

SAEOP AND PARAPROFESSIONAL
Salary Schedule (SA2 and PA1) 203/8
2023-24 effective 9/1/2023

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 21.39	\$ 22.15	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,473.74	\$ 3,597.16	\$ 3,728.70	\$ 3,882.98	\$ 4,030.77	\$ 4,199.66	\$ 4,373.43	\$ 4,542.33	\$ 4,722.59
	Annual	\$ 34,737	\$ 35,972	\$ 37,287	\$ 38,830	\$ 40,308	\$ 41,997	\$ 43,734	\$ 45,423	\$ 47,226
016	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 3,679.98	\$ 3,809.90	\$ 3,957.69	\$ 4,121.71	\$ 4,280.86	\$ 4,448.14	\$ 4,630.02	\$ 4,818.41	\$ 5,011.66
	Annual	\$ 36,800	\$ 38,099	\$ 39,577	\$ 41,217	\$ 42,809	\$ 44,481	\$ 46,300	\$ 48,184	\$ 50,117
017	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 3,899.22	\$ 4,030.77	\$ 4,196.42	\$ 4,362.06	\$ 4,537.46	\$ 4,717.72	\$ 4,907.73	\$ 5,105.86	\$ 5,302.36
	Annual	\$ 38,992	\$ 40,308	\$ 41,964	\$ 43,621	\$ 45,375	\$ 47,177	\$ 49,077	\$ 51,059	\$ 53,024
018	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,136.33	\$ 4,280.86	\$ 4,448.14	\$ 4,625.15	\$ 4,810.29	\$ 5,006.79	\$ 5,198.42	\$ 5,411.17	\$ 5,625.54
	Annual	\$ 41,363	\$ 42,809	\$ 44,481	\$ 46,252	\$ 48,103	\$ 50,068	\$ 51,984	\$ 54,112	\$ 56,255
019	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,388.05	\$ 4,540.70	\$ 4,717.72	\$ 4,906.10	\$ 5,096.11	\$ 5,297.49	\$ 5,516.73	\$ 5,737.59	\$ 5,961.70
	Annual	\$ 43,880	\$ 45,407	\$ 47,177	\$ 49,061	\$ 50,961	\$ 52,975	\$ 55,167	\$ 57,376	\$ 59,617
020	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 4,644.64	\$ 4,810.29	\$ 5,005.17	\$ 5,193.55	\$ 5,398.18	\$ 5,619.04	\$ 5,852.90	\$ 6,075.38	\$ 6,325.48
	Annual	\$ 46,446	\$ 48,103	\$ 50,052	\$ 51,936	\$ 53,982	\$ 56,190	\$ 58,529	\$ 60,754	\$ 63,255
021	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 4,927.22	\$ 5,096.11	\$ 5,295.86	\$ 5,513.48	\$ 5,732.72	\$ 5,956.83	\$ 6,193.94	\$ 6,448.90	\$ 6,707.12
	Annual	\$ 49,272	\$ 50,961	\$ 52,959	\$ 55,135	\$ 57,327	\$ 59,568	\$ 61,939	\$ 64,489	\$ 67,071
022	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,232.53	\$ 5,437.15	\$ 5,649.90	\$ 5,877.26	\$ 6,107.86	\$ 6,341.72	\$ 6,590.19	\$ 6,851.66	\$ 7,117.99
	Annual	\$ 52,325	\$ 54,372	\$ 56,499	\$ 58,773	\$ 61,079	\$ 63,417	\$ 65,902	\$ 68,517	\$ 71,180

For Salary Administration Plans SA2 and PA1, 203 days/1624 hours
Monthly amount reflects a 10-month work year (annual/10)
2022-23 includes a 4% increase, effective 9/1/2023

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2023-24 effective 9/1/2023

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 21.39	\$ 22.15	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,798.86	\$ 3,933.84	\$ 4,077.70	\$ 4,246.42	\$ 4,408.03	\$ 4,592.74	\$ 4,782.77	\$ 4,967.47	\$ 5,164.61
	Annual	\$ 37,989	\$ 39,338	\$ 40,777	\$ 42,464	\$ 44,080	\$ 45,927	\$ 47,828	\$ 49,675	\$ 51,646
16	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 4,024.42	\$ 4,166.50	\$ 4,328.11	\$ 4,507.49	\$ 4,681.54	\$ 4,864.46	\$ 5,063.38	\$ 5,269.39	\$ 5,480.74
	Annual	\$ 40,244	\$ 41,665	\$ 43,281	\$ 45,075	\$ 46,815	\$ 48,645	\$ 50,634	\$ 52,694	\$ 54,807
17	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 4,264.18	\$ 4,408.03	\$ 4,589.18	\$ 4,770.34	\$ 4,962.14	\$ 5,159.28	\$ 5,367.07	\$ 5,583.74	\$ 5,798.64
	Annual	\$ 42,642	\$ 44,080	\$ 45,892	\$ 47,703	\$ 49,621	\$ 51,593	\$ 53,671	\$ 55,837	\$ 57,986
18	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,523.47	\$ 4,681.54	\$ 4,864.46	\$ 5,058.05	\$ 5,260.51	\$ 5,475.41	\$ 5,684.98	\$ 5,917.63	\$ 6,152.06
	Annual	\$ 45,235	\$ 46,815	\$ 48,645	\$ 50,580	\$ 52,605	\$ 54,754	\$ 56,850	\$ 59,176	\$ 61,521
19	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,798.75	\$ 4,965.70	\$ 5,159.28	\$ 5,365.30	\$ 5,573.09	\$ 5,793.31	\$ 6,033.07	\$ 6,274.61	\$ 6,519.70
	Annual	\$ 47,988	\$ 49,657	\$ 51,593	\$ 53,653	\$ 55,731	\$ 57,933	\$ 60,331	\$ 62,746	\$ 65,197
20	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 5,079.36	\$ 5,260.51	\$ 5,473.63	\$ 5,679.65	\$ 5,903.42	\$ 6,144.96	\$ 6,400.70	\$ 6,644.02	\$ 6,917.52
	Annual	\$ 50,794	\$ 52,605	\$ 54,736	\$ 56,796	\$ 59,034	\$ 61,450	\$ 64,007	\$ 66,440	\$ 69,175
21	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 5,388.38	\$ 5,573.09	\$ 5,791.54	\$ 6,029.52	\$ 6,269.28	\$ 6,514.37	\$ 6,773.66	\$ 7,052.50	\$ 7,334.88
	Annual	\$ 53,884	\$ 55,731	\$ 57,915	\$ 60,295	\$ 62,693	\$ 65,144	\$ 67,737	\$ 70,525	\$ 73,349
22	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,722.27	\$ 5,946.05	\$ 6,178.70	\$ 6,427.34	\$ 6,679.54	\$ 6,935.28	\$ 7,207.01	\$ 7,492.94	\$ 7,784.21
	Annual	\$ 57,223	\$ 59,460	\$ 61,787	\$ 64,273	\$ 66,795	\$ 69,353	\$ 72,070	\$ 74,929	\$ 77,842
23	Hourly	\$ 32.75	\$ 33.89	\$ 35.19	\$ 36.65	\$ 38.13	\$ 39.61	\$ 41.16	\$ 42.87	\$ 44.56
	Monthly	\$ 5,816.40	\$ 6,018.86	\$ 6,249.74	\$ 6,509.04	\$ 6,771.89	\$ 7,034.74	\$ 7,310.02	\$ 7,613.71	\$ 7,913.86
	Annual	\$ 58,164	\$ 60,189	\$ 62,497	\$ 65,090	\$ 67,719	\$ 70,347	\$ 73,100	\$ 76,137	\$ 79,139

For Salary Administration Plans SA3 and PA2, 222 days/1776 hours
2023-24 with a 4% increase, effective 9/1/2023
Monthly amount reflects a 10-month work year (annual/10)

PARAPROFESSIONAL
Salary Schedule (PA3) 203/7
2023-24 effective 9/1/2023

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 29.11	\$ 30.14	\$ 31.31	\$ 32.55	\$ 33.87	\$ 35.17	\$ 36.61	\$ 38.08	\$ 39.58
	Monthly	\$ 4,136.53	\$ 4,282.89	\$ 4,449.15	\$ 4,625.36	\$ 4,812.93	\$ 4,997.66	\$ 5,202.28	\$ 5,411.17	\$ 5,624.32
	Annual	\$ 41,365	\$ 42,829	\$ 44,492	\$ 46,254	\$ 48,129	\$ 49,977	\$ 52,023	\$ 54,112	\$ 56,243
019	Hourly	\$ 30.86	\$ 31.92	\$ 33.19	\$ 34.52	\$ 35.84	\$ 37.34	\$ 38.80	\$ 40.36	\$ 41.97
	Monthly	\$ 4,385.21	\$ 4,535.83	\$ 4,716.30	\$ 4,905.29	\$ 5,092.86	\$ 5,306.01	\$ 5,513.48	\$ 5,735.16	\$ 5,963.94
	Annual	\$ 43,852	\$ 45,358	\$ 47,163	\$ 49,053	\$ 50,929	\$ 53,060	\$ 55,135	\$ 57,352	\$ 59,639
020	Hourly	\$ 32.71	\$ 33.87	\$ 35.15	\$ 36.60	\$ 37.99	\$ 39.53	\$ 41.14	\$ 42.80	\$ 44.50
	Monthly	\$ 4,648.09	\$ 4,812.93	\$ 4,994.82	\$ 5,200.86	\$ 5,398.38	\$ 5,617.21	\$ 5,845.99	\$ 6,081.88	\$ 6,323.45
	Annual	\$ 46,481	\$ 48,129	\$ 49,948	\$ 52,009	\$ 53,984	\$ 56,172	\$ 58,460	\$ 60,819	\$ 63,235
021	Hourly	\$ 34.66	\$ 35.84	\$ 37.30	\$ 38.78	\$ 40.29	\$ 41.86	\$ 43.60	\$ 45.31	\$ 47.15
	Monthly	\$ 4,925.19	\$ 5,092.86	\$ 5,300.33	\$ 5,510.64	\$ 5,725.21	\$ 5,948.31	\$ 6,195.56	\$ 6,438.55	\$ 6,700.02
	Annual	\$ 49,252	\$ 50,929	\$ 53,003	\$ 55,106	\$ 57,252	\$ 59,483	\$ 61,956	\$ 64,386	\$ 67,000
022	Hourly	\$ 36.73	\$ 38.18	\$ 39.71	\$ 41.22	\$ 42.85	\$ 44.53	\$ 46.28	\$ 48.10	\$ 49.94
	Monthly	\$ 5,219.33	\$ 5,425.38	\$ 5,642.79	\$ 5,857.36	\$ 6,088.99	\$ 6,327.71	\$ 6,576.39	\$ 6,835.01	\$ 7,096.47
	Annual	\$ 52,193	\$ 54,254	\$ 56,428	\$ 58,574	\$ 60,890	\$ 63,277	\$ 65,764	\$ 68,350	\$ 70,965

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%

2023-24 with a 4% negotiated increase effective 9/1/2023
Monthly amount reflects a 10-month work year (annual/10)

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA1 and PA4) 260/8
2023-24 effective 9/1/2023

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 21.39	\$ 22.14	\$ 22.96	\$ 23.91	\$ 24.82	\$ 25.86	\$ 26.93	\$ 27.97	\$ 29.08
	Monthly	\$ 3,707.60	\$ 3,837.60	\$ 3,979.73	\$ 4,144.40	\$ 4,302.13	\$ 4,482.40	\$ 4,667.87	\$ 4,848.13	\$ 5,040.53
	Annual	\$ 44,491	\$ 46,051	\$ 47,757	\$ 49,733	\$ 51,626	\$ 53,789	\$ 56,014	\$ 58,178	\$ 60,486
16	Hourly	\$ 22.66	\$ 23.46	\$ 24.37	\$ 25.38	\$ 26.36	\$ 27.39	\$ 28.51	\$ 29.67	\$ 30.86
	Monthly	\$ 3,927.73	\$ 4,066.40	\$ 4,224.13	\$ 4,399.20	\$ 4,569.07	\$ 4,747.60	\$ 4,941.73	\$ 5,142.80	\$ 5,349.07
	Annual	\$ 47,133	\$ 48,797	\$ 50,690	\$ 52,790	\$ 54,829	\$ 56,971	\$ 59,301	\$ 61,714	\$ 64,189
17	Hourly	\$ 24.01	\$ 24.82	\$ 25.84	\$ 26.86	\$ 27.94	\$ 29.05	\$ 30.22	\$ 31.44	\$ 32.65
	Monthly	\$ 4,161.73	\$ 4,302.13	\$ 4,478.93	\$ 4,655.73	\$ 4,842.93	\$ 5,035.33	\$ 5,238.13	\$ 5,449.60	\$ 5,659.33
	Annual	\$ 49,941	\$ 51,626	\$ 53,747	\$ 55,869	\$ 58,115	\$ 60,424	\$ 62,858	\$ 65,395	\$ 67,912
18	Hourly	\$ 25.47	\$ 26.36	\$ 27.39	\$ 28.48	\$ 29.62	\$ 30.83	\$ 32.01	\$ 33.32	\$ 34.64
	Monthly	\$ 4,414.80	\$ 4,569.07	\$ 4,747.60	\$ 4,936.53	\$ 5,134.13	\$ 5,343.87	\$ 5,548.40	\$ 5,775.47	\$ 6,004.27
	Annual	\$ 52,978	\$ 54,829	\$ 56,971	\$ 59,238	\$ 61,610	\$ 64,126	\$ 66,581	\$ 69,306	\$ 72,051
19	Hourly	\$ 27.02	\$ 27.96	\$ 29.05	\$ 30.21	\$ 31.38	\$ 32.62	\$ 33.97	\$ 35.33	\$ 36.71
	Monthly	\$ 4,683.47	\$ 4,846.40	\$ 5,035.33	\$ 5,236.40	\$ 5,439.20	\$ 5,654.13	\$ 5,888.13	\$ 6,123.87	\$ 6,363.07
	Annual	\$ 56,202	\$ 58,157	\$ 60,424	\$ 62,837	\$ 65,270	\$ 67,850	\$ 70,658	\$ 73,486	\$ 76,357
20	Hourly	\$ 28.60	\$ 29.62	\$ 30.82	\$ 31.98	\$ 33.24	\$ 34.60	\$ 36.04	\$ 37.41	\$ 38.95
	Monthly	\$ 4,957.33	\$ 5,134.13	\$ 5,342.13	\$ 5,543.20	\$ 5,761.60	\$ 5,997.33	\$ 6,246.93	\$ 6,484.40	\$ 6,751.33
	Annual	\$ 59,488	\$ 61,610	\$ 64,106	\$ 66,518	\$ 69,139	\$ 71,968	\$ 74,963	\$ 77,813	\$ 81,016
21	Hourly	\$ 30.34	\$ 31.38	\$ 32.61	\$ 33.95	\$ 35.30	\$ 36.68	\$ 38.14	\$ 39.71	\$ 41.30
	Monthly	\$ 5,258.93	\$ 5,439.20	\$ 5,652.40	\$ 5,884.67	\$ 6,118.67	\$ 6,357.87	\$ 6,610.93	\$ 6,883.07	\$ 7,158.67
	Annual	\$ 63,107	\$ 65,270	\$ 67,829	\$ 70,616	\$ 73,424	\$ 76,294	\$ 79,331	\$ 82,597	\$ 85,904
22	Hourly	\$ 32.22	\$ 33.48	\$ 34.79	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58	\$ 42.19	\$ 43.83
	Monthly	\$ 5,584.80	\$ 5,803.20	\$ 6,030.27	\$ 6,272.93	\$ 6,519.07	\$ 6,768.67	\$ 7,033.87	\$ 7,312.93	\$ 7,597.20
	Annual	\$ 67,018	\$ 69,638	\$ 72,363	\$ 75,275	\$ 78,229	\$ 81,224	\$ 84,406	\$ 87,755	\$ 91,166

For Salary Administration Plans SA1 and PA4 (260-8)
2023-24 with a 4% increase (260 days/2080 hours)
Effective 9/1/2023

PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8
2023-24 effective 9/1/2023

Paraprofessional PA5 - 204 day schedule - 8 hours/day - 1632 hours/year

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	\$ 33.17	\$ 34.20	\$ 35.30	\$ 36.32	\$ 37.39	\$ 38.42	\$ 39.47	\$ 40.55	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.72	\$ 45.82
	Monthly	\$ 5,413.34	\$ 5,581.44	\$ 5,760.96	\$ 5,927.42	\$ 6,102.05	\$ 6,270.14	\$ 6,441.50	\$ 6,617.76	\$ 6,787.49	\$ 6,957.22	\$ 7,131.84	\$ 7,298.30	\$ 7,477.82
	Annual	\$ 54,133	\$ 55,814	\$ 57,610	\$ 59,274	\$ 61,020	\$ 62,701	\$ 64,415	\$ 66,178	\$ 67,875	\$ 69,572	\$ 71,318	\$ 72,983	\$ 74,778
19	Hourly	\$ 34.72	\$ 35.80	\$ 36.93	\$ 37.99	\$ 39.12	\$ 40.18	\$ 41.32	\$ 42.40	\$ 43.51	\$ 44.64	\$ 45.74	\$ 46.79	\$ 47.92
	Monthly	\$ 5,666.30	\$ 5,842.56	\$ 6,026.98	\$ 6,199.97	\$ 6,384.38	\$ 6,557.38	\$ 6,743.42	\$ 6,919.68	\$ 7,100.83	\$ 7,285.25	\$ 7,464.77	\$ 7,636.13	\$ 7,820.54
	Annual	\$ 56,663	\$ 58,426	\$ 60,270	\$ 62,000	\$ 63,844	\$ 65,574	\$ 67,434	\$ 69,197	\$ 71,008	\$ 72,852	\$ 74,648	\$ 76,361	\$ 78,205
20	Hourly	\$ 36.31	\$ 37.48	\$ 38.59	\$ 39.79	\$ 40.94	\$ 42.10	\$ 43.20	\$ 44.39	\$ 45.52	\$ 46.69	\$ 47.85	\$ 49.02	\$ 50.15
	Monthly	\$ 5,925.79	\$ 6,116.74	\$ 6,297.89	\$ 6,493.73	\$ 6,681.41	\$ 6,870.72	\$ 7,050.24	\$ 7,244.45	\$ 7,428.86	\$ 7,619.81	\$ 7,809.12	\$ 8,000.06	\$ 8,184.48
	Annual	\$ 59,258	\$ 61,167	\$ 62,979	\$ 64,937	\$ 66,814	\$ 68,707	\$ 70,502	\$ 72,444	\$ 74,289	\$ 76,198	\$ 78,091	\$ 80,001	\$ 81,845
21	Hourly	\$ 37.96	\$ 39.23	\$ 40.38	\$ 41.60	\$ 42.85	\$ 44.00	\$ 45.22	\$ 46.43	\$ 47.65	\$ 48.85	\$ 50.06	\$ 51.28	\$ 52.47
	Monthly	\$ 6,195.07	\$ 6,402.34	\$ 6,590.02	\$ 6,789.12	\$ 6,993.12	\$ 7,180.80	\$ 7,379.90	\$ 7,577.38	\$ 7,776.48	\$ 7,972.32	\$ 8,169.79	\$ 8,368.90	\$ 8,563.10
	Annual	\$ 61,951	\$ 64,023	\$ 65,900	\$ 67,891	\$ 69,931	\$ 71,808	\$ 73,799	\$ 75,774	\$ 77,765	\$ 79,723	\$ 81,698	\$ 83,689	\$ 85,631

Paraprofessional PA6 - 223 day schedule - 8 hours/day - 1784 hours/year

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	\$ 33.17	\$ 34.20	\$ 35.30	\$ 36.32	\$ 37.39	\$ 38.42	\$ 39.47	\$ 40.55	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.72	\$ 45.82
	Monthly	\$ 5,917.53	\$ 6,101.28	\$ 6,297.52	\$ 6,479.49	\$ 6,670.38	\$ 6,854.13	\$ 7,041.45	\$ 7,234.12	\$ 7,419.66	\$ 7,605.19	\$ 7,796.08	\$ 7,978.05	\$ 8,174.29
	Annual	\$ 59,175	\$ 61,013	\$ 62,975	\$ 64,795	\$ 66,704	\$ 68,541	\$ 70,414	\$ 72,341	\$ 74,197	\$ 76,052	\$ 77,961	\$ 79,780	\$ 81,743
21	Hourly	\$ 37.96	\$ 39.23	\$ 40.38	\$ 41.60	\$ 42.85	\$ 44.00	\$ 45.22	\$ 46.43	\$ 47.65	\$ 48.85	\$ 50.06	\$ 51.28	\$ 52.47
	Monthly	\$ 6,772.06	\$ 6,998.63	\$ 7,203.79	\$ 7,421.44	\$ 7,644.44	\$ 7,849.60	\$ 8,067.25	\$ 8,283.11	\$ 8,500.76	\$ 8,714.84	\$ 8,930.70	\$ 9,148.35	\$ 9,360.65
	Annual	\$ 67,721	\$ 69,986	\$ 72,038	\$ 74,214	\$ 76,444	\$ 78,496	\$ 80,672	\$ 82,831	\$ 85,008	\$ 87,148	\$ 89,307	\$ 91,484	\$ 93,606

Paraprofessional PA8 - 260 day schedule - 8 hours/day - 2080 hours/year

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	\$ 33.17	\$ 34.20	\$ 35.30	\$ 36.32	\$ 37.39	\$ 38.42	\$ 39.47	\$ 40.55	\$ 41.59	\$ 42.63	\$ 43.70	\$ 44.72	\$ 45.82
	Monthly	\$ 5,749.47	\$ 5,928.00	\$ 6,118.67	\$ 6,295.47	\$ 6,480.93	\$ 6,659.47	\$ 6,841.47	\$ 7,028.67	\$ 7,208.93	\$ 7,389.20	\$ 7,574.67	\$ 7,751.47	\$ 7,942.13
	Annual	\$ 68,994	\$ 71,136	\$ 73,424	\$ 75,546	\$ 77,771	\$ 79,914	\$ 82,098	\$ 84,344	\$ 86,507	\$ 88,670	\$ 90,896	\$ 93,018	\$ 95,306
19	Hourly	\$ 34.72	\$ 35.80	\$ 36.93	\$ 37.99	\$ 39.12	\$ 40.18	\$ 41.32	\$ 42.40	\$ 43.51	\$ 44.64	\$ 45.74	\$ 46.79	\$ 47.92
	Monthly	\$ 6,018.13	\$ 6,205.33	\$ 6,401.20	\$ 6,584.93	\$ 6,780.80	\$ 6,964.53	\$ 7,162.13	\$ 7,349.33	\$ 7,541.73	\$ 7,737.60	\$ 7,928.27	\$ 8,110.27	\$ 8,306.13
	Annual	\$ 72,218	\$ 74,464	\$ 76,814	\$ 79,019	\$ 81,370	\$ 83,574	\$ 85,946	\$ 88,192	\$ 90,501	\$ 92,851	\$ 95,139	\$ 97,323	\$ 99,674
21	Hourly	\$ 37.96	\$ 39.23	\$ 40.38	\$ 41.60	\$ 42.85	\$ 44.00	\$ 45.22	\$ 46.43	\$ 47.65	\$ 48.85	\$ 50.06	\$ 51.28	\$ 52.47
	Monthly	\$ 6,579.73	\$ 6,799.87	\$ 6,999.20	\$ 7,210.67	\$ 7,427.33	\$ 7,626.67	\$ 7,838.13	\$ 8,047.87	\$ 8,259.33	\$ 8,467.33	\$ 8,677.07	\$ 8,888.53	\$ 9,094.80
	Annual	\$ 78,957	\$ 81,598	\$ 83,990	\$ 86,528	\$ 89,128	\$ 91,520	\$ 94,058	\$ 96,574	\$ 99,112	\$ 101,608	\$ 104,125	\$ 106,662	\$ 109,138
22	Hourly	\$ 39.90	\$ 41.18	\$ 42.54	\$ 43.92	\$ 45.34	\$ 46.79	\$ 48.33	\$ 49.90	\$ 51.50	\$ 53.19	\$ 54.95	\$ 56.70	\$ 58.59
	Monthly	\$ 6,916.00	\$ 7,137.87	\$ 7,373.60	\$ 7,612.80	\$ 7,858.93	\$ 8,110.27	\$ 8,377.20	\$ 8,649.33	\$ 8,926.67	\$ 9,219.60	\$ 9,524.67	\$ 9,828.00	\$ 10,155.60
	Annual	\$ 82,992	\$ 85,654	\$ 88,483	\$ 91,354	\$ 94,307	\$ 97,323	\$ 100,526	\$ 103,792	\$ 107,120	\$ 110,635	\$ 114,296	\$ 117,936	\$ 121,867

2023-24 with a 4% increase effective 9/1/2023

Monthly amount reflects a 10-month work year (annual/10) for 204 and 223 day schedules; 12-month work year for 260 day schedule

PARAPROFESSIONAL
Salary Schedule (PA7)
260/7
2023-24 effective 9/1/23

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 29.11	\$ 30.14	\$ 31.31	\$ 32.55	\$ 33.87	\$ 35.17	\$ 36.61	\$ 38.08	\$ 39.58
	Monthly	\$ 4,415.02	\$ 4,571.23	\$ 4,748.68	\$ 4,936.75	\$ 5,136.95	\$ 5,334.12	\$ 5,552.52	\$ 5,775.47	\$ 6,002.97
	Annual	\$ 52,980	\$ 54,855	\$ 56,984	\$ 59,241	\$ 61,643	\$ 64,009	\$ 66,630	\$ 69,306	\$ 72,036
019	Hourly	\$ 30.86	\$ 31.92	\$ 33.19	\$ 34.52	\$ 35.84	\$ 37.34	\$ 38.80	\$ 40.36	\$ 41.97
	Monthly	\$ 4,680.43	\$ 4,841.20	\$ 5,033.82	\$ 5,235.53	\$ 5,435.73	\$ 5,663.23	\$ 5,884.67	\$ 6,121.27	\$ 6,365.45
	Annual	\$ 56,165	\$ 58,094	\$ 60,406	\$ 62,826	\$ 65,229	\$ 67,959	\$ 70,616	\$ 73,455	\$ 76,385

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260/7, 1820 hours)
2023-24 with a 4% increase effective 9/1/23

2023-24 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	\$37.02	\$259.14
CH1	2	30 - 59.9 days	At least 210 hours worked	\$38.72	\$271.04
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$40.41	\$282.87
CH1	4	90 or more	At least 630 hours worked	\$43.02	\$301.14
CH1	5	Senior Subs	Senior Subs	\$44.45	\$311.14

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$55.09	\$385.63

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$29.40
SU1		60-90 Days	\$X*1.05	\$30.86
SU1		91-120 Days	\$X*1.10	\$32.32
SU1		121+ Days	\$X*1.15	\$33.81
SU1		Senior Subs	Senior Subs	\$35.24

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$25.75
SU2		60-90 Days	\$X*1.05	\$27.03
SU2		91-120 Days	\$X*1.10	\$28.32
SU2		121+ Days	\$X*1.15	\$29.62
SU2		Senior Subs	Senior Subs	\$30.87

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$38.94	\$311.52

2023-2024 rates effective 9/1/2023 with a 4% negotiated increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10

ACTIVE PARAPROFESSIONAL JOB TITLES BY PAY GRADE

<u>Loc</u>	<u>Job Title</u>	<u>Grade</u>	<u>Loc</u>	<u>Job Title</u>	<u>Grade</u>
S	Bilingual Instructional Assistant	19	S	Intervention Associate	19
S	Brailist/Vision Assistant	22	S	Intervention School Bus Driver	19
S	Broadcast Program Specialist Assistant	19	A	Kindergarten Transition Support Specialist	21
S	Bus Assistant I – Head Start	15	S	Language Immersion Instructional Assistant	19
S	Bus Supervisor I – Special Education	16	A	Outreach Coordinator Enrollment Svcs	21
S	Career Center Specialist	21	S	Parent Education Laboratory Associate	18
S	Career Ladder Assistant	19	S	Parent Education Laboratory Coordinator	20
S	Certified Sign Language Interpreter	22	S	Physical Education Attendant	15
S	Child Development Associate	19	S	Physical/Occupational Therapist Assistant	21
S	CTC Mobilizer	21	S	Pre-School Instructor	19
A	Computer Laboratory Assistant	19	S	Reentry Intervention Student Assistance Spec	20
S	Corrections Education Associate	21	A	Safety/Emergency Communications Spec	19
S	Deaf Culture Liaison	20	A	School Family Partnerships Specialist	20
A	District Truancy Representative	19	S	School Nursing Assistant/LPN	21
A	Drug/Alcohol Intervention Res Spec	19	S	School Relations Assistant	16
A	Drug/Alcohol Intervention Res Spec-CD	21	S	Sign Language Interpreter	21
A	Drug Free Comm Organizing Coord	21	S	Special Education Assistant/ISE	19
A	Enrollment Services Outreach Coord	21	A	SPED Bilingual Student Services Facilitator	21
S	Family Services Provider	21	S	Speech/Language Therapy Assistant I	20
A	Family & Community Engagement Spec	21	S	Speech/Lang Therapy Assistant II	21
S	Family Educator I	19	S	Student and Family Advocate	21
S	Family Educator II	21	S	Student Assignment Facilitator	21
S	Family Liaison	19	S	Subs Abuse Awareness Training Spec	21
S	Family Services Provider	21	A	Team Read Tutor Coordinator	21
S	Family Support Specialist	21	S	Transitional Program Specialist	21
S	Family Support Worker	21	S	Truancy Intervention Assistant	17
S	HS Graduation Success Coordinator	20	S	Truancy Intervention Specialist	19
S	Home School Coordinator	19	S	Violence Prevention Specialist	18
S	Home School Recruiter/Liaison	19	S	Visual Arts Assistant	19
S	Instructional Assistant	18	A	Work Based Learning Program Specialist	19
A	Instrument Repair Specialist	22	S	Youth Services Assistant	18
S	Intervener	19			

A=Administration

S=School