



SCHOOL BOARD ACTION REPORT

DATE: September 9, 2018
FROM: Denise Juneau, Superintendent
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For Introduction: September 18, 2018
For Action: September 18, 2018

1. TITLE

Motion to introduce and approve a Memorandum of Understanding regarding the 2018-2019 Collective Bargaining Agreement between Seattle Public Schools 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 one-year 2018-2019 Collective Bargaining Agreement and requests salary increases based on the agreed upon summary. The 2015-2018 Collective Bargaining Agreement will continue except as modified and set forth in the summary. Final contract language for the 2018-2019 Agreement will be prepared and reviewed by a joint SEA/SPS committee and presented to the Board for final approval in approximately late October 2018. This MOU describes the significant modifications to the 2015-2018 Agreement. SEA ratified these terms on September 8, 2018. The purpose of the MOU is to authorize the approval of the SEA salary schedules in time for October 1, 2018 implementation.

3. RECOMMENDED MOTION

I move that the School Board approve the summary of new provisions for the 2018-2019 Collective Bargaining Agreement, in the form of the Memorandum of Understanding, attached to the School Board Action Report. The MOU authorizes implementation of the 2018-2019 salary increases by October 1, 2018. Immediate action is in the best interest of the District.

4. BACKGROUND INFORMATION

a. Background.

The Parties are legally obligated to enter into negotiations upon the expiration of the Collective Bargaining Agreement; once negotiations are completed each Party is required to ratify the Agreement for formal action and implementation. The Parties commenced negotiations in May 2018, and, using an interest based approach, met over 25 sessions throughout August 2018. The Parties reached a tentative agreement on Friday, August 31, 2018. The interest based approach helps the Parties find common ground and mutually agreed upon solutions to complex topics and issues. SEA ratified the

Agreement on September 8, 2018. The Agreement provides for an average 10.5% increase for the employees, along with other benefits to the bargaining unit employees. This BAR now proposes approval of the attached memorandum of understanding for approval by the Seattle School Board. The final collective bargaining agreement will be presented to the Board for approval upon completion approximately late October 2018.

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 of mediation or would result in workplace disagreements or disruptions.

c. Research.

Salary and market surveys were conducted to evaluate the District's competitiveness 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.

5. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be:

The Finance Office estimates the total new cost of these Agreements in 2018-2019 at approximately \$57,617,000 of which approximately \$8,790,000 is capital fund eligible.

Budget development for 2018-2019 will take in account the cost of the agreement.

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

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

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

6. COMMUNITY ENGAGEMENT

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

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

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

7. EQUITY ANALYSIS

Significant parts of the new Agreement expand on the current race and equity efforts, as follows:

1. Creates and trains 10 new building based Race and Equity Teams;
2. Provides district wide direction and focus on a monthly early release day (“green” day) to provide time for school teams to analyze disproportionality and develop action plans to address specific class and building issues;
3. Continues district wide implicit bias training;
4. Expands teacher orientation training to include culturally responsive teaching strategies in the Professional Educator Growth and Support System.

Representatives from the SEA Center for Race and Equity and the SPS Department of Racial Equity Advancement were on the SEA/SPS Joint Bargaining Team, and led the Team’s interest based discussions on eliminating opportunity gaps and disproportionality. The outcomes listed above represent the results of those discussions, which were fully supported by the Joint Bargaining Team.

The MOU was not taken through the Race & Equity toolkit.

8. STUDENT BENEFIT

Stable labor relations climate and a mutually adopted agreement assures no interruptions to the district and school operations.

9. WHY BOARD ACTION IS NECESSARY

- Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. 5020, Collective Bargaining, provides the Board shall approve these items.
- Other: _____

10. POLICY IMPLICATION

Approval of these Agreements complies with Board Policy Number 5020, Collective Bargaining.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Executive Committee meeting on September 13, 2018. The Executive Committee reviewed the motion and moved the item forward for consideration by the full Board.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, operational decisions to implement the terms of the MOU will commence. Initial information on the Agreement will be provided to the principals on September 18, 2018, and jointly sponsored regional meetings are scheduled in September and October 2018 for joint training of SEA building representatives and building leadership, after the precise terms of the collective bargaining agreement are drafted.

13. ATTACHMENTS

For Approval:

- A. Memorandum of Understanding Summary

Appendices for approval:

1. Salary Schedule for Certificated Non-Supervisory staff
2. Salary Schedules for SAEOP
3. Salary Schedules for Paraprofessional staff
4. Salary Schedules for Certificated and Classified Substitutes
5. Certificated Stipends
6. Extra Time Hourly Rate

MEMORANDUM OF UNDERSTANDING

**between
SEATTLE SCHOOL DISTRICT No. 1
and
THE SEATTLE EDUCATION ASSOCIATION**

**Regarding: Summary of Tentative Agreement for SEA
Certificated, SAEOP and Paraprofessional Contracts for 2018-19**

Topic	Summary
<p>Compensation</p> <p>Article IV</p>	<p>10.5% raise for all hourly employees: Paraprofessionals, SAEOPs and substitutes.</p> <p>10.5% average increase on every cell of the Certificated salary schedule.</p> <p>Certificated salary is comprised of Base pay, 5 days of TRI (4 before school plus the October PD day), a Responsibility/Incentive Contract, and 4 (4) days of Technology Pay. One hour weekly of collaboration pay included in base.</p> <p>See 2018-2019 Salary Schedule – Certificated, SAEOP, and Paraprofessional. (Appendices)</p>
<p>Personal and Parental Leave</p> <p>Article VI</p>	<ul style="list-style-type: none"> • Two additional personal days beginning next school year for a total of four (2019-20). • Five days of paid parental leave: birth of a child or becoming primary caregiver of a minor child (foster, guardianship, emergency).
<p>Paraprofessional Professional Growth</p> <p>Article II</p>	<ul style="list-style-type: none"> • Add \$40,000 to current funds used to incentive professional development among paraprofessionals. SEA and SPS will jointly determine how to utilize these funds in alignment with any professional development redesign agreed to by the parties. • Intensive onboarding training for new Paraprofessional working in special education to be jointly developed and launched in spring of 2019. • SEA and SPS will convene a committee on paid time in 2018-19 to design mentorship and onboarding programs for SAEOPs and Paraprofessionals beginning in the 2019-20 school year. At least \$50,000 will be committed to program implementation for the 2018-19 and '19-20 school year. • The Substitute, SAEOP and Paraprofessional Advisory Committee of the SEA Professional Development Steering Committee, or appropriate other subcommittees, to re-evaluate and redesign professional development offerings as warranted to meet identified needs, including supporting staff in meeting the new paraeducator requirements and supporting SAEOP members in obtaining PSP certificates.
<p>SAEOP Professional Growth</p> <p>Article IX</p>	<ul style="list-style-type: none"> • Compensation for each PSP certificate increased from \$40 per month to \$55 per month. • New SAEOPs will be provided with assistance from a retired SAEOP during first weeks on the job depending on availability.

	<ul style="list-style-type: none"> SEA and SPS will convene a committee in 2018-19 to design mentorship and onboarding programs for SAEOPs and Paraprofessionals beginning in the 2019-20 school year. At least \$50,000 will be committed to program implementation for the 2018-19 and '19-20 school year. The Substitute, SAEOP and Paraprofessional Advisory Committee of the SEA Professional Development Steering Committee, or appropriate other subcommittees, will convene on paid time in 2018-19 in order to re-evaluate and redesign professional development offerings as warranted to meet identified needs, including supporting staff in meeting the new paraeducator requirements and supporting SAEOP members in obtaining PSP certificates.
Counselors	<ul style="list-style-type: none"> Ratio for secondary counselors is lowered to 375:1.
Article IX	
Nurses	<ul style="list-style-type: none"> Five additional nurses will be added. Prep days per site increased from 3 to 5 and now able to use during the year and not just before the school year. Cell phone provided for student health tracking if requested.
Article IX	
ESAs	<ul style="list-style-type: none"> Special Education ESA Committee of team leads and other members to review and potentially redesign professional supports. IEP pay raised to \$2500 stipend (replaces the 30 hours). Records will be audited to ensure all ESAs are properly credited for prior experience. SEA and SPS will meet to plan roll out of new assistive technology resources and training funded by the new Capital levy.
Article IX	
Union Rights	<ul style="list-style-type: none"> SEA given an hour at new hire orientation to give an introduction to the union and provide information on SPS/SEA partnered activities, e.g.; PAR, TPEP, and RET's. Non-represented jobs in SPS will be reviewed to evaluate if there is a community of interest. Language related to agency fee eliminated from the contract. (Janus Update)
Article III	
Certificated Professional Growth	<ul style="list-style-type: none"> Beginning in 19-20, all new provisional teachers (P2 and P3) eligible for 32 hours professional growth (Skillfull Teacher courses). (Professional Growth and Educator System) Master Career Ladder Teacher phased out at end of current members' terms (Career Ladder teachers will all be paid the same going forward).
Article II, VI	
Certificated Peer Assistance and Review	<ul style="list-style-type: none"> STAR Consulting Teachers and Evaluation Support Consulting Teachers merged as Consulting Teachers. Create a PAR Panel of 8 teachers and 8 principals to review all evaluations below proficient (for continuing teachers) or below performance schedule (for provisional teachers) and make appropriate recommendations for support or non-renewal.
Article XI	
Special Education	<ul style="list-style-type: none"> Overage pay from start of year. Overage for case managing additional students due to vacancies. Pre-K medically fragile ratio of 6:1:2. Limit use of special education IAs for general education duty. IEP pay raised to \$2500 stipend (replaces the 30 hours).
Article IX	

	<ul style="list-style-type: none"> • Special education paras will receive additional training and a 6% pay premium to serve in relief pool to meet needs around the District. • Two days of riser process time funded by special education for teachers of intensive classes. • Special Education Joint Labor Management Committee recognized in contract, along with a Pre-K Subcommittee and a Deaf and Hard of Hearing Subcommittee. • Special education certificated professional development fund of up to \$50K. • Special Education Lead Elementary Stipend for up to 25 designated elementary schools.
Transfers Article VIII	<ul style="list-style-type: none"> • After August 1st, transfers with agreement of principal. This addresses an equity concern: Title I schools are left without teachers to start school year at a disproportionate rate. • Transfers to central office career ladder positions: can be held for 60 days if no replacement is available, but stipend begins immediately.
Racial Equity Article II	<ul style="list-style-type: none"> • Ten more Racial Equity Teams will be added. • Adds five Saturday RET Institutes to contract, co-designed between SEA Center for Race and Equity and SPS Department for Racial Equity Advancement (DREA). • Racial Equity Analysis Tool adapted for use by BLTs in CSIP, Budget and PD adoption. • Where a school has an RET, at least one member will be on BLT. • Joint Committee created within 90 days to explore how to best support the highest needs schools and students, including reviewing strategies such as Community Schools, Restorative Justice, recommendations from the African American Male Advisory Committee, and Flight Schools, and making recommendations by end of the 2019-20 school year. • Commitment to continue expanding training in implicit bias.
Early Release Article IX, Section A	<ul style="list-style-type: none"> • Eight of the remaining early releases will be for common planning time dedicated to eliminating opportunity gaps. Educators will collaboratively analyze disproportionality within their grade level, department or school. • Classified staff plan Early Release time with principal; job alike days planned by BLTs for classified participation.
Substitutes Article V	<ul style="list-style-type: none"> • Benefits begin after 45 days in an assignment for certs and classified. • Sick leave accrual equity: 1 day per 20 days for subs who work 90 days or more. • At their request, hiring teams may consider a substitute in Phase 1 hiring. • Senior subs will have exclusive access for 48 hours for newly posted jobs, but they are open to all subs for last 48 hours. • Parity in sick leave accrual for classified and certificated subs when they take long term positions. • SEA and SPS, through the substitute professional development committee will collaborate to design effective onboarding for substitutes, and to develop and plan professional development, training, and orientation of substitutes aligned to District goals and address racial equity, including the:

	<ul style="list-style-type: none"> ○ Summer paid professional development day for substitutes. ○ Half day paid orientation training for new substitutes. A one-hour training will be jointly developed and launched by October 1, 2018.
Librarians	<ul style="list-style-type: none"> ● SEA and SPS agree to establish a committee of staff and parents to explore and make recommendations on how funding of libraries and librarians could be distributed equitably throughout the district.
Article IX	
MOU's Listed in Attachments	
Language Immersion	Establish an SEA SPS Dual Language/Language Immersion Program Committee with SEA representatives from each school to address equity issues and resource issues in these programs.
ASL	The memorandum of understanding confirms that the District has determined that the Certified Sign Language Interpreter classification, currently placed on the Paraprofessional Salary Schedule PA3, level 22, has been reclassified to Paraprofessional Salary Schedule, PA5, level 22. This schedule change modifies the annual assignment from 203 days per year to 204 days per year, and increases the work hours from seven (7) hours per day to eight (8) hours per day. This classification change is effective for the 2018-2019 school year.
ESA	The Human Resources Department evaluates the verified work experience and education for each staff member hired into Educational Staff Associate clinical positions, such as nurses, OT/PTs, SLPS and psychologist. The District has been crediting these staff members for their private sector and non-K-12 experience once verified for placement on the District's certificated non-supervisory salary schedule.
Special Education	The parties agree to collaboratively work through the Special Education Joint Labor Management Committee to examine the complexity of serving moderate to intensive student IEP needs in the secondary Focus/Service Model 2 pathway in 2018-19. For SY 2018-19, the District will allocate the equivalent of an additional twenty (20) instructional assistants to secondary SM2 classrooms (initially staffed at 9:1:1) in recognition of a continuum of student needs in secondary moderate to intensive settings. These IAs will be assigned no later than October 1.
Dual Language	Create a Joint Dual Language/Immersion Program Committee that will be a collaborative team of SPS and SEA members who discuss and design Dual Language/Immersion Program specific professional development for both certificated and classified staff; explore recruitment and retention efforts for highly qualified bilingual/biliterate staff; track student data across SPS Dual Language/Immersion Programs to monitor program needs and recommend adjustments as needed, consistent with the CAL principles, provide guidance and support for Dual Language/Immersion Program effectiveness and best practices across SPS.
Joint Committee on Highest Needs Students	SEA and SPS agree to partner to create a Joint Committee that will explore how to best support the highest need schools and students. The committee will identify high leverage strategies learned from Community Schools, Restorative Justice, the African American Male Advisory Committee, Flight Schools and other research based school transformation efforts. This committee will convene no later than 90 days after the ratification of this contract and will prepare recommendations to be shared with the SEA/SPS Partnership Committee and the Superintendent before the conclusion of the 2019-2020 school year.

	The concepts of Level 1 and Intervention Schools are no longer applicable and will be removed from all sections of the CBA.
Contract Duration and Extension	The Seattle Education Association and the Seattle Public Schools acknowledge and agree that they have reached a tentative agreement on August 31, 2018, on the terms and conditions for the 2018-2019 Collective Bargaining Agreement. In recognition that the 2015-2018 Collective Bargaining Agreement expired on August 31, 2018, the parties agree to mutually extend all terms and conditions of the 2015-2018 Collective Bargaining Agreement through the close of business September 9, 2018.
LOA - Insurance	The purpose of the LOA is to agree to examine costs and benefits of health care plans that could be made available to substitutes in 2018-2019, and make recommendations to the Joint Bargaining Team by May 1, 2019.

By signing this MOU, the parties agree that these are the significant terms and conditions for a new 2018-19 Collective Bargaining Agreement. The parties will finalize the complete contract documents by October 31, 2018.

This memorandum shall become effective when signed by both parties.

This memorandum made this _____ day of _____ 2018.

SEATTLE EDUCATION ASSOCIATION

SEATTLE SCHOOL DISTRICT NO. 1

Phyllis Campano Date
President, Seattle Education Association

Sheryl Anderson-Moore Date
Chief Negotiator, Seattle Public Schools

John Donaghy Date
Executive Director, Seattle Education Association

Clover Codd Date
Assistant Superintendent of Human Resources
Seattle Public Schools



2018-2019 Salary Schedules

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

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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 2018-2019 school year as agreed to in negotiations between Seattle Education Association and Seattle Public Schools.

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
1	Base Pay	180.00	\$48,097	\$48,173	\$48,248	\$55,744	\$50,067	\$57,736	\$51,278	\$58,948	\$60,161	\$60,817
	Contractual Days	5.00	\$1,336	\$1,338	\$1,340	\$1,548	\$1,391	\$1,604	\$1,424	\$1,637	\$1,671	\$1,689
	Tech Days	4.00	\$1,069	\$1,071	\$1,072	\$1,239	\$1,113	\$1,283	\$1,140	\$1,310	\$1,337	\$1,351
	Responsibility/Incentive		\$6,445	\$7,016	\$7,288	\$8,437	\$7,545	\$8,722	\$7,717	\$8,893	\$9,065	\$9,159
	TOTAL	189.00	\$56,947	\$57,598	\$57,948	\$66,968	\$60,116	\$69,345	\$61,559	\$70,788	\$72,234	\$73,016
2	Base Pay	180.00	\$48,197	\$48,380	\$49,032	\$56,339	\$51,998	\$58,202	\$53,531	\$59,467	\$61,057	\$63,336
	Contractual Days	5.00	\$1,339	\$1,344	\$1,362	\$1,565	\$1,444	\$1,617	\$1,487	\$1,652	\$1,696	\$1,759
	Tech Days	4.00	\$1,071	\$1,075	\$1,090	\$1,252	\$1,156	\$1,293	\$1,190	\$1,321	\$1,357	\$1,407
	Responsibility/Incentive		\$6,976	\$7,307	\$7,404	\$8,524	\$7,839	\$8,789	\$8,060	\$8,969	\$9,199	\$9,543
	TOTAL	189.00	\$57,583	\$58,106	\$58,888	\$67,680	\$62,437	\$69,901	\$64,268	\$71,409	\$73,309	\$76,045
3	Base Pay	180.00	\$48,296	\$48,743	\$50,566	\$56,701	\$53,956	\$58,566	\$55,664	\$59,858	\$63,136	\$65,395
	Contractual Days	5.00	\$1,342	\$1,354	\$1,405	\$1,575	\$1,499	\$1,627	\$1,546	\$1,663	\$1,754	\$1,817
	Tech Days	4.00	\$1,073	\$1,083	\$1,124	\$1,260	\$1,199	\$1,301	\$1,237	\$1,330	\$1,403	\$1,453
	Responsibility/Incentive		\$7,293	\$7,359	\$7,636	\$8,576	\$8,136	\$8,841	\$8,385	\$9,025	\$9,515	\$9,856
	TOTAL	189.00	\$58,004	\$58,539	\$60,731	\$68,112	\$64,790	\$70,335	\$66,832	\$71,876	\$75,808	\$78,521
4	Base Pay	180.00	\$48,658	\$49,107	\$51,700	\$57,066	\$55,483	\$58,930	\$57,357	\$60,223	\$64,721	\$66,948
	Contractual Days	5.00	\$1,352	\$1,364	\$1,436	\$1,585	\$1,541	\$1,637	\$1,593	\$1,673	\$1,798	\$1,860
	Tech Days	4.00	\$1,081	\$1,091	\$1,149	\$1,268	\$1,233	\$1,310	\$1,275	\$1,338	\$1,438	\$1,488
	Responsibility/Incentive		\$7,345	\$7,410	\$7,807	\$8,627	\$8,368	\$8,892	\$8,641	\$9,076	\$9,755	\$10,091
	TOTAL	189.00	\$58,436	\$58,972	\$62,092	\$68,546	\$66,625	\$70,769	\$68,866	\$72,310	\$77,712	\$80,387
5	Base Pay	180.00	\$49,023	\$50,078	\$53,168	\$57,429	\$57,353	\$59,790	\$59,394	\$61,830	\$66,702	\$68,911
	Contractual Days	5.00	\$1,362	\$1,391	\$1,477	\$1,595	\$1,593	\$1,661	\$1,650	\$1,718	\$1,853	\$1,914
	Tech Days	4.00	\$1,089	\$1,113	\$1,182	\$1,276	\$1,275	\$1,329	\$1,320	\$1,374	\$1,482	\$1,531
	Responsibility/Incentive		\$7,396	\$7,555	\$8,029	\$8,679	\$8,652	\$9,020	\$8,951	\$9,320	\$10,057	\$10,390
	TOTAL	189.00	\$58,870	\$60,137	\$63,856	\$68,979	\$68,873	\$71,800	\$71,315	\$74,242	\$80,094	\$82,746
6	Base Pay	180.00	\$49,386	\$51,063	\$54,748	\$57,914	\$59,208	\$61,626	\$61,413	\$63,830	\$68,666	\$70,863
	Contractual Days	5.00	\$1,372	\$1,418	\$1,521	\$1,609	\$1,645	\$1,712	\$1,706	\$1,773	\$1,907	\$1,968
	Tech Days	4.00	\$1,097	\$1,135	\$1,217	\$1,287	\$1,316	\$1,369	\$1,365	\$1,418	\$1,526	\$1,575
	Responsibility/Incentive		\$7,448	\$7,703	\$8,266	\$8,748	\$8,934	\$9,299	\$9,259	\$9,624	\$10,355	\$10,687
	TOTAL	189.00	\$59,303	\$61,319	\$65,752	\$69,558	\$71,103	\$74,006	\$73,743	\$76,645	\$82,454	\$85,093
7	Base Pay	180.00			\$56,693	\$59,110	\$61,572	\$63,993	\$63,947	\$66,363	\$71,205	\$73,400
	Contractual Days	5.00			\$1,575	\$1,642	\$1,710	\$1,778	\$1,776	\$1,843	\$1,978	\$2,039
	Tech Days	4.00			\$1,260	\$1,314	\$1,368	\$1,422	\$1,421	\$1,475	\$1,582	\$1,631
	Responsibility/Incentive				\$8,561	\$8,926	\$9,293	\$9,658	\$9,644	\$10,009	\$10,741	\$11,072
	TOTAL	189.00			\$68,089	\$70,992	\$73,943	\$76,851	\$76,788	\$79,690	\$85,506	\$88,142
8	Base Pay	180.00			\$58,572	\$60,993	\$63,868	\$66,283	\$66,414	\$68,825	\$73,658	\$75,854
	Contractual Days	5.00			\$1,627	\$1,694	\$1,774	\$1,841	\$1,845	\$1,912	\$2,046	\$2,107
	Tech Days	4.00			\$1,302	\$1,355	\$1,419	\$1,473	\$1,476	\$1,529	\$1,637	\$1,686
	Responsibility/Incentive				\$8,845	\$9,211	\$9,641	\$10,006	\$10,018	\$10,383	\$11,114	\$11,445
	TOTAL	189.00			\$70,346	\$73,253	\$76,702	\$79,603	\$79,753	\$82,649	\$88,455	\$91,092
9	Base Pay	180.00			\$60,520	\$62,937	\$66,231	\$68,643	\$68,944	\$71,357	\$76,191	\$78,385
	Contractual Days	5.00			\$1,681	\$1,748	\$1,840	\$1,907	\$1,915	\$1,982	\$2,116	\$2,177
	Tech Days	4.00			\$1,345	\$1,399	\$1,472	\$1,525	\$1,532	\$1,586	\$1,693	\$1,742
	Responsibility/Incentive				\$9,139	\$9,505	\$9,999	\$10,364	\$10,403	\$10,768	\$11,499	\$11,830
	TOTAL	189.00			\$72,685	\$75,589	\$79,542	\$82,439	\$82,794	\$85,693	\$91,499	\$94,134
10	Base Pay	180.00			\$62,463	\$64,881	\$68,592	\$71,005	\$71,478	\$73,892	\$78,724	\$80,920
	Contractual Days	5.00			\$1,735	\$1,802	\$1,905	\$1,972	\$1,986	\$2,053	\$2,187	\$2,248
	Tech Days	4.00			\$1,388	\$1,442	\$1,524	\$1,578	\$1,588	\$1,642	\$1,749	\$1,798
	Responsibility/Incentive				\$9,433	\$9,799	\$10,358	\$10,723	\$10,788	\$11,153	\$11,884	\$12,215
	TOTAL	189.00			\$75,019	\$77,924	\$82,379	\$85,278	\$85,840	\$88,740	\$94,544	\$97,181
11	Base Pay	180.00			\$64,406	\$66,825	\$70,953	\$73,369	\$74,009	\$76,426	\$81,255	\$83,451
	Contractual Days	5.00			\$1,789	\$1,856	\$1,971	\$2,038	\$2,056	\$2,123	\$2,257	\$2,318
	Tech Days	4.00			\$1,431	\$1,485	\$1,577	\$1,630	\$1,645	\$1,698	\$1,806	\$1,854
	Responsibility/Incentive				\$9,727	\$10,092	\$10,716	\$11,081	\$11,172	\$11,538	\$12,268	\$12,600
	TOTAL	189.00			\$77,353	\$80,258	\$85,217	\$88,118	\$88,882	\$91,785	\$97,586	\$100,223

2018-19 Certificated Instructional Staff Salary Schedule - DRAFT

Step	CBA Item	Days	BA (100)	BA+22.5 (200)	BA+45 (300)	BA+45 +MA (400)	BA+90 (500)	BA+90 +MA (600)	BA+135 (700)	BA+135 +MA (800)	BA+155 +MA (900)	PhD/Dr. (906)
12	Base Pay	180.00			\$66,349	\$68,769	\$73,314	\$75,730	\$76,541	\$78,959	\$83,788	\$85,984
	Contractual Days	5.00			\$1,843	\$1,910	\$2,037	\$2,104	\$2,126	\$2,193	\$2,327	\$2,388
	Tech Days	4.00			\$1,474	\$1,528	\$1,629	\$1,683	\$1,701	\$1,755	\$1,862	\$1,911
	Responsibility/Incentive				\$10,021	\$10,387	\$11,075	\$11,440	\$11,557	\$11,923	\$12,653	\$12,984
	TOTAL	189.00			\$79,687	\$82,594	\$88,055	\$90,957	\$91,925	\$94,830	\$100,630	\$103,267
13	Base Pay	180.00					\$75,674	\$78,090	\$79,075	\$81,491	\$86,321	\$88,517
	Contractual Days	5.00					\$2,102	\$2,169	\$2,197	\$2,264	\$2,398	\$2,459
	Tech Days	4.00					\$1,682	\$1,735	\$1,757	\$1,811	\$1,918	\$1,967
	Responsibility/Incentive						\$11,433	\$11,798	\$11,942	\$12,308	\$13,038	\$13,369
	TOTAL	189.00					\$90,891	\$93,792	\$94,971	\$97,874	\$103,675	\$106,312
14	Base Pay	180.00					\$78,035	\$80,452	\$81,604	\$84,022	\$88,852	\$91,049
	Contractual Days	5.00					\$2,168	\$2,235	\$2,267	\$2,334	\$2,468	\$2,529
	Tech Days	4.00					\$1,734	\$1,788	\$1,813	\$1,867	\$1,974	\$2,023
	Responsibility/Incentive						\$11,791	\$12,156	\$12,327	\$12,692	\$13,423	\$13,754
	TOTAL	189.00					\$93,728	\$96,631	\$98,011	\$100,915	\$106,717	\$109,355
15	Base Pay	180.00					\$79,512	\$81,962	\$83,122	\$85,571	\$90,463	\$92,686
	Contractual Days	5.00					\$2,209	\$2,277	\$2,309	\$2,377	\$2,513	\$2,575
	Tech Days	4.00					\$1,767	\$1,821	\$1,847	\$1,902	\$2,010	\$2,060
	Responsibility/Incentive						\$12,013	\$12,384	\$12,555	\$12,925	\$13,665	\$14,001
	TOTAL	189.00					\$95,501	\$98,444	\$99,833	\$102,775	\$108,651	\$111,322

2018-19 Cost Estimate

\$86,299	2018-19 average total compensation
<u>\$78,110</u>	2017-18 average total compensation
\$8,189	10.5% 2018-19 above 2017-18 total compensation

SAEOP AND PARAPROFESSIONAL
Salary Schedule (SA2 and PA1) 203/8
2018-19 effective 9/1/2018

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 17.15	\$ 17.77	\$ 18.43	\$ 19.19	\$ 19.92	\$ 20.74	\$ 21.61	\$ 22.43	\$ 23.33
	Monthly \$ 2,785.16	\$ 2,885.85	\$ 2,993.03	\$ 3,116.46	\$ 3,235.01	\$ 3,368.18	\$ 3,509.46	\$ 3,642.63	\$ 3,788.79
	Annual \$ 27,852	\$ 28,858	\$ 29,930	\$ 31,165	\$ 32,350	\$ 33,682	\$ 35,095	\$ 36,426	\$ 37,888
016	Hourly \$ 18.17	\$ 18.82	\$ 19.55	\$ 20.35	\$ 21.14	\$ 21.98	\$ 22.88	\$ 23.80	\$ 24.75
	Monthly \$ 2,950.81	\$ 3,056.37	\$ 3,174.92	\$ 3,304.84	\$ 3,433.14	\$ 3,569.55	\$ 3,715.71	\$ 3,865.12	\$ 4,019.40
	Annual \$ 29,508	\$ 30,564	\$ 31,749	\$ 33,048	\$ 34,331	\$ 35,696	\$ 37,157	\$ 38,651	\$ 40,194
017	Hourly \$ 19.27	\$ 19.92	\$ 20.72	\$ 21.55	\$ 22.41	\$ 23.30	\$ 24.25	\$ 25.22	\$ 26.19
	Monthly \$ 3,129.45	\$ 3,235.01	\$ 3,364.93	\$ 3,499.72	\$ 3,639.38	\$ 3,783.92	\$ 3,938.20	\$ 4,095.73	\$ 4,253.26
	Annual \$ 31,294	\$ 32,350	\$ 33,649	\$ 34,997	\$ 36,394	\$ 37,839	\$ 39,382	\$ 40,957	\$ 42,533
018	Hourly \$ 20.44	\$ 21.14	\$ 21.98	\$ 22.85	\$ 23.76	\$ 24.72	\$ 25.69	\$ 26.72	\$ 27.79
	Monthly \$ 3,319.46	\$ 3,433.14	\$ 3,569.55	\$ 3,710.84	\$ 3,858.62	\$ 4,014.53	\$ 4,172.06	\$ 4,339.33	\$ 4,513.10
	Annual \$ 33,195	\$ 34,331	\$ 35,696	\$ 37,108	\$ 38,586	\$ 40,145	\$ 41,721	\$ 43,393	\$ 45,131
019	Hourly \$ 21.68	\$ 22.42	\$ 23.30	\$ 24.24	\$ 25.18	\$ 26.17	\$ 27.25	\$ 28.34	\$ 29.46
	Monthly \$ 3,520.83	\$ 3,641.01	\$ 3,783.92	\$ 3,936.58	\$ 4,089.23	\$ 4,250.01	\$ 4,425.40	\$ 4,602.42	\$ 4,784.30
	Annual \$ 35,208	\$ 36,410	\$ 37,839	\$ 39,366	\$ 40,892	\$ 42,500	\$ 44,254	\$ 46,024	\$ 47,843
020	Hourly \$ 22.94	\$ 23.76	\$ 24.71	\$ 25.66	\$ 26.67	\$ 27.75	\$ 28.90	\$ 30.02	\$ 31.25
	Monthly \$ 3,725.46	\$ 3,858.62	\$ 4,012.90	\$ 4,167.18	\$ 4,331.21	\$ 4,506.60	\$ 4,693.36	\$ 4,875.25	\$ 5,075.00
	Annual \$ 37,255	\$ 38,586	\$ 40,129	\$ 41,672	\$ 43,312	\$ 45,066	\$ 46,934	\$ 48,752	\$ 50,750
021	Hourly \$ 24.33	\$ 25.18	\$ 26.16	\$ 27.23	\$ 28.31	\$ 29.43	\$ 30.60	\$ 31.85	\$ 33.12
	Monthly \$ 3,951.19	\$ 4,089.23	\$ 4,248.38	\$ 4,422.15	\$ 4,597.54	\$ 4,779.43	\$ 4,969.44	\$ 5,172.44	\$ 5,378.69
	Annual \$ 39,512	\$ 40,892	\$ 42,484	\$ 44,222	\$ 45,975	\$ 47,794	\$ 49,694	\$ 51,724	\$ 53,787
022	Hourly \$ 25.80	\$ 26.70	\$ 27.72	\$ 28.86	\$ 30.01	\$ 31.18	\$ 32.43	\$ 33.76	\$ 35.09
	Monthly \$ 4,189.92	\$ 4,336.08	\$ 4,501.73	\$ 4,686.86	\$ 4,873.62	\$ 5,063.63	\$ 5,266.63	\$ 5,482.62	\$ 5,698.62
	Annual \$ 41,899	\$ 43,361	\$ 45,017	\$ 46,869	\$ 48,736	\$ 50,636	\$ 52,666	\$ 54,826	\$ 56,986

For Salary Administration Plans SA2 and PA1
Monthly amount reflects a 10-month work year (annual/10)
2017-18 w 10.5% negotiated increase (203 days/1624 hours)
Effective 9/1/2018

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2018-19 effective 9/1/2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 17.15	\$ 17.77	\$ 18.43	\$ 19.19	\$ 20.74	\$ 21.61	\$ 22.43	\$ 23.33
	Monthly	\$ 3,045.84	\$ 3,155.95	\$ 3,273.17	\$ 3,408.14	\$ 3,683.42	\$ 3,837.94	\$ 3,983.57	\$ 4,143.41
	Annual	\$ 30,458	\$ 31,560	\$ 32,732	\$ 34,081	\$ 36,834	\$ 38,379	\$ 39,836	\$ 41,434
16	Hourly	\$ 18.17	\$ 18.82	\$ 19.55	\$ 20.35	\$ 21.98	\$ 22.88	\$ 23.80	\$ 24.75
	Monthly	\$ 3,226.99	\$ 3,342.43	\$ 3,472.08	\$ 3,614.16	\$ 3,903.65	\$ 4,063.49	\$ 4,226.88	\$ 4,395.60
	Annual	\$ 32,270	\$ 33,424	\$ 34,721	\$ 36,142	\$ 39,036	\$ 40,635	\$ 42,269	\$ 43,956
17	Hourly	\$ 19.27	\$ 19.92	\$ 20.72	\$ 21.55	\$ 23.30	\$ 24.25	\$ 25.22	\$ 26.19
	Monthly	\$ 3,422.35	\$ 3,537.79	\$ 3,679.87	\$ 3,827.28	\$ 4,138.08	\$ 4,306.80	\$ 4,479.07	\$ 4,651.34
	Annual	\$ 34,224	\$ 35,378	\$ 36,799	\$ 38,273	\$ 41,381	\$ 43,068	\$ 44,791	\$ 46,513
18	Hourly	\$ 20.44	\$ 21.14	\$ 21.98	\$ 22.85	\$ 24.72	\$ 25.69	\$ 26.72	\$ 27.79
	Monthly	\$ 3,630.14	\$ 3,754.46	\$ 3,903.65	\$ 4,058.16	\$ 4,390.27	\$ 4,562.54	\$ 4,745.47	\$ 4,935.50
	Annual	\$ 36,301	\$ 37,545	\$ 39,036	\$ 40,582	\$ 43,903	\$ 45,625	\$ 47,455	\$ 49,355
19	Hourly	\$ 21.68	\$ 22.42	\$ 23.30	\$ 24.24	\$ 26.17	\$ 27.25	\$ 28.34	\$ 29.46
	Monthly	\$ 3,850.37	\$ 3,981.79	\$ 4,138.08	\$ 4,305.02	\$ 4,647.79	\$ 4,839.60	\$ 5,033.18	\$ 5,232.10
	Annual	\$ 38,504	\$ 39,818	\$ 41,381	\$ 43,050	\$ 46,478	\$ 48,396	\$ 50,332	\$ 52,321
20	Hourly	\$ 22.94	\$ 23.76	\$ 24.71	\$ 25.66	\$ 27.75	\$ 28.90	\$ 30.02	\$ 31.25
	Monthly	\$ 4,074.14	\$ 4,219.78	\$ 4,388.50	\$ 4,557.22	\$ 4,928.40	\$ 5,132.64	\$ 5,331.55	\$ 5,550.00
	Annual	\$ 40,741	\$ 42,198	\$ 43,885	\$ 45,572	\$ 49,284	\$ 51,326	\$ 53,316	\$ 55,500
21	Hourly	\$ 24.33	\$ 25.18	\$ 26.16	\$ 27.23	\$ 29.43	\$ 30.60	\$ 31.85	\$ 33.12
	Monthly	\$ 4,321.01	\$ 4,471.97	\$ 4,646.02	\$ 4,836.05	\$ 5,226.77	\$ 5,434.56	\$ 5,656.56	\$ 5,882.11
	Annual	\$ 43,210	\$ 44,720	\$ 46,460	\$ 48,360	\$ 52,268	\$ 54,346	\$ 56,566	\$ 58,821
22	Hourly	\$ 25.85	\$ 26.86	\$ 27.90	\$ 29.03	\$ 31.32	\$ 32.55	\$ 33.85	\$ 35.15
	Monthly	\$ 4,590.96	\$ 4,770.34	\$ 4,955.04	\$ 5,155.73	\$ 5,562.43	\$ 5,780.88	\$ 6,011.76	\$ 6,242.64
	Annual	\$ 45,910	\$ 47,703	\$ 49,550	\$ 51,557	\$ 55,624	\$ 57,809	\$ 60,118	\$ 62,426
23	Hourly	\$ 26.28	\$ 27.19	\$ 28.24	\$ 29.40	\$ 31.78	\$ 33.03	\$ 34.39	\$ 35.75
	Monthly	\$ 4,667.33	\$ 4,828.94	\$ 5,015.42	\$ 5,221.44	\$ 5,644.13	\$ 5,866.13	\$ 6,107.66	\$ 6,349.20
	Annual	\$ 46,673	\$ 48,289	\$ 50,154	\$ 52,214	\$ 56,441	\$ 58,661	\$ 61,077	\$ 63,492

For Salary Administration Plans SA3 and PA2
2018-19 w 10.5% negotiated increase (222 days/1776 hours)
Effective 9/1/18
Monthly amount reflects a 10-month work year (annual/10)

PARAPROFESSIONAL
Salary Schedule (PA3)
203/7

2018-19 effective 9/1/2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
018	Hourly	\$ 23.35	\$ 24.17	\$ 25.12	\$ 26.11	\$ 27.17	\$ 28.22	\$ 29.37	\$ 30.55	\$ 31.76
	Monthly	\$ 3,318.04	\$ 3,434.56	\$ 3,569.55	\$ 3,710.23	\$ 3,860.86	\$ 4,010.06	\$ 4,173.48	\$ 4,341.16	\$ 4,513.10
	Annual	\$ 33,180	\$ 34,346	\$ 35,696	\$ 37,102	\$ 38,609	\$ 40,101	\$ 41,735	\$ 43,412	\$ 45,131
019	Hourly	\$ 24.75	\$ 25.60	\$ 26.62	\$ 27.69	\$ 28.76	\$ 29.95	\$ 31.13	\$ 32.38	\$ 33.67
	Monthly	\$ 3,516.98	\$ 3,637.76	\$ 3,782.70	\$ 3,934.75	\$ 4,086.80	\$ 4,255.90	\$ 4,423.57	\$ 4,601.20	\$ 4,784.51
	Annual	\$ 35,170	\$ 36,378	\$ 37,827	\$ 39,347	\$ 40,868	\$ 42,559	\$ 44,236	\$ 46,012	\$ 47,845
020	Hourly	\$ 26.24	\$ 27.17	\$ 28.21	\$ 29.36	\$ 30.48	\$ 31.71	\$ 33.01	\$ 34.33	\$ 35.70
	Monthly	\$ 3,728.70	\$ 3,860.86	\$ 4,008.64	\$ 4,172.06	\$ 4,331.21	\$ 4,505.99	\$ 4,690.72	\$ 4,878.29	\$ 5,072.97
	Annual	\$ 37,287	\$ 38,609	\$ 40,086	\$ 41,721	\$ 43,312	\$ 45,060	\$ 46,907	\$ 48,783	\$ 50,730
021	Hourly	\$ 27.81	\$ 28.76	\$ 29.92	\$ 31.11	\$ 32.33	\$ 33.59	\$ 34.97	\$ 36.35	\$ 37.82
	Monthly	\$ 3,951.80	\$ 4,086.80	\$ 4,251.63	\$ 4,420.73	\$ 4,594.09	\$ 4,773.14	\$ 4,969.24	\$ 5,165.34	\$ 5,374.22
	Annual	\$ 39,518	\$ 40,868	\$ 42,516	\$ 44,207	\$ 45,941	\$ 47,731	\$ 49,692	\$ 51,653	\$ 53,742
022	Hourly	\$ 29.47	\$ 30.64	\$ 31.85	\$ 33.07	\$ 34.37	\$ 35.72	\$ 37.13	\$ 38.58	\$ 40.07
	Monthly	\$ 4,187.69	\$ 4,353.94	\$ 4,525.89	\$ 4,699.25	\$ 4,883.98	\$ 5,075.81	\$ 5,276.17	\$ 5,482.22	\$ 5,693.95
	Annual	\$ 41,877	\$ 43,539	\$ 45,259	\$ 46,992	\$ 48,840	\$ 50,758	\$ 52,762	\$ 54,822	\$ 56,939

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

Note: Certified Sign Language Interpreters receive an additional 6%

2018-19 with 10.5% negotiated increase effective 9/1/2018
Monthly amount reflects a 10-month work year (annual/10)

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA1 and PA4) 260/8
2018-19 effective 9/1/2018

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
15	Hourly	\$ 17.15	\$ 17.76	\$ 18.43	\$ 19.19	\$ 19.92	\$ 20.74	\$ 21.61	\$ 22.43	\$ 23.33
	Monthly	\$ 2,972.67	\$ 3,078.40	\$ 3,194.53	\$ 3,326.27	\$ 3,452.80	\$ 3,594.93	\$ 3,745.73	\$ 3,887.87	\$ 4,043.87
	Annual	\$ 35,672	\$ 36,941	\$ 38,334	\$ 39,915	\$ 41,434	\$ 43,139	\$ 44,949	\$ 46,654	\$ 48,526
16	Hourly	\$ 18.17	\$ 18.82	\$ 19.55	\$ 20.35	\$ 21.14	\$ 21.98	\$ 22.88	\$ 23.80	\$ 24.75
	Monthly	\$ 3,149.47	\$ 3,262.13	\$ 3,388.67	\$ 3,527.33	\$ 3,664.27	\$ 3,809.87	\$ 3,965.87	\$ 4,125.33	\$ 4,290.00
	Annual	\$ 37,794	\$ 39,146	\$ 40,664	\$ 42,328	\$ 43,971	\$ 45,718	\$ 47,590	\$ 49,504	\$ 51,480
17	Hourly	\$ 19.27	\$ 19.92	\$ 20.72	\$ 21.55	\$ 22.41	\$ 23.30	\$ 24.25	\$ 25.22	\$ 26.19
	Monthly	\$ 3,340.13	\$ 3,452.80	\$ 3,591.47	\$ 3,735.33	\$ 3,884.40	\$ 4,038.67	\$ 4,203.33	\$ 4,371.47	\$ 4,539.60
	Annual	\$ 40,082	\$ 41,434	\$ 43,098	\$ 44,824	\$ 46,613	\$ 48,464	\$ 50,440	\$ 52,458	\$ 54,475
18	Hourly	\$ 20.44	\$ 21.14	\$ 21.98	\$ 22.85	\$ 23.76	\$ 24.72	\$ 25.69	\$ 26.72	\$ 27.79
	Monthly	\$ 3,542.93	\$ 3,664.27	\$ 3,809.87	\$ 3,960.67	\$ 4,118.40	\$ 4,284.80	\$ 4,452.93	\$ 4,631.47	\$ 4,816.93
	Annual	\$ 42,515	\$ 43,971	\$ 45,718	\$ 47,528	\$ 49,421	\$ 51,418	\$ 53,435	\$ 55,578	\$ 57,803
19	Hourly	\$ 21.68	\$ 22.42	\$ 23.30	\$ 24.24	\$ 25.18	\$ 26.17	\$ 27.25	\$ 28.34	\$ 29.46
	Monthly	\$ 3,757.87	\$ 3,886.13	\$ 4,038.67	\$ 4,201.60	\$ 4,364.53	\$ 4,536.13	\$ 4,723.33	\$ 4,912.27	\$ 5,106.40
	Annual	\$ 45,094	\$ 46,634	\$ 48,464	\$ 50,419	\$ 52,374	\$ 54,434	\$ 56,680	\$ 58,947	\$ 61,277
20	Hourly	\$ 22.94	\$ 23.76	\$ 24.71	\$ 25.66	\$ 26.67	\$ 27.75	\$ 28.90	\$ 30.02	\$ 31.25
	Monthly	\$ 3,976.27	\$ 4,118.40	\$ 4,283.07	\$ 4,447.73	\$ 4,622.80	\$ 4,810.00	\$ 5,009.33	\$ 5,203.47	\$ 5,416.67
	Annual	\$ 47,715	\$ 49,421	\$ 51,397	\$ 53,373	\$ 55,474	\$ 57,720	\$ 60,112	\$ 62,442	\$ 65,000
21	Hourly	\$ 24.33	\$ 25.18	\$ 26.16	\$ 27.23	\$ 28.31	\$ 29.43	\$ 30.60	\$ 31.85	\$ 33.12
	Monthly	\$ 4,217.20	\$ 4,364.53	\$ 4,534.40	\$ 4,719.87	\$ 4,907.07	\$ 5,101.20	\$ 5,304.00	\$ 5,520.67	\$ 5,740.80
	Annual	\$ 50,606	\$ 52,374	\$ 54,413	\$ 56,638	\$ 58,885	\$ 61,214	\$ 63,648	\$ 66,248	\$ 68,890
22	Hourly	\$ 25.85	\$ 26.86	\$ 27.90	\$ 29.03	\$ 30.16	\$ 31.32	\$ 32.55	\$ 33.85	\$ 35.15
	Monthly	\$ 4,480.67	\$ 4,655.73	\$ 4,836.00	\$ 5,031.87	\$ 5,227.73	\$ 5,428.80	\$ 5,642.00	\$ 5,867.33	\$ 6,092.67
	Annual	\$ 53,768	\$ 55,869	\$ 58,032	\$ 60,382	\$ 62,733	\$ 65,146	\$ 67,704	\$ 70,408	\$ 73,112

For Salary Administration Plans SA1 and PA4 (260-8)
2018-19 w 10.5% negotiated increase (260 days/2080 hours)
Effective 9/1/2018

PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8
2018-19 effective 9/1/2018

Paraprofessional 204 Day - 8 Hour (PA5)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 26.60	\$ 27.44	\$ 28.31	\$ 29.14	\$ 30.00	\$ 30.82	\$ 31.67	\$ 32.52	\$ 33.36	\$ 34.21	\$ 35.06	\$ 35.89	\$ 36.76
	Monthly	\$ 4,341.12	\$ 4,478.21	\$ 4,620.19	\$ 4,755.65	\$ 4,896.00	\$ 5,029.82	\$ 5,168.54	\$ 5,307.26	\$ 5,444.35	\$ 5,583.07	\$ 5,721.79	\$ 5,857.25	\$ 5,999.23
	Annual	\$ 43,411	\$ 44,782	\$ 46,202	\$ 47,556	\$ 48,960	\$ 50,298	\$ 51,685	\$ 53,073	\$ 54,444	\$ 55,831	\$ 57,218	\$ 58,572	\$ 59,992
19	Hourly	\$ 27.85	\$ 28.72	\$ 29.63	\$ 30.48	\$ 31.39	\$ 32.23	\$ 33.14	\$ 34.02	\$ 34.90	\$ 35.81	\$ 36.69	\$ 37.54	\$ 38.45
	Monthly	\$ 4,545.12	\$ 4,687.10	\$ 4,835.62	\$ 4,974.34	\$ 5,122.85	\$ 5,259.94	\$ 5,408.45	\$ 5,552.06	\$ 5,695.68	\$ 5,844.19	\$ 5,987.81	\$ 6,126.53	\$ 6,275.04
	Annual	\$ 45,451	\$ 46,871	\$ 48,356	\$ 49,743	\$ 51,228	\$ 52,599	\$ 54,084	\$ 55,521	\$ 56,957	\$ 58,442	\$ 59,878	\$ 61,265	\$ 62,750
20	Hourly	\$ 29.13	\$ 30.07	\$ 30.96	\$ 31.92	\$ 32.85	\$ 33.77	\$ 34.66	\$ 35.61	\$ 36.52	\$ 37.45	\$ 38.39	\$ 39.32	\$ 40.23
	Monthly	\$ 4,754.02	\$ 4,907.42	\$ 5,052.67	\$ 5,209.34	\$ 5,361.12	\$ 5,511.26	\$ 5,656.51	\$ 5,811.55	\$ 5,960.06	\$ 6,111.84	\$ 6,265.25	\$ 6,417.02	\$ 6,565.54
	Annual	\$ 47,540	\$ 49,074	\$ 50,527	\$ 52,093	\$ 53,611	\$ 55,113	\$ 56,565	\$ 58,116	\$ 59,601	\$ 61,118	\$ 62,652	\$ 64,170	\$ 65,655
21	Hourly	\$ 30.46	\$ 31.47	\$ 32.40	\$ 33.37	\$ 34.37	\$ 35.30	\$ 36.28	\$ 37.24	\$ 38.23	\$ 39.19	\$ 40.16	\$ 41.14	\$ 42.09
	Monthly	\$ 4,971.07	\$ 5,135.90	\$ 5,287.68	\$ 5,445.98	\$ 5,609.18	\$ 5,760.96	\$ 5,920.90	\$ 6,077.57	\$ 6,239.14	\$ 6,395.81	\$ 6,554.11	\$ 6,714.05	\$ 6,869.09
	Annual	\$ 49,711	\$ 51,359	\$ 52,877	\$ 54,460	\$ 56,092	\$ 57,610	\$ 59,209	\$ 60,776	\$ 62,391	\$ 63,958	\$ 65,541	\$ 67,140	\$ 68,691

Paraprofessional 223 DAY - 8 Hour (PA6)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 26.60	\$ 27.44	\$ 28.31	\$ 29.14	\$ 30.00	\$ 30.82	\$ 31.67	\$ 32.52	\$ 33.36	\$ 34.21	\$ 35.06	\$ 35.89	\$ 36.76
	Monthly	\$ 4,745.44	\$ 4,895.30	\$ 5,050.50	\$ 5,198.58	\$ 5,352.00	\$ 5,498.29	\$ 5,649.93	\$ 5,801.57	\$ 5,951.42	\$ 6,103.06	\$ 6,254.70	\$ 6,402.78	\$ 6,557.98
	Annual	\$ 47,454	\$ 48,953	\$ 50,505	\$ 51,986	\$ 53,520	\$ 54,983	\$ 56,499	\$ 58,016	\$ 59,514	\$ 61,031	\$ 62,547	\$ 64,028	\$ 65,580
21	Hourly	\$ 30.46	\$ 31.47	\$ 32.40	\$ 33.37	\$ 34.37	\$ 35.30	\$ 36.28	\$ 37.24	\$ 38.23	\$ 39.19	\$ 40.16	\$ 41.14	\$ 42.09
	Monthly	\$ 5,434.06	\$ 5,614.25	\$ 5,780.16	\$ 5,953.21	\$ 6,131.61	\$ 6,297.52	\$ 6,472.35	\$ 6,643.62	\$ 6,820.23	\$ 6,991.50	\$ 7,164.54	\$ 7,339.38	\$ 7,508.86
	Annual	\$ 54,341	\$ 56,142	\$ 57,802	\$ 59,532	\$ 61,316	\$ 62,975	\$ 64,724	\$ 66,436	\$ 68,202	\$ 69,915	\$ 71,645	\$ 73,394	\$ 75,089

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
18	Hourly	\$ 26.60	\$ 27.44	\$ 28.31	\$ 29.14	\$ 30.00	\$ 30.82	\$ 31.67	\$ 32.52	\$ 33.36	\$ 34.21	\$ 35.06	\$ 35.89	\$ 36.76
	Monthly	\$ 4,610.67	\$ 4,756.27	\$ 4,907.07	\$ 5,050.93	\$ 5,200.00	\$ 5,342.13	\$ 5,489.47	\$ 5,636.80	\$ 5,782.40	\$ 5,929.73	\$ 6,077.07	\$ 6,220.93	\$ 6,371.73
	Annual	\$ 55,328	\$ 57,075	\$ 58,885	\$ 60,611	\$ 62,400	\$ 64,106	\$ 65,874	\$ 67,642	\$ 69,389	\$ 71,157	\$ 72,925	\$ 74,651	\$ 76,461
19	Hourly	\$ 27.85	\$ 28.72	\$ 29.63	\$ 30.48	\$ 31.39	\$ 32.23	\$ 33.14	\$ 34.02	\$ 34.90	\$ 35.81	\$ 36.69	\$ 37.54	\$ 38.45
	Monthly	\$ 4,827.33	\$ 4,978.13	\$ 5,135.87	\$ 5,283.20	\$ 5,440.93	\$ 5,586.53	\$ 5,744.27	\$ 5,896.80	\$ 6,049.33	\$ 6,207.07	\$ 6,359.60	\$ 6,506.93	\$ 6,664.67
	Annual	\$ 57,928	\$ 59,738	\$ 61,630	\$ 63,398	\$ 65,291	\$ 67,038	\$ 68,931	\$ 70,762	\$ 72,592	\$ 74,485	\$ 76,315	\$ 78,083	\$ 79,976
21	Hourly	\$ 30.46	\$ 31.47	\$ 32.40	\$ 33.37	\$ 34.37	\$ 35.30	\$ 36.28	\$ 37.24	\$ 38.23	\$ 39.19	\$ 40.16	\$ 41.14	\$ 42.09
	Monthly	\$ 5,279.73	\$ 5,454.80	\$ 5,616.00	\$ 5,784.13	\$ 5,957.47	\$ 6,118.67	\$ 6,288.53	\$ 6,454.93	\$ 6,626.53	\$ 6,792.93	\$ 6,961.07	\$ 7,130.93	\$ 7,295.60
	Annual	\$ 63,357	\$ 65,458	\$ 67,392	\$ 69,410	\$ 71,490	\$ 73,424	\$ 75,462	\$ 77,459	\$ 79,518	\$ 81,515	\$ 83,533	\$ 85,571	\$ 87,547
22	Hourly	\$ 32.01	\$ 33.04	\$ 34.12	\$ 35.24	\$ 36.38	\$ 37.54	\$ 38.77	\$ 40.03	\$ 41.32	\$ 42.66	\$ 44.09	\$ 45.49	\$ 47.00
	Monthly	\$ 5,548.40	\$ 5,726.93	\$ 5,914.13	\$ 6,108.27	\$ 6,305.87	\$ 6,506.93	\$ 6,720.13	\$ 6,938.53	\$ 7,162.13	\$ 7,394.40	\$ 7,642.27	\$ 7,884.93	\$ 8,146.67
	Annual	\$ 66,581	\$ 68,723	\$ 70,970	\$ 73,299	\$ 75,670	\$ 78,083	\$ 80,642	\$ 83,262	\$ 85,946	\$ 88,733	\$ 91,707	\$ 94,619	\$ 97,760

2018-19 with 10.5% negotiated increase effective 9/1/2018

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

PARAPROFESSIONAL
 Salary Schedule PA9-193/7.5
 2018-19 effective 9/1/2018

work year 1447.5

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly \$ 17.15	\$ 17.77	\$ 18.43	\$ 19.19	\$ 19.92	\$ 20.74	\$ 21.61	\$ 22.43	\$ 23.33
	Monthly \$ 2,482.46	\$ 2,572.21	\$ 2,667.74	\$ 2,777.75	\$ 2,883.42	\$ 3,002.12	\$ 3,128.05	\$ 3,246.74	\$ 3,377.02
	Annual \$ 24,825	\$ 25,722	\$ 26,677	\$ 27,778	\$ 28,834	\$ 30,021	\$ 31,280	\$ 32,467	\$ 33,770
016	Hourly \$ 18.17	\$ 18.82	\$ 19.55	\$ 20.35	\$ 21.14	\$ 21.98	\$ 22.88	\$ 23.80	\$ 24.75
	Monthly \$ 2,630.11	\$ 2,724.20	\$ 2,829.86	\$ 2,945.66	\$ 3,060.02	\$ 3,181.61	\$ 3,311.88	\$ 3,445.05	\$ 3,582.56
	Annual \$ 26,301	\$ 27,242	\$ 28,299	\$ 29,457	\$ 30,600	\$ 31,816	\$ 33,119	\$ 34,451	\$ 35,826
017	Hourly \$ 19.27	\$ 19.92	\$ 20.72	\$ 21.55	\$ 22.41	\$ 23.30	\$ 24.25	\$ 25.22	\$ 26.19
	Monthly \$ 2,789.33	\$ 2,883.42	\$ 2,999.22	\$ 3,119.36	\$ 3,243.85	\$ 3,372.68	\$ 3,510.19	\$ 3,650.60	\$ 3,791.00
	Annual \$ 27,893	\$ 28,834	\$ 29,992	\$ 31,194	\$ 32,438	\$ 33,727	\$ 35,102	\$ 36,506	\$ 37,910
018	Hourly \$ 20.44	\$ 21.14	\$ 21.98	\$ 22.85	\$ 23.76	\$ 24.72	\$ 25.69	\$ 26.72	\$ 27.79
	Monthly \$ 2,958.69	\$ 3,060.02	\$ 3,181.61	\$ 3,307.54	\$ 3,439.26	\$ 3,578.22	\$ 3,718.63	\$ 3,867.72	\$ 4,022.60
	Annual \$ 29,587	\$ 30,600	\$ 31,816	\$ 33,075	\$ 34,393	\$ 35,782	\$ 37,186	\$ 38,677	\$ 40,226
019	Hourly \$ 21.68	\$ 22.42	\$ 23.30	\$ 24.24	\$ 25.18	\$ 26.17	\$ 27.25	\$ 28.34	\$ 29.46
	Monthly \$ 3,138.18	\$ 3,245.30	\$ 3,372.68	\$ 3,508.74	\$ 3,644.81	\$ 3,788.11	\$ 3,944.44	\$ 4,102.22	\$ 4,264.34
	Annual \$ 31,382	\$ 32,453	\$ 33,727	\$ 35,087	\$ 36,448	\$ 37,881	\$ 39,444	\$ 41,022	\$ 42,643
020	Hourly \$ 22.94	\$ 23.76	\$ 24.71	\$ 25.66	\$ 26.67	\$ 27.75	\$ 28.90	\$ 30.02	\$ 31.25
	Monthly \$ 3,320.57	\$ 3,439.26	\$ 3,576.77	\$ 3,714.29	\$ 3,860.48	\$ 4,016.81	\$ 4,183.28	\$ 4,345.40	\$ 4,523.44
	Annual \$ 33,206	\$ 34,393	\$ 35,768	\$ 37,143	\$ 38,605	\$ 40,168	\$ 41,833	\$ 43,454	\$ 45,234
021	Hourly \$ 24.33	\$ 25.18	\$ 26.16	\$ 27.23	\$ 28.31	\$ 29.43	\$ 30.60	\$ 31.85	\$ 33.12
	Monthly \$ 3,521.77	\$ 3,644.81	\$ 3,786.66	\$ 3,941.54	\$ 4,097.87	\$ 4,259.99	\$ 4,429.35	\$ 4,610.29	\$ 4,794.12
	Annual \$ 35,218	\$ 36,448	\$ 37,867	\$ 39,415	\$ 40,979	\$ 42,600	\$ 44,294	\$ 46,103	\$ 47,941
022	Hourly \$ 25.80	\$ 26.70	\$ 27.72	\$ 28.86	\$ 30.01	\$ 31.18	\$ 32.43	\$ 33.76	\$ 35.09
	Monthly \$ 3,734.55	\$ 3,864.83	\$ 4,012.47	\$ 4,177.49	\$ 4,343.95	\$ 4,513.31	\$ 4,694.24	\$ 4,886.76	\$ 5,079.28
	Annual \$ 37,346	\$ 38,648	\$ 40,125	\$ 41,775	\$ 43,439	\$ 45,133	\$ 46,942	\$ 48,868	\$ 50,793

For Salary Administration Plan PA(new)-193/7.5
 Monthly amount reflects a 10-month work year (annual/10)
 2018-19 w 10.5% negotiated increase (193 days/1447.5 hours)
 Effective 9/1/2018

PARAPROFESSIONAL
 Salary Schedule PA10-212/7.5
 effective 9/1/2018

work week 1590

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
15	Hourly	\$ 17.15	\$ 17.77	\$ 18.43	\$ 19.19	\$ 19.92	\$ 20.74	\$ 21.61	\$ 22.43	\$ 23.33
	Monthly	\$ 2,726.85	\$ 2,825.43	\$ 2,930.37	\$ 3,051.21	\$ 3,167.28	\$ 3,297.66	\$ 3,435.99	\$ 3,566.37	\$ 3,709.47
	Annual	\$ 27,269	\$ 28,254	\$ 29,304	\$ 30,512	\$ 31,673	\$ 32,977	\$ 34,360	\$ 35,664	\$ 37,095
16	Hourly	\$ 18.17	\$ 18.82	\$ 19.55	\$ 20.35	\$ 21.14	\$ 21.98	\$ 22.88	\$ 23.80	\$ 24.75
	Monthly	\$ 2,889.03	\$ 2,992.38	\$ 3,108.45	\$ 3,235.65	\$ 3,361.26	\$ 3,494.82	\$ 3,637.92	\$ 3,784.20	\$ 3,935.25
	Annual	\$ 28,890	\$ 29,924	\$ 31,085	\$ 32,357	\$ 33,613	\$ 34,948	\$ 36,379	\$ 37,842	\$ 39,353
17	Hourly	\$ 19.27	\$ 19.92	\$ 20.72	\$ 21.55	\$ 22.41	\$ 23.30	\$ 24.25	\$ 25.22	\$ 26.19
	Monthly	\$ 3,063.93	\$ 3,167.28	\$ 3,294.48	\$ 3,426.45	\$ 3,563.19	\$ 3,704.70	\$ 3,855.75	\$ 4,009.98	\$ 4,164.21
	Annual	\$ 30,639	\$ 31,673	\$ 32,945	\$ 34,265	\$ 35,632	\$ 37,047	\$ 38,558	\$ 40,100	\$ 41,642
18	Hourly	\$ 20.44	\$ 21.14	\$ 21.98	\$ 22.85	\$ 23.76	\$ 24.72	\$ 25.69	\$ 26.72	\$ 27.79
	Monthly	\$ 3,249.96	\$ 3,361.26	\$ 3,494.82	\$ 3,633.15	\$ 3,777.84	\$ 3,930.48	\$ 4,084.71	\$ 4,248.48	\$ 4,418.61
	Annual	\$ 32,500	\$ 33,613	\$ 34,948	\$ 36,332	\$ 37,778	\$ 39,305	\$ 40,847	\$ 42,485	\$ 44,186
19	Hourly	\$ 21.68	\$ 22.42	\$ 23.30	\$ 24.24	\$ 25.18	\$ 26.17	\$ 27.25	\$ 28.34	\$ 29.46
	Monthly	\$ 3,447.12	\$ 3,564.78	\$ 3,704.70	\$ 3,854.16	\$ 4,003.62	\$ 4,161.03	\$ 4,332.75	\$ 4,506.06	\$ 4,684.14
	Annual	\$ 34,471	\$ 35,648	\$ 37,047	\$ 38,542	\$ 40,036	\$ 41,610	\$ 43,328	\$ 45,061	\$ 46,841
20	Hourly	\$ 22.94	\$ 23.76	\$ 24.71	\$ 25.66	\$ 26.67	\$ 27.75	\$ 28.90	\$ 30.02	\$ 31.25
	Monthly	\$ 3,647.46	\$ 3,777.84	\$ 3,928.89	\$ 4,079.94	\$ 4,240.53	\$ 4,412.25	\$ 4,595.10	\$ 4,773.18	\$ 4,968.75
	Annual	\$ 36,475	\$ 37,778	\$ 39,289	\$ 40,799	\$ 42,405	\$ 44,123	\$ 45,951	\$ 47,732	\$ 49,688
21	Hourly	\$ 24.33	\$ 25.18	\$ 26.16	\$ 27.23	\$ 28.31	\$ 29.43	\$ 30.60	\$ 31.85	\$ 33.12
	Monthly	\$ 3,868.47	\$ 4,003.62	\$ 4,159.44	\$ 4,329.57	\$ 4,501.29	\$ 4,679.37	\$ 4,865.40	\$ 5,064.15	\$ 5,266.08
	Annual	\$ 38,685	\$ 40,036	\$ 41,594	\$ 43,296	\$ 45,013	\$ 46,794	\$ 48,654	\$ 50,642	\$ 52,661
22	Hourly	\$ 25.85	\$ 26.86	\$ 27.90	\$ 29.03	\$ 30.16	\$ 31.32	\$ 32.55	\$ 33.85	\$ 35.15
	Monthly	\$ 4,110.15	\$ 4,270.74	\$ 4,436.10	\$ 4,615.77	\$ 4,795.44	\$ 4,979.88	\$ 5,175.45	\$ 5,382.15	\$ 5,588.85
	Annual	\$ 41,102	\$ 42,707	\$ 44,361	\$ 46,158	\$ 47,954	\$ 49,799	\$ 51,755	\$ 53,822	\$ 55,889
23	Hourly	\$ 26.28	\$ 27.19	\$ 28.24	\$ 29.40	\$ 30.59	\$ 31.78	\$ 33.03	\$ 34.39	\$ 35.75
	Monthly	\$ 4,178.52	\$ 4,323.21	\$ 4,490.16	\$ 4,674.60	\$ 4,863.81	\$ 5,053.02	\$ 5,251.77	\$ 5,468.01	\$ 5,684.25
	Annual	\$ 41,785	\$ 43,232	\$ 44,902	\$ 46,746	\$ 48,638	\$ 50,530	\$ 52,518	\$ 54,680	\$ 56,843

For Salary Administration Plans PA(new)-212/7.5
 2018-19 w 10.5% negotiated increase (212 days/1590 hours)
 Effective 9/1/2018
 Monthly amount reflects a 10-month work year (annual/10)

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Below 240 hours worked	\$26.24	\$209.92
CH1	2	30 - 59.9 days	At least 240 hours worked	\$27.43	\$219.44
CH1	3	60.0 - 89.9 days	At least 240 hours worked	\$28.64	\$229.12
CH1	4	90 or more	At least 240 hours worked	\$30.48	\$243.84

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$39.04	\$312.32

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$165.06
SU1		60-90 Days	\$X*1.05	\$173.25
SU1		91-120 Days	\$X*1.10	\$181.51
SU1		121+ Days	\$X*1.15	\$189.77

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$165.28
SU2		60-90 Days	\$X*1.05	\$173.52
SU2		91-120 Days	\$X*1.10	\$181.76
SU2		121+ Days	\$X*1.15	\$190.08

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$31.24	\$249.92

Appendix F Certificated Stipend Salary 2018-19

STIPEND TITLE	SAP Title	Job Code	Commitment Item	PSFT Earn Code	Months	2018-19 Annual Amount	Duty Code
INTRAMURALS ELEM	Intramurals Elem Stipend		20220420	1320	10	\$2,390.84	311
INTRAMURALS SEC	Intramurals Secondary Sti		20220421	1321	10	\$2,515.16	321
CURRICULAR (DISCRETIONARY) (Certificated)							
BUILDING LEADERSHIP TEAM	Building Leadership Team		20220543	1442	10	\$3,772.54	**321(Sec.)
DEPT HEAD I: 30 or more classes or 7 or more FTE's	Dept Head I Stipend		20220500	1400	10	\$3,621.60	311(Elem.)
DEPT HEAD II: 16-29 classes or 4-6 FTE's	Dept Head II Stipend		20220501	1401	10	\$3,030.33	401
DEPT HEAD III: 6-15 classes or 2-3 FTE's	Dept Head III Stipend		20220502	1402	10	\$2,600.29	401
DEPT HEAD IV: 1-5 classes or 0.2-1 FTE	Dept Head IV Stipend		20220503	1403	10	\$1,689.86	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.							
PAR Panel Member	PAR Panel Stipend				10	\$3,500.00	
ELEM CURRICULUM	Elem Curriculum Stipend		20220504	1404	10	\$1,909.40	401
ELEM INSTRUCTION	Elem Instruction Stipend		20220505	1405	10	\$1,909.40	311
ELEM MUSIC (CHORAL)	Elem Choral Music Stipend		20220506	1406	10	\$1,113.14	311
INSTRUCTIONAL LIAISON	Instructional Liaison Stip		20220508	1407	10	\$1,909.40	311
SUBJ MATT SPEC I	Subj Matt Spec I Stipend		20220511	1410	10	\$2,156.84	401
SUBJ MATT SPEC II	Subj Matt Spec II Stipend		20220512	1411	10	\$1,734.65	401
SUBJ MATT SPEC III	Subj Matt Spec III Stip		20220513	1412	10	\$1,469.24	401
SUBJ MATT SPEC IV	Subj Matt Spec IV Stip		20220514	1413	10	\$1,360.62	401
TEAM LEADER I: 7 or more FTE's	Team Leader I Stipend		20220515	1414	10	\$3,621.60	401
TEAM LEADER II: 4-6 FTE's	Team Leader II Stipend		20220516	1415	10	\$3,030.33	401
TEAM LEADER III: 2-3 FTE's	Team Leader III Stipend		20220517	1416	10	\$2,600.29	401
TEAM LEADER IV: 0.2-1 FTE	Team Leader IV Stipend		20220518	1417	10	\$1,689.86	401
Educational Tech Leader I (Elem Level)	Education Tech Leader I		20220547	1446	10	\$1,909.40	401
Educational Tech Leader I (Sec Level)	Education Tech Leader II		20220548	1447	10	\$2,156.84	401
Chemical Hygiene Officer I	Chemical Hygiene Off I		20220555	1454	10	\$1,456.93	401
Chemical Hygiene Officer II	Chemical Hygiene Off II		20220556	1455	10	\$1,213.92	401
Chemical Hygiene Officer III	Chemical Hygiene Off III		20220557	1456	10	\$910.45	401
Teacher Advisory Council	TeacherAdvisyCouncil		20220564	1525	5	\$1,072.66	311
Teen Truancy Board Advisor	Teen TruancyBdAdvsr		20220566	1530	10	\$2,145.31	311
CURRICULAR (associated with a job code)							
HEAD COUNSELOR	Head Counselor Stipend		20220520	1419	10	\$3,221.84	421
SVCS CONSULT I	Headstart & Interagency are currently using this stipend		20220521	1420	10	\$1,689.86	401
SVCS CONSULT II			20220522	1421	10	\$3,621.60	401
SVCS CONSULT III			20220523	1422	10	\$5,441.37	401

Appendix F Certificated Stipend Salary 2018-19

STIPEND TITLE	SAP Title	Job Code	Commitment Item	PSFT Earn Code	Months	2018-19 Annual Amount	Duty Code
Counselor							
Counselor Special Assignment	Counselor SpecAssign	15022830	20210618	1520	10	\$3,221.84	421
Head Teacher/House Administrator/Dean of Students							
Dean of Students	Dean of Students	15001438	20210537	1436	10	\$3,621.60	401
Head Teacher I	Head Teacher I Stipend	15001689	20210525	1424	10	\$3,621.60	401
House Administrator	House Administrator Stip	15001700	20210526	1425	10	\$3,621.60	401
Teacher-Science/Resource		15001201	20210542	1441	10	\$3,621.60	401
District Assessment Coordinator-Student Data Platforms	Assessment Tsg Supp Spec	15023957	20210535	1434	10	\$3,621.60	401
District Assessment Coordinator	Assessment Tsg Supp Spec	15001038	20210535	1434	10	\$3,621.60	401
CAREER LADDER POSITIONS (ARTICLE IV, Cert CBA)							
Building-based Career Ladder Positions							
Content Demonstration Teacher	Content Demo CLT		20210615	1559	10	\$3,225.00	401
Career Ladder Teacher	Career Ladder Tchr		20210615	1558	10	\$3,225.00	401
Master Teacher	Master Teacher		20210617	1518	10	\$5,580.00	401
<i>* no more than two employees can share a CL stipend per building</i>							
<i>** includes SpEd positions of OT/PT, Psychologist, Speech Language Pathologist, and ESAs as eligible for CL stipends</i>							
Academic Coaches							
School-Based Prof Dev School Coach	Sch-Based Prof Dev Coach	15001765	20210551	1450	10	\$1,909.40	401
Professional Learning Communities Coach	Sch-Based Prof Dev Coach	15023855	20210551	1450	10	\$1,909.40	401
Consulting Teachers							
Advanced Learning Consulting Teacher	Advanced Lrng Cnslt Tchr	15001037	20210553	1452	10	\$6,555.60	401
Student Support Svc-Consulting Teacher	Student Spprt Svc Cnslt	15001826	20210536	1435	10	\$6,555.60	401
Student Support Svc-Consulting Teacher-SED	Student Spprt Svc Cnslt	15023810	20210536	1435	10	\$6,555.60	401
School Improvement Consulting Teacher	Student Spprt Svc Cnslt	15001266	20210536	1435	10	\$6,555.60	401
International Educ Consulting Teacher	Student Spprt Svc Cnslt	15020151	20210536	1435	10	\$6,555.60	401
Instructional Technology Support/Resource Teacher	Inst Supt/Res Teacher Sti	15001702	20210527	1426	10	\$6,555.60	401
Curriculum Specialists							
Curriculum Specialist	Curriculum Spec	15001430	20210524	1423	10	\$6,555.60	401
Early Childhood Literacy Specialist	Early Childhood Spec	15001276	20210552	1451	10	\$6,555.60	401
School to Work Specialist	School to Work Spec Stip	15001802	20210529	1428	10	\$6,555.60	401
SPED Program Specialists							
SPED Early Childhood Specialist	Early Childhood Spec	15023112	20210627	1533	10	\$6,560.53	401
SPED Private Schools Program Specialist	Priv Schl Prgm Spec	15023115	20210629	1535	10	\$6,560.53	401
SPED Program Specialist	Program Specialist	15023111	20210628	1534	10	\$6,560.53	401

Appendix F Certificated Stipend Salary 2018-19

STIPEND TITLE	SAP Title	Job Code	Commitment Item	PSFT Earn Code	Months	2018-19 Annual Amount	Duty Code
Career Ladder/Professional Development							
Evaluation Support Consulting Teacher	HR Consulting Teacher	15020885	20210532	1531	10	\$7,389.92	401
STAR Mentor Teacher	Star Consultant Teacher	15001834	20210531	1430	10	\$7,389.92	401
Career Ladder Program Coordinator	CareerLadderPDS	15020958	20210614	1458	10	\$7,389.92	401
TPEP-Teacher Prof Development Specialist	TPEP Specialist	15023529	24003529	1557	10	\$7,389.92	400
Instructional Services Academic Coaches							
Instructional Services School Coach (ELL, C&I, Bilingual)	Inst'l Svc School Coach	15001817	20210549	1448	10	\$6,555.60	401
Instructional Services Music Coach	Inst'l Svc School Coach	15001824	20210549	1448	10	\$6,555.60	401
Early Learning Professional Dev School Coach	Inst'l Svc School Coach	15020803	20210549	1448	10	\$6,555.60	401
Inst. Svc. School Coach (C&I)	Inst'l Svc School Coach	15001818	20210549	1448	10	\$6,555.60	401
Inst'r Serv Bilingual School Coach	Inst'l Svc School Coach	15001819	20210549	1448	10	\$6,555.60	401
Instruction Services PE Coach	Inst'l Svc School Coach	15023279	20210549	1448	10	\$6,555.60	401
Other Curriculum/Program Specialists							
Native American Education Intervention Coordinator	NAE Intv Coord	15020828	20210630	1536	10	\$6,555.60	401
Activity Coordinator	Activity Coordinator Stip	15001036	20210600	1500	10	\$6,555.60	511
Coordinator, College & Career Readiness	High School Specialist	15020758	20210549	1457	10	\$6,555.60	401
Assessment Development Specialist	Assesmt Dev Spec	15023005	20210622	1528	10	\$7,389.96	401
School Nurse Coordinator	SchoolNurseCoord	15023032	20210623	1529	10	\$7,389.92	401
PROFESSIONAL CERTIFICATION							
Professional Certificates (ESA)	ESA Professional Certification				1 time	\$1,500.00	**321(Sec.)
National Standards Certificate Bonus	Nat'l Standrds Cert Bonus			1443	1 time	\$5,208.00	311(Elem.)
Challenging High-Poverty Schools Bonus					1 time	\$5,000.00	
EXTRA CURRICULAR (Discretionary)							
ANNUAL	Annual Stipend		20220601	1501	10	\$2,471.74	321
BUILDING COORDINATOR ATHLETICS	Bldg Coordinor Athletic		20220613	1513	10	\$1,817.08	321
DEBATE	Debate Stipend		20220602	1502	10	\$1,376.30	321
ELEM RECREATIONAL	Elem Recreational Stip		20220603	1503	10	\$1,841.49	311
NEWSPAPER	Newspaper Stipend		20220605	1505	10	\$2,471.74	321
SAFETY PATROL	Safety Patrol Stipend		20220606	1506	10	\$1,309.23	311
SR CLASS ADVISOR	Senior Class Advisor Stip		20220607	1507	10	\$1,481.46	321
STOCKROOM	Stockroom Stipend		20220608	1508	10	\$2,341.84	321
BAND	Band Stipend		20220609	1509	10		321
CHORAL	Choral Stipend		20220610	1510	10		321
DRAMA	Drama Stipend		20220611	1511	10		321
ORCHESTRA	Orchestra Stipend		20220612	1512	10		321
Effective 9/1/18							

Secondary Schools with over 1500 students = total of \$10,867.76/yr, less than 1500 students = \$6,935.39/yr

SEATTLE PUBLIC SCHOOLS

CERTIFICATED NON-SUPERVISORY STAFF
EXTRA-TIME HOURLY RATES
2018-19

Semi-Independent Activities - An employee instructing an in-service class; or designing and writing new curriculum; or serving as the assigned chairperson of a curriculum-type committee or project. \$37.21/Hr.

Guided Activities - An employee serving as a member of a curriculum revision committee; or an instructional materials development committee; or attendance by certificated employees at certain voluntary in-service activities, including a coaches clinic. \$27.60/Hr.

Closely Supervised Activities - An employee participating in certain voluntary in-service activities; or on a textual materials review committee. \$17.92/Hr.

Required Activities - Required attendance by certificated employees for activities initiated and established by the administration or required at the building level. \$38.69/Hr.

See Combined Substitute Schedule for Sub Reimbursement Rates

Effective 9/1/2018



Bargaining Summary

School Board Presentation

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:

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sjandersonmo@seattleschools.org

Bargaining Summary PowerPoint.



Seattle Public Schools



Photos by Susie Fitzhugh

Bargaining Summary School Board Presentation

September 18, 2018

Objectives

- Bargaining Process
- Highlights of the Tentative Agreement
- Financial Impacts
- Communication & Building the Relationship for the Next

Bargain

Bargaining Process

- Early 2018 plan with SEA to organize bargaining
- Large team to connect with constituents
- Sub committee work - started in March, 2018
 - Special Education
 - Substitutes
 - 24 Credit Work Group

Other work groups:

- Early Learning, Dual Language, Head Start, DHH, Vision, Classified Professional Development

Bargaining Process

- Main Bargaining - started May 24, 2018
- 24 full day sessions through August, 2018
- Over 170 hours in session together, using interest based bargaining concepts
- SEA strike authorization by General Membership, August 28, 2018
- Recommenced bargaining August 29, 2018

Bargaining Process

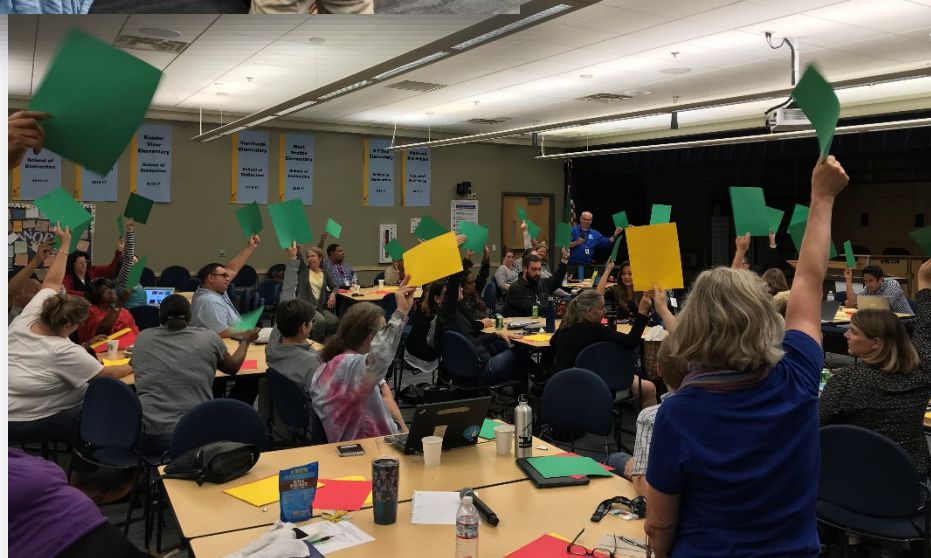
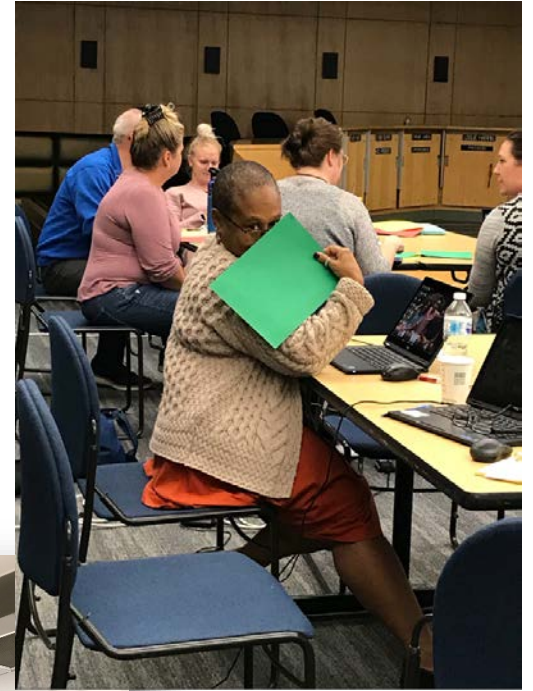
- Reached tentative agreement for one year at 9:35 pm on August 31, 2018.
- SEA ratified on September 8, 2018
- Board approves SEA salary schedules, September 18, 2018
- Full contract brought for Board approval, late October, 2018

Congratulations to your Team Members!



Congratulations Team!





Highlights of the Tentative Agreement Compensation

- 10.5% average increase for each cell of the Certificated Salary Schedule
- Base pay for 180 days
- 5 days of Contractual Days (former TRI days)
- Responsibility/Incentive Supplemental Contract,
4 days of Technology Pay (capital levy) - *See salary schedule*

Highlights of the Tentative Agreement Compensation

- Certificated salary exceeds LWSD and BSD in most cells
- Stipends and extra time flat at 2017-18 rates
- 10.5% increase for all hourly employees, Paraprofessionals, SEAOPs and substitutes.
- Maintains classified salaries at highest in the state



See salary schedules and technology form

**CERTIFICATED EMPLOYEES ATTESTATION FORM
TO RECEIVE A MAXIMUM OF 32 HOURS
SUPPLEMENTAL PAY FOR EDUCATION
TECHNOLOGY PROFESSIONAL LEARNING DURING
THE 2018-19 SCHOOL YEAR**



According to the 2018-2019 SEA-SPS collective bargaining agreement for certificated employees, all certificated employees are entitled to up to thirty-two (32) hours of extra pay, pro-rated by FTE, for technology-related professional learning in self-directed learning activities during the 2018-19 school year as listed below.

This extra pay supports district strategic goals in assuring high quality, multi-tiered systems of support, closing opportunity gaps, improving systems, and fostering community and family engagement. For each certificated employee to receive payment, the employee must have engaged in “professional learning associated with the integration of technology related to using data to improve instruction, using digital resources, managing instruction, leveraging technology for collaboration and communication, incorporating digital citizenship, and/or another personal professional learning in support of district or building initiatives.”

To receive this additional 32 hours of pay, pro-rated by FTE, employees must complete the technology professional learning before August 31, 2019, complete this attestation form, and return it to Payroll before September 16, 2019. Once completed, please submit this form either in no less than 8-hour segments at a time, or in one complete submission, for a total of up to 32 hours.

Please retain a copy of this form for your records. You may be asked in an audit review to confirm the hours and work performed, which supports the extra payment.

A: Please check one or more boxes below to indicate the technology professional learning you engaged in during the school day, which required you to work above and beyond your regular work day or the training you did outside of the school day. All learning activities should be **two hours** in length and will count for **two hours** of pay.



Highlights of the Tentative Agreement Personal and Parental Leave

- Two additional personal days from existing sick leave beginning in School Year 2019-2010
- Five days of paid parental leave for birth of a child, becoming primary caregiver of minor child (foster, guardianship, emergency) - application to Human Resources for approval and administration

Highlights of the Tentative Agreement Counselors

- Secondary ratio reduced from approximately 400:1 to 375:1
- Social/emotional supports discussion

Nurses

- 5.0 FTE nurses added to staffing

Highlights of the Tentative Agreement Special Education

- \$2,500 stipend (replaces the 30 hours) for recruitment and timely completion of IEPs. Monitored by Special Education; payable twice yearly for completed IEPs
- Overage pay from start of year
- Overage for case management for additional students
due to vacancies

Highlights of the Tentative Agreement Special Education

- Pre-K medically fragile ratio to 6:1:2
- Limited use of SpEd IAs for gen ed supervision duty
- In collaboration with the SpEd team, buildings may flexibly assign IA and cert staffing according to student needs. Must involve the SpEd team, and is on-going work with the SpEd JLMT (Article IX, Sec. F, 1)

Highlights of the Tentative Agreement Special Education

- Pool of itinerant Special Education Paras trained for special circumstances
- Two days of riser process for SpEd intense classes
- Professional development
- MOU to address secondary SM-2/Focus classes based on student need

Highlights of the Tentative Agreement Racial Equity

- 10 additional teams; one RET member on BLT
- Level one stipends
- Joint Committee to research how to support highest need schools and students
- Additional Professional Development
- Expanded training for implicit bias

Highlights of the Tentative Agreement

Early Release

“Green Day”

- Required focus on student data and disproportionality
- Review Calendar 2018-2019 transition to 2019-2020
- Review Chart on Early Release
- See FAQ's

Highlights of the Tentative Agreement Professional Growth and Educator Supports

Peer Assistance Review Panel

Update on Student Supervision

Highlights of the Tentative Agreement Human Resources

- Human Resources deadlines for Transfers and Acceptance of Contract
- Expanded Professional Growth Commitments

Highlights of the Tentative Agreement Substitutes

- Long term assignments of 45 days in assignment or same building eligible for health care and contract pay - (classified and certificated)
- Senior Sub selection reduced to first 48 hours
- Hiring teams may request a substitute for interview in

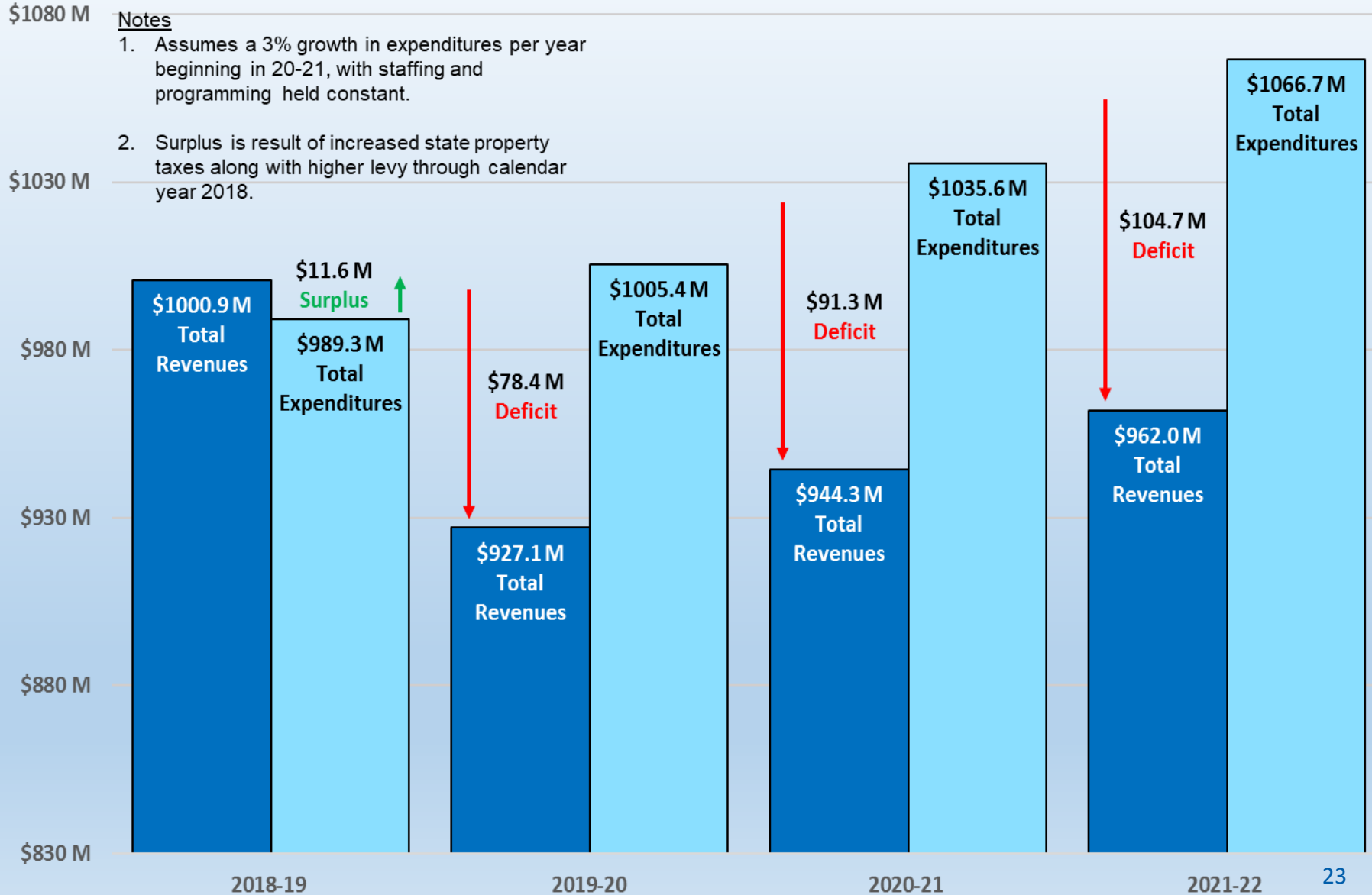
 phase 1 hiring

Highlights of the Tentative Agreement Financial Impacts

Bargaining Group	School Year 2018-19 Cost	School Year 2019-20 Cost
SAEOP	\$2,067,740	\$2,101,976
ParaPro	\$6,347,921	\$6,453,024
Substitutes	\$2,056,699	\$2,090,752
Certificated	\$41,644,736	\$42,303,812
Other Costs/Items Bargained	\$5,500,000	\$5,500,000
Total Cost	\$57,617,097	\$58,449,564
Less Tech Days (Capital Funded)	(\$8,789,910)	(\$8,935,444)
Net Cost to General Fund	\$48,827,187	\$49,514,120

Budget Outlook Summary For School Years 2018-19 through 2021-22

All numbers are estimates as of September 2018



Highlights of the Tentative Agreement

Building the Relationship for the Next Bargain

- Regional Joint Meetings on CBA - Sep. – Oct. 2018
- Joint Labor Management Committee
- Address specific program issues
- On-going problem solving and resolution



Discussion & Questions

