419 \$2,4		Responsibility/Incentive				\$11,173	\$11,580	\$12,348	\$12,755	\$12,886	\$13,293	\$14,108	\$14,476
Base Pay 180.00 \$84,372 \$87,066 Contractual Days 5.00 \$2,344 \$2,419 Tech Days 4.00 \$1,875 \$1,935 Responsibility/Incentive 189,00 \$1,777 \$13,154 TOTAL 180,00 \$89,699 \$2,417 \$2,492 Base Pay 180,00 \$2,417 \$2,492 \$1,933 \$1,933 Tech Days 4.00 \$1,933 \$1,933 \$1,933 \$1,933 Responsibility/Incentive 180,00 \$13,553 \$1,933 \$1,933 \$1,933 Contractual Days 5.00 \$2,645 \$2,538 \$2,538 \$2,538 Responsibility/Incentive 4.00 \$1,900 \$2,031 \$2,031 Responsibility/Incentive 5.00 \$2,031 \$1,970 \$2,031 Responsibility/Incentive \$1,394 \$13,807 \$2,031		TOTAL	189.00			\$88,846	\$92,086	\$98,176	\$101,410	\$102,491	\$105,728	\$112,197	\$115,135
Contractual Days 5.00 \$2,344 \$2,419 Tech Days 4.00 \$1,875 \$1,935 Responsibility/Incentive 189.00 \$1,777 \$13,154 TOTAL 180.00 \$80,699 \$2,417 \$2,492 Base Pay 180.00 \$2,417 \$2,492 \$1,933 \$2,538 \$2,538 \$2,538 \$2,031 <	€		180.00					\$84,372	\$87,066	\$88,164	\$30,858	\$96,242	\$98,691
Tech Days 4.00 \$1,875 \$1,935 Responsibility/Incentive 4.00 \$12,747 \$13,154 TOTAL 189.00 \$13,154 \$13,154 Base Pay 180.00 \$2,417 \$2,492 Contractual Days 5.00 \$2,417 \$2,492 Tech Days 4.00 \$13,553 \$1,933 \$1,933 Responsibility/Incentive 180.00 \$13,553 \$13,47 \$13,553 Tot Days 4.00 \$2,031 \$2,631 \$2,631 Responsibility/Incentive 5.00 \$2,031 \$2,031 Responsibility/Incentive \$13,907 \$13,807		Contractual Days	5.00					\$2,344	\$2,419	\$2,449	\$2,524	\$2,673	\$2,741
Responsibility/Incentive \$12,747 \$13,154 TOTAL 189.00 \$13,154 \$101,338 \$104,574 Base Pay 180.00 \$89,699 \$2,417 \$2,492 Contractual Days 5.00 \$2,417 \$2,492 Tech Days 4.00 \$1,933 \$1,993 Responsibility/Incentive 189.00 \$13,553 Contractual Days 5.00 \$2,631 Contractual Days 5.00 \$2,538 Responsibility/Incentive \$1,970 \$2,031 Responsibility/Incentive \$1,970 \$1,970 Responsibility/Incentive \$1,970 \$1,970		Tech Days	4.00					\$1,875	\$1,935	\$1,959	\$2,019	\$2,139	\$2,193
TOTAL 189.00 \$101,338 \$104,574 Base Pay 180.00 \$89,699 \$2,417 \$2,492 Contractual Days 5.00 \$1,933 \$1,993 \$1,993 Tech Days 4.00 \$1,933 \$1,993 \$1,993 Responsibility/Incentive 189.00 \$1,970 \$13,553 ToTAL \$180.00 \$2,538 \$2,538 Contractual Days 5.00 \$2,538 \$2,031 Responsibility/Incentive \$1,970 \$2,031 Responsibility/Incentive \$13,807 \$13,807		Responsibility/Incentive						\$12,747	\$13,154	\$13,314	\$13,722	\$14,536	\$14,905
Base Pay 180.00 \$87,004 \$89,699 Contractual Days 5.00 \$2,417 \$2,492 Tech Days 4.00 \$1,933 \$1,993 Responsibility/Incentive \$13,147 \$13,553 TOTAL 189.00 \$13,737 Base Pay \$104,501 \$13,553 Contractual Days 5.00 \$2,538 Tech Days 4.00 \$2,031 Responsibility/Incentive \$13,970 \$2,031		TOTAL	189.00				re pilit	\$101,338	\$104,574	\$105,886	\$109,123	\$115,590	\$118,530
Contractual Days 5.00 \$2,417 \$2,492 Tech Days 4.00 \$1,933 \$1,993 Responsibility/Incentive \$13,147 \$13,553 TOTAL \$13,653 \$13,477 \$13,553 FOTAL \$13,653 \$13,553 \$13,553 For Days \$13,607 \$2,538 \$2,538 Responsibility/Incentive \$1,970 \$2,031 Responsibility/Incentive \$13,807	4	_	180.00					\$87,004	\$89,699	\$90,982	\$93,679	\$99,064	\$101,513
Tech Days 4.00 \$1,933 \$1,993 Responsibility/Incentive \$13,653 \$13,653 TOTAL 189.00 \$104,501 \$10,553 Base Pay 180.00 \$10,737 \$88,651 \$91,382 Contractual Days 5.00 \$2,538 \$2,538 \$2,538 Responsibility/Incentive \$1,970 \$2,031		Contractual Days	2.00					\$2,417	\$2,492	\$2,527	\$2,602	\$2,752	\$2,820
Responsibility/Incentive \$13,553 TOTAL \$18,00 \$13,553 Base Pay \$88,651 \$91,382 Contractual Days 5.00 \$2,538 Tech Days 4.00 \$2,031 Responsibility/Incentive \$13,907		Tech Days	4.00					\$1,933	\$1,993	\$2,022	\$2,082	\$2,201	\$2,256
TOTAL \$104,501 \$107,737 Base Pay 180.00 \$88,651 \$91,382 Contractual Days 5.00 \$2,463 \$2,538 Tech Days 4.00 \$2,031 Responsibility/Incentive \$13,907 \$13,807		Responsibility/Incentive						\$13,147	\$13,553	\$13,744	\$14,151	\$14,966	\$15,335
Base Pay \$88,651 \$91,382 Contractual Days 5.00 \$2,463 \$2,538 Tech Days 4.00 \$2,031 Responsibility/Incentive \$13,907 \$13,807		TOTAL	189.00					\$104,501	\$107,737	\$109,275	\$112,514	\$118,983	\$121,924
5.00 \$2,463 \$2,538 4.00 \$1,970 \$2,031 \$13,394 \$13,807	45		180.00					\$88,651	\$91,382	\$92,675	\$95,406	\$100,860	\$103,339
4.00 \$1,970 \$2,031 \$13,394 \$13,807		Contractual Days	2.00					\$2,463	\$2,538	\$2,574	\$2,650	\$2,802	\$2,871
\$13,394 \$13,807		Tech Days	4.00					\$1,970	\$2,031	\$2,059	\$2,120	\$2,241	\$2,296
		Responsibility/Incentive						\$13,394	\$13,807	\$13,998	\$14,410	\$15,235	\$15,610
189.00 \$109,758		TOTAL	189.00					\$106,478	\$109,758	\$111,306	\$114,586	\$121,138	\$124,116

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

15 Hourly Monthly Annual 17 Hourly Monthly Annual 18 Hourly Monthly Annual							40.0	•	orch o	•	מבינים כ)		
Monthly Annual Monthly Monthly Annual Annual Annual	\$ 18.01	€9	18.65	69	19.35	€3	20.15	69	20.92	€5	21.78	€5	22 69	€.	23.55	₩.	24 50
Annual Hourly Monthly Monthly Annual Hourly Monthly	ည့် 1-	↔	3,232.67	€9	3,354.00	69	3,492.67	69	3,626.13	69	3,775.20	↔	3,932.93	↔	4.082.00	↔	4.246.67
Hourly Annual Hourly Annual Hourly Monthly Annual	\$ 37,461	₩	38,792	69	40,248	€9	41,912	↔	43,514		45,302	₩	47,195	₩	48,984	₩	50,960
Monthly Annual Monthly Annual Monthly Monthly	\$ 19.08	↔	19.76	↔	20.53	↔	21.37	₩	22.20	€	23.08	ŵ	24.02	s	24.99	G	25.99
Annual Hourly Monthly Annual Monthly	\$ 3,307.20	↔	3,425.07		3,558.53	₩	3,704.13	(1)	3,848.00	₩	4,000.53	↔	4,163.47	↔	4,331.60	↔	4,504.93
Hourly Monthly Annual Hourly Monthly	\$ 39,686	₩	41,101	₩	42,702	69	44,450	↔	46,176	↔	48,006	69	49,962	₩	51,979	↔	54,059
Monthly Annual Hourly Monthly	\$ 20.23	↔	20.92	49	21.76	↔	22.63	↔	23.53	()	24.47	₩	25.46	€9	26.48	⇔	27.50
Annual Hourly Monthly	\$ 3,506.53	↔	3,626.13	₩	3,771.73	↔	3,922.53	8	4,078.53	₩	4,241.47	↔	4,413.07		4,589.87	↔	4.766.67
Hourly Monthly	\$ 42,078	↔	43,514	↔	45,261	↔	47,070	↔	48,942	₩	50,898	⇔	52,957	↔	55,078	€	57,200
	\$ 21.46	↔	22.20	↔	23.08	↔	23.99	₩	24.95	↔	25.96	€	26.97	↔	28.06	₩	29.18
	\$ 3,719.73	↔	3,848.00	↔	4,000.53	8	4,158.27	₩	1,324.67	₩	4,499.73	69	4,674.80	€	4,863.73	₩	5,057.87
	\$ 44,637	↔	46,176	69	48,006	€9	49,899	69	51,896	₩	53,997	49	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	ઝ	4,080.27	₩	4,241.47		4,411.33	\$	1,582.93	8	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	€9	59,509	↔	61,901	↔	64,334
20 Hourly		₩	24.95	49	25.95	€9	26.94	€9	28.00	↔	29.14	69	30.9	€9	31.52	€>	32.81
Monthly	\$ 4,175.60		4,324.67	∨ \$>	4,498.00	7 \$3	1,669.60	& 4	1,853.33	₩,	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	γ \$	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	69	61,838	↔	64,272	↔	66,830	↔	69,555	↔	72,342
22 Hourly	\$ 27.14	↔	28.20	49	29.30	₩	30.48	₩	31.67	↔	32.89	↔	34.18	↔	35.54	↔	36.91
Monthly	\$ 4,704.27	↔	4,888.00	ų, ↔	5,078.67	₩,	5,283.20	⇔ Ω	5,489.47	ц) ()	5,700.93	₩	5,924.53	8	6,160.27	↔	6,397.73
Annual	\$ 56,451	- 1	58,656	↔	60,944	↔	63,398	S	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

Grade			Step 1	H	Step 2	ı	Step 3	"	Step 4		Step 5	l I	Step 6	П	Step 7		Step 8		Step 9
15	Hourly	↔	18.39	↔	19.04	↔	19.76	€	20.57	€	21.36	↔	22.24	↔	23.17	↔	24.04	69	25.01
	Monthly	↔	3,187.60	₩	3,300.27	↔	3,425.07	↔	3,565.47	↔	3,702.40	↔	3,854.93	H	4,016.13	G	4,166.93	G	4,335.07
	Annual	⇔	38,251	↔	39,603	G	41,101	↔	42,786	↔	44,429	69	46,259	↔	48,194	↔	50,003	€	52,021
16	Hourly	↔	19.48	↔	20.17	↔	20.96	G	21.82	↔	22.67	€	23.56	↔	24.52	ь	25.51	€	26.54
	Monthly	↔	3,376.53	↔	3,496.13	↔	3,633.07	₩	3,782.13	₩	3,929.47	₩	4,083.73	4	4,250.13	G	4.421.73	မ	4.600.27
	Annual	↔	40,518	↔	41,954	↔	43,597	69	45,386	↔	47,154	↔	49,005	⇔	51,002	↔	53,061	↔	55,203
17	Hourly	↔	20.65	↔	21.36	G	22.22	G	23.11	G	24.02	↔	24.98	€	25.99	G	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
8	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	မ	4,966.00	↔	5,163.60
	Annual	↔	45,573	↔	47,154	₩	49,005	↔	50,939	↔	52,978	↔	55,141	4	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	69	4,028.27	↔	4,165.20	49	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	49	24.60	↔	25.47	↔	26.49	↔	27.51	↔	28.59	↔	29.75	↔	30.99	€9	32.18	()	33.50
	Monthly		4,264.00	↔	4,414.80	↔	4,591.60	69	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	€9	57,221	↔	59,467	↔	61,880	₩	64,459	↔	66,934	↔	69,680
2	Hourly	↔	26.09	4	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	s	5,685.33	₩	5,917.60	G	6,155.07
	Annuai	()	54,267	↔	56,160	↔	58,344	↔	60,715	↔	63,128	↔	65,624	↔	68,224	↔	71,011	↔	73,861
22	Hourly	↔	27.71	G	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	69	6,532.93
	Annual	မှာ	57,637	₩	59,883	es (62,234	es.	64,730	₩	67,267	↔	69,846	6 9	72,592	ક્ક	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	\$ 1931	34	19 99	4.	20.75	₩	21.60	4	00 40	6		6		1		•	
	Monthly	\$ 3,347.07	07 \$	3.4	↔	3.596.67	↔	3.744.00		3 887 87		4 047 33	0	24.33 4 217 20	A A	25.24	A A	26.26
	Annual					43.160	₩.	44 928		46 654		48 568) (50.606	→ 6	4,0,4,93) 6	7,100,4
		•	•				+		→	5	→	5)	00,00	9	12,433	9	24,02
16	Hourly				↔	22.01	↔	22.91	↔	23.80	↔	24.74	↔	25.75	↔	26.79	€9	27.87
	Monthly	\$ 3,544.67		3,671.20		3,815.07	↔	3,971.07	€9	4,125.33	₩	4,288.27	69	4,463.33	69	4.643.60	₩.	4 830 80
	Annual	\$ 42,536	36 \$	44,054	₩.	45,781	↔	47,653	€9	49,504	₩	51,459	₩	53,560	₩	55,723	↔	57,970
17	Hourly	\$ 21.68	89	22.43		23.33	↔	24.27	↔	25.22	69	26.23	€9	92.72	€.	28.30	€.	29.48
	Monthly	\$ 3,757.87	87 \$	3,887.87	₩	4,043.87	49	4,206.80	s	4,371,47	မှ	4.546.53	49	4.730.27	₩.	4 920 93	÷ 4	5 109 R7
	Annual	\$ 45,094	94	46,654		48,526	↔	50,482	↔	52,458	↔	54,558	↔		₩	59,051	↔	61,318
8	Hourly	\$ 23.01	01	23.80	↔	24.74	€	25.71	€9	26.74	49	27.84	€.	28.92	U	30.08	4	31.08
	Monthly	\$ 3,988.40	40	4,125.33		4,288.27	↔	4,456.40	-	4.634.93	-	4.825.60	6 9	5.012.80	₩	5 213 87)	5 421 87
	Annual	\$ 47,861	91	49,504	↔	51,459	€9	53,477		55,619		57,907	₩	60,154	↔	62,566	↔	65,062
6	Hourly	\$ 24.40	40	25.23	↔	26.23	↔	27.28	↔	28.35	€9	29.46	€9	30.67	6 5	31.90	€.	33.16
	Monthly	\$ 4,229.33	33 \$	4,373.20		4,546.53	69	4,728.53	49	4,914.00	. 	5.106.40	₩.	5316.13	6	5 529 33		5 747 73
	Annual	\$ 50,752	52 \$	52,478	↔	54,558	↔	56,742		58,968		61,277	₩	63,794	↔	66,352		68,973
20	Hourly	\$ 25.83	33	26.74	↔	27.81	↔	28.89	€9	30.02	69	31.24	69	32.54	6 5	33.79	€.	35.18
	Monthly	\$ 4,477.20		4,634.93	₩	4,820.40	↔	5,007.60	₩	5,203.47	υ, (γ)	5,414.93	₩	5.640.27	49	5.856.93	₩.	6.097.87
	Annual	\$ 53,726	9 9	55,619	↔	57,845	↔	60,091	↔	62,442	↔	64,979		67,683	₩	70,283	₩	73,174
21	Hourly		\$	28.35	↔	29.45	↔	30.65	₩	31.87	€9	33.13	↔	34.44	↔	35.85	€9	37.29
	Monthly	\$ 4,747.60		4,914.00	↔	5,104.67	€9	5,312.67	₩,	5,524.13	€9	5,742.53	₩	5,969.60		6.214.00	_	6.463.60
	Annual	\$ 56,971	۲ 8	58,968	↔	61,256	↔	63,752	€9	66,290	€9	68,910	€9	71,635		74,568		77,563
23	Hourly			30.23	↔	31.42	⇔	32.68	69	33.96	(A	35.26	↔	36.65	69	38.10	69	39.57
	Monthly	\$ 5,044.00	%	5,239.87	49	5,446.13	₩	5,664.53	4)	5,886.40	ψ.	6,111.73	49	6,352.67	₩	6,604.00	· 49	6.858.80
	Annual	\$ 60,528		62,878	↔	65,354	↔	67,974	↔	70,637	₩	73,341	↔	76,232	₩	79.248	₩.	82.306

For Salary Administration Plans SA1 and PA4 (260-8) 2021-22 with a 5% negotiated increase (260 days/2080 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 (SA2 and PA1) 203/8 2019-20 effective 9/1/2019

O15 Hourly Monthly Annual O16 Hourly Monthly Annual O17 Hourly Monthly Annual Annual Annual	\$\text{\$\exitt{\$\exitt{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\text{\$\exitt{\$\text{\$\text{\$\set\$}\$\text{\$\exittit{\$\text{\$\exittit{\$\text{\$\exitt{\$\text{\$\text{\$\texittit{\$\text{\$\text{\$\text{\$\text{\$\texittit{\$\text{\$\text{\$\text{\$\text{\$\text{\$\texittit{\$\texittit{\$\exittit{\$\text{\$\texitt{\$\text{\$\text{\$\text{\$\text{\$\text{\$\tex	1 0 0		Step 2	1	C Calc	?	olep 4		c date		o daic		/ dais		Step 8		Step 9
	69 69 69	0																
	\$} \$	T8:01	69		€9	19.35	ઝ	20.15	↔	20.92	₩	21.78	↔	22.69	↔	23.55	↔	24.50
	⇔	2,924.82	↔	3,030.38	₩	3,142.44	en G	3,272.36	₩	3,397.41	↔	3,537.07	↔	3,684.86	↔	3,824.52	↔	3,978.80
		29,248	↔	30,304	€9	31,424	↔	32,724	↔	33,974	↔	35,371	↔	36,849	₩	38,245	₩	39,788
, ,	н	000	ŧ	40.76	6	02.00	6	04	6	c	6	0		6	€	3	•	
, ,) €	00.60) () (50.00		75.12)	ZZ.ZU	p (23.08	A .	24.02	A ·	24.99	Ð	25.99
	↔ •	3,098.59	5)		5)	3,334.07		3,470.49		3,605.28	₩	3,748.19	↔	3,900.85	↔	4,058.38	↔	4,220.78
	⇔	30,986	↔	32,090	↔	33,341	↔	34,705	↔	36,053	↔	37,482	↔	39,008	↔	40,584	↔	42,208
-	(3	20.23	€.	20.92	€.	21.76	€.	22 63	€.	23.53	6	24.47	4	25.46	¥	26.48	¥	27.50
Annual	• 6	10000	+ €)			77 1		20070	+	11.17	→ 4		> (01.03	> (00.12
Air Idal	A 6	3,283,33	A 6		/ 6	3,533.82		3,6/5.11		3,821.27	↔ ←	3,973.93	>> €	4,134.70	•• •	4,300.35	⇔ €	4,466.00
	A	32,834	A	4/8,55	/)	35,338	Ð	36,75	Ð	38,213	Ð	39,739	Ð	41,347	Ð	43,004	€	44,660
018 Hourly	₩	21.46	↔	22.20	↔	23.08	↔	23.99	↔	24.95	↔	25.96	₩	26.97	€9	28.06	69	29.18
Monthly	↔	3,485.10	↔	3,605.28	↔	3,748.19	დ დ	3,895.98	↔	4,051.88	4	4,215.90	69	4,379.93	49	4,556.94	↔	4,738.83
Annual	↔	34,851	↔	36,053	↔	37,482	↔	38,960	€9	40,519	₩	42,159	↔	43,799	↔	45,569	↔	47,388
019 Hourly	↔	22.76	€	23.54	€9	24.47	↔	25.45	↔	26.44	↔	27.48	↔	28.61	€9	29.76	€9	30.93
Monthly	↔	3,696.22		3,822.90	↔	3,973.93	\$ 4	4,133.08	8	4,293.86	↔	4,462.75	↔	4,646.26	49	4,833.02	₩	5,023.03
Annual	↔	36,962	(/)	38,229	₩	39,739	€	41,331	69	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	8	4,547.20	€	4,732.34	49	4,928.84	49	5,118.85	49	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	€9	30.90	()	32.13	()	33.44	€9	34.78
Monthly	↔	4,149.32	↔	4,293.86 8	€3	4,461.13	\$,643.02	√ ₩	4,828.15	€9	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	4,920.72	₩,	5,117.22	↔	5,316.98	↔	5,529.72	49	5,757.08	₩	5,982.82
Annual	ઝ	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

Monthly Annual O16 Hourly Monthly Annual O17 Hourly Annual O17 Hourly Monthly Monthly Monthly Monthly	% % % % %																	
		18.39	€	19.05	↔	19.76	↔	20.57	↔	21.36	↔	22.24	69	23.17	€9	24.04	€9	25.01
		2,986.54	₩	3,093.72	₩	3,209.02	₩	3,340.57	₩	3,468.86	↔	3,611.78		3,762.81	က	904.10	•	4.061.62
		29,865	↔	30,937	⇔	32,090	€9	33,406	↔	34,689	€	36,118	↔	37,628	•	39,041	₩	40,616
		19.48	€	20.17	↔	20.96	€9	21.82	69	22.67	69	23.56	€9	24.52	€9	25.51	€.	26.54
		3,163.55		3,275.61	မှာ	3,403.90	₩	3,543.57	↔	3,681.61	₩	3,826.14		3.982.05	4	142.82	S	ന
	€9	31,636	↔	32,756	↔	34,039	↔	35,436	€>	36,816	↔	38,261		39,820		41,428		
Monthly	₩	20.65	₩	21.36	ક્ર	22.22	↔	23.11	G	24.02	↔	24.98	69	25.99	69	27.04	69	28.08
•		3,353.56		3,468.86	↔	3,608.53	69	3,753.06	↔	3,900.85	↔	4,056.75	G	4,220.78	4.3	391.30	8	ഗ
Annual	€9	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	€9	26.51	€	27.54	↔	28.65	€	29.79
Monthly	რ რ	3,558.18	↔	3,681.61	69	3,826.14	€	3,977.18	↔	4,136.33	↔	4,305.22	₩	4,472.50	4	652.76	. 8	- σο
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	69	29.21	€	30.38	G	31.58
Monthly		3,774.18		3,902.47	₩	4,056.75	_	4,219.15	↔	4,384.80	↔	4,556.94	\$	4,743.70	\$ 4,9	933.71	υ) ()	5,128.59
Annual	69	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	G	27.51	€>	28.59	₩	29.75	€9	30.99	69	32.18	€	33.50
Monthly	დ დ	3,995.04	€	4,136.33	↔	4,301.98	8	4,467.62	↔	4,643.02	69	4,831.40	↔	5,032.78	\$ 5,2	226.03	5	,440.40
Annual	↔	39,950	↔	41,363	↔	43,020	€9	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	69	32.80	↔	34.14	69	35.51
Monthly	\$	4,237.02	↔	4,384.80	↔	4,555.32	٧ ج	4,740.46	G	4,928.84	↔	5,123.72	₩	5,326.72	\$ 5,5	544.34	⊗ Ö	,766.82
Annual	↔	42,370	↔	43,848	↔	45,553	↔	47,405	↔	49,288	₩	51,237	49	53,267		55,443	↔	57,668
022 Hourly	↔	27.66	↔	28.63	69	29.72	↔	30.94	↔	32.17	69	33.43	69	34.77	⇔	36.19	€>	37.61
Monthly	\$	4,491.98	↔	4,649.51	↔	4,826.53	⇔	5,024.66	↔	5,224.41	€9	5,429.03	₩	5,646.65		5,877.26		6,107.86
Annual		44,920	မှာ	46,495	↔	48,265	↔	50,247	↔	52,244	↔	54,290	₩	56,466	Ω̈ cs	58,773	69	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

\$ 19.31 \$ 20.00 \$ 20.75 \$ 21.60 \$ 3,135.94 \$ 3,2480 \$ 3,36980 \$ 3,507.84 \$ 3,321.08 \$ 3,480 \$ 3,36980 \$ 3,507.84 \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.68 \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 3,520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,3520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,3520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,3520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,3520.83 \$ 3,642.63 \$ 3,788.8 \$ 3,941.45 \$ 3,3520.83 \$ 3,444 \$ 4,4175.30 \$ 4,470.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,430.27 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 5 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 5 4,430.27 \$ 5 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 5 5,276.38 \$ 5 6,068.50 \$ 5,276.38 \$			Cton 1		Cton 5	ĺ	Ctor o	ľ	A	ľ			ļ						
Hourly \$ 3,135.94 \$ 3,248.00 \$ 3,36980 \$ 3,507.84 \$ Annual \$ 31,359 \$ 32,480 \$ 3,3698 \$ 35,078 \$ \$ Annual \$ 3,135.94 \$ 32,480 \$ 3,3698 \$ 35,078 \$ \$ Annual \$ 3,21.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 3,221.08 \$ 3,439.63 \$ 3,744 \$ 37,20.6 \$ \$ Annual \$ 3,520.83 \$ 3,439.63 \$ 3,744 \$ 37,20.6 \$ \$ Annual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ Annual \$ 35,20.8 \$ 36,426 \$ 37,888 \$ 39,41.45 \$ 41,75.30 \$ Annual \$ 37,368 \$ 38,651 \$ 4,017.78 \$ 4,175.30 \$ 4,430.27 \$ Annual \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 4,1948 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.56 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.56 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.5 \$ 4,977.56 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.5 \$ 4,977.5 \$ 4,977.5 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.5 \$ 4,977.5 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.5 \$ 4,977.5 \$ Annual \$ 4,4481.4 \$ 4,604.04 \$ 4,782.7 \$ 4,977.5 \$ 4,97			200		21272		Siep 3	"	tep 4		c date		orep o		Step /		Step 8		Step 9
Monthly \$ 3,135.94 \$ 3,248.00 \$ 3,369.80 \$ 3,507.84 \$ Annual \$ 31,359 \$ 32,480 \$ 3,369.80 \$ 3,507.84 \$ Annual \$ 33,21.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 33,21.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ 4 Annual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 4 Annual \$ 3,736.82 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 4 Annual \$ 37,368 \$ 38,651 \$ 40,1778 \$ 4,175.30 \$ 4 Annual \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 39,62.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 39,62.56 \$ 4,097.35 \$ 4,516.34 \$ 4,691.74 \$ Annual \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,517.56 \$ Annual \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 4,977.56 \$ Annual \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 4,977.56 \$ Annual \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 4,977.56 \$ Annual \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 4,977.56 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ 5	Hourly	↔	19.31	↔	20.00	69	20.75	€	21.60	69	22.43	€9	23.35	U :	24.33	U	25.24	U	96 96
Annual \$ 31,359 \$ 32,480 \$ 33,698 \$ 35,078 \$ Hourly \$ 20.45 \$ 21.18 \$ 22.01 \$ 22.91 \$ Annual \$ 33,21.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 33,21.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 35,20.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 400rthly \$ 3,736.82 \$ 36,426 \$ 37,888 \$ 39,414 \$ 400rthly \$ 3,736.82 \$ 38,651 \$ 40,17.78 \$ 4,175.30 \$ 400rthly \$ 3,736.82 \$ 3,865.12 \$ 40,17.78 \$ 4,175.30 \$ 400rthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 400rthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 400rthly \$ 3,962.56 \$ 4,097.35 \$ 4,516.34 \$ 4,691.74 \$ 400rthly \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 400rthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 40,977.56 \$ 400rthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,782.78 \$ 4,881.74 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,782.78 \$ 4,881.74 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,782.78 \$ 4,881.74 \$ 4,604.04 \$ 4,782.78 \$ 49,776 \$ 400rthly \$ 4,782.78 \$ 40,977 \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,782.78 \$ 40,977 \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,782.78 \$ 40,977 \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,782.78 \$ 40,977 \$ 4,782.68 \$ 4,977.56 \$ 400rthly \$ 4,782.78 \$ 40,977 \$ 4,782.78 \$ 4,977.56 \$ 4,776.78 \$ 4,776.79 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70 \$ 4,782.78 \$ 4,776.70	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
Hourly \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 33,211 \$ 34,396 \$ 3,574.42 \$ 3,720.58 \$ Annual \$ 3,520.83 \$ 3,436.53 \$ 3,744.45 \$ 37,206 \$ 4 Annual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ Annual \$ 3,736.82 \$ 3,642.6 \$ 37,888 \$ 39,414 \$ 4 Annual \$ 3,736.82 \$ 3,865.12 \$ 40,17.78 \$ 4,175.30 \$ Annual \$ 39,62.66 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 41,948 \$ 43,426.5 \$ 4,516.34 \$ 4,691.74 \$ Annual \$ 41,948 \$ 43,426.5 \$ 45,163 \$ 4,691.74 \$ Annual \$ 44,4811 \$ 4,604.04 \$ 47,827 \$ 49,776 \$ 4,977.56 \$ Annual \$ 44,4811 \$ 46,04.04 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,448.14 \$ 46,04.04 \$ 47,82.75 \$ 49,776 \$ 40,041, \$ 4,781.10 \$ 4,481.74 \$ 46,04.04 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,781.76 \$ 40,040 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,781.76 \$ 40,040 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,781.74 \$ 46,04.04 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,781.74 \$ 46,04.04 \$ 47,827 \$ 49,776 \$ 40,041, \$ 4,781.74 \$ 46,04.04 \$ 47,827 \$ 49,776 \$ 40,041, \$ 47,821.74 \$ 40,041, \$ 40,041, \$ 47,821.74 \$ 40,041, \$ 47,821.74 \$ 40,041, \$ 47,821.84 \$ 40,041, \$ 47,821.84 \$ 40,041, \$ 40,041, \$ 47,821.84 \$ 40,041,	Annual	↔	31,359		32,480	69	33,698	€	35,078	€>	36,426	₩	37,920	₩	39,512	↔	40,990	↔	42,646
Monthly \$ 3,321.08 \$ 3439.63 \$ 3574.42 \$ 3,720.58 \$ 4nual \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ 4nual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 4nual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ 4nual \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ 4nual \$ 3,962.65 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 4nual \$ 3,962.6 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 4nual \$ 4,194.79 \$ 4,342.6 \$ 4,516.34 \$ 4,691.74 \$ 4,104.79 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,401.79 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,748.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.79 \$ 4,782.68 \$ 4,977.56 \$ 4,001.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,782.79 \$ 4,977.56 \$ 4,001.79 \$ 4,782.79 \$ 4,78	-	•				,													
Monthly \$ 3,321.08 \$ 3,439.63 \$ 3,574.42 \$ 3,720.58 \$ 3,720.58 Annual \$ 33,211 \$ 34,396 \$ 3,5744 \$ 37,206 \$ 3,720.58 Hourly \$ 22.43 \$ 23.33 \$ 24.27 \$ 3,4145 \$ 3,4145 Annual \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,4145 \$ 3,4145 Hourly \$ 23.01 \$ 23.80 \$ 24.74 \$ 39,414 \$ 41,753 Annual \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ 41,753 Annual \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ 44,30.27 Annual \$ 3,962.56 \$ 40,97.35 \$ 4,259.75 \$ 44,30.3 \$ 41,753 Annual \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ 40,97.4 \$ 42,598 \$ 44,303 Annual \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 46,917 \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,77.6 \$ 49,77.6 Annual \$ 44,481 \$ 46,040 \$ 47,82.68 \$	Hourly		20.45		21.18	↔	22.01		22.91	↔	23.80	↔	24.74	↔	25.75	↔	26.79	↔	27.87
Annual \$ 33,211 \$ 34,396 \$ 35,744 \$ 37,206 \$ Annual \$ 21.68 \$ 22.43 \$ 23.33 \$ 24.27 \$ Annual \$ 35,20.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ Annual \$ 35,20.83 \$ 3,642.65 \$ 37,888 \$ 39,414 \$ 5.20.73 \$ 23.01 \$ 23.02 \$ 36,426 \$ 37,888 \$ 39,414 \$ 5.20.73 \$ 23.01 \$ 23.02 \$ 24.74 \$ 25.71 \$ 40.17 \$ \$ 4,175.30 \$ 40.17 \$ \$ 4,175.30 \$ 40.17 \$ \$ 4,175.30 \$ 40.17 \$ \$ 4,175.30 \$ 40.17 \$ \$ 3,962.56 \$ 40.97.35 \$ 4,259.75 \$ 4,430.27 \$ 40.17 \$ \$ 4,194.79 \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 40.17 \$ \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 40.17 \$ \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 40.17 \$ \$ 4,776.10 \$ 4,811.74 \$ 5,068.50 \$ 5,276.38 \$ 5.20.83	Monthly		3,321.08		3,439.63	↔	3,574.42		3,720.58		3,865.12	↔	4,017.78	69	4,181.80	⇔	4,350.70	↔	4,526.09
Hourly \$ 22.43 \$ 22.43 \$ 22.43 \$ 24.27 \$ Monthly \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,941.45 \$ Annual \$ 35,208 \$ 36,426 \$ 37,888 \$ 39,414 \$ 23.01 \$ 23.01 \$ 23.80 \$ 24.74 \$ 25.71 \$ Monthly \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ 40.017 \$ 24.74 \$ 25.71 \$ 40.017 \$ 24.74 \$ 25.71 \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ 27.28 \$ Monthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 40.017 \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ 40.017 \$ 27.39 \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ 30.65 \$ 30.65 \$ 30.010 \$ 30.01	Annual	↔	33,211	()	34,396	↔	35,744	↔	37,206	↔	38,651	↔	40,178	€9	41,818	↔	43,507	()	45,261
Monthly \$ 3,520.83 \$ 3,642.63 \$ 3,788.79 \$ 3,9414 \$ 4,5520.83 Annual \$ 35,208 \$ 36,426 \$ 37,888 \$ 39,414 \$ 39,414 \$ 35,208 Hourly \$ 23.01 \$ 23.80 \$ 24.74 \$ 25.71 \$ 4,175.30<	Hourly	↔	21.68		22.43	€9	23.33	G	24.27	€.	25.22	U .	26.23	¥	97 29	¥	28 30	¥	90.00
Annual \$ 35,208 \$ 36,426 \$ 37,888 \$ 39,414 \$ Hourly \$ 23.01 \$ 23.80 \$ 24.74 \$ 25.71 \$ Monthly \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ Annual \$ 37,368 \$ 38,651 \$ 40,177 \$ 41,753 \$ 400rthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 39,626 \$ 40,974 \$ 42,598 \$ 44,302 \$ \$ 44,303 \$ Annual \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ Annual \$ 41,948 \$ 43,426 \$ 45,163 \$ 46,917 \$ Annual \$ 44,48.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ \$ Annual \$ 44,481 \$ 40,040 \$ 47,827 \$ 40,04	Monthly		3,520.83			· 63	3.788.79		3 941 45	-	4 095 73	÷ +	4 259 75)	4 431 00)	20.03 A 610 EA)	707 55
Hourly \$ 23.01 \$ 23.80 \$ 24.74 \$ 25.71 \$ Monthly \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ 40.017.78 \$ 4,175.30 \$ 40.017.78 \$ 4,175.30 \$ 40.017.78 \$ 4,175.30 \$ 40.017.78 \$ 4,175.30 \$ 40.017.78 \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ 44.30.27 \$ 40.017.78 \$ 4,259.75 \$ 4,430.27 \$ 40.017.78 \$ 4,194.79 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 40.017.78 \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 40.017.78 \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 49,776 \$ 40.017.78 \$ 4,782.7 \$ 40.017.78 \$ 4,782.7 \$ 40.017.78 \$ 4,782.7 \$ 40.017.78 \$ 4,782.7 \$ 40.017.78 \$ 4,782.7 \$ 40.017.8 \$ 4,782.8 \$ 4,7	Annual	₩	35,208	₩		49	37,888		39,414		40,957	↔	42,598	↔	44,319) (/)	46,105	,	47,876
Monthly \$ 3,736.82 \$ 3,865.12 \$ 4,017.78 \$ 4,175.30 \$ 40,178 \$ 4,175.30 \$ 41,753 \$ 41,754	Hourly	↔	23.01	()		69	24.74	69	25.71	69	26.74	69	27.84	€.	28.92	64	30 08	U	31.08
Annual \$ 37,368 \$ 38,651 \$ 40,178 \$ 41,753 \$ Hourly \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ Annual \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ Annual \$ 41,94.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ Annual \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 4,604.04 \$ 4,782.7 \$ 49,776 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ 5	Monthly		3,736,82	₩.		6	4 017 78		175.30		4 342 58		7 501 00		70.07 4 606 64		Q)	03.10
Hourly \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ Monthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 39,626 \$ 40,974 \$ 42,598 \$ 44,303 \$ 40,974 \$ 42,598 \$ 44,303 \$ 41,94.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ Annual \$ 41,948 \$ 43,426 \$ 45,163 \$ 46,917 \$ Monthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.7 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 4,716.10	Annual		07 260	+ 6		+ 6	,,,,,,,		77 7100		00.740,	→ €	7,721.62		10.000,4		4,004.33)	2,078.07
Hourly \$ 24.40 \$ 25.23 \$ 26.23 \$ 27.28 \$ Monthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ Annual \$ 39,626 \$ 40,974 \$ 42,598 \$ 44,303 \$ 40,974 \$ 25.81 \$ 28.89 \$ 44,303 \$ 41,9479 \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 40,041 \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ 40,041 \$ 44,4811 \$ 46,040 \$ 4,782.68 \$ 4,977.56 \$ 40,041 \$ 4,448.14 \$ 46,040 \$ 4,782.7 \$ 49,776 \$ 40,041 \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ 1,00000000000000000000000000000000000		9	505,75	Ð		Ð	40,178	Ð	41,/53	,	43,426	↔	45,212	₩	46,966	€	48,850	↔	50,799
Monthly \$ 3,962.56 \$ 4,097.35 \$ 4,259.75 \$ 4,430.27 \$ 4,30.27 Annual \$ 39,626 \$ 40,974 \$ 42,598 \$ 44,303 \$ 40,974 Hourly \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ 4,194.79 Monthly \$ 41,94.79 \$ 43,426 \$ 45,163 \$ 46,917 \$ 46,917 Hourly \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ 40,776 Annual \$ 44,4814 \$ 46,040 \$ 47,827 \$ 49,776 \$ 49,776 Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ 49,776 Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ 12,76.38	Hourly	₩	24.40	↔		↔	26.23	↔	27.28	↔	28.35	€9	29.46	↔	30.67	69	31.90	63	33.16
Annual \$ 39,626 \$ 40,974 \$ 42,598 \$ 44,303 \$ Hourly \$ 25.83 \$ 26.74 \$ 27.81 \$ 28.89 \$ Annual \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 46,917 \$ Annual \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ Annual \$ 44,481 \$ 4604.04 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 4,881.74 \$ \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 4,881.74 \$ \$ 5,068.50 \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 4,881.74 \$ \$ 5,068.50 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 4,881.74 \$ \$ 5,068.50 \$ \$ 5,276.38 \$ \$ 4,716.10 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38 \$ \$ 5,276.38	Monthly		3,962.56	€9		₩.	4,259.75	8	1,430.27	_	4,604.04	69	4,784,30	69	4.980.81		5.180.56	· (/	5 385 18
Hourly \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ 4004.79 \$ 4,342.68 \$ 4,516.34 \$ 4,691.74 \$ 4004.78 \$ 45,163 \$ 46,917 \$ 46,917 \$ 4004.78 \$ 45,163 \$ 46,917 \$ 46,917 \$ 4004.78 \$ 47,782.68 \$ 49,775 \$ 46,917 \$ 4004.78 \$ 47,827 \$ 49,776 \$ 49,776 \$ 46,040 \$ 47,827 \$ 49,776 \$ 49,776 \$ 46,040 \$ 47,827 \$ 49,776 \$ 49,776 \$ 46,040 \$ 47,827 \$ 49,776 \$ 49,776 \$ 46,040 \$ 47,827 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 49,776 \$ 400,040 <td< td=""><td>Annual</td><td>↔</td><td>39,626</td><td>⇔</td><td></td><td>↔</td><td>42,598</td><td>€9</td><td>44,303</td><td></td><td>46,040</td><td>€9</td><td>47,843</td><td>€></td><td>49,808</td><td></td><td>51,806</td><td>↔</td><td>53,852</td></td<>	Annual	↔	39,626	⇔		↔	42,598	€9	44,303		46,040	€9	47,843	€>	49,808		51,806	↔	53,852
Monthly \$ 4,194.79 \$ 4,342.58 \$ 4,516.34 \$ 4,691.74 \$ Annual \$ 41,948 \$ 43,426 \$ 45,163 \$ 46,917 \$ Hourly \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ Monthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ Annual \$ 4,716.10 \$ 4,881.74 \$ Annual \$ 4,716.10 \$ Annual \$ Annual \$ 4,716.10 \$ Annual	Hourly		25.83	↔	26.74	₩	27.81	↔	28.89	↔	30.02	€9	31.24	₩	32.54	€9	33.79	49	35.18
Annual \$ 41,948 \$ 43,426 \$ 45,163 \$ 46,917 \$ Hourly \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ Monthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Monthly		4,194.79	↔	4,342.58	49	4,516.34	_	,691.74	-	4,875.25	49	5,073.38	49	5,284.50	49	5,487,50	49	5.713.23
Hourly \$ 27.39 \$ 28.35 \$ 29.45 \$ 30.65 \$ Monthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Annual	↔	41,948	↔	43,426	↔	45,163	↔	46,917	₩	48,752	↔	50,734	↔	52,845		54,875	€	57,132
Monthly \$ 4,448.14 \$ 4,604.04 \$ 4,782.68 \$ 4,977.56 \$ Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Hourly	€9	27.39	69	28.35	€>	29.45	6)	30.65	↔	31.87	€9	33.13	€9	34.44	69	35.85	(/)	37.29
Annual \$ 44,481 \$ 46,040 \$ 47,827 \$ 49,776 \$ Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Monthly		4,448.14	↔	4,604.04	↔	4,782.68		,977.56		5,175.69	₩	5,380.31	()	5,593.06		5,822.04	₩	6.055.90
Hourly \$ 29.04 \$ 30.06 \$ 31.21 \$ 32.49 \$ Monthly \$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Annual	↔	44,481	↔	46,040	↔	47,827	↔		↔	51,757	↔	53,803	↔	55,931	↔	58,220	↔	60,559
\$ 4,716.10 \$ 4,881.74 \$ 5,068.50 \$ 5,276.38 \$	Hourly	₩	29.04	↔	30.06	↔	31.21	€9	32.49	မှ	33.78	49	35.10	()	36.51	↔	38.00	မာ	39.49
· · · · · · · · · · · · · · · · · · ·	Monthly		4,716.10			₩	5,068.50				5,485.87	₩,	5,700.24	₩	5.929.22		6.171.20		6.413.18
\$ 47,161 \$ 48,817 \$ 50,685 \$ 52,764	Annual	⇔	47,161	↔	48,817	↔	50,685	₩	52,764		54,859		57.002		59.292	· 69	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

			Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9
5	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	€9 (3,436.56	↔ ↔	3,578.64	↔	3,715.39	₩.	3,868.13	↔	4,029.74	₩	4,182.48	↔	4,351.20
	Annual	↔	31,986	99	33,140	₩.	34,366	↔	35,786	€9	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	မှ	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	69	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	49	20.23	↔	20.92	↔	21.76	↔	22.63	↔	23.53	↔	24.47	49	25.46	€9	26.48	₩.	27.50
	Monthly	€>	3,592.85	₩	3,715.39	↔	3,864.58	₩	4,019.09	↔	4,178.93	G	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	€9	47,028	₩	48,840
8	Hourly	↔	21.46	↔	22.20	↔	23.08	↔	23.99	↔	24.95	↔	25.96	()	26.97	69	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	w	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	S	28.61	69	29.76	€9	30.93
	Monthly	٠ ده	4,042.18	↔	4,180.70	↔	4,345.87	↔	4,519.92	↔	4,695.74	↔	4,880.45	↔	5,081.14		5,285.38	49	5,493.17
	Annual	↔	40,422	↔	41,807	↔	43,459	↔	45,199	↔	46,957	↔	48,804	₩	50,811	€9-	52,854	₩	54,932
20	Hourly		24.09	↔	24.95	↔	25.95	€9	26.94	↔	28.00	↔	29.14	s	30.35	€9	31.52	€9	32.81
	Monthly	₩	4,278.38	↔	4,431.12	↔	4,608.72	↔	4,784.54	↔	4,972.80	↔	5,175.26	↔	5,390.16	69	5,597.95	₩	5.827.06
	Annual	↔	42,784	↔	44,311	↔	46,087	₩	47,845	↔	49,728	↔	51,753	₩	53,902	€9	55,980	₩	58,271
21	Hourly	€9	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	G	5,706.29		5.938.94	6	6.176.93
	Annual	↔	45,377	↔	46,957	₩	48,787	₩	50,776	€9	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	4	6.555.22
	Annual	↔	48,201	()	50,083	↔	52,037	↔	54,132	↔	56,246	↔	58,413	↔	60,704	₩	63,119	₩	65,552
83			27.59	↔	28.55	↔	29.65	↔	30.87	€	32.12	S	33.37	69	34.68	€9	36.11	€.	37.54
	>	₩	4,899.98	4	5,070.48	69	5,265.84	₩	5,482.51	₩	5,704.51	69	5,926.51		6,159,17		6.413.14	69	6.667.10
	Annual	₩	49,000	မှာ	50,705	€>	52,658	↔	54,825	₩	57,045	₩	59,265	↔	61,592	₩	64,131	4	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)

Grade			Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9
5	Hourly	₩ 4	18.39	₩ 6	19.05	↔ 6	19.76	↔ €	20.57	↔ €	21.36	₩ €	22.24	↔ €	23.17	€ €	24.04	↔ (25.01
	Annual	A 49	32,661	A 4A	33,833	A 4A	35,094	A 4A	36,532	A 49	3,793.54	A 49	3,949.82	∌	4,114.99 41,150	&	4,269.50 42,695	₩ ₩	4,441.78 44,418
9	Hourly	↔ €	19.48	↔ €	20.17	↔ €		₩ (21.82	↔ (22.67	₩ (23.56	↔ (24.52	₩.	25.51	₩.	26.54
	Montniy	A 4A	3,459.65 34,596	A 49	3,582.19 35,822	s (s	3,722.50	es es	3,875.23	ss 	4,026.19 40,262	es es	4,184.26 41,843	и и	4,354.75 43,548	и	4,530.58 45,306	s	4,713.50 47,135
17	Hourly	↔	20.65	₩	21.36	↔	22.22	↔	23.11	₩	24.02	↔	24.98	G	25.99	↔	27.04	()	28.08
	Monthly Annual	⇔ ↔	3,667.44 36,674	₩ ₩	3,793.54 37,935	↔ ↔	3,946.27 39,463	₩ ₩	4,104.34 41,043	\$ \$	4,265.95 42,660	⇔ ↔	4,436.45 44,364	\$ \$	4,615.82 46,158	₩ ₩	4,802.30 48,023	,	4,987.01 49,870
8	Hourly	€	21.91	₩	22.67	€9	23.56	↔	24.49	↔	25.47	€9	26.51	()	27.54	G	28.65	€9	29.79
	Monthly	↔	3,891.22	↔	4,026.19	€9	4,184.26	↔	4,349.42	69	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	63	4,983.46	↔	5,187.70	₩	5,395.49	63	5,608.61
	Annual	↔	41,274	69	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	69	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	63	5,949.60
	Annual	₩	43,690	₩	45,235	↔	47,046	₩	48,858	↔	50,776	₩	52,836	↔	55,038	↔	57,152	(A	59,496
24	Hourly		26.09	↔	27.00	€>	28.05	₩	29.19	↔	30.35	G	31.55	₩	32.80	₩	34.14	€	35.51
	Monthly		4,633.58	↔	4,795.20	₩	4,981.68	₩	5,184.14	()	5,390.16	မှာ	5,603.28	↔	5,825.28	↔	6,063.26		6,306.58
	Annual	€>	46,336	₩	47,952	69	49,817	6	51,841	↔	53,902	()	56,033	₩	58,253	↔	60,633	↔	63,066
22	Hourly	↔	27.71	↔	28.79	↔	29.92	↔	31.12	↔	32.34	G	33.58	69	34.90	69	36.29	↔	37.69
	Monthly		4,921.30	↔	5,113.10	€9	5,313.79	₩	5,526.91	69	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	4	28.17	€	29.15	₩	30.27	↔	31.52	↔	32.79	€	34.07	69	35.41	€	36.87	G	38.33
	Monthly	↔	5,002.99	↔	5,177.04	↔	5,375.95	₩.	5,597.95	↔	5,823.50	↔	6,050.83	69	6,288.82	↔	6,548.11		6,807.41
	Annual	6 3	50,030	63	51,770	₩	53,760	₩	55,980	₩	58,235	↔	60,508	⇔	62,888	↔	65,481	တ	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		3127 2	1	Olep o		SICh +	1	Oreh o	ı	OICE O	١	Step /	١	Step 8		Step 9
1	Hourly	↔	19.31	↔	20.00	€9	20.75	↔	21.60	€9	22.43	€9	23.35	G	24.33	€9	25.24	U	26.26
	Monthly	₩	3,429.46		3,552.00	↔	3,685.20	₩	3,836.16	₩	3,983.57	4	4,146.96	₩	4.321.01	69	4.482.62	₩.	4.663.78
	Annual	↔	34,295	₩	35,520	↔	36,852	⇔	38,362	↔	39,836	↔	41,470	↔	43,210	€9	44,826	₩	46,638
16	Hourly	↔	20.45	₩	21.18	↔	22.01	₩	22.91	69	23.80	€9	24.74	₩.	25.75	€5	26.79	U	78 70
	Monthly	↔	3,631.92		3,761.57	₩	3,908.98	₩	4,068.82	4	4,226.88	()	4,393.82	69	4.573.20	•	4.757.90	₩.	4 949 71
	Annual	↔	36,319		37,616	↔	39,090	↔	40,688	↔	42,269	↔	43,938	↔	45,732	₩	47,579	₩	49,497
17	Hourly	↔	21.68	₩	22.43	()	23.33	↔	24.27	₩	25.22	€9	26.23	(27.29	₩.	28.39	¥	29.48
	Monthly	↔	3,850.37	₩	3,983.57	↔	4,143.41	↔	4,310.35	49	4,479.07	₩	4.658.45	₩	4.846.70	•	5.042.06	₩	5 235 65
	Annual	€9	38,504		39,836	↔	41,434	₩	43,104	↔	44,791	₩	46,584	₩		₩	50,421	↔	52,356
8	Hourly	↔	23.01	↔	23.80	G	24.74	€9	25.71	€9	26.74	€9	27.84	€	28 92	€.	30.08	¥	31.00
	Monthly	₩	4,086.58	₩	4,226.88	↔	4,393.82	↔	4,566.10	()	4,749.02	₩	4.944.38	₩	5.136.19	₩	5.342.21	÷ +	5.555.33
	Annual	↔	40,866	↔	42,269	₩	43,938	⇔	45,661	↔	47,490	€9	49,444	↔	51,362	₩	53,422	₩	55,553
6	Hourly	↔	24.40	₩	25.23	↔	26.23	₩	27.28	⇔	28.35	69	29.46	₩	30.67	€9	31 90	€.	33.16
	Monthly	↔	4,333.44	↔	4,480.85	↔	4,658.45	H	4,844.93	4	5,034.96	မ	5.232.10	69	5.446.99	€3	5.665.44	6	5 889 22
	Annual	↔	43,334	↔	44,808	()	46,584	↔	48,449	↔	50,350	€>	52,321	↔		€>	56,654	₩	58,892
20	Hourly	49	25.83	₩	26.74	↔	27.81	↔	28.89	4	30.02	€9	31.24	()	32.54	49	33.79	€9	35.18
	Monthly	↔	4,587.41	↔	4,749.02	€9	4,939.06	↔	5,130.86	↔	5,331.55	€	5,548.22	4	5,779.10	₩	6,001.10	69	6.247.97
	Annual	↔	45,874	↔	47,490	↔	49,391	↔	51,309	↔	53,316	↔	55,482	↔	57,791	₩	60,011	↔	62,480
2	Hourly	₩	27.39	↔	28.35	↔	29.45	↔	30.65	↔	31.87	↔	33.13	G	34.44	€9	35.85	49	37.29
	Monthly	↔	4,864.46	↔	5,034.96	↔	5,230.32	₩	5,443.44	↔	5,660.11	↔	5,883.89	4	6,116.54	· 69	6,366.96	69	6.622.70
	Annual	↔	48,645	↔	50,350	↔	52,303	↔	54,434	€9	56,601	₩	58,839	↔	61,165	₩	63,670	₩	66,227
22	Hourly		29.10	↔	30.23	↔	31.42	↔	32.68	↔	33.96	↔	35.26	G	36.65	49	38.10	€9	39.57
	Monthly	↔	5,168.16	₩	5,368.85	↔	5,580.19	↔	5,803.97	€	6,031.30	49	6,262.18	4	6,509.04	₩	6,766.56	69	7.027.63
	Annual	€	51,682	↔	53,688	↔	55,802	↔	58,040	↔	60,313	€9	62,622	€9	65,090	↔	999'29	69	70,276
23	Hourly	↔	29.58	₩	30.61	₩	31.78	€9	33.10	↔	34.43	↔	35.77	↔	37.18	₩	38.71	G	40.25
	Monthly		5,253.41	↔	5,436.34	↔	5,644.13	()	5,878.56		6,114.77	€	6,352.75	49	6,603.17	G	6.874.90	69	7.148.40
	Annual	₩	52.534	¥.	54 362	¥	EC 444	ŧ	100	•	011	4						ŀ	

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)

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

Grade			Step 1		Step 2		Step 3		Step 4		Step 5	ľ	Step 6		Step 7	Ī	Step 8		Sten 0
											-						2 2 2 2 2		2 4200
018	Hourly	↔	24.52	₩	25.38	ઝ	26.38	H	27.42	69	28.53	€.	29 63	U	30.84	¥	30 CS	¥	32.05
	Monthly	69	3.484.29	49	3.606.50	€9	3 748 60	U	3 896 38	4	4 054 11	4	1 210 42	+	20.000 N) 6	06.00) (200.00
) or many	• €	04040	•		•	20:01	+	00.000	>	1,00,1	→	1,410.47	9	4,302.30	A	4,558.57	A	4,739.04
	Allingal	A	34,843	^	36,065	Ð	37,486	€	38,964	₩	40,541	↔	42,104	↔	43,824	↔	45,586	↔	47,390
019	Hourly	€9	25.99	€9	26.88	€	27.95	↔	29.07	49	30.20	€9	31,45	U	32 69	¥	24.00	¥	35 35
	Monthly	↔	3,693.18	↔	3,819.65	€	3.971.70	₩.	4.130.85	₩:	4 291 42	÷ 65	4 469 05	•	4 645 25) 4	24.00	9 6	33.33
	Annual	↔	36,932	↔	38,196	↔	39,717	₩	41,308	€9	42,914	₩	44,690	↔	46,452) ()	48,314	• •	50,232
020	Hourly	↔	27.55	↔	28.53	↔	29.62	↔	30.83	(/)	32.00	€9	33.30	, €	34 66	4	36.05	¥	37 40
	Monthly	↔	3,914.86	↔	4,054.11	()	4,209.00	€9	4,380,94	49	4.547.20	₩.	4 731 93	₩.	4 925 19	\	5 120 71	.	5 207 23
	Annual	↔	39,149	₩.	40,541	↔	42,090	↔	43,809	₩	45,472	↔	47,319	₩	49,252	↔	51,227	9	53,273
021	Hourly	€9	29.20	49	30.20	€9	31.42	↔	32.67	↔	33.95	€	35.27	€9	36.72	G	38 17	4	30 71
	Monthly	↔	4,149.32	↔	4,291.42	↔	4,464.78	G	4.642.41	69	4.824.30	69	5.011.87	₩.	5 21 7 91	(5 423 96	,	5 642 79
	Annual	↔	41,493	↔	42,914	↔	44,648	€	46,424	69	48,243	₩	50,119	₩	52,179	↔	54,240	↔	56,428
022	Hourly	₩	30.94	↔	32.17	↔	33.44	↔	34.72	69	36.09	€	37.51	€9	38.99	69	40.51	49	42.07
	Monthly	⇔	4,396.57	₩	4,571.36	↔	4,751.82	€)	4,933.71	₩	5,128.39	₩	5,330.17	↔	5,540.48	6	5,756.47	₩	5.978.15
	Annual	↔	43,966	₩	45,714	↔	47,518	₩	49,337	₩	51,284	₩	53,302	₩	55,405		57,565	€9	59,781
Grade 18	Instructional Assistant	nal A	ssistant							Grac	Grade 20	Spe	ech Langu	age	Speech Language Therapy Assistant	Ssist	ant 1		
Grade 19	Bilingual Instructional Assistant	nstru	ctional As	ssista	3nt					Grac	Grade 21	Inte	Interpreter for the Deaf	r H	e Deaf				
	Career Ladder Assistant	Ider,	Accietant											1					

Speech Language Therapy Assistant II Sign Language Interpreter/Certified Sign Language Interpreter **Braillist - Vision Assistant** Grade 22 Language Immersion Instructional Assistant Special Education Assistant/ISE Career Ladder Assistant Visual Arts Assistant

te: 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	ı	Step 7		Step 8		Step 9
ζ	, qui	4	25.03	. 6	25.04	6	00 00	٠	8	•	3	•		•		1		,	
2	- Iouris	•	20.02	9	20.3	9	20.93	A	20.00	A	28. 5	A	30.45	A	31.49	A	32.75	₩	34.05
	Monthly	↔	3,556.76	G	3,681.81	↔	3,826.75	↔	3,978.80	G	4,139,37	B	4.298.53	49	4.474.73	€?	4 653 78	G	4 838 51
	Annual	↔	35,568	₩	36,818	↔	38,268	↔	39,788	₩	41,394	69	42,985	₩	44,747	₩	46,538	₩	48,385
019	Hourly	€7	26 54	€.	27 44	G	28.54	G	29.68	4	30.83	¥	32 11	6	32.20	6	77 40	6	90
•	Monthly	₩	3.771.33	↔ 69	3.899.22	₩	4.055.53	69	4 217 53	→ 69	4 380 94)	32.11 4 562 83) 4	4 743 30	→ 4	4 032 20	9 4	30.09 5 128 30
	Annual	↔	37,713	₩		₩	40,555	₩	42,175	₩	43,809	↔	45,628	↔	47,433	→ 6→	49,323)	51,284
020	Hourly	G	28.13	↔	29.13	69	30.24	မ	31.48	49	32.67	€9	34 00	69	35.39	€9	36.81	€	38.28
	Monthly	()	3,997.27	₩	4,139.37	69	4,297.10	↔	4,473.31	69	4,642.41	₩	4.831.40	69	5.028.92	69	5 230 70	÷ 6	5 439 59
	Annual	↔	39,973	₩		₩	42,971	↔	44,733	€	46,424	₩	48,314	₩	50,289	↔	52,307	₩	54,396
021	Hourly	↔	29.81	↔	30.83	↔	32.08	G	33.36	69	34.66	s	36.01	()	37.49	H	38.97	69	40.54
	Monthly	↔	4,236.00	↔	4,380.94	↔	4,558.57	6	4,740.46	4	4,925.19	€	5.117.02	49	5.327.33	69	5.537.64	69	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	69	36.85	69	38.30	€9	39.81	G	41.36	G	42.95
	Monthly	↔	4,488.94	ઝ	4,667.99	4	4,851.29	G	5,037.45	₩	5,236.39	4	5,442.43	49	5,657.00	₩	5.877.26	69	6.103.20
	Annual	€9	44,889	↔	46,680	↔	48,513	€9	50,374	₩	52,364	↔	54,424	↔	56,570	₩	58,773	₩	61,032
Grade 18	Grade 18 Instructional Assistant	nalA	ssistant							Gra	Grade 20	Spe	ech Langu	age	Speech Language Therapy Assistant	Assis	stant I		

Note: Certified Sign Language Interpreters receive an additional 6%

Speech Language Therapy Assistant II Sign Language Interpreter/Certified

Braillist - Vision Assistant

Grade 22

Language Immersion Instructional Assistant

Special Education Assistant/ISE

Visual Arts Assistant

Bilingual Instructional Assistant

Grade 19

Career Ladder Assistant

Sign Language Interpreter

Interpreter for the Deaf

Grade 21

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).

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

Grade			Step 1	П	Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8	١	Step 9
018	Hourly	↔	26.28	↔	27.21	€9	28.28	₩.	29.40	€:	30.50	4	37 76	6	90 00	6	22.00	΄	2 2
	Monthly	↔	3,734.39	ω-	3,866.54	49	4.018.59	₩.	4.177.74	· (4 346 84		4 512 10	9 ↔	00.00	0 4	04.39		35.75
	Annual	€>	37,344	↔	38,665	↔	40,186	69	41,777		43,468		45,131)	46,978	9 69	4,000.02	 A 69	50,80.08 50,801
019	Hourly	↔	27.87	()	28.81	69	29.97	€9	31.16	₩.	39.37	¥	33 70	4	30	6	00	•	1
	Monthly	49	3,960.33		4,093.90	₩	4.258.74	₩.	4.427.84	·	4.599 78		4 791 61	9 4	33.03 4 080 64		30.45		37.89
	Annual	↔	39,603	↔	40,939	₩	42,587	↔	44,278	↔	45,998		47,916) 69	49,806		51,795	., o eo	53,842
020	Hourly	↔	29.54	↔	30.59	↔	31.75	₩	33.05	↔	34.30	G	35.70	€3	37.16	€.	38.65	4	40 19
	Monthly	()	4,197.63	↔	4,346.84	↔	4,511.68	₩	4,696.41	↔	4,874.03		5,072.97	69	5.280.44	69	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	49	35.03	49	36.39	49	37.81	€.	39.36	€.	40 92	4	10 57
	Monthly		4,447.73	↔	4,599.78	↔	4,785.93	↔	4,977.76	₩	5,171.02		5,372,80		5.593.06) 65	5 814 73		6.049.20
	Annual	⇔	44,477	↔	45,998	⇔	47,859	₩	49,778	49	51,710		53,728		55,931	↔	58,147	,)	60,492
022	Hourly	↔	33.17	€9	34.49	₩	35.85	€9	37.22	49	38.69	69	40.22	4 7	41.80	U	43.43	¥	15 10
	Monthly		4,713.46		4,901.03	₩	5,094.29	₩	5,288.96	₩,	5,497.85		5,715.26		5.939.78	·		 	6 408 71
	Annual	₩.	47,135	₩	49,010	↔	50,943	₩	52,890	φ,	54,978		57,153		59,398	€9			64,087
Grade 18	Instructional Assistant	ial As	sistant							Grad	Grade 20	Snek	och Lanous	١	Speech Language Therany Assistant	1 .5	1 + 0 0		
Grade 19	Bilingual Instructional Assistant	nstru	ctional As	sista	int					Grad		Inte	Specent canguage interactions. Interpreted for the Deaf	est the	nerapy A. Deaf	Solot	- 1		
	Career Ladder Assistant	lder ∤	Assistant								-,	Sign	Sign Language Interpreter	Inte	rpreter				
	Language Immersion Instructional Assi	Imme	rsion Inst	truct	ional Assis	istant					-,	Spee	ech Langua	ige i	Speech Language Therapy Assistant II	sist	ant II		
	Special Education Assistant/ISE	ucati	on Assista	int/!	SE				J	Grad	Grade 22	Sign	Laneuage	Inte	Sign Language Interpreter/Certified	ərtif	ام		
	Visual Arts Assistant	Assi	stant									Brail	Braillist - Vision Assistant	n As	sistant	;	3		

Certified Sign Language Interpreters receive an additional 6% Note:

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

\$ 4,558.18 \$ 4,701.79 \$ 4,851.94 \$ 4,993.92 \$ 5 45.582 \$ 47,01.79 \$ 4,851.94 \$ 4,993.92 \$ 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	Hourly \$ Monthly \$ Annual \$ Hourly \$	27.93 \$ 4,558.18 \$ 45,582 \$ 29.24 \$ 4,771.97 \$		Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Ś	Step 13
Monthly \$ 4,558.18 \$ 4,701.79 \$ 4851.94 \$ 4,993.92 \$ 5 Annual \$ 45,582 \$ 47,018 \$ 48,519 \$ 49,939 \$ 49,939 \$ 49,939 \$ 49,939 \$ 49,939 \$ 49,939 \$ 49,939 \$ 5,222.40	Monthly \$ Annual \$ Hourly \$	4,558.18 \$ 45,582 \$ 29.24 \$ 4,771.97 \$	28.81	29.73 \$		31.50	\$ 32.36 \$	33.25 \$	34.15 \$	35.03 \$	35.92 \$		69		38.60
Annual \$ 45,582 \$ 47,018 \$ 48,519 \$ 49,939 \$ Hourly \$ 29,24 \$ 30.16 \$ 31.11 \$ 32.00 \$ Monthly \$ 4,771.97 \$ 4,922.11 \$ 5,077.15 \$ 5,222.40 \$ Annual \$ 47,720 \$ 49,221 \$ 50,772 \$ 52,224 \$ Hourly \$ 30.59 \$ 31.57 \$ 32.51 \$ 33.52 \$ Annual \$ 4,992.29 \$ 5,152.2 \$ 5,305.63 \$ 5,470.46 \$ 5 Hourly \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Annual \$ Hourly \$	45,582 \$ 29.24 \$ 4,771.97 \$	4,701.79 \$	4,851.94 \$		5,140.80	\$ 5,281.15 \$	5,426.40 \$	5,573.28 \$	5,716.90 \$	2		ø		6,299.52
Hourty \$ 29.24 \$ 30.16 \$ 31.11 \$ 32.00 \$ Monthly \$ 4,771.37 \$ 4,922.11 \$ 5,077.15 \$ 5,222.40 \$ 5 Annual \$ 47,720 \$ 49,22.1 \$ 50,772 \$ 52,224 \$ Hourty \$ 30.59 \$ 31.57 \$ 32.51 \$ 33.52 \$ Annual \$ 4,992.29 \$ 5,152.2 \$ 5,305.63 \$ 5,470.46 \$ 5 Hourty \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Hourly \$	29.24 \$ 4,771.97 \$	47,018 \$	48,519 \$		51,408 \$				\$7,169	58,621	\$ 60,074 \$			62,995
Monthly \$ 4,771.97 \$ 4,922.11 \$ 5,077.15 \$ 5,222.40 \$ 5 Annual \$ 47,720 \$ 49,221 \$ 50,772 \$ 52,224 \$ 52,224 \$ 5,122.40 </th <th>Monthly</th> <th>4,771.97 \$</th> <th>30.16 \$</th> <th>31.11 \$</th> <th></th> <th>l</th> <th></th> <th>l</th> <th>35.72 \$</th> <th>36.65 \$</th> <th></th> <th>\$ 38.52</th> <th></th> <th>₩,</th> <th>40.37</th>	Monthly	4,771.97 \$	30.16 \$	31.11 \$		l		l	35.72 \$	36.65 \$		\$ 38.52		₩,	40.37
Annual \$ 47,720 \$ 49,221 \$ 50,772 \$ 52,224 \$ Hourly \$ 30.59 \$ 31.57 \$ 32.51 \$ 33.52 \$ Annual \$ 4,992.29 \$ 5,152.22 \$ 5,305.63 \$ 5,470.46 \$ 5 Annual \$ 49,923 \$ 51,522 \$ 53,056 \$ 54,705 \$ Hourly \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$			4,922.11 \$	5,077.15 \$	5,222.40 \$	\$ 5,379.07 \$	\$ 5,522.69 \$	5,679.36	5,829.50 \$	٠,		Ó	\$ 6,433.34		6,588.38
Hourly \$ 30.59 \$ 31.57 \$ 32.51 \$ 33.52 \$ Monthly \$ 4,992.29 \$ 5,152.22 \$ 5,305.63 \$ 5,470.46 \$ 5 Annual \$ 49,923 \$ 51,522 \$ 53,056 \$ 54,705 \$ Hourly \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Annual \$	47,720 \$	49,221 \$	50,772 \$			55,227 \$	56,794 \$				\$ 62,865	\$ 64,333		65,884
\$ 4,992.29 \$ 5,152.22 \$ 5,305.63 \$ 5,470.46 \$ \$ \$ 49,923 \$ 51,522 \$ 53,056 \$ 54,705 \$ \$ \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Hourly \$	30.59 \$	31.57 \$	32.51 \$			l	l		38.35 \$	39.32	\$ 40.31 \$	\$ 41.29 \$		42.24
\$ 49,923 \$ 51,522 \$ 53,056 \$ 54,705 \$ \$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Monthly \$	4,992.29 \$	5,152.22 \$	5,305.63 \$		5,628.77 \$	\$ 5,787.07 \$	5,938.85 \$	9	6,258.72 \$	6,417.02	\$ 6,578.59 \$	\$ 6,738.53 \$		5,893.57
\$ 31.98 \$ 33.04 \$ 34.02 \$ 35.04 \$	Annual \$	49,923 \$	51,522 \$	\$3,056 \$		56,288 \$		\$ 882'69	61,020 \$		64,170 \$				68,936
	Hourly \$	31.98 \$	33.04 \$	34.02 \$		36.09	\$ 37.07 \$	38.09 \$	39.10 \$	ı		\$ 42.17	١.,	€	44.19
\$ 5,219.14 \$ 5,392.13 \$ 5,552.06 \$ 5,718.53 \$	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 \$	9	\$	↔	7,211.81
Annual \$ 52,191 \$ 53,921 \$ 55,521 \$ 57,185 \$	Annual \$	52,191 \$	53,921 \$	55,521 \$	27,	\$ 668'89	60,498 \$	62,163 \$		\$ 805'59	67,157	\$ 68,821	69	69	72,118

GRADE			Step 1	Step 2	Step 3	Step 4		Step 5	Step 6	S	Step 7	Step 8	8	Step 9	Step 10		Step 11	Step 12	ြိ	tep 13
18	Hourly	69	27.93 \$	\$ 28.81 \$	29.73 \$	t t	49	31.50 \$	32.36	49	33.25	· ·	34.15 \$	35.03		↔	36.81	37.68	S	38.60
	Monthly	₩	4,982.71 \$	4,982.71 \$ 5,139.70 \$ 5,303.83 \$	5,303.83 \$	5,459.04	69	5,619.60 \$	5,773.02	69	5,931.80 \$		6,092.36 \$	6,249.35	6,40	6,408.13 \$	8,566.90	6,722.11 \$		6,886.24
	Annual	⇔	49,827 \$	\$ 51,397 \$	53,038 \$	54,590	₩	56,196 \$	\$ 02,730		59,318 \$		60,924 \$	62,494	20	64,081 \$	\$ 699'59	67,221	₩	68,862
21	Hourly	\$	31.98 \$	33.04 \$	34.02 \$	35.04	ક્ક	36.09	37.07		38.09		39.10 \$	40.14 \$		41.15 \$	42.17 \$	43.20	₩,	44.19
	Monthly	↔	5,705.23 \$	\$ 5,894.34 \$ 6,069.17 \$ 6,	6,069.17 \$	6,251.14	69	6,438.46 \$	6,613.29	69	6,795.26	\$ 6,97	3,975.44 \$	7,160.98	7.	7,341.16 \$	7,523.13 \$	7,706.88	€9	7,883.50
	Annual	69	57,052 \$	58,943 \$	60,692 \$	62,511	69	64,385 \$	66.133 \$		67.953 \$		69.754 \$	71.610 \$		73.412 \$	75 231 \$	77 (169	€:	78.835

Paraprofes	Paraprofessional 260 Day - 8 Hour (PA8)	Day-8	Hour (P	A8)																		
GRADE			Step 1		Step 2	Step 3	Step 4	ğ	Step 5	Step 6	Step 7	7	Šŧ	Step 8	Step 9	Step 10		Step 11	Ste	Step 12	୮୬	Step 13
18	Hourly	69	27.93 \$	**	28.81 \$	\$ 29.73 \$	30.60	₩.	31.50 \$	32.36	64>	33.25	₩	34.15 \$	35.03	35.92	82	36.81	62	37.68	69	38.60
	Monthy	69	4,841.20	89	4,841.20 \$ 4,993.73 \$	5,153.20 \$	5,304.00	69 Ω	5,460.00 \$	5,609.07	\$ 5,76	5,763.33	& ,5,	5,919.33 \$	\$ 6,071.87 \$	6,226.13	13 \$	6,380.40	φ ώ	6,531.20	€9	29.069'9
	Annual	69	58,094 \$	69	59,925 \$	61,838 \$	63,648	49	65,520 \$	\$ 606,79		69,160 \$		71,032 \$	72,862 \$	74,714	14 \$	76,565	49	78,374	69	80,288
19	Hourly	69	29.24 \$	\$	30.16 \$	31.11 \$	32.00	\$	32.96 \$	33.84	3	34.80	₩	35.72 \$	36.65 \$	37.60	80	38.52	<u>چ</u>	39.42	₩	40.37
	Monthly	↔	5,068.27	69	5,068.27 \$ 5,227.73 \$	5,392.40 \$	5,546.67	e S	5,713.07 \$	5,865.60	69	6,032.00	& &	6,191.47 \$	6,352.67 \$	6,517.33	33	6,676.80	9	6,832.80	69	6,997.47
	Annual	69	60,819 \$	8	62,733 \$	64,709 \$	995'99	69	68,557 \$	70,387	\$ 72	72,384	69	74,298 \$	76,232 \$	78,208	\$ 80	80,122	₩	81,994	₩	83,970
72	Hourly	69	31.98 \$	69 ~~	33.04 \$	34.02 \$	35.04	\$	36.09 \$	37.07	\$ \$	38.09	, s	39.10 \$	40.14	41.15	15 \$	42.17	<u>چ</u>	43.20	<u>چ</u>	44.19
	Monthly	₩	5,543.20	\$	5,543.20 \$ 5,726.93 \$	5,896.80 \$	6,073.60	\$ 6,	6,255.60 \$	6,425.47	49	6,602.27	6	6,777.33 \$	\$ 09.756,9	7,132.67	\$ 2	7,309.47	.7.	7,488.00	€>	7,659.60
	Annual	643	66,518 \$	49	68,723 \$	70,762 \$	72,883	₩	\$ 290'52	77,106 \$		79,227	69	81,328 \$	83,491 \$	85,592	35	87,714	 49	89,856	€9	91,915
83	Hourly	69	33.61 \$	↔	34.69 \$	35.83 \$	37.00	₩	38.20 \$	39.45	\$	40.71	69	42.03 \$	43.39 \$	44.79	\$ 62	46.29	69	47.76	<u>چ</u>	49.35
	Monthly	69	5,825.73	69	6,012.93 \$	5,825.73 \$ 6,012.93 \$ 6,210.53 \$ 6,413.33	6,413.33	φ ,	6,621.33 \$	6,832.80	\$ 7,054	7,056.40	., .,	7,285.20 \$	7,520.93 \$	7,763.60	%	8,023.60	8	8,278.40	₩	8,554.00
	Annual	€9	\$ 606'69	63	72,155 \$	74,526 \$	76,960	وي	79,456 \$	81,994 \$		84,677	€9	87,422 \$	90,251 \$	93,163	ه	96,283	σ. ⇔	99,341	₩	102,648

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

GRADE		4)	Step 1	ซี ซ	Step 2	Ø	Step 3	Ś	Step 4	Ste	Step 5	U)	Step 6	ົທ	Step 7	Ø	Step 8	Step 9	_	Step 10	Step 11	=	Step 12		Step 13
18	Hourly	69	28.52 \$		29.42 \$	€>	30.35 \$	1	31.24 \$,,	32.16	63	33.04	₩	33.95	€	34.87 \$	35.77	€9	36.67	69	37.58	\$ 38	38.47	
	Monthly	⇔	4,654.46 \$ 4,801.34 \$	49	1,801.34		4,953.12 \$		5,098.37 \$	ίς.	5,248.51	49	5,392.13	47	5,540.64	~, ↔	5,690.78 \$	5,837.66	69	5,984.54	\$ 6,13	6,133.06	\$ 6,278.30	30	6,4
	Annual	↔	46,545 \$		48,013 \$	₩	49,531 \$	↔	50,984 \$,,	52,485	69	53,921	69	55,406	€9	26,908	58,377	69	59,845	69	61,331	\$ 62,783	83	•
6	Hourly	€9	29.85 \$	€>	30.79 \$	69	31.76 \$	€	32.67 \$		33.65	69	34.55	₩	35.53	₩	36.47 \$	37.42	₩	38.39	69	39.33	\$ 40	40.25	41.22
	Monthly	↔	4,871.52 \$		5,024.93 \$		5,183.23 \$		5,331.74 \$	ίς	5,491.68		5,638.56	47	5,798.50	<i>'</i>	5,951.90 \$	6,106.94	₩	6,265.25	\$ 6,41	6,418.66	\$ 6,568.80	80	6,7
	Annual	↔	48,715 \$		50,249 \$		51,832 \$		53,317 \$,-	54,917 \$	69	56,386	69	57,985	69	59,519 \$	61,069	\$	62,652	69	,187	\$ 65,688	88	
20	Hourly	63	31.23 \$	€>	32.23 \$	₩	33.19 \$	€	34.22 \$,,	35.21	69	36.20	₩	37.15	€	38.18	39.16	₩	40.15	643	41.16	\$ 42	42.16	
	Monthly	49	5,096.74 \$		5,259.94 \$		5,416.61 \$		5,584.70 \$	5	5,746.27	₩	5,907.84	€9	6,062.88	€	6,230.98 \$	6,390.91	↔	6,552.48	\$ 6,71	7.31	\$ 6,880.51	51.8	2,7
	Annual	49	\$ 20,967		52,599 \$	₩	54,166 \$	69	55,847 \$		57,463	69	59,078	69	60,629	€9	62,310 \$	63,909	6 9	65,525	69	67,173	\$ 68,805	05	388 70,388
74	Hourly	85	32.65 \$	\$	33.73 \$	69	34.73 \$	<u>چ</u>	35.78 \$,,	36.85	69	37.85	<u>چ</u>	38.89	<u>ب</u>	39.92	40.98	₩	42.01	*	3.06	\$ 44.11	11	
	Monthly	₩	5,328.48 \$		5,504.74 \$		5,667.94		5,839.30 \$. 6	6,013.92	69	6,177.12	₩.	6,346.85	\$	6,514.94 \$	6,687.94	₩	6,856.03	\$ 7,02	7,027.39	\$ 7,198.75	75	7,363.58
	Annual	69	53.285 \$	69	55.047 \$	69	56.679	69	58.393 \$	_	60.139	69	61,771	49	63.468 \$	49	65.149	66,879	49	68,560	\$ 70	70.274	\$ 71,988	88	73,636

Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 9 Step 10 Step 11 Step 12 Step	Paraprofes	Paraprofessional 223 DAY - 8 Hour (PA6)	DAY - 8	Hour (P)	A6)																		
\$ 28.52 \$ 29.42 \$ 30.35 \$ 31.24 \$ 32.16 \$ 33.04 \$ 33.95 \$ 34.87 \$ 35.77 \$ 36.67 \$ 37.58 \$ 37.58 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	GRADE			Step 1	s			Step 4	Ś	tep 5	Ste	9 d	Step 7		Step 8		Step 9	क्र	³p 10	Step 11	Step 12	S	tep 13
\$ 5,087.97 \$ 5,248.53 \$ 5,414.44 \$ 5,573.22 \$ 5,737.34 \$ 5,894.34 \$ 6,056.88 \$ 6,220.81 \$ 6,381.37 \$ 6,541.93 \$ 6,704.27 \$ 6,704.27 \$ 6,104.28 \$ 6,104.27 <th>8</th> <th>Hourly</th> <th>69</th> <th>28.52</th> <th> </th> <th>29.42 \$</th> <th>₩</th> <th>31.24</th> <th>43</th> <th>32.16</th> <th></th> <th>33.04</th> <th>\$ 33.</th> <th>35</th> <th>34.87</th> <th>69</th> <th>35.77 \$</th> <th>6</th> <th>36.67 \$</th> <th>37.58</th> <th>38.47</th> <th>69</th> <th>39.41</th>	8	Hourly	69	28.52		29.42 \$	₩	31.24	43	32.16		33.04	\$ 33.	35	34.87	69	35.77 \$	6	36.67 \$	37.58	38.47	69	39.41
\$ 50,880 \$ 52,485 \$ 54,144 \$ 55,732 \$ 57,373 \$ 58,943 \$ 60,567 \$ 62,208 \$ 63,814 \$ 65,419 \$ 67,043 \$ 67,043 \$ \$ 32.65 \$ 33.73 \$ 34,73 \$ 35,78 \$ 36.85 \$ 37.85 \$ 38.89 \$ 39.92 \$ 40.98 \$ 42.01 \$ 43.06 \$ \$ \$ \$ 5,824.76 \$ 6,017.43 \$ 6,195.83 \$ 6,383.15 \$ 6,574.04 \$ 6,937.98 \$ 7,121.73 \$ 7,310.83 \$ 7,494.58 \$ 76,819 \$ \$ \$ 58,248 \$ 60,174 \$ 61,958 \$ 63,832 \$ 65,740 \$ 67,524 \$ 69,380 \$ 71,217 \$ 73,108 \$ 74,946 \$ 76,819 \$		Monthly	69	5,087.97	69	5,248.53 \$	5,414.44 \$	5,573.22	69	737.34	3,5	34.34	\$ 6,056.	88	\$ 6,220.81	↔	6,381.37	ص	,541.93 \$		6,863.05	40	7,030.74
\$ 32.65 \$ 33.73 \$ 34.73 \$ 35.78 \$ 36.85 \$ 37.85 \$ 38.89 \$ 39.92 \$ 40.98 \$ 42.01 \$ 43.06 \$ 7 \$ 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 \$ 58.248 \$ 60,174 \$ 61,958 \$ 63,832 \$ 65,740 \$ 67,524 \$ 69,380 \$ 71,217 \$ 73,108 \$ 74,946 \$ 76,819 \$		Annual	69	50,880	69	52,485 \$	54,144 \$	55,732	69	57,373	42	8,943		\$ 29		69	63,814	60	65,419 \$		68,630		70,307
\$ 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 \$ \$ 58,248 \$ 60,174 \$ 61,958 \$ 63,832 \$ 63,740 \$ 67,524 \$ 69,380 \$ 71,217 \$ 73,108 \$ 74,946 \$ 76,819 \$	21	Hourly	₩	32.65	φ	33.73 \$	34.73 \$	35.78	₩	36.85 \$		37.85		68	١.,	€9	40.98	<u>چ</u>	42.01 \$		44.11		45.12
\$ 58,248 \$ 60,174 \$ 61,958 \$ 63,832 \$ 65,740 \$ 67,524 \$ 69,380 \$ 71,217 \$ 73,108 \$ 74,946 \$ 76,819 \$		Monthly	₩	5,824.76	69	6,017.43 \$	6,195.83 \$	6,383.15	49	3,574.04	\$ 6,7	52.44		88	\$ 7,121.73	69	7,310.83		,494.58 \$	7,681.90	7,869.22	69	8,049.41
		Annual	₩	58,248	64	60,174 \$	61,958 \$	63,832	69	65,740 \$		7,524		88		€9	73,108		74,946 \$	76,819	78,692	69	80,494

18 Hourly \$ 28.52 \$ 29.42 \$ 30.35 \$ 31 Monthly \$ 4,943.47 \$ 5,099.47 \$ 5,260.67 \$ 5,414 Annual \$ 59,322 \$ 61,194 \$ 63,128 \$ 64,52 Monthly \$ 5,174.00 \$ 5,336.93 \$ 5,505.07 \$ 5,662 Annual \$ 62,088 \$ 64,043 \$ 66,061 \$ 67,52 Monthly \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$ 6,201	31.24 \$ 32.16 \$ 5,414.93 \$ 5,574.40 \$ 64,979 \$ 66,893 \$ 32.67 \$ 33.65 \$ 5,662.80 \$ 5,832.67 \$ 67,954 \$ 69,992 \$	33.04 \$ 5,726.93 \$ 68,723 \$ 34.55 \$	33.96 \$ 5,884.67 \$ 70,616 \$ 35.53 \$ 6,458.63	34.87 \$ 6,044.13 \$ 72,530 \$ 36.47 \$	35.77 \$ 6,200.13 \$ 74,402 \$	36.67	27 60 '(or date
\$ 4,943.47 \$ 5,099.47 \$ 5,260.67 \$ \$ 59,322 \$ 61,194 \$ 63,128 \$ \$ 29.85 \$ 30.79 \$ 31.76 \$ \$ \$ 5,174.00 \$ 5,336.93 \$ 5,505.07 \$ \$ 32.65 \$ 33.73 \$ 34.73 \$ \$ 5,659.33 \$ 5,686.53 \$ 6,019.87 \$ \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$ \$ 5,639.33 \$ 5,846.53 \$ 6,019.87 \$ \$ \$ 5,639.33 \$ 5,846.53 \$ 6,019.87 \$ \$ \$ 5,639.33 \$ 5,846.53 \$ 6,019.87 \$ \$ \$ 5,639.33 \$ 5,846.53 \$ 6,019.87 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		5,726.93 (68,723 (34,55 (5,988.67 (5,884,67 \$ 70,616 \$ 35.53 \$	6,044.13 \$ 72,530 \$ 36.47 \$			27.30	\$ 38.47	\$ 2	39.41
\$ 59,322 \$ 61,194 \$ 63,128 \$ \$ 29.85 \$ 30.79 \$ 31.76 \$ \$ 5,174.00 \$ 5,336.93 \$ 5,505.07 \$ \$ 62,088 \$ 64,043 \$ 66,061 \$ \$ 32.65 \$ 33.73 \$ 34.73 \$ \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$		68,723 9 34.55 9 5,988.67	35.53 \$ 35.53 \$	72,530 \$	- 1	6,356.13 \$		\$ 6,668.13	6 9	6,831.07
\$ 5,174.00 \$ 5,336.93 \$ 5,505.07 \$ \$ \$ 5,606.07 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5	34.55 \$		36.47 \$	ı	76,274	78,166	\$ 80,018	& &	81,973
\$ 5,174.00 \$ 5,336.93 \$ 5,505.07 \$ \$ 62,088 \$ 64,043 \$ 66,061 \$ \$ 32.65 \$ 33.73 \$ 34.73 \$ \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$ \$ 5,639.34 \$ 70.158 \$ 72.238 \$	S	5,988.67					,	\$ 40.2	40.25 \$	41.22
\$ 62,088 \$ 64,043 \$ 66,061 \$ \$ 32.65 \$ 33.73 \$ 34.73 \$ \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$				6,321.47 \$	6,486.13 \$		6,817.20	\$ 6,976.6	4	
\$ 32.65 \$ 33.73 \$ 34.73 \$ y \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$ \$ 67.912 \$ 70.158 \$ 72.238 \$			\$ 73,902 \$	75,858 \$	77,834 \$	79,851	81,806	\$ 83,72	\$	85,738
y \$ 5,659.33 \$ 5,846.53 \$ 6,019.87 \$	69			39.92 \$	40.98 \$		43.06	\$ 44.1	- \$	45.12
€ 67 012 € 70 158 €	1.87 \$ 6,387.33 \$	Ō,		6,919.47 \$	7,103.20 \$		7,463.73	\$ 7,645.73 \$	40	7,820.80
9 00 '0' 9 VID' 0 9	,422 \$ 76,648 \$				85,238 \$		\$ 89,565	\$ 91,749	44	93,850
22 Hourly \$ 34.32 \$ 35.42 \$ 36.58 \$	\$ 32.78 \$ 39.00 \$	\$ 40.25 \$					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 \$	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)

Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 6 Step 7 Step 6 Step 7 Step 6 Step 7 Step 6 Step 6 Step 9 Step 9<		/a/																				
Hourly \$ 29.95 \$ 30.89 \$ 11.87 \$ 32.80 \$ 33.77 \$ 34.69 \$ 35.65 \$ 36.61 \$ 36.61 \$ 37.56 \$ 37.56 \$ 37.56 \$ 37.56 \$ 37.56 \$ 37.56 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.66 \$ 37.67 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 \$ 37.07 <th< th=""><th>GRADE</th><th></th><th>i</th><th>Step 1</th><th>Step 2</th><th>Step 3</th><th>Step 4</th><th>U</th><th>tep 5</th><th>Ś</th><th>tep 6</th><th>Step 7</th><th> </th><th>Step 8</th><th>S.</th><th>6 9</th><th>Sten 10</th><th></th><th>Sten 11</th><th>Sten 12</th><th>ð</th><th>Cten 12</th></th<>	GRADE		i	Step 1	Step 2	Step 3	Step 4	U	tep 5	Ś	tep 6	Step 7		Step 8	S.	6 9	Sten 10		Sten 11	Sten 12	ð	Cten 12
Monthly \$ 4,887.84 \$ 5,041.25 \$ 5,352.96 \$ 5,511.26 \$ 5,661.41 \$ 5,818.08 \$ 5,974.75 \$ 6,129.79 \$ 5,10.12 Annual \$ 48,878 \$ 50,412 \$ 52,012 \$ 53,530 \$ 55,113 \$ 56,614 \$ 5,818.18 \$ 59,748 \$ 6,129.79 \$ 6,129.79 Hourly \$ 31.34 \$ 32.33 \$ 33.35 \$ 34.30 \$ 55,765.86 \$ 5,920.90 \$ 6,088.99 \$ 6,248.93 \$ 64,12.13 \$ 6,129.85 \$ 6,12	18	Hourly	€9	29.95		31.87 \$	32.80	49	33.77	ها	34.69	35.65	89	36.61	₩	37.56 \$	38	9	39.46.	40.30	ا	41.38
Annual \$ 48,878 \$ 50,412 \$ 52,012 \$ 53,530 \$ 55,113 \$ 56,614 \$ 56,181 \$ 59,748 \$ 61,299 \$ 61,298 \$ 61,299 <		Monthly	49	4,887.84	\$ 5,041.25 \$	\$ 5,201.18 \$	5,352	4	5,511.26	42	3,661.41	5,818.08	69	5.974.75	69	129.79 \$	6.283	8	6 439 87 \$	6.591.65		6753.22
Hourty \$ 31.34 \$ 32.33 \$ 34.30 \$ 35.33 \$ 35.33 \$ 34.30 \$ 35.33 \$ 36.28 \$ 37.31 \$ 38.29 \$ 39.29 <th< th=""><th></th><td>Annual</td><td>↔</td><td>48,878</td><td></td><td>52,012 \$</td><td>i</td><td>69</td><td>55,113</td><td>69</td><td>56,614 \$</td><td>58,181</td><td>69</td><td>59,748</td><td>₩</td><td>51,298 \$</td><td>62.8</td><td>- 4</td><td>64.399 \$</td><td>65.916</td><td>) - 65</td><td>67 532</td></th<>		Annual	↔	48,878		52,012 \$	i	69	55,113	69	56,614 \$	58,181	69	59,748	₩	51,298 \$	62.8	- 4	64.399 \$	65.916) - 65	67 532
\$ 5114.69 \$ 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, 8 5.144.85 \$ 51,147 \$ 52,763 \$ 54,427 \$ 55,978 \$ 57,659 \$ 59,209 \$ 60,890 \$ 6,248.93 \$ 6,412.13 \$ 6, 11,147 \$ 51,147 \$ 52,763 \$ 54,427 \$ 55,978 \$ 57,659 \$ 59,209 \$ 60,890 \$ 62,489 \$ 64,121 \$ 5 5,279 \$ 33.84 \$ 34,28 \$ 35,220 \$ 5,887.52 \$ 5,863.78 \$ 6,033.50 \$ 6,203.23 \$ 6,366.43 \$ 6,542.69 \$ 6,710.8 \$ 6, 23,513 \$ 55,227 \$ 56,875 \$ 56,837 \$ 60,335 \$ 62,032 \$ 63,664 \$ 65,427 \$ 67,108 \$ 5 53,513 \$ 55,227 \$ 36,47 \$ 37.57 \$ 38.69 \$ 39.74 \$ 40.83 \$ 41,92 \$ 43.03 \$ 7,025.69 \$ 7,025.69 \$ 55,945 \$ 57,805 \$ 59,519 \$ 61,314 \$ 63,142 \$ 63,142 \$ 64,855 \$ 66,63.46 \$ 6,641.34 \$ 7,025.69 \$ 7,025.60 \$	<u>\$</u>	Hourly	₩	31.34		33.35 \$	34.30	÷	35.33	42	36.28	37.31	69	38.29	69	39.29 \$	40	31	41.30 \$	42.26	٠	43.28
\$ 51,147 \$ 52,763 \$ 54,427 \$ 55,978 \$ 57,659 \$ 59,209 \$ 60,890 \$ 62,489 \$ 64,121 \$ 40.09 \$ 32.79 \$ 33.84 \$ 34.85 \$ 35.93 \$ 36.97 \$ 38.01 \$ 39.01 \$ 40.09 \$ 41.12 \$ 51.12 \$ 51.13 \$ 5,522.69 \$ 5,687.52 \$ 5,863.78 \$ 6,033.5 \$ 6,203.23 \$ 6,366.43 \$ 6,542.69 \$ 6,710.78 \$ 6,542.89 \$ 6,710.78 \$ 6,542.89 \$ 35,54.80 \$ 5,541.30 \$ 5,541.30 \$ 6,131.42 \$ 6,314.21 \$ 6,485.57 \$ 6,663.46 \$ 6,841.34 \$ 7,022.50 \$ 7,025.60 \$ 5,545.60 \$ 5,545.60 \$ 5,545.60 \$ 5,545.90 \$ 61,314 \$ 63,142 \$ 64,855.7 \$ 6,663.46 \$ 6,841.34 \$ 7,022.50 \$ 7,025.60 \$ 7,		Monthly	↔	5,114.69	\$ 5,276.26 \$	5,442.72 \$	5,597.76	49	5,765.86	47	3,920.90	6,088.99		6,248.93	4	112.13 \$	6.578.	. es	6.740.16 \$	6.896.83		0000
\$ 32.79 \$ 33.84 \$ 34.85 \$ 35.93 \$ 36.97 \$ 38.01 \$ 39.01 \$ 40.09 \$ 41.12 \$ 41.12 \$ 42.01 \$ 5.351.33 \$ 5.522.69 \$ 5.867.52 \$ 5.863.78 \$ 60.335 \$ 62.032 \$ 6.366.43 \$ 6.542.69 \$ 6.710.78 \$ 6.351.3 \$ 55.227 \$ 56.875 \$ 58.638 \$ 60.335 \$ 62.032 \$ 63.684 \$ 65.427 \$ 67.108 \$ 5.351.3 \$ 35.42 \$ 36.47 \$ 37.57 \$ 38.69 \$ 39.74 \$ 40.83 \$ 41.92 \$ 43.03 \$ 7.85 \$ 5.594.50 \$ 5.7805 \$ 5.951.90 \$ 61.31.42 \$ 63.142 \$ 6485.57 \$ 6.663.46 \$ 6.841.34 \$ 7.022.50 \$ 7.85 \$ 55.945 \$ 57.805 \$ 59.51.90 \$ 61.314 \$ 63.142 \$ 64.855 \$ 64.856 \$ 64.83 \$ 64.134 \$ 7.022.50 \$ 7.85 \$ 65.945 \$ 67.905 \$ 67.005 \$ 67.		Annual	6 9	51,147				69	57,659	60	59,209 \$	068'09		62,489	69	34,121 \$		- S	67.402 \$	896.89	. 49	70 633
y \$ 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	20	Hourly	€9	32.79		34.85 \$	35.93	49	36.97	2	38.01	39.01	49	40.09	69	41.12 \$	1	16 \$	43.22 \$	44 27	٠	45.29
\$ 53,513 \$ 55,227 \$ 56,875 \$ 58,638 \$ 60,335 \$ 62,032 \$ 63,664 \$ 65,427 \$ 67,108 \$ 5,428 \$ 34.28 \$ 35.42 \$ 36.47 \$ 37.57 \$ 38.69 \$ 39.74 \$ 40.83 \$ 41,92 \$ 43.03 \$ 7,025.50 \$ 7, 8 5,594.50 \$ 5,780.54 \$ 5,951.90 \$ 6,131.42 \$ 6,3142 \$ 6,485.57 \$ 6,663.46 \$ 6,841.34 \$ 7,022.50 \$ 7, 8 55,945 \$ 57,805 \$ 59,519 \$ 61.314 \$ 63,142 \$ 64,856 \$ 64,856 \$ 66,845 \$ 68,413 \$ 7,022.50 \$ 7, 8 5,5945 \$ 57,805 \$ 59,519 \$ 61.314 \$ 63,142 \$ 64,856 \$ 64,856 \$ 66,845 \$ 68,413 \$ 7,022.50 \$ 7, 8 5,5945 \$ 57,805 \$ 59,519 \$ 61.314 \$ 63,142 \$ 64,856 \$ 64,856 \$ 66,845 \$ 68,413 \$ 7,022.50 \$ 7, 8 5,5945 \$ 57,805 \$ 59,519 \$ 61.314 \$ 63,142 \$ 64,856		Monthly	↔	5,351.33	\$ 5,522.69 \$	5,687.52 \$		69	3,033.50	9	,203.23 \$	6,366.43	69	6,542.69	8	710.78 \$	6.880.	- FG	7.053.50 \$	7 224 86	۰ 46	7 391 33
\$ 34.28 \$ 35.42 \$ 36.47 \$ 37.57 \$ 38.69 \$ 39.74 \$ 40.83 \$ 41.92 \$ 43.03 \$ 9 \$ 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 \$ 7,000.00 \$ 1 \$ 55,945 \$ 57,805 \$ 59.519 \$ 61.314 \$ 63.142 \$ 64.856 \$ 66.835 \$ 68.413 \$ 70.005 \$		Annual	⇔	53,513				₩,	60,335	40	62,032 \$	63,664	49	65.427	69	77.108 \$	68.80	. S.	70.535 \$	72.249		73.013
\$ 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, \$ 55,945 \$ 57,805 \$ 59,519 \$ 61.314 \$ 63.142 \$ 64.856 \$ 66.855 \$ 68.413 \$ 70.005 \$	21	Hourly	69	34.28	35.42 \$	36.47 \$	37.57	⇔	38.69	46	39.74 \$	40.83	€9	41.92	8	43.03 \$	4	= *	45.21 \$	46.32		47.38
\$ 55,945 \$ 57,805 \$ 59,519 \$ 61,314 \$ 63,142 \$ 64,856 \$ 66,635 \$ 68,412 \$ 70,205 \$		Monthly	↔	5,594.50		5,951,90 \$	6,131	₩	3,314.21	9	,485.57 \$	6,663.46		6,841.34	69	122.50 \$	7.198.	رن جه	7.378.27 \$	7.559.42	<u>-</u>	7 739 42
\$ C33'01 \$ C11'00 \$ CCC' \$ CALL \$ CAL		Annual	643	55,945 {		59,519 \$	61,314	€₽	63,142 \$	45	64,856 \$	66,635		68,413	4	70,225 \$	71,988	⇔ ∞	73.783 \$	75.594		77.324

								ĺ						ĺ												
GRADE		٠,	Step 1	Step 2	2	ଊ	Step 3		Step 4	Ś	Step 5		Step 6	ば	Step 7	Step 8		Step 9	Š	Step 10	Sten 11	=	Sten 12	١	\$	n 13
8	Hourly	69	29.95 \$	<u>چ</u>	30.89	69	31.87 \$	&	32.80 \$		33.77 \$	↔	34.69 \$		35.65 \$	1	€9	37.56 \$		38.50 \$	1	39.46 \$	ij	40.39	ا	41.38
	Monthly	49	5,343.08 \$ 5,510.78 \$ 5,685.61	\$ 5,5	10.78	\$ \$,685.61	49	5,851.52	e e	6,024.57 \$	€>	6,188.70	ري و	359.96	6.531.2%	49	6.700.70	وي د	868 40	70.7	99	7 202	2	· ·	382 10
	Annual	↔	53,431	γ γ	55,108	69	56,856	↔	58,515	69	60,246 \$	49	61.887 \$ 63.600 \$ 65.312 \$ 67.007 \$ 68.684 \$	<u> </u>	53.600 \$	65.312	• 6 9	67 007	, . eq	68 684		307	\$ 95°C52*', \$ 20°C55,	3 4		73 800
21	Hourly	↔	34.28	49	35.42	49	36.47	69	37.57	l &	38.69	€9	39.74	L 45	40.83 \$	419	6	43.03		44.14			40	3 8		47.20
	Monthly	4	6,115.55 \$ 6,318.93 \$ 6,506.25	\$ 6,31	18.93	⇔	,506.25	- 40	6,702.49	€9	6.902.30 \$	69	7.089.62	4	7.284.07 \$	7 478 53		7 676 55 \$ 7 860 22 \$ 9 065 46 \$ 5	۰ د	86022	α α	12.54	0 0 0 0	7 9		05.74
	Annual	69	61,156 \$	\$	63,189 \$	€9	65,062	مه .	67,025 \$		69,023 \$	69	\$ 968'02		72,841 \$	74,785 \$	÷ 49	76.766 \$	- + 49	78.692 \$	5 & 6 &	80.655.5	82 635 \$	35		94 526

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE		•	Step 1	Step 2	2	Ś	Step 3		Step 4	S	Step 5		Step 6	Step 7	7	Ste	Step 8	Step 9	G.	Sten 10	Stan 11		Stan 12	l	Cton 12
18	Hourly	69	29.95 \$		30.89	ĺ	31.87 \$	₩	32.80 \$	₩	33.77	₩	34.69 \$		35.65		36.61	37.56	69	38.50	39.46	8	40.39	g	41.38
	Monthy	69	5,191.33 \$ 5,354.27 \$	8	54.27	es O	5,524.13 \$	69	5,685.33		5,853.47	69	6,012.93	\$ 6,17	6,179.33 \$		6,345.73 \$	6.510.40 \$		6.673.33	9	. 6.	2 000 93	. c	7 172 53
	Annual	44	62,296 \$	- 1	64,251	\$	66,290 \$		68,224	69	70,242 \$	4	72,155 \$		74,152		76,149 \$			80.080			84 011	· •	86.070
19	Hourly	69	31.34 \$		32.33 \$	63	33.35 \$	643	\$ 34.30 \$	63	35.33 \$	65	36.28	l	37.31	64	38.29 \$	1	60	40.31	ı	8	42.26	g	43.28
	Monthly	69	5,432.27 \$ 5,603.87 \$ 5,780.67 \$	\$ 5,64	33.87	es Où	780.67	↔	5,945.33	€9	6,123.87	€9	6,288.53 \$		6,467.07	\$ 6,6	6,636.93 \$	6,810.27	49	6,987.07	\$ 7,158.67 \$	24	7	\$	7.501.87
	Annual	æ	65,187 \$	€.	67,246 \$	s	896,868	4	71,344	4	73,486 \$	49	75,462 \$		\$ 509'77		79,643 \$			83,845 \$		85.904 \$		· 69	90.022
77	Hourly	(/)	34.28	49	35.42	49	36.47	49	37.57	₩,	38.69 \$	6 2	39.74	€ 9	40.83	ı	41.92 \$	43.03	64)	44.11	1	<u>~</u>	ı	S S	47.38
	Monthly	↔	5,941.87 \$ 6,139.47 \$ 6,321.47 \$ 6,512.13	\$ 6.1	39.47	, 6	321.47	69	6,512.13	⇔	6,706.27 \$		6,888.27 \$, -	7,077.20 \$	7	7,266.13 \$	7,458.53	69	7,645.73 \$	7.8	. ea	8.028.80	. 6	8 212 53
	Annual	ક્ર	71,302 \$	2 2	73,674 \$	69	75,858 \$	69	78,146	69	80,475 \$	69	82,659 \$,926		87,194 \$	89,502	49	91.749 \$	\$ 94.037	37	96.346	, es	98.550
22	Hourly	49	36.04 \$		37.19 \$	€9-	38.41	€ >	39.67	€9	40.95 \$	64	42.26	ĺ	43.64 \$		45.06 \$	46.52	مها.	48.02	49.62	5	51.20	8	52 91
	Monthly	4	6,246.93 \$ 6,446.27 \$ 6,657.73 \$	\$ 6,44	16.27	φ •	657.73	6	6,876.13	69	7,098.00 \$	€9	7,325.07	\$ 7,56	7,564.27	3,7	7,810.40 \$	80	w)	8.323.47 \$	8	. e	8	· •	9 171 07
	Annual	⇔	74,963 \$ 77,355 \$ 79,893 \$	\$ 77	,355	↔	79,893	69	82,514 \$	49	85,176 \$	69	87,901		90.771	en en	93 725 \$		4	90 882 €		9		. 4	110.000

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 Monthly Annual	\$ 24.52 \$ 3,718.87 \$ 44,626	\$ 25.38 \$ \$ 3,849.30 \$ \$ 46,192 \$		\$ 26.38 \$ 27.42 \$ 28.53 \$ 29.63 \$ 30.84 \$ 4,000.97 \$ 4,158.70 \$ 4,327.05 \$ 4,493.88 \$ 4,677.40 \$ 48,012 \$ 49,904 \$ 51,925 \$ 53,927 \$ 56,129	\$ 28.53 \$ \$ 4,327.05 \$ \$ 51,925 \$	\$ 29.63 \$ \$ 4,493.88 \$ \$ 53,927 \$	\$ 30.84 \$ \$ 4,677.40 \$ \$ 56,129 \$	\$ 32.08 \$ 4,865.47 \$ 58,386	\$ 33.35 \$ 5,058.08 \$ 60,697
019	Hourly Monthly Annual	\$ 25.99 \$ 3,941.82 \$ 47,302	\$ 26.88 \$ 4,076.80 \$ 48,922	\$ 27.95 \$ 4,239.08 \$ 50,869		\$ 30.20 \$ \$ 4,580.33 \$ \$ 54,964 \$	\$ 29.07 \$ 30.20 \$ 31.45 \$ \$ 4,408.95 \$ 4,580.33 \$ 4,769.92 \$ \$ 52,907 \$ 54,964 \$ 57,239 \$	\$ 32.69 \$ 4,957.98 \$ 59,496	\$ 34.00 \$ 5,156.67 \$ 61,880	\$ 35.35 \$ 5,361.42 \$ 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 Monthly Annual	\$ 25.03 \$ 3,796.22 \$ 45,555	25.03 ,796.22 45,555	\$ 25.91 \$ 3,929.68 \$ 47,156	\$ 26.93 \$ 4,084.38 \$ 49,013	\$ 28.00 \$ 4,246.67 \$ 50,960	\$ 29.13 \$ 4,418.05 \$ 53,017	\$ 30.25 \$ 4,587.92 \$ 55,055	\$ 30.25 \$ 31.49 \$ \$ 4,587.92 \$ 55,055 \$ 57,312	I UI UI UI	\$ 34.05 \$ 5,164.25 \$ 61,971
019	Hourly Monthly Annual	\$ 26.54 \$ 4,025.23 \$ 48,303	26.54 025.23 48,303	\$ 27.44 \$ 4,161.73 \$ 49,941	\$ 28.54 \$ 4,328.57 \$ 51,943	\$ 29.68 \$ 4,501.47 \$ 54,018	\$ 30.83 \$4,675.88 \$ 56,111	\$ 32.11 \$ 4,870.02 \$ 58,440	\$ 33.38 \$ 5,062.63 \$ 60,752	\$ 34.71 \$ 5,264.35 \$ 63,172	\$ 36.09 \$ 5,473.65 \$ 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	Ste	Step 6	Step 7	Step 8	 w	Step 9
018	Hourly Monthly Annual	& & &	\$ 26.28 \$ 3,985.80 \$ 47,830	& & & 4.	27.21 \$ 1,126.85 \$ 49,522 \$	& & &	\$ 28.28 \$ \$ 4,289.13 \$ \$ 51,470 \$	\$ 29.40 \$ \$ 4,459.00 \$ \$ 53,508 \$	\$ 30.59 \$ 4,639.48 \$ 55,674	& & & & & & & & & & & & & & & & & & &	31.76 \$ 4,816.93 \$ 57,803 \$	\$ 31.76 \$ 33.06 \$4,816.93 \$5,014.10 \$ 57,803 \$ 60,169	\$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\ \$\	I	\$ 35.75 \$ 5,422.08 \$ 65,065
019	Hourly Monthly Annual	& & & 4	\$ 27.87 \$ 4,226.95 \$ 50,723	& & & 4,	28.81 \$,369.52 \$	& & & 4	29.97 4,545.45 54,545	\$ 31.16 \$ \$4,725.93 \$ \$ 56,711 \$	\$ 32.37 \$ 4,909.45 \$ 58,913	\$ 33.72 \$ 5,114.20 \$ 61,370	33.72 ,114.20 61,370	\$ 32.37 \$ 33.72 \$ 35.05 \$4,909.45 \$5,114.20 \$5,315.92 \$ 58,913 \$ 61,370 \$ 63,791	\$ 36.45 \$ 5,528.25 \$ 66,339	& & &	\$ 37.89 \$ 5,746.65 \$ 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 PA9-193/7.5 2019-20 effective 9/1/2019

work year hours 1447.5

18.01 \$ 18.66 \$ 19.35 \$ 20.15 \$ 3.0 26,069 \$ 2,701.04 \$ 2,800.91 \$ 2,916.71 \$ 3.0 26,069 \$ 2,701.04 \$ 2,800.91 \$ 2,916.71 \$ 3.0 26,069 \$ 2,701.02 \$ 2,971.72 \$ 30,93.31 \$ 3,2 27,618 \$ 2,860.26 \$ 2,971.72 \$ 30,93.31 \$ 3,2 27,618 \$ 2,860.26 \$ 2,971.72 \$ 30,93.31 \$ 3,2 27,618 \$ 2,860.26 \$ 2,971.72 \$ 30,93.31 \$ 3,2 20,28 \$ 20,22 \$ 20,717 \$ 30,93.3 \$ 3,4 20,28 \$ 3,028.17 \$ 3,497.66 \$ 3,275.69 \$ 3,4 29,28 \$ 3,028.17 \$ 3,407.8 \$ 3,408 \$ 3,472.65 \$ 3,4 20,28 \$ 3,213.45 \$ 3,408 \$ 3,472.65 \$ 3,4 \$ 3,4 \$ 3,4 21,06 \$ 24.55 \$ 3,40.83 \$ 3,40.83 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,4 \$ 3,	18.66 \$ 2,701.04 \$ 2,8 27,010 \$ 2,860.26 \$ 2,9 2,8 603 \$ 2,9 2,9 2,9 3,028.17 \$ 3,1 30,282 \$ 3,22.20 \$ 3,23.15 \$ 3,2	& & & 2,					
Monthly \$ 2,606.95 \$ 2,701.04 \$ 2,800.91 \$ 20.15 \$ 3.0 Annual \$ 26,069 \$ 27,010 \$ 28,009 \$ 29,167 \$ 3.0 Annual \$ 2,606.95 \$ 2,701.04 \$ 2,800.91 \$ 29,167 \$ 3.0 Annual \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3.2 Annual \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3.2 Annual \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3,4 Annual \$ 2,928.29 \$ 3,028.77 \$ 3,340.83 \$ 3,275.69 \$ 3,4 Annual \$ 2,928.29 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,4 Annual \$ 3,063.44 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,4 Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,8 Annual \$ 32,945 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,8 Annual \$ 3,294.51 \$ 3,407.42 \$ 3,562.65 \$ 3,899.57 \$ 4,0 Annual \$ 3,294.51 \$ 3,407.42 \$ 3,756.26 \$ 3,899.57 \$ 4,0 Annual \$ 3,4870.3 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,0 Annual \$ 3,698.36 \$ 3,877.25 \$ 3,756.28 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,762.88 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,762.88 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 4,3 Annual \$ 3,698.36 \$ 3,827.25 \$ 3,976.38 \$ 4,138.40 \$ 3,976.38 \$ 4,138.40 \$ 4,276.50 \$ 3,976.38 \$ 4,138.40 \$ 4,276.50 \$ 3,976.50 \$ 3,976.50 \$ 3,976.50 \$ 3,976.50 \$ 3,976.50 \$ 3,976	18.66 \$ 2,701.04 \$ 2,8 27,010 \$ 2,8 19.76 \$ 2,9 28,603 \$ 2,9 28,603 \$ 2,9 20.92 \$ 3,028.17 \$ 3,1 30,282 \$ 3,220	8 8 8 0,0					
Monthly \$ 2,606.95 \$ 2,701.04 \$ 2,800.91 \$ 2,916.71 \$ 3, Annual \$ 26,069 \$ 27,010 \$ 28,009 \$ 2,916.71 \$ 3, Annual \$ 2,761.83 \$ 2,761.8 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 2,22.23 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 29,283 \$ 3,028.17 \$ 3,149.8 \$ 32,757 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 3,294.51 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Annual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$	2,701.04 \$ 2,8 27,010 \$ 2,8 19.76 \$ 2,9 28,603 \$ 2,9 20.92 \$ 3,028.17 \$ 3,1 30,282 \$ 3	& & Q	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
Annual \$ 26,069 \$ 27,010 \$ 28,009 \$ 29,167 \$ Hourly \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 30,933 \$ 3,001.01 \$ 27,61.83 \$ 2,860.26 \$ 2,971.72 \$ 30,933 \$ 3,001.01 \$ 27,61.83 \$ 2,860.26 \$ 2,971.72 \$ 30,933 \$ 3,001.01 \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3,002.01 \$ 2,928.3 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3,001.01 \$ 2,928.3 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3,001.01 \$ 3,106.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,001.01 \$ 3,106.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,001.01 \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.99 \$ 3,001.01 \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,899.57 \$ 4,001.01 \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,001.01 \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,001.01 \$ 3,698.36 \$ 3,897.29 \$ 3,763.36 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.2 \$ 39,763 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.2 \$ 39,763 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.2 \$ 39,763 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.2 \$ 39,763 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,827.2 \$ 39,763 \$ 4,138.40 \$ 4,001.01 \$ 3,698.36 \$ 3,001.01 \$ 3,698.36 \$ 3,001.01 \$ 3,	27,010 \$ 2,860.26 \$ 2,9 28,603 \$ 2,9 28,603 \$ 3,028.17 \$ 3,1 30,282 \$ 3,22.20 \$ 3,23.45 \$ 3,23.4	₩.	-	\$ 3,152.66	\$ 3,284.38	\$ 3,408.86	\$ 3,546.38
Hourly \$ 2,7618 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 27,618 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 27,618 \$ 2,860.26 \$ 2,971.77 \$ 30,933 \$ 3, Annual \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 2,928.29 \$ 3,028.77 \$ 3,240.83 \$ 32,757 \$ 3,106.34 \$ 3,213.5 \$ 3,340.83 \$ 34,72.55 \$ 3, Annual \$ 31,063 \$ 32,135 \$ 33,408 \$ 34,72.55 \$ 3, Annual \$ 32,945 \$ 34,07.42 \$ 3,542.03 \$ 3,683.99 \$ 3, Annual \$ 32,945 \$ 34,07.42 \$ 3,542.03 \$ 3,683.99 \$ 3, Annual \$ 32,945 \$ 34,07.42 \$ 3,542.03 \$ 3,899.57 \$ 4, Annual \$ 34,87.03 \$ 3,611.51 \$ 37,56.26 \$ 3,899.57 \$ 4, Annual \$ 3,294.70 \$ 3,2	19.76 \$ 2,92 \$ 2,92 \$ 3,028.17 \$ 3,1282 \$ 3,24		\$ 30,282	\$ 31,527	\$ 32,844	\$ 34,089	
Hourly \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Monthly \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Monthly \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Monthly \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Monthly \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Monthly \$ 3,106.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,756.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ 4, Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ 20.40 \$	19.76 \$ 2,9 2,8 2,9 2,9 2,9 3,1 3,028.17 \$ 3,1 22.20 \$ 2,2 3,2 3,2 4,2 4,5 6,5 7,2 4,5 4,5 6,5 7,2 4,5 4,5 6,5 7,2 4,5 4,5 6,5 7,2 4,5 4,5 6,5 7,2 4,5 4,5 4,5 4,5 4,5 4,5 4,5 4,5 4,5 4,5	•					
Monthly \$ 2,761.83 \$ 2,860.26 \$ 2,971.72 \$ 3,093.31 \$ 3, Annual \$ 27,618 \$ 28,603 \$ 29,717 \$ 30,933 \$ 5, Annual \$ 20.23 \$ 20.92 \$ 21.76 \$ 22.63 \$ 3, Annual \$ 29,28.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 29,28.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 29,28.29 \$ 3,028.17 \$ 3,149.8 \$ 32,755 \$ 3, Annual \$ 31,063 \$ 3,213.5 \$ 3,340.83 \$ 3,472.55 \$ 3, Annual \$ 32,94.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,94.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,94.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,94.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 34,870 \$ 36,11.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Annual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,1	2,860.26 \$ 2,9 28,603 \$ 2,9 20.92 \$ 3,028.17 \$ 3,1 30,282 \$ 3 22.20 \$	€>		\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
Annual \$ 27,618 \$ 28,603 \$ 29,717 \$ 30,933 \$ Hourly \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 22.63 \$ 3, Annual \$ 29,283 \$ 30,282 \$ 31,498 \$ 32,757 \$ 3, Hourly \$ 2,106.34 \$ 3,213.45 \$ 3,340.83 \$ 34,72.65 \$ 3, Annual \$ 31,063 \$ 32,13.45 \$ 3,340.83 \$ 34,72.65 \$ 3, Hourly \$ 3,294.51 \$ 3,407.42 \$ 35,420 \$ 36,83.9 \$ 3, Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,83.9 \$ 3, Hourly \$ 3,487.03 \$ 3,611.51 \$ 37,56.26 \$ 3,899.57 \$ 4, Annual \$ 34,87.03 \$ 36,115 \$ 3,756.26 \$ 3,899.57 \$ 4, Hourly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 36,984 \$ 38,27.19 \$ 3,976.28 \$ 41,384 \$ 5, Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.2 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.2 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,384 \$ 5, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.2 \$ 5,0.11 \$ 30.30 \$ 5,0.21.2 \$ 5,0.11 \$ 5,0.21.2 \$	28,603 \$ 2 20.92 \$ 3,028.17 \$ 3,1 30,282 \$ 3 22.20 \$	↔	\$ 3,213.45	\$ 3,340.83	\$ 3,476.90	\$ 3,617.30	\$ 3,762.05
Hourly \$ 20.23 \$ 20.92 \$ 21.76 \$ 22.63 \$ 3, Annual \$ 29.28.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 29.28.3 \$ 3,028.17 \$ 3,149.8 \$ 3.275.69 \$ 3, Annual \$ 29.28.3 \$ 3,028.17 \$ 3,408.3 \$ 3,472.55 \$ 3, Annual \$ 31,06.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3, Annual \$ 31,06.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3, Annual \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,839 \$ 3, Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,839 \$ 3, Annual \$ 34,870 \$ 36,115 \$ 37,56.26 \$ 3,899.57 \$ 4, Annual \$ 34,870 \$ 36,115 \$ 37,56.3 \$ 38,996 \$ 4,138.40 \$ 3,897.79 \$ 3,897.79 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 36,984 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,138.40 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 4,1384 \$	20.92 \$ 3,028.17 \$ 3,1 30,282 \$ 3	€9	\$ 32,135	\$ 33,408	\$ 34,769	\$ 36,173	\$ 37,621
Monthly \$ 2,928.29 \$ 3,028.17 \$ 3,149.76 \$ 3,275.69 \$ 3, Annual \$ 29,283 \$ 3,028.17 \$ 3,149.8 \$ 3,275.69 \$ 3, Annual \$ 21.46 \$ 22.20 \$ 23.08 \$ 23.99 \$ 3, Annual \$ 3,106.34 \$ 3,213.5 \$ 3,340.83 \$ 3,472.55 \$ 3, Annual \$ 31,063 \$ 32,135 \$ 3,340.83 \$ 34,72.6 \$ 3, Annual \$ 32,94.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,94.51 \$ 34,074.2 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,94.5 \$ 34,074 \$ 35,42.03 \$ 3,683.89 \$ 3, Annual \$ 34,87.03 \$ 3,611.51 \$ 37,56.26 \$ 3,899.57 \$ 4, Annual \$ 34,870 \$ 36,115 \$ 37,56.3 \$ 38,996 \$ 4, 138.40 \$ 4, Annual \$ 36,984 \$ 38,27.2 \$ 39,76.3 \$ 41,38.40 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,38.4 \$ 4, 138.40 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 3, Annual \$ 36,984 \$ 39,763 \$ 41,384 \$ 3, Annual \$ 36,984 \$ 38,763 \$ 41,384 \$ 3, Annual \$ 36,984 \$	3,028.17 \$ 3,1 30,282 \$ 3 22.20 \$	G	\$ 23.53	\$ 24.47	25.46	26 48	27.50
Annual \$ 29,283 \$ 30,282 \$ 31,498 \$ 32,757 \$ 4	30,282 \$ 3		\$ 3.405.97	3 542 03		ď	8
Hourty \$ 21.46 \$ 22.20 \$ 23.08 \$ 23.99 \$ 3,6 Monthly \$ 3,106.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,6 Annual \$ 31,063 \$ 32,135 \$ 33,408 \$ 34,72.6 \$ 3,8 Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,8 Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,8 Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,0 Annual \$ 34,870 \$ 36,115 \$ 3,756.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Monthly \$ 3,698.36 \$ 3,680.30 \$ 4,138.40 \$	22.20 \$	↔		35,420	-	\$ 38,330	
Monthly \$ 3,106.34 \$ 3,213.45 \$ 3,340.83 \$ 3,472.55 \$ 3,40nual \$ 31,063 \$ 32,135 \$ 3,3408 \$ 34,726 \$ 3,40nual \$ 22.76 \$ 23.54 \$ 24.47 \$ 25.45 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,407.42 \$ 3,542.03 \$ 3,683.99 \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,40nual \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$	0010 AE &	↔	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
Annual \$ 31,063 \$ 32,135 \$ 33,408 \$ 34,726 \$ Hourly \$ 22.76 \$ 23.54 \$ 24.47 \$ 25.45 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ 4,138.41 \$ 30.30 \$ 4,138.41 \$ 4,138	0,4.0.40	\$ 3,4	Φ	3,757.71	9	4.0	4.2
Hourly \$ 22.76 \$ 23.54 \$ 24.47 \$ 25.45 \$ 3, Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3, Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,839 \$ 3, Annual \$ 24.09 \$ 24.95 \$ 25.95 \$ 26.94 \$ Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Annual \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ 4,138.44 \$ 30.24.25 \$ 26.04 \$ 20.12 \$ 20.11 \$ 30.30 \$ 24.12 \$ 20.12 \$ 20.12 \$ 20.12 \$ 20.13 \$ 20.30 \$ 24.13 \$ 20.13 \$ 20.13 \$ 20.13 \$ 20.30 \$ 20.13 \$ 20.13 \$ 20.13 \$ 20.30 \$ 20.13 \$ 20.13 \$ 20.30 \$ 20.3	32,135 \$	↔	\$ 36,115	37,577	\$ 39,039		
Monthly \$ 3,294.51 \$ 3,407.42 \$ 3,542.03 \$ 3,683.89 \$ 3,683.89 Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,839 \$ 36,839 Hourly \$ 24.09 \$ 24.95 \$ 25.95 \$ 26.94 \$ 4,87.03 Monthly \$ 3,487.03 \$ 3,611.51 \$ 37,56.26 \$ 38,996 \$ 4,899.57 Hourly \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ 4,138.40 \$ 4,138.40 Hourly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 <td< td=""><td>23.54 \$</td><td>↔</td><td>\$ 26.44</td><td>\$ 27.48</td><td>\$ 28.61</td><td>\$ 29.76</td><td>\$ 30.93</td></td<>	23.54 \$	↔	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
Annual \$ 32,945 \$ 34,074 \$ 35,420 \$ 36,839 \$ Hourly \$ 24.09 \$ 24.95 \$ 25.95 \$ 26.94 \$ Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4, Annual \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ Monthly \$ 25.55 \$ 26.44 \$ 27.47 \$ 28.59 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4, Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$	3,407.42 \$ 3,	က် မာ	\$ 3,827.19	3,977.73	\$ 4,141.30	\$ 430776	\$ 4.477.12
Hourly \$ 24.09 \$ 24.95 \$ 25.95 \$ 26.94 \$ Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,0 \$ Annual \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ 4,3 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 \$ Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Annual \$ 27.09 \$ 29.11 \$ 29.11 \$ 30.30 \$ Annual \$ 20.10 \$	34,074 \$	€	\$ 38,272	•	\$ 41,413	\$ 43,078	
Monthly \$ 3,487.03 \$ 3,611.51 \$ 3,756.26 \$ 3,899.57 \$ 4,0 Annual \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ 4 Hourly \$ 25.55 \$ 26.44 \$ 27.47 \$ 28.59 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Annual \$ 36,984 \$ 38,27.2 \$ 39,763 \$ 41,384 \$ 4 Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$	24.95 \$	↔	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
Annual \$ 34,870 \$ 36,115 \$ 37,563 \$ 38,996 \$ 4 Hourly \$ 25.55 \$ 26.44 \$ 27.47 \$ 28.59 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4 Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$	3,611.51 \$	49	\$ 4,053.00	\$ 4,218.02	\$ 4,393.16	\$ 4,562.52	\$ 4,749.25
Hourly \$ 25.55 \$ 26.44 \$ 27.47 \$ 28.59 \$ Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4 Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$	36,115 \$	€>	\$ 40,530	\$ 42,180	\$ 43,932	\$ 45,625	
Monthly \$ 3,698.36 \$ 3,827.19 \$ 3,976.28 \$ 4,138.40 \$ 4,3 Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4 Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 201.28 \$ 4,68.70 \$ 4,012.67 \$ 4,006.03 \$ 4.6	26.44 \$	ь	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
Annual \$ 36,984 \$ 38,272 \$ 39,763 \$ 41,384 \$ 4 Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 2021.29 \$ 4,059.70 \$ 4,205.03 \$ 4.55	3,827.19 \$ 3,	↔	\$ 4,303.42	\$ 4,472.78	\$ 4,650.82	\$ 4,840.44	\$ 5,034.41
Hourly \$ 27.09 \$ 28.04 \$ 29.11 \$ 30.30 \$ Monthly \$ 3031.28 \$ 4.058.70 \$ 4.336.7 \$ 4.305.03 \$ 4.5	38,272 \$	€	\$ 43,034	\$ 44,728	\$ 46,508	\$ 48,404	\$ 50,344
e 202128 e 405970 e 424267 e 429602 e 4	28.04 \$	↔	\$ 31.51	\$ 32.74	\$ 34.05	\$ 35.45	\$ 36.84
4 3,321.20 4 4,030.78 4 4,213.07 4 4,363.93 4 4,	\$ 4,058.79 \$ 4,213.67	.67 \$ 4,385.93	\$ 4,561.07	4,739.12	\$ 4 928 74	\$ 5,131.39	\$ 5,332.59
40,588 \$ 42,137 \$ 43,859 \$	40,588 \$	ઝ	\$ 45,611		\$ 49,287	\$ 51,314	

For Salary Administration Plan PA(new)-193/7.5 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

Salary Schedule PA9-193/7.5 2020-21 effective 9/1/2020 **PARAPROFESSIONAL**

work year hours 1447.5

			Step 1		Step 2		Step 3	"	Step 4		Step 5		Step 6	1	Step 7	ı	Step 8	ı	Sten	6 0
			1											l						
015	Hourly	49	18.39	₩	19.05	()	19.76	₩	20.57	69	21.36	↔	22.24	↔	23.17	_	\$ 24.04	4	€	25.01
	Monthly	49	2,661.95	₩	2,757.49	↔	2,860.26	₩	2,977.51	↔	3,091.86	₩	3,219.24	₩	3,353.86		\$ 3,479.79		\$ 3.6	3,620.20
	Annual	↔	26,620	↔	27,575	↔	28,603	↔	29,775	↔	30,919	↔	32,192	↔	33,539		\$ 34,798		ຕ ຜ	36,202
016	. H	4	10.48	€	20 17	¥	30.06	¥	24.82	¥	72 67	6	72 EE	6	04 60		27.70			72 00
2	Monthly	+ 6	2 040 72	+	204064	+	20.00			> 6	C	→ €	4,000		L				0	10.0
	Vinding .	A (2,619.73	A (2,919.01	A (3,033.90		3,758.45	A (3,281.48	A	3,410.31		3,549.27		7		<u>س</u>	3,841.67
	Annual	69	28,197	₩	29,196	₩	30,340	↔	31,584	↔	32,815	()	34,103	↔	35,493		\$ 36,926		ო ഗ	38,417
017	Hourly	↔	20.65	S	21.36	↔	22.22	G	23.11	G	24.02	G	24.98	н	25.99		\$ 27.04		69	28.08
	Monthly	49	2,989.09	49	3.091.86	69	3.216.35	ы	3.345.17	69	3.476.90	69	3.615.86		3.762.05		8		4.0	064.58
	Annual	↔	29,891	₩	30,919	₩	32,163	₩	33,452	₩	34,769	₩	36,159		37,621					40,646
018	Hourly	₩	21.91	↔	22.67	↔	23.56	↔	24.49	↔	25.47	↔	26.51	↔	27.54		\$ 28.65		€ 9	29.79
	Monthly		3,171.47	↔	3,281.48	₩	3,410.31	↔	3,544.93	↔	3,686.78	₩	3,837.32		3,986.42		4.1		4	4,312.10
	Annual	↔	31,715	↔	32,815	↔	34,103	₩	35,449	↔	36,868	↔	38,373	↔	39,864		\$ 41,471		& 4	43,121
019	Hourly	↔	23.24	€9	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	s	4,061.69	₩	4,228.15		\$ 4,397.51		\$ 4,5	4,571.21
	Annual	€	33,640	₩	34,783	↔	36,159	63	37,606	€>	39,083	↔	40,617		42,281		\$ 43,975			45,712
020	Hourly	↔	24.60	↔	25.47	↔	26.49	↔	27.51	₩	28.59	G	29.75	↔	30.99		\$ 32.18		€	33.50
	Monthly	↔	3,560.85	↔	3,686.78	↔	3,834.43	₩	3,982.07	s	4,138.40	↔	4,306.31	4	4,485.80		\$ 4,658.06	ဖွ	8,4,8	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	4	31.55	€9	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		5,1	5,140.07
	Annual	↔	37,765	↔	39,083	↔	40,602	↔	42,253	↔	43,932	₩	45,669	₩	47,478	ထ	\$ 49,418		8	51,401
022	Hourly	€	27.66	↔	28.63	↔	29.72	₩	30.94	↔	32.17	↔	33.43	↔	34.77	<u>'</u>	\$ 36.19		₩	37.61
	Monthly	ક્ક	4,003.79	↔	4,144.19	ઝ	4,301.97	8	4,478.57	↔	4,656.61	↔	4,838.99	₩	5,032.96		\$ 5,238.50			5,444.05
	Annual	₩	40,038	↔	41,442	69	43,020	↔	44,786	69	46,566	↔	48,390		50,330	<u>∞</u>	\$ 52,385		دی ک	54,440
For Salar	For Salary Administration Plan PA(new)-193/7 5	<u> </u>	Plan PA(n	Ŕ	-193/7 5					1				1			-	ı	l	

For Salary Administration Plan PA(new)-193/7.5

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).

PARAPROFESSIONAL Salary Schedule PA9-193/7.5 2021-22 effective 9/1/2021

work year hours 1447.5

77	ESE CHOOMAS	7,77																	
		Š	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9
4.5	1	6	20,00	6	o c	6	30.75	6	24	6	2.7	6	30.00	6	2.0	ŧ	20.00	ŧ	0
2	S Inou		0.0	•	20.00	•	20.73	9	21.00	9	22.43	9	25.55	9	24.33	A	72.67	A	20.20
	Monthly		2,795.12	₩	2,895.00	↔	3,003.56	မှာ	3,126.60	မှ	3,246.74	↔	3,379.91	↔	3,521.77	બ	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	છ	22.91	↔	23.80	₩	24.74	₩	25.75	₩	26.79	↔	27.87
	Monthly		2,960.14	↔	3,065.81	↔	3,185.95	υ	3,316.22	↔	3,445.05	₩	3,581.12	બ	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	H	29.48
	Monthly		3,138.18	↔	3,246.74	₩	3,377.02	↔	3,513.08	↔	3,650.60	↔	3,796.79	↔	3,950.23	G	4,109,45	G	4,267.23
	Annual	€>	31,382	₩	32,467	4	33,770	₩	35,131	₩	36,506	₩	37,968	₩	39,502	↔	41,095	s	42,672
	:			•	;	•	1	•		•		•		•	1	,	,	1	
018	Hourly		23.01	₩	23.80	₩	24.74	₩	25.71	59	26.74	₩	27.84	₩	28.92	₩	30.08	↔	31.28
	Monthly		3,330.70	ઝ	3,445.05	ઝ	3,581.12	↔	3,721.52	↔	3,870.62	↔	4,029.84	₩	4,186.17	69	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	€9	4,617.53	↔	4,799.91
	Annual		35,319	₩	36,520	↔	37,968	₩	39,488	₩	41,037	↔	42,643	₩	44,395	₩	46,175	မှာ	47,999
020	Hourly		25.83	↔	26.74	↔	27.81	↔	28.89	49	30.02	↔	31.24	↔	32.54	G	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
121	Hour	€.	27.39	G	28.35	G	29.45	€.	30.65	6	31.87	€.	33.13	G	34 44	U	35.85	₩.	37 29
	Monthly		3 064 70	÷ 4	4 103 66	+ 4	7 262 89	+	7 736 50	+	161218	,	705.57	4	A 085 10	•	5 180 20 5 180 20	÷ 4	5 307 73
	Applied	ງ ອ ຄ	20.647) 6	41 037	9 6	42.620) 6	44.266) 6	46 122) 6	47.056) 6	4,900.19) 4	5,103.23) 6	770 63
			10,00	9	4.00,14	9	42,023	9	2000,	9	40,132	9	926,74	9	49,002	9	080'10	9	18'00
022	Hourly	€9	29.04	↔	30.06	69	31.21	€9	32.49	€>	33.78	€9	35.10	↔	36.51	↔	38.00	↔	39.49
	Monthly		4,203.54	↔	4.351.19	69	4.517.65	69	4,702.93	H	4.889.66	₩	5.080.73	ь	5.284.82	G	5,500,50	€9	5,716,18
			42,035	₩	43,512	↔	45,176	₩	47,029	G	48,897	₩	50,807	₩	52,848	G	55,005	မှ	57,162
For Salary Monthly a	For Salary Administration Plan PA(new)-193/7.5 Monthly amount reflects a 10-month work year (annual/10)	on Plé sa10	an PA(ne	<u>```</u> §	-193/7.5 k year (anr	lau!	(10)			ᇐ	s 5% salar rease (IPC	<u>`</u> ِ ﴿	crease tota	al is tima	The 5% salary increase total is based on the legislative inflationary increase (IPD), which is estimated at 2% for the 2021-2022 SY, plus	를 들 한 를	egislative ir he 2021-20	11 22 25 25 25 25 25 25 25 25 25 25 25 25	ionary SY, plus
2021-22 with a 5% Effective 0/1/2021	2021-22 with a 5% negotiated increase (193 days/1447.5 hours)	otiate	d increa	se ((193 days/1	44	7.5 hours)			3%	. In the e	Ven	t the Legisl	latu	3%. In the event the Legislature adjusts the estimated inflationary	<u>ا</u>	estimated	infl	ationary
) Allocation	1 707 1									3 = 6	case upw	ž ž	of cowers	9 5	adiusted to account for that adiustment Coo CDA for appaise terms	5 5	e lotal sala	֓֞֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝֝ ֓֓֞֞֞֞֞֞֓֞֞֞֞֞֞֞֞	vill be
										ğ	usieu io ar	3		a a a	usumenii. Ot	ָר מ		<u></u>	c lei IIIs.

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

work year hours 1590

Grade			Step 1		Step 2		Step 3		Step 4	ŀ	Step 5	1	Step 6		Step 7	1	Step 8		Step 9
15	Hourly	↔	18.01	69	18.66	₩	19.35	€>	20.15	₩	20.92	↔	21.78	€>	22.69	69	23.55	↔	24.50
	Monthly	↔	2,863.59		2,966.94	₩	3,076.65	↔	3,203.85	₩	3,326.28	6)	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	မ	23.08	69	24.02	69	24.99	(A	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	€9	39,734	6	41,324
17	Hourly	₩	20.23	↔	20.92	€>	21.76	↔	22.63	↔	23.53	↔	24.47	↔	25.46	69	26.48	↔	27.50
	Monthly	₩	3,216.57	₩	3,326.28	₩	3,459.84	₩	3,598.17	₩	3,741.27	G	3,890.73	₩	4,048.14	↔	4,210.32	G	4,372.50
	Annual	€	32,166	↔	33,263	(/)	34,598	€>	35,982	€9	37,413	€>	38,907	↔	40,481	↔	42,103	€>	43,725
8	Hourly	↔	21.46	↔	22.20	↔	23.08	₩	23.99	↔	24.95	↔	25.96	↔	26.97	₩	28.06	G	29.18
	Monthly	₩	3,412.14	↔	3,529.80	₩	3,669.72	↔	3,814.41	₩	3,967.05	₩	4,127.64	69	4.288.23	49	4,461.54	€	4.639.62
	Annual	↔	34,121	₩	35,298	↔	36,697	↔	38,144	69	39,671	69	41,276	↔	42,882	69	44,615	↔	46,396
19	Hourly	↔	22.76	₩	23.54	↔	24.47	↔	25.45	↔	26.44	B	27.48	↔	28.61	↔	29.76	↔	30.93
	Monthly	₩	3,618.84	↔	3,742.86	B	3,890.73	())	4,046.55	69	4,203.96	↔	4,369.32	↔	4,548.99	69	4,731.84	()	4 917 87
	Annual	↔	36,188	↔	37,429	↔	38,907	()	40,466	↔	42,040	6)	43,693	↔	45,490	69	47,318	69	49,179
20	Hourly	↔	24.09	↔	24.95	49	25.95	↔	26.94	↔	28.00	₩	29.14	€9	30.35	4	31.52	↔	32.81
	Monthly	↔	3,830.31	₩	3,967.05	69	4,126.05	₩	4,283.46	↔	4,452.00	↔	4,633.26	69	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	69	52,168
21	Hourly	₩	25.55	H	26.44	₩	27.47	↔	28.59	↔	29.73	↔	30.90	↔	32.13	↔	33.44	€	34.78
	Monthly	69	4,062.45		4,203.96	69	4,367.73	↔	4,545.81	€>	4,727.07	69	4,913.10	₩	5,108.67	₩	5,316.96	63	5,530.02
	Annual	↔	40,625	₩	42,040	↔	43,677	69	45,458	↔	47,271	69	49,131	↔	51,087	↔	53,170	↔	55,300
22	Hourly	₩	27.14	↔	28.20	₩	29.30	↔	30.48	↔	31.67	6	32.89	G	34.18	€9	35.54	€9	36.91
	Monthly	↔	4,315.26		4,483.80	↔	4,658.70	69	4,846.32	↔	5,035.53	₩	5,229.51	↔	5,434.62	€9	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	G	30.87	4	32.12	↔	33.37	69	34.68	63	36.11	()	37.54
	Monthly	₩ 6	4,386.81	↔ €	4,539.45	↔ 6	4,714.35	↔ •	4,908.33	↔ •	5,107.08	↔ (5,305.83	49 (5,514.12	↔ (5,741.49		5,968.86
	Zi Indi	7	43,000	-1	43,583	Ð	47, 144	A	49,083	٨	51,0/1	<i>^</i>	23,028	'n	55,141	٠	57,415	9	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)

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

work year hours 1590

			Step 1		Step 2		otep 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	€9	25.01
	Monthly		2,924.01	₩	3,028.95	G	3,141.84	69	3,270.63	↔	3,396.24	₩	3,536.16		3,684.03	₩	3,822.36	₩	3,976.59
	Annual	69	29,240	↔	30,290	()	31,418	↔	32,706	₩	33,962	↔	35,362		36,840	₩	38,224	69	39,766
16	Hourly	€>	19.48	↔	20.17	€	20.96	↔	21.82	G	22.67	€	23.56	€9	24.52	69	25.51	€.	26.54
	Monthly	49	3,097.32	↔	3,207.03	4	3,332.64	69	3,469.38	69	3,604.53	4	3.746.04		3.898.68	6 9	4.056.09	÷ 45	4 2 19 86
	Annual	↔	30,973	₩	32,070	↔	33,326	↔	34,694	€>	36,045	₩	37,460		38,987	₩		₩	42,199
17	Hourly		20.65	€	21.36	₩	22.22	₩	23.11	€	24.02	₩	24.98	€9	25.99	69	27.04	G	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	69	32,834		33,962	↔	35,330	69	36,745	69	38,192	↔	39,718	↔	41,324	₩	42,994	₩	44,647
8	Hourly	₩	21.91	ક્ક	22.67	69	23.56	63	24.49	↔	25.47	49	26.51	()	27.54	69	28.65	G	29.79
	Monthly		3,483.69	69	3,604.53	4	3,746.04	₩	3,893.91	•	4,049.73	₩	4,215.09	₩	4,378.86	49	4,555.35	4	4.736.61
	Annual	↔	34,837	₩	36,045	↔	37,460	↔	38,939	↔	40,497	↔	42,151	₩	43,789	₩	45,554	₩	47,366
19	Hourly		23.24	↔	24.03	€9	24.98	69	25.98	€9	27.00	↔	28.06	€9	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	4	50,212
20	Hourly	69	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	€9	45,458	₩	47,303		49,274	₩	51,166		53,265
21	Hourly	↔	26.09	₩	27.00	↔	28.05	69	29.19	↔	30.35	↔	31.55	G	32.80	()	34.14	69	35.51
	Monthly	₩	4,148.31	())	4,293.00	٠ 49	4,459.95	\$	4,641.21	49	4,825.65	₩	5,016.45	49	5,215.20	₩	5,428.26		5,646.09
	Annual	↔	41,483	↔	42,930	↔	44,600	63	46,412	63	48,257	↔	50,165	€>	52,152	↔	54,283	69	56,461
22	Hourly	↔	27.71	↔	28.79	G	29.92	↔	31.12	↔	32.34	69	33.58	₩	34.90	G	36.29	69	37.69
	Monthly	У	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	69	45,776	↔	47,573	↔	49,481	69	51,421	↔	53,392	↔	55,491	⇔	57,701	↔	59,927
23	Hourly	€9	28.17	₩	29.15	↔	30.27	69	31.52	69	32.79	69	34.07	69	35.41	69	36.87	€9	38 33
	Monthly	у 69	4,479.03	₩	4,634.85	63	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	G	54,171	G	56.302	69	58.623	ю	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).

Salary Schedule PA10-212/7. **PARAPROFESSIONAL** Effective 9/1/2021

work year hours	1590
	ť.

Grade	Grade		Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	l	Step 7	ı	Step 8		Step 9
15	Hourly	↔	19.31	↔	20.00	()	20.75	↔	21.60	↔	22.43	€>	23.35	₩	24.33	↔	25.24	H	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	ь	4,175,34
	Annual	₩	30,703			₩	32,993	69	34,344	↔	35,664	₩	37,127	₩	38,685	₩	40,132	₩	41,753
4	1	•	20.45				5	6	5	6	0000	6		•	7	•	71	•	1
2	y morr	9 (20.43		,	9 (9	77.31	9	23.00	9	24.74	9	67.67	9	20./9	A	70.77
	Monthly	₩	3,251.55		က်		3,499.59	↔	3,642.69	B	3,784.20	↔	3,933.66	↔	4,094.25	↔	4,259.61	₩	4,431.33
	Annuai	₩	32,516	₩	33,676	₩	34,996	€>	36,427	€	37,842	69	39,337	₩	40,943	()	42,596	↔	44,313
17	Hourk	€9	21.68	69	22.43	49	23.33	69	24.27	69	25.22	69	26.23	(f)	27.29	€9	28.39	€.	29.48
;	Monthly	(3 447 12		ď		3 709 47	· U	3 858 93	¥	4 000 98	+ 4	4 170 57	¥	4 330 11	+	4 514 01	+	A 687 22
	Annual	↔	34,471			69	37,095	()	38,589	₩	40,100	()	41.706	↔	43,391	49		•	46.873
			•				-									+	!	+	
18	Hourly	₩	23.01			₩	24.74	₩	25.71	49	26.74	↔	27.84	₩	28.92	₩	30.08	69	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	4,973.52
	Annual	↔	36,586			₩	39,337	↔	40,879	↔	42,517	(/)	44,266	₩	45,983	₩	47,827	69	49,735
9	Hour	45	24.40	€.	25.23	G	26.23	€.	27.28	65	28.35	€.	29 46	U	30.67	€.	31 90	¥.	33 16
2	Monthly	6	2 970 60		7	+ 6	4 470 57	+ 6	A 227 E3	+ 6	ч	+ 6	7 604 44	+ 6	4 976 52	+ 6	F 072 40	+ 6	57.02
	MOREMA		3,079.00	A (4		4,170.37	?	4,557.52	A +	4,507.65	A (4,004.14	A 1	4,0/0.33	A .	5,072.10	A ·	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	6	28.89	€>	30.02	↔	31.24	↔	32.54	↔	33.79	€9	35.18
	Monthly	69	4.106.97		4.251.66	49	4.421.79	69	4.593.51	69	4.773.18	69	4.967.16	H	5.173.86	н	5.372.61	49	5,593,62
	Annual	₩	41,070	₩	. 4	₩	44,218	₩	45,935	₩	47,732	₩	49,672	₩	51,739	₩		₩	55,936
21	Hourt	€9	27.39	69	28.35	€9	29 45	69	30.65	69	31.87	69	33.13	69	34 44	69	35.85	€9	37.29
	Monthly	6 9	4 355 01		4		4 682 55	₩.	4 873 35	65	5 067 33	6	5 267 67	₩.	5 475 96	₩.	5 700 15	₩.	5 929 11
	Annual	↔	43.550	↔		₩		•		6	50.673	↔	52.677	↔		↔	57.002	↔	59.291
;		. ,						. ,		. ,		. ,				. ,		. ,	
22	Hourly	₩	29.10	₩	30.23	₩	31.42	₩	32.68	6	33.96	69	35.26	₩	36.65	69	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	H	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	69	29.58	↔	30.61	↔	31.78	€9	33.10	G	34.43	€9	35.77	ь	37.18	49	38.71	69	40.25
	Monthly		4.703.22		4.866.99		5.053.02	69	5.262.90	69	5.474.37	69	5.687.43	69	5,911,62	₩.	6 154 89	₩.	6 399 75
	Annual	₩	47,032	↔	48,670	₩	50,530	69	52,629	69	54,744	₩	56,874	₩	59,116	₩	61,549	4	63,998
For Salar	For Salary Administration Plans PA10-212/7	ation	Plans PA	9	212/7.5	1 2	(1)			Ĕ.	5% salary	ľĚ	rease tot	is is	based on		The 5% salary increase total is based on the legislative inflationary	infla	tionary
77-1707	2021-22 with a 5% negotiated increase (212	goil	ated incre	ase	(Z1Z days/	20.	days/1590 hours)			2	rease (IPL	<u>`</u>	Alich is es	ii E	ated at 2%	ō	ncrease (IPD), which is estimated at 2% for the 2021-2022 SY, plus	027	SY, plus

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

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
016	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
017	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
018	Hourly Monthly Annual	\$ 21.46 \$ 3,433.60 \$ 34,336	\$ 22.20 \$3,552.00 \$ 35,520	\$ 23.08 \$3,692.80 \$ 36,928	\$ 23.99 \$ 3,838.40 \$ 38,384	\$ 24.95 \$ \$ 3,992.00 \$ \$ 39,920	\$ 25.96 \$4,153.60 \$ 41,536	\$ 26.97 \$4,315.20 \$ 43,152	\$ 28.06 \$4,489.60 \$ 44,896	\$ 29.18 \$4,668.80 \$ 46,688
019	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 2 Step 3 Step 4 Step 5 Step 6 Step 7	Step 5	Step 6	Step 7	Step 8	Step 9
016	Hourly	\$ 19.48		\$ 20.96	\$ 21.82	\$ 22.67	\$ 23.56	\$ 24.52	\$ 25.49	\$ 26.54
	Monthly	\$3,116.80	\$3,227.20		\$3,491.20	\$3,627.20	\$3,627.20 \$3,769.60 \$3,923.20	\$3,923.20	\$4,078.40 \$4,246.40	\$ 4,246.40
	Annual	\$ 31,168	\$ 32,272	\$ 33,536	\$ 34,912	\$ 36,272	\$ 37,696	\$ 39,232	\$ 40,784	\$ 42,464
017	Hourly			\$ 22.22	\$ 23.11	\$ 24.02	\$ 24.98	\$ 25.99	\$ 27.04	\$ 28.08
	Monthly		\$3,417.60	\$3,417.60 \$3,555.20		\$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	\$ 38,432 \$ 39,968 \$ 41,584	\$ 41,584		\$ 44,928
018	Hourly			\$ 23.56	\$ 24.49	\$ 25.47	\$ 26.51	\$ 27.54	\$ 28.65	\$ 29.79
	Monthly				\$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	\$ 44,064	\$ 45.840	\$ 47,664
019	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	\$4,673.60	\$4,860.80	\$ 5,052.80
	Annual	\$ 37,184	\$ 38,448	\$ 39,968	\$ 41,568	\$ 43,200	\$ 44,896 \$ 46,736	\$ 46,736	\$ 48,608	\$ 50,528

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 Supervisor (BS1) 200/8 (1600 hours)

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 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9	Step 7	Step 8	Step 9
016	Hourly Monthly Annual	\$ 20.45 \$ 3,272.00 \$ 32,720	\$ 21.18 \$3,388.80 \$ 33,888	\$ 21.18 \$ 22.01 \$3,388.80 \$3,521.60 \$ 33,888 \$ 35,216	\$ 22.01 \$ 22.91 \$ 23.80 \$ 24.74 \$ 3,521.60 \$ 36.65.60 \$ 3,808.00 \$ 3,958.40 \$ 35,216 \$ 36,656 \$ 38,080 \$ 39,584	\$ 23.80 \$3,808.00 \$ 38,080	\$ 24.74 \$3,958.40 \$ 39,584	\$ 25.75 \$4,120.00 \$ 41,200	\$ 25.75 \$ 26.76 \$ 27.87 \$4,120.00 \$4,281.60 \$4,459.20 \$ 41,200 \$ 42,816 \$ 44,592	\$ 27.87 \$4,459.20 \$ 44,592
017	Hourly Monthly Annual	\$ 21.68 \$ 3,468.80 \$ 34,688	\$ 22.43 \$ 23.33 \$ \$ 3,588.80 \$ 3,732.80 \$ \$ 35,888 \$ 37,328 \$	\$ 23.33 \$3,732.80 \$ 37,328	\$ 24.27 \$ \$3,883.20 \$ \$ 38,832	\$ 25.22 \$4,035.20 \$ 40,352	\$ 25.22 \$ 26.23 \$ 27.29 \$4,035.20 \$4,196.80 \$4,366.40 \$ 40,352 \$ 41,968 \$ 43,664	\$ 27.29 \$4,366.40 \$ 43,664	\$ 28.39 \$ 29.48 \$4,542.40 \$4,716.80 \$ 45,424 \$ 47,168	\$ 29.48 \$4,716.80 \$ 47,168
018	Hourly Monthly Annual	\$ 23.01 \$3,681.60 \$ 36,816	\$ 23.80 \$ 3,808.00 \$ 38,080	\$ 24.74 \$ 3,958.40 \$ 39,584	\$ 25.71 \$4,113.60 \$ 41,136	\$ 26.74 \$4,278.40 \$ 42,784	\$ 27.84 \$ 4,454.40 \$ 44,544	\$ 28.92 \$4,627.20 \$ 46,272	\$ 30.08 \$ 31.28 \$4,812.80 \$5,004.80 \$ 48,128 \$ 50,048	\$ 31.28 \$5,004.80 \$ 50,048
019	Hourly Monthly Annual	\$ 24.40 \$ 3,904.00 \$ 39,040	\$ 25.23 \$4,036.80 \$ 40,368	\$ 26.23 \$4,196.80 \$ 41,968	\$ 27.28 \$4,364.80 \$ 43,648	\$ 28.35 \$4,536.00 \$ 45,360	\$ 27.28 \$ 28.35 \$ 29.46 \$ 30.67 \$4,364.80 \$4,536.00 \$4,713.60 \$4,907.20 \$ 43,648 \$ 45,360 \$ 47,136 \$ 49,072	\$ 30.67 \$4,907.20 \$ 49,072	\$ 31.90 \$ 33.16 \$5,104.00 \$5,305.60 \$ 51,040 \$ 53,056	\$ 33.16 \$ 5,305.60 \$ 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 S	SUBSTITUTES	- TEA	CHING
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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 SUBSTI	TUTES			
Salary Schedule Position	Days Worked		Hourly Rate	Daily Rate
SU1	1-59 Days	\$X	\$24.76	\$173.32
SU1	60-90 Days	\$X*1.05	\$25.99	\$181.93
SU1	91-120 Days	\$X*1.10	\$27.23	\$190.61
SU1	121+ Days	\$X*1.15	\$28.47	\$199.29
SU1	Senior Subs	Senior Subs	\$29.90	\$209.29
CLERICAL SUBSTITUTES				
Salary Schedule Position	Days Worked		Hourly Rate	Daily Rate
SU2	1-59 Days	\$X	\$21.69	\$173.52
SU2	60-90 Days	\$X*1.05	\$22.77	\$182.16

SU2	1-59 Days	\$X	\$21.69	\$173.52
SU2	60-90 Days	\$X*1.05	\$22.77	\$182.16
SU2	91-120 Days	\$X*1.10	\$23.86	\$190.88
SU2	121+ Days	\$X *1.1 5	\$24.95	\$199.60
SU2	Senior Subs	Senior Subs	\$29.94	\$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	\$25.28	\$176.96
SU1	60-90 Days	\$X*1.05	\$26.54	\$185.78
SU1	91-120 Days	\$X*1.10	\$27.80	\$194.60
SU1	121+ Days	\$X*1.15	\$29.07	\$203.49
SU1	Senior Subs	Senior Subs	\$30.50	\$213.49

CLERICAL SUBSTITUTES

Salary Schedule Position	Days Worked		Hourly Rate	Daily Rate
SU2	1-59 Days	\$X	\$22.15	\$177.20
SU2	60-90 Days	\$X*1.05	\$23.25	\$186.00
SU2	91-120 Days	\$X*1.10	\$24.36	\$194.88
SU2	121+ Days	\$X*1.15	\$25.47	\$203.76
SU2	Senior Subs	Senior Subs	\$30.54	\$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	\$26.54	\$185.78
SU1	60-90 Days	\$X*1.05	\$27.87	\$195.09
SU1	91-120 Days	\$X*1.10	\$29.19	\$204.33
SU1	121+ Days	\$X*1.15	\$30.52	\$213.64
SU1	Senior Subs	Senior Subs	\$31.95	\$223.64

CLERICAL SUBSTITUTES

Salary Schedule Position	Days Worked		Hourly Rate	Daily Rate
SU2	1-59 Days	\$X	\$23.26	\$186.08
SU2	60-90 Days	\$X*1.05	\$24.41	\$195.28
SU2	91-120 Days	\$X*1.10	\$25.58	\$204.64
SU2	121+ Days	\$X*1.15	\$26.74	\$213.92
SU2	Senior Subs	Senior Subs	\$31.99	\$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

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	ç	\$2 200 BA	A0 000 04	40 444 7C	944
INTRAMURALS SEC	L (A		20220421	1321	2 2	\$2,515.16		\$2,540.31	321
CURRICULAR (DISCRETIONARY) (Certificated)									
BUILDING LEADERSHIP TEAM	Building Leadership Team		20220543	1442	10	\$3,772,54	\$3 772 54	\$3 810 27	**321(Sec.)
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Dept Head I Stipend		20220500	1400	9	\$3,621.60	4-	\$3.657.82	401
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head II Stipend	The same of	20220501	1401	5	\$3,030,33	1	\$3,060.63	401
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head III Stipend		20220502	1402	10	\$2,600.29	-	\$2,626.29	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE	Dept Head IV Stipend		20220503	1403	10	\$1.689.86	\$1,689.86	\$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.									
ELEM CURRICULUM	Elem Curriculum Stipend		20220504	1404	9	\$1,909.40	\$1,909.40	\$1 928 49	401
ELEM INSTRUCTION	Elem Instruction Stipend		20220505	1405	10	\$1,909.40		\$1,928.49	311
ELEM MUSIC (CHORAL)	Elem Choral Music Stipend		20220506	1406	10	\$1,113.14		\$1.124.27	31.
INSTRUCTIONAL LIAISON	Instructional Liaison Stip		20220508	1407	0	\$1,909.40	\$1,909,40	\$1,928.49	311
SUBJ MATT SPECI	Subj Matt Spec I Stipend		20220511	1410	9	\$2,156.84	\$2,156.84	\$2,178.41	401
SUBJ MATT SPEC II	Subj Matt Spec II Stipend		20220512	1411	9	\$1,734.65	\$1,734.65	\$1,752.00	401
SUBJ MATT SPEC III	Subj Matt Spec III Stip		20220513	1412	10	\$1,469.24	\$1,469.24	\$1,483.93	401
SUBJ MATT SPEC IV	Subj Matt Spec IV Stip		20220514	1413	10	\$1,360.62	\$1,360.62	\$1,374.23	401
LEAM LEADER I: 7 or more FTE's	Team Leader I Stipend		20220515	1414	10	\$3,621.60	\$3,621.60	\$3,657.82	401
TEAM LEADER II: 4-6 FTE'S	Team Leader II Stipend		20220516	1415	10	\$3,030.33	\$3,030.33	\$3,060.63	401
TEAM LEADER III: 2-3 FTE'S	Team Leader III Stipend		20220517	1416	10	\$2,600.29	\$2,600.29	\$2,626.29	401
LEAM LEADER IV: 0.2-1 FIE	Team Leader IV Stipend		20220518	1417	10	\$1,689.86	\$1,689.86	\$1,706.76	401
Educational Fech Leader I (Elem Level)			20220547	1446	10	\$1,909.40	\$1,909.40	\$1,928.49	401
Educational ech Leader (Sec Level)	Education Tech Leader II		20220548	1447	10	\$2,156.84	\$2,156.84	\$2,178.41	401
Chemical Hygiene Officer I	Chemical Hygiene Off I		20220555	1454	10	\$1,456.93	\$1,456.93	\$1,471.50	401
Chemical Hygiene Officer II	Chemical Hygiene Off II		20220556	1455	10	\$1,213.92	\$1,213.92	\$1,226.06	401
Cremical hygiene Officer III	Chemical Hygiene Off III		20220557	1456	0	\$910.45	\$910.45	\$919.55	401
leacher Advisory Council	TeacherAdvisCouncil		20220564	1525	ហ	\$1,072.66	\$1,072.66	\$1,083.39	311
reen Fruancy Board Advisor CURRICULAR (associated with a job code)	Teen TruancyBdAdvsr		20220566	1530	9	\$2,145.31	\$2,145.31	\$2,166.76	311
					ı				
1	Head Counselor Supend		20220520	1419	5 5	\$3,221.84	\$3,221.84 \$3,254.06	\$3,254.06	421
SVCS CONSULT II Currently using this stipend			0000000	2	2 9	00.000.10	00.000,10	91,700,70	5
+			20220522	1421	0	\$3,621.60	\$3,621.60	\$3,657.82	401
			20220523	1422	9	\$5,441.37	\$5,441.37	\$5,495.78	401
Counselor Counselor Special Assignment	Counselor SpecAssign	15022830	20210618	1520	Ç	\$3 221 84	\$3 221 84 \$3 221 84 \$3 254 06	90 554 06	ç
				2		40,561.07	40,5561.07	40,404,00	124

2019-20 CERTIFICATED STIPEND SALARY SCHEDULE

Dean of Students Head Teacher I House Administrator Teacher-Science/Resource District Assessment Coordinator District Assessment Coordinator CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA) Building-based Career Ladder Positions Content Demonstration Teacher Teacher Leadership Cadre (formerly CLT) Educator Leadership Cadre (ESAs)	Dean of Students Head Teacher I Stipend	15001438	20210537	1436	10	\$3.621.60	\$3.621.60	11	401
Data Platforms	Head Teacher I Stipend					The same		_	
Data Platforms		15001689	20210525	1424	5	\$3 621 60		-	5
Data Platforms	House Administrator Stip	15001700	2021052	1436	2 5	40,021.00	-4.	-4-	4
Data Platforms IV, Cert CBA)		15001201	20210250	2777	2 9	43,021.00	93,021.00	-	104
IV, Cert CBA)	Accessment Teta Cina Casa	100001	20210042	1	2	\$3,521.50	\$3,621.6U	-1	401
IV, Cert CBA)	Assessment 1stg Supp Spec	15023857	20210535	1434	9	\$3,621.60	\$3,621.60	-1	401
IV, Cert CBA)	Assessment I stg Supp Spec	15001038	20210535	1434	9	\$3,621.60	\$3,621.60	\$3,657.82	401
	tbd	15020926	20210615	1550	5	62 225 00	40 005 00	\$0.000	
	tbd	15020927	20210013	1550	2 9	\$3,223.00	45,225,UU	-1-	401
	tbd	thd	2001303	2	2	#5,225.00	93,223.00	93,237,23	104
Master Teacher	Master Teacher	15020928	20210617	45.0	5	45,580,00	45,523.00	45,627.23	4
* no more than two employees can share a CL stipend per building				2	2	000000	00.000.00	40,000.00	5
"includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends	ESAs as eligible for CL stipends								
Academic Coaches					I				
	Sch-Based Prof Dev Coach	15001765	20210551	1450	10	\$1,909.40	\$1,909.40	\$1 928 49	404
Professional Learning Communities Coach	Sch-Based Prof Dev Coach	15023855	20210551	1450	9	\$1,909.40	\$1,909.40	\$1,909.40 \$1,909.40 \$1,928.49	401
Consulting Teachers									
	Student Spprt Svc Consit	15001826	20210536	1435	5	\$6,555.60	\$6.555.60	\$6.555.60 \$6.555.60 \$6.621.16	401
SED	Student Sport Svc Consit	15023810	20210536	1435	2	\$6,555.60	\$6,555.60 \$6,555.60	\$6.621.16	401
er	Student Sport Svc Consit	15001266	20210536	1435	2	\$6,555.60	\$6,555.60	\$6,621.16	404
	Student Sport Svc Consit	15020151	20210536	1435	5	\$6,555.60	\$6,555.60	\$6,621.16	401
	multiple job codes	multiple	multiple	1426	9	\$6,555.60	\$6,555.60	\$6,621.16	401
Instructional Lechnology Support/Resource Teacher	Inst Supt/Res Teacher Sti	15001702	20210527	1426	9	\$6,555.60	\$6,555.60	\$6,621.16	401
	Curriculum Spec	15001430	20210524	1423	9	\$6,555.60	\$6,555.60 \$6,555.60	\$6,621.16	401
pecialist	Early Childhood Spec	15001276	20210552	1451	10	\$6,555.60 \$6,555.60	\$6,555.60		4
School to work specialist	School to Work Spec Stip	15001802	20210529	1428	0	\$6,555.60	\$6,555.60 \$6,555.60	\$6,621.16	401
SPED Program Specialists SPED Early Childhood Specialist	Farly Childhood Spec	460004	7000	9	ç				8
Specialist	Priv Schl Pram Spec	15023115	20210620	200	2 5	\$6,000.53 \$6,550.53	\$6,550.53		5
	Program Specialist	15023111	20210029	1534	5 5	—į —	80,000.00	\$0,020,14	4
Advanced Learning Program Specialist	Program Specialist	15023931	20210628	1534	5		\$6,560.53	\$6,626.14	401
tre.									
nsulting Teacher	HR Consulting Teachr	15020885	20210532	1531	10	\$7,389.92	\$7,389.92	\$7,463.82	401
	Star Consultant Teacher	15001834	20210531	1430	10	\$7,389.92	\$7,389.92	\$7,463.82	401
	CareerLadderPDS	15020958	20210614	1458	5	\$7,389.92	\$7,389.92	\$7,463.82	401
PEP-1 Bacher Prof Development Specialist	TPEP Specialist	15023529	24003529	1557	9	\$7,389.92	\$7,389.92	\$7,463.82	9

Instructional Services School Coach (ELL, C&I, Bilingual) Instructional Services Music Coach Early Learning Professional Dev School Coach									
Instructional Services Music Coach Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15001817	20210549	1448	9	\$6,555.60	\$6,555.60	\$6,621.16	401
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15001824	20210549	1448	5	\$6,555.60	+-		401
	Inst'l Svc School Coach	15020803	20210549	1448	9	\$6,555.60	 —	-	401
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001818	20210549	1448	9	\$6,555.60	 —	\$6.621.16	401
Instr Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	9	\$6,555.60	-	\$6,621.16	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	5	\$6,555.60	-	\$6,621.16	401
Other Curriculum/Program Coordinators									
Native American Education Intervention Coordinator	NAE Inty Coord	15020828	20210630	1536	0	\$6,555.60	\$6,555.60	\$6,621.16	401
Activity Coordinator		15001036	20210600	1500	10	\$6,555.60	i —	\$6.621.16	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	9	\$6,555.60	1-	\$6.621.16	404
Assessment Development Specialist	Assessmt Dev Spec	15023005	20210622	1528	9	\$7.389.96	ł-	\$7.463.86	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1529	2	\$7,389.92		\$7.463.82	404
PAR/PGES Coordinator	PAR/PGES	15024020	20210623	1562	5	\$7.389.92		\$7.463.82	40-
Naviance Lead	Naviance Lead	job codes vary	20220638	1565	9	\$4.465.00	+	\$4 509 65	404
Advisory Lead	Advisory Lead	job codes vary	20220639	1564	5	\$4,465.00	-}	\$4,509.65	40
Race and Equity Stipends									
Equity Team	(split amongst team members)	job codes vary		1554	10	\$3,772.54	\$3.772.54	\$3.810.27	404
Partner of Race & Equity	Partner of Race & Equity	(SEA paid)	20220636	1561	5	\$2,500.00	\$2,500.00	\$2,525.00	401
Program Stipends - one time annual payment	(contingent upon completion of scope of work)	ope of work)							
Ethnic Studies Curriculum Stipend	equitable to Subj Matt Spec III Stip	job codes vary	20220513	1412	×	\$1 469 24	\$1 469 24	\$1 483 03	404
PAR Panel Member	PAR Panel		20220641	1566	×	\$3,500.00	\$3,500.00 \$3,500.00		₹ 5
PROFESSIONAL CERTIFICATION									
Professional Certificates (ESA)	ESA Professional Certification			1517	1 time	\$1,500.00	\$1,500.00 \$1,500.00 \$1,500.00	\$1,500.00	
National Standards Certificate Bonus	Nat'l Standrds Cert Bonus	first year 60%		1443	1 time	\$5,208.00	\$5,397.00	\$5,505.00	**321(Sec.)
Challenging High-Poverty Schools Bonus EXTRA CURRICULAR (Discretionary)		first year 60%		1443	1 time	\$5,000.00	\$5,000.00	\$5,000.00	
ANNUAL	Annual Stipend		20220601	503	ç	62 474 74	¢2 474 74	97 406 46	ć
BUILDING COORDINATOR ATHLETICS	Blda Coordintor Athletic		20220613	1513	2 5	64 647 00	64 047 00	44,430.40	200
DEBATE	Debate Stipend		20220602	202	2 2	\$1.376.30	\$1,376.30	\$1,000.20	32
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	2	\$1.841.49	\$1.841.49	\$1859.90	34.4
NEWSPAPER	Newspaper Stipend		20220605	1505	2	\$2,471.74	\$2,471.74	\$2,496.46	321
SAFETY PATROL	Safety Patrol Stipend		20220606	1506	9	\$1,309.23	\$1,309.23	\$1,322.32	311
STOCKROOM	Senior Class Advisor Stip		20220607	1507	0	\$1,481.46	\$1,481.46	\$1,496.27	321
BAND Secondary Schools with over	Dood Officerd		20220608	1508	2	\$2,341.84	\$2,341.84	\$2,365.26	321
,	Choral Stipend		20220609	1509	5 5	4			321
DRAMA students = \$7,004,74yr	Drama Stipend		20220611	1511	5 6	,			32
ORCHESTRA	Orchestra Stipend		20220612	1512	5	T		1	200

2019-20 CERTIFICATED STIPEND SALARY SCHEDULE

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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)

STIPEND TITLE	SAP Title	Job Code	Commitment	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	٤	200004			
INTRAMURALS SEC	Intramurals Secondry Sti		20220421	1321	5 5	\$2,515.16	\$2,540.31	\$2,540.31	321
CURRICULAR (DISCRETIONARY) (Centificated)									_
BUILDING LEADERSHIP TEAM	Building Leadership Team		000000540	3	Ş				**321(Sec.)
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Dept Head I Stipend		20220500	2442	2 9	\$3,772.54	\$3,810.27	\$3,810.27	311(Elem.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head II Stipend		20220501	1401	2 5	\$3,021.0U	\$3,057.82	\$3,657.82	104
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head III Stipend		20220502	1402	2 0	\$2,600.29	\$2,000.00	\$2,000.03	104
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE Note: The Ell Dept. Head stipend amount is based on the # of adults (Classified & Certificated) working in the ELL Program at the School, not	Dept Head IV Stipend adults chool, not		20220503	1403	0	\$1,689.86	\$1,706.76	\$1,706.76	401
FIE. FIEM CHRBICIII IM									9
ELEM NOTOLOGIA	Elem Curriculum Stipend		20220504	1404	10	\$1,909.40	\$1,928.49	\$1,928.49	401
ELEMINOTOCHON	Elem Instruction Stipend		20220505	1405	10	\$1,909.40	\$1,909.40 \$1,928.49 \$1,928.49	\$1,928.49	311
INSTRICTIONAL JAISON	Elem Choral Music Stipend		20220506	1406	0	\$1,113.14	\$1,124.27	\$1,124.27	311
SHRI MATT SPECI	Instructional Liaison Stip		20220508	1407	9	\$1,909.40	\$1,928.49	\$1,928.49	311
SUBL MATT SPECII	Subject Specification		20220511	1410	10	\$2,156.84	non-	\$2,178.41	401
SUBJ MATT SPEC III	Subj Matt Spec il Stipend		20220512	1411	10	\$1,734.65	\$1,752.00	\$1,752.00	401
SUBJ MATT SPEC IV	Such Mart Spec III Stip		20220513	1412	9	\$1,469.24	\$1,483.93	\$1,483.93	401
TEAM I FADER I: 7 or more FTE's	Toom loader 10 Sup		20220514	1413	9	\$1,360.62	\$1,374.23	\$1,374.23	401
TEAM LEADER II. 4-8 FTF's	Toom Leader I Supend		20220515	1414	2	\$3,621.60	\$3,657.82	\$3,657.82	401
TEAM LEADER III: 2-3 FTF's	Toam Loader III Stingard		20220516	1415	9	\$3,030.33	\$3,060.63	\$3,060.63	401
TEAM LEADER IV: 0.2-1 FTE	Team Leader IV Stipped		20220517	1416	9	The same of the		\$2,626.29	401
Educational Tech Leader I (Elem Level)	Education Tech I endor I		20220518	1417	2		-	\$1,706.76	401
Educational Tech Leader I (Sec I evel)	Education Tech Leader I		20220547	1446	9		-	\$1,928.49	401
Chemical Hydiene Officer I	Chemical Hurian Off		20220548	1447	9			\$2,178.41	401
Chemical Hygiene Officer II	Chemical Hydiene Off II		20220555	1454	9	-+-		\$1,471.50	401
Chemical Hygiene Officer III	Chemical Hydiono Off III		2022025	1455	9			\$1,226.06	401
Teacher Advisory Council	Tophological Hygierie Oil III		20220557	1456	9	-		\$919.55	401
Teen Triancy Roam Advisor	TeacherAdviscouncii		20220564	1525	ഹ	_	\$1,083.39	\$1,083.39	311
CURRICULAR (associated with a job code)	reell TruatroyboAdvsr		20220566	1530	0	\$2,145.31	\$2,166.76	\$2,166.76	311
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	10	\$3,221.84 \$3,254.06 \$3,254.06	\$3,254.06	\$3,254.06	421
SVCS CONSTITUTE Currently using this stipend			20220521	1420		\$1,689.86	\$1,706.76	\$1,706.76	401
+			20220522	1421		-	\$3,657.82	\$3,657.82	401
			20220523	1422	10	\$5,441.37	\$5,495.78	\$5,495.78	401
Counselor									
(Ollheslor Special Assistant									

2020-21 CERTIFICATED STIPEND SALARY SCHEDULE								
Head Teacher/House Administrator/Dean of Students								
Dean of Students	Dean of Students	15001438	20210537 1436	1436	Ç	62 62 6	60 651	ç
Head Teacher I	Hood Teacher 1 Or		10001101	2	2	10 40,021.00 40,007.62 43,0	20.100,00	50
	neau reacher i Stipend	15001689	20210525	1424	9	\$3.621.60 \$3.657.82 \$3.6	\$3,657.82	63.6
House Administrator	House Administrator Stin	15001700	20240500	1-		00,00	100000	
Teacher-Chippon/Document		00/10001	92601202	1470	2	10 \$3,621.60 \$3,657.82 \$3,6	\$3,657.82	63
- Cacillet Cole i Cel nesonice		4000000						

Dean of Students	Dean of Students	15001438	20210537	1436	4	\$2 63 6 CC	62 624 60 62 667 60		3
Head Teacher I	Head Teacher I Stipend	15001689	20210525	1434	2 9	\$3,021.00 \$2,621.60	90,007.0		5
House Administrator	House Administrator Stip	15001700	20210323	1425	2 9	43,621.00		-1-	104
Teacher-Science/Resource		15001700	20210220	C241	2 :	\$3,621.60		-+	401
District Assessment Coordinator-Student Data Platforms	Accompant Total Common	10210001	20210542	1441	9	\$3,621.60	_	-	401
District Assessment Coordinator		15023957	20210535	1434	9	\$3,621.60	\$3,657.82	2 \$3,657.82	401
	Assessment 1 stg Supp Spec	15001038	20210535	1434	5	\$3,621.60	\$3,657.82	2 \$3,657.82	401
CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)									
Building-based Career Ladder Positions									
Content Demonstration Teacher	tbd	1500008	2001001	4550	4	100	-15	-	
Teacher Leadership Cadre (formerly CLT)	tbd	15020027	20210013	000	2 9	\$3,225.00		-1	404
Educator Leadership Cadre (ESAs)	pqı	Pd	20210013	2	2	43,225.00	\$3,257.25	-1-	401
Master Teacher	Master Teacher	15020928	20210617	1518	5	\$5,225.00 \$6,500.00	-1-	-1-	107
* no more than two employees can share a CL stipend per building				2	2	45,000.00	-1-	\$5,635.80	-0 4
" includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends	thologist, and ESAs as eligible for CL stipends								
Academic Coaches									
School-Based Prof Dev School Coach	Sch-Based Prof Dev Coach	15001765	20210551	1450	5	\$1,909.40	\$1.928.49	\$1,928.49	401
rioressorial Learning Communities Coach	Sch-Based Prof Dev Coach	15023855	20210551	1450	5	\$1,909.40	\$1,928.49		401
Consulting Teachers						55			
Student Support Svc-Consulting Teacher	Student Spprt Svc Consit	15001826	20210536	1435	10	\$6,555,60	\$6.621.16	\$6,621.16	401
School Support Svc-Consulting Teacher-SED	Student Spprt Svc Consit	15023810	20210536	1435	9	\$6,555.60	-	1-	404
School Improvement Consulting Teacher	Student Spprt Svc Consit	15001266	20210536	1435	20	\$6,555.60		-	401
International Educ Consulting Feacher	Student Spprt Svc Consit	15020151	20210536	1435	9	\$6,555.60	1-	-	404
Instructional Support Resources Teacher	multiple job codes	multiple	multiple	1426	10	\$6,555.60	4	-	404
Instructional Lechnology Support/Resource Teacher	Inst Supt/Res Teacher Sti	15001702	20210527	1426	9	\$6,555.60		-	401
Curriculum Specialists		57							
Fark Childhood Literacy Coosinios	Curnculum Spec	15001430	20210524	1423	10	\$6,555.60	\$6,555.60 \$6,621.16	\$6,621.16	401
School to Work Specialist	Early Childhood Spec	15001276	20210552	1451	10	\$6,555.60	\$6,621.16	\$6,621.16	401
octool to work openial	School to Work Spec Stip	15001802	20210529	1428	10	\$6,555.60	\$6,621.16	\$6,621.16	401
SPED Program Specialists									
SPED Early Childhood Specialist	Early Childhood Spec	15023112	20210627	1533	10	\$6.560.53	\$6 626 14	\$6 626 14	704
SPED Private Schools Program Specialist	Priv Schl Prgm Spec	15023115	20210629	1535	2	\$6.560.53	\$6 626 14		4 6
SPED Program Specialist	Program Specialist	15023111	20210628	1534	9	\$6.560.53	\$6 626 14	-	5 5
Advanced Learning Program Specialist	Program Specialist	15023931	20210628	1534	01	\$6,560.53	\$6,626.14	+	401
Career Ladder/Professional Development Evaluation Support Consulting Teacher	Library Consulting								
STAR Mentor Teacher	Star Donniffer Took	15020885	20210532	1531	9	\$7,389.92	\$7,463.82	\$7,463.82	401
Career Ladder Program Coordinator	Carood adda-000	15001834	20210531	1430	5	\$7,389.92	\$7,463.82	\$7,463.82	401
TPEP-Teacher Prof Development Specialist	TOTO Continue	15020958	20210614	1458	9	\$7,389.92	\$7,463.82	\$7,463.82	401
The second of the periodical object of the second of the s	I PEP Specialist	15023529	24003529	1557	10	\$7,389.92	\$7 463 B2	\$7 463 BD	007

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Instructional Services Academic Coaches									
Instructional Services School Coach (ELL, C&I, Bilingual)	Inst'l Svc School Coach	15001817	20210549	1448	10	\$6,555,60	36.621.16	\$6.621.16	401
Instructional Services Music Coach	Inst'l Svc School Coach	15001824	20210549	1448	0	\$6.555.60	4-	1-	100
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15020803	20210549	1448	2	\$6,555,60	-i-	-1-	2 5
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001818	20210549	1448	2	\$6.555.00	-1-		104
Instr Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	2 2	\$6.555.60			5 5
Instruction Services PE Coach	Inst'i Svc School Coach	15023279	20210549	1448	2	\$6,555.60	\$6,621.16	-1	401
Other Curriculum/Program Coordinators									
Native American Education Intervention Coordinator	NAE Inty Coord	15020828	20210630	1536	9	\$6.555.60	\$6.555.60 \$6.621.16	\$6.621.16	401
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	5	\$6,555,60	\$6.621.16	3-	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	5	\$6,555.60			401
Assessment Development Specialist	Assessmt Dev Spec	15023005	20210622	1528	5	\$7.389.96		-	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1529	10	\$7,389,92		-1-	107
PAR/PGES Coordinator	PAR/PGES	15024020	20210623	1562	10	\$7.389.92			5 5
Naviance Lead	Naviance Lead	job codes vary	20220638	1565	2	\$4 465 00			2 5
Advisory Lead	Advisory Lead	job codes vary	20220639	1564	2	\$4,465.00		_	401
Race and Equity Stipends									
Equity Team	(split amongst team members)	job codes vary		1554	5	\$3 772 54	\$3 810 27	\$3.810.27	100
Partner of Race & Equity	Partner of Race & Equity	(SEA paid)	20220636	1561	10	\$2 500 00			į
						2000		1	P
Program Stipends - one time annual payment	(contingent upon completion of scope of work)	ope of work)							
Ethnic Studies Curriculum Stipend	equitable to Subj Matt Spec III Stip job codes vary	p job codes vary	20220513	1412	×	\$1,469.24	\$1,483,93	\$1.483.93	401
PAR Panel Member	PAR Panel	job codes vary	20220641	1566	7	\$3,500,00		-1	401
PROFESSIONAL CERTIFICATION									
Professional Certificates (ESA)	ESA Professional Certification			1517	1 time	\$1,500.00	\$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		**321(Sec.)
Challenging High-Poverty Schools Bonus		first year 60%		1443	1 time	\$5,000.00	\$5,000.00 \$5,000.00	TBD	(1)
EXTRA CURRICULAR (Discretionary)									
ANNUAL	Annual Stipend		20220601	1501	Ç	42 471 7A	CO 471 74 CO 406 46	60 40c 4c	Č
BUILDING COORDINATOR ATHLETICS	Bldg Coordintor Athletic		20220613	1513	2 2	\$1817.08	61 P25 OF		35.
DEBATE	Debate Stipend		20220602	1502	9	\$137630	\$1 390 OR	_1_	32.
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	2	\$1.841.49		\$1.859.90	31.
NEW STAPER	Newspaper Stipend		20220605	1505	9	\$2,471.74		\$2,496.46	321
SP CLASS ASSESSED	Safety Patrol Stipend		20220606	1506	9	\$1,309.23		\$1,322.32	311
STOCKBOOM	Senior Class Advisor Stip		20220607	1507	10	\$1,481.46		\$1,496.27	321
	Stockhoolii Otiperid		20220608	1508	5	\$2,341.84	\$2,365.26	\$2,365.26	321
A	Band Stipend		20220609	1509	0			ŀ	321
STO,976.44/yr; less than 1500	Choral Stipend		20220610	1510	0	. 10			321
STOA	Drama Stipend		20220611	1511	5				321
	Orcnestra Stipend		20220612	1512	9	3 72			321
Effective 9/1/2020									

2020-21 CERTIFICATED STIPEND SALARY SCHEDULE

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 shall submit to the building principal/program manager a list of those compensated supplemental assignments.

nung principar/program manager a list of those compensated supplemental assignments which the employee currently holds, in preference order.

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 iding 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.	
P.∃ Buiji	

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

STIPEND TITLE	SAP Title	Job Code	Commitment	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	Ę	CO 414 7E	CO 444 7E	- -}	
INTRAMURALS SEC CURRICULAR (DISCRETIONARY) (Certificated)	Intramurals Secondry Sti		20220421	1321	0	\$2,540.31	\$2,540.31	-	321
BUILDING LEADERSHIP TEAM	Building Leadership Team		20220543	1442	ç	63 640	6000	6	**321(Sec.)
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Dept Head I Stipend		20220500	1400	2 2	\$3,610.27	\$3,810.27 \$3,657.92	\$3,848.37	311(Elem.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head II Stipend		20220501	1401	5 5	\$3.060.63	\$3,060,63	\$3.094.40	401
DEPT HEAD III: 6-15 classes or 2-3 FTE's			20220502	1402	10	\$2,626.29	\$2,626,29	\$2,652,55	404
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 ts		20220503	1403	10	\$1,706.76	\$1,706.76	\$1,723.83	401
ELEM CURRICULUM	Elem Circuit Circuit								
ELEM INSTRUCTION	Flow Instruction Others		20220504	1404	5	\$1,928.49	\$1,928.49	\$1,947.77	401
ELEM MUSIC (CHORAL)	Elem Charal Music Sties		20220505	1405	9	\$1,928.49	\$1,928.49	\$1,947.77	311
INSTRUCTIONAL LIAISON	Instructional Lieison Stin		20220506	1406	9	\$1,124.27	\$1,124.27	\$1,135.51	311
SUBJ MATT SPEC	Sub Matt Spec Stinend		20220508	1407	0 9	\$1,928.49	\$1,928.49	\$1,947.77	311
SUBJ MATT SPEC II	Subi Matt Spec II Stipend		20220511	1410	2 5	\$2,178.41	\$2,178.41	\$2,200.19	401
SUBJ MATT SPEC III	Subj Matt Spec III Stip		20220513	1417	2 5	\$1,752.00	\$1,752.00	\$1,769.52	401
SUBU MATT SPECIV	Subj Matt Spec IV Stip		20220514	1413	9	\$1 374 23	C1 274 23	61 207 07	104
TEAM LEADER I: 7 or more FTE's	Team Leader I Stipend		20220515	1414	5 6	\$3.657.82	\$3,657.82	\$3 694 40	5
TEAM LEADER II. 4-6 FIE'S	Team Leader II Stipend		20220516	1415	0	\$3.060.63	\$3,060.63	\$3.091.24	404
TEAM LEADED W. O. 9 CTC	Team Leader III Stipend		20220517	1416	9	\$2,626.29	\$2,626.29	\$2,652,55	401
Foliostinal Tech Leader I Flow Level	I eam Leader IV Stipend		20220518	1417	10	\$1,706.76	\$1,706.76	\$1,723.83	401
Educational Tech Leader I (Sec Level)	Education Lech Leader		20220547	1446	10	\$1,928.49	\$1,928.49	\$1,947.77	401
Chemical Hydiene Officer I	Chaminal United Aff		20220548	1447	0	\$2,178.41	\$2,178.41	\$2,200.19	401
Chemical Hydiene Officer II	Chemical Lygiene Off 1		20220555	1454	0	\$1,471.50	\$1,471.50	\$1,486.22	401
Chemical Hygiene Officer III	Chemical Himiana Off III		20220556	1455	9	\$1,226.06	\$1,226.06	\$1,238.32	401
Teacher Advisory Council	Topobora discussion		20220557	1456	은	\$919.55	\$919.55	\$928.75	401
Teen Truancy Board Advisor	Ton Troops by Admin		20220564	1525	ro.	\$1,083.39	\$1,083.39	\$1,094.22	311
CURRICULAR (associated with a job code)			20220266	1530	5	\$2,166.76	\$2,166.76	\$2,188.43	311
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	01	\$3,254.06	\$3.254.06	\$3.286.60	421
SVCS CONSULT I currently using this stipend			20220521	1420	10	\$1,706.76	\$1,706.76	\$1,723.83	401
+			20220522	1421	10	\$3,657.82	\$3,657.82	\$3,694,40	104
			20220523	1422	10	\$5,495.78	\$5,495.78	\$5,550.74	401
Counselor Counselor Special Accidents									
Comission openial Assignment	Counselor SpecAssion	1500000	0004000	-					

2021-22 CERTIFICATED STIPEND SALARY SCHEDULE Head Teacher/House Administrator/Dean of Students

Head Teacher/House Administrator/Dean of Students		20 70 30 30 300							
Dean of Students	Dean of Students	15001438	20210537	1436	9	\$3 657 89	¢3 667 82	62 604 40	0
Head Teacher I	Head Teacher 1 Stipend	15001689	20210525	1424	2 5	\$2,037.02	40,007,00	- -	5 5
House Administrator	House Administrator Stin	15001700	20210626	1400	2 5	40,007,004	20.700.00		104
Teacher-Science/Resource	dio comment	15001201	20210320	074	2 9	\$3,657.82	\$3,657.82	1	401
District Assessment Coordinator-Student Data Platforms	Accommont Tota Com	100001	Z4601702	144	2	\$3,657.82	\$3,657.82	-	401
District Assessment Coordinator	Assessment 1 std Supp spec	15023957	20210535	1434	은	\$3,657.82	\$3,657.82	\$3,694.40	401
	Assessment 1 stg Supp Spec	15001038	20210535	1434	2	\$3,657.82	\$3,657.82	\$3,694.40	104
CAREER LADDER POSITIONS (ARTICLE IV, Cort CBA)									
Building-based Career Ladder Positions									
Content Demonstration Teacher	pq	15000008	20210615	4650	ç	1000		-	
Teacher Leadership Cadre (formerly CLT)	1	15050050	5001202	200	2	\$3,257.25	\$3,257.25	-	401
Educator Leadership Cadre (ESAs)	tpq	1202021 thd	20210015	222	2	\$3,257.25	\$3,257.25		401
Master Teacher	Master Teacher	1500000	1,000	0,11	,	\$3,257.25	\$3,757,25		
* no more than two employees can share a CL stipend per building		07603001	/1001707	20.0	2	\$5,635.80	\$5,635.80	\$5,692.16	401
** includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible	thologist, and ESAs as eligible for CL stipends								
Academic Coaches									
School-Based Prof Dev School Coach	Sch-Based Prof Dev Coach	15001765	20210551	1450	ç	£1 928 49	£1 000 A0	61 047 77	104
Professional Learning Communities Coach	Sch-Based Prof Dev Coach	15023855	20210551	1450	0	\$1,928.49	\$1 928 49	-1-	5 5
Consulting Teachers				-				_	?
Student Support Svo-Consulting Teacher	Student Sport Svc Consit	15001826	20210536	1435	Ş	46 604 46	90 000		Ş
Student Support Svc-Consulting Teacher-SED	Student Sport Svc Consit	15023810	20210536	1435	2 5	\$0,021.10 \$6,624.46	\$0,021.10	-1-	5
School Improvement Consulting Teacher	Student Sport Svc Consit	15001266	20210536	1435	2 5	\$6,021.10	90,021.10	40,007.37	104
International Educ Consulting Teacher	Student Sport Svc Consit	15020151	20210536	1435	2 5	\$6.021.10	\$0,021.10	\$0,007.37	9
Instructional Support Resources Teacher	multiple job codes	multiple	alciffing	1426	2	\$6.624.16	\$0,021.10	96,007,07	2 5
Instructional Technology Support/Resource Teacher	Inst Supt/Res Teacher Sti	15001702	20210527	1426	2 2	\$6,621.16	\$6,621.16		104
Curriculum Specialists								-	
Curriculum Specialist	Curriculum Spec	15001430	20210524	4400	ç	4	7	100	
Early Childhood Literacy Specialist	Early Childhood Spec	15001276	20210552	1451	2 2	\$6.621.16	\$6,621.16	\$6,687.37	104
School to Work Specialist	School to Work Spec Stip	15001802	20210529	1428	0	\$6,621.16	\$6,621.16	\$6,687.37	401
SPED Program Specialists									
SPED Early Childhood Specialist	Early Childhood Spec	15023112	20210627	1533	10	\$6 626 14	\$6 626 14	\$6 602 AD	104
SPED Private Schools Program Specialist	Priv Schl Prgm Spec	15023115	20210629	1535	10	\$6.626.14		\$6.692.40	5
SPED Program Specialist	Program Specialist	15023111	20210628	1534	9	\$6.626.14	\$6.626.14	\$6.692.40	5 5
Advanced Learning Program Specialist	Program Specialist	15023931	20210628	1534	5	\$6,626.14	\$6,626.14	\$6,692.40	401
Career Ladder/Professional Development									
Evaluation Support Consulting Teacher	HR Consulting Teachr	15020885	20210532	1531	10	\$7.463.82	\$7.463.82	\$7 538 46	104
SI AH Mentor Teacher	Star Consultant Teacher	15001834	20210531	1430	0	\$7,463.82	\$7.463.82	\$7.538.46	401
Career Ladder Program Coordinator	CareerLadderPDS	15020958	20210614	1458	9	\$7,463.82	\$7.463.82	\$7,538.46	401
ren-1 eacher from Development Specialist	TPEP Specialist	15023529	24003529	1557	2	\$7,463.82	\$7,463.82	\$7,538.46	400

Instructional Services Music Coach Early Learning Professional Dev School Coach Inst. Svc. School Coach (C&I) Instr Serv Bilingual School Coach	Inst'l Svc School Coach	15001817	0000000	3	5		-	1 -	
Early Learning Professional Dev School Coach Inst. Svc. School Coach (C&I) Instr Serv Bilingual School Coach	Inst'l Svc School Coach	2001017	20210349	1448	2	\$6,621.16	\$6,621.16	-	401
Inst. Svc. School Coach (C&I) Instr Serv Bilingual School Coach	Inst'l Sve School Coach	15000000	20210549	1448	2	\$6,621.16	\$6,621.16		401
Instr Serv Bilingual School Coach	Inst'l Sve School Coach	15004040	20210349	448	2	\$6,621.16	\$6,621.16	-1	401
	Inst'l Svc School Coach	15001810	20210549	2446	2 9	\$6,621.16	\$6,621.16	-+	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	2 2	\$6,621.16	\$6,621.16	\$6,687.37	401
Other Curriculum/Program Coordinators						438	=		2
Native American Education Intervention Coordinator	NAE Inty Coord	15020828	20210630	1536	5	\$6.621.16	\$6 621 16	70 700 90	Š
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	2 9	\$6.021.10	90,021+10	1	101
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	2 5	\$0,021.10	\$0,021.10	-+-	נה
Assessment Development Specialist	Assessmt Dev Spec	15023005	20210622	904	2 5	#7.400.00	40,021.10	-1-	104
School Nurse Coordinator	SchoolNurseCoord	15023032	20210022	0 00	2 5	\$7,403.8b	\$7,463.86		401
PAR/PGES Coordinator	PAR/PGES	700700	20210023	670	2	\$7,463.82	\$7,463.82		5
Naviance Lead	O O O O O	15024020	20210623	1562	9	\$7,463.82	\$7,463.82	\$7,538.46	401
Advisory I ead	Maylance Lead	Job codes vary	20220638	1565	9	\$4,509.65	\$4,509.65	\$4,554.75	401
	Advisory Lead	job codes vary	20220639	1564	10	\$4,509.65	\$4,509.65	\$4,554.75	401
Race and Equity Stipends									
Equity Team	(split amonast team members)	vaev selocidoi		1557	4	10000			
Partner of Race & Equity	Partner of Dage 9. Dough,	Constant		100	2	\$3,810.27	\$3,810.27	\$3,848.37	401
	ב מונים מי מימים מי בילמול	(SEA paid)	20220636	1561	9	\$2,525.00	\$2,525.00	\$2,550.25	401
Program Stipends - one time annual payment	(contingent upon completion of scope of work)	e of work)							
Ethnic Studies Currriculum Stipend	equitable to Subi Matt Spec III Stip	iob codes vary	20220513	1410	3	64 400 00	200		
PAR Panel Member	PAR Panel	ioh codos van	202202	7 001	Υ.	56.504,10	\$1,483.93	\$1,498.77	401
PROFESSIONAL CERTIFICATION		A special spec	705504	9901	×	\$3,535.00	\$3,535.00	\$3,570.35	1 04
Professional Certificates (ESA)	ESA Professional Certification		idso	1517	- Figure	G B	Ę	ć ć	
National Standards Certificate Bonus	Nati Standage Control	1000		1443	1 time	\$5.505.00	2	1	*321(Sec.)
Challenging High-Poverty Schools Bonus		(first vear 60%)	Idso		1 times	000000	E 6		311(Elem.)
EXTRA CURRICULAR (Discretionary)		(6/ 20 120 5 201)	5			\$5,000.00	9	180	
ANNUAL	Annual Stinend		*000000	į	9				
BUILDING COORDINATOR ATHLETICS	Rido Coordintor Athletic		2022000	LOC!	2	\$2,496.46	\$2,496.46	\$2,521.42	321
DEBATE	Debate Stinend		20220513	1513	2	\$1,835.25	\$1,835.25	\$1,853.60	321
ELEM RECREATIONAL	Elem Recreational Stip		20000000	202	2 9	\$1,390.06	\$1,390.06	\$1,403.96	321
NEWSPAPER	Newspaper Stinend		20000000	200	2 9	\$1,859.90	\$1,859.90	\$1,878.50	311
SAFETY PATROL	Safety Patrol Stipend		20220606	200	2 9	\$2,496.46	\$2,496.46	\$2,521.42	321
SR CLASS ADVISOR	Senior Class Advisor Stip		2022020	1507	2 9	\$1,322,32	\$1,322.32	\$1,335.54	311
KROOM	Stockroom Stipend		20220608	1508	2 5	\$2.365.26	\$1,490.27	\$1,511.23	327
4	Band Stipend		20220609	202	2 5	42,303,20	92,303.20	\$2,388.91	25.00
	Choral Stipend		20220610	1510	5 5			1	22.5
DHAMA students = \$7,004.74/yr	Drama Stipend		20220611	1511	2 9			1	321
ORCHESTRA	Orchestra Stipend		20220612	1512	2 2				22.

2021-22 CERTIFICATED STIPEND SALARY SCHEDULE

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. ARTICLE IV: PROVISIONS FOR COMPENSATION AND WORK HOURS

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.

uilding

who is eligible to hold a supplemental assignment is willing to accept the assignment, the assignment, the assignment, the assignment shall be returned to the employee currently holding that assignment.	processing and assignment of all 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	

Appendix 5: 2019-2022 Extra Time Hourly Rates

SEATTLE PUBLIC SCHOOLS

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

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

See Combined Substitute Schedule for Sub Reimbursement Rates

SEATTLE PUBLIC SCHOOLS

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

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

See Combined Substitute Schedule for Sub Reimbursement Rates

SEATTLE PUBLIC SCHOOLS

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

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

See Combined Substitute Schedule for Sub Reimbursement Rates