

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA1 and PA4) 260/8  
2024-25 effective 9/1/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 22.18	\$ 22.96	\$ 23.81	\$ 24.79	\$ 25.74	\$ 26.82	\$ 27.93	\$ 29.00	\$ 30.16
	Monthly	\$ 3,844.53	\$ 3,979.73	\$ 4,127.07	\$ 4,296.93	\$ 4,461.60	\$ 4,648.80	\$ 4,841.20	\$ 5,026.67	\$ 5,227.73
	Annual	\$ 46,134	\$ 47,757	\$ 49,525	\$ 51,563	\$ 53,539	\$ 55,786	\$ 58,094	\$ 60,320	\$ 62,733
16	Hourly	\$ 23.50	\$ 24.33	\$ 25.27	\$ 26.32	\$ 27.34	\$ 28.40	\$ 29.56	\$ 30.77	\$ 32.00
	Monthly	\$ 4,073.33	\$ 4,217.20	\$ 4,380.13	\$ 4,562.13	\$ 4,738.93	\$ 4,922.67	\$ 5,123.73	\$ 5,333.47	\$ 5,546.67
	Annual	\$ 48,880	\$ 50,606	\$ 52,562	\$ 54,746	\$ 56,867	\$ 59,072	\$ 61,485	\$ 64,002	\$ 66,560
17	Hourly	\$ 24.90	\$ 25.74	\$ 26.80	\$ 27.85	\$ 28.97	\$ 30.12	\$ 31.34	\$ 32.60	\$ 33.86
	Monthly	\$ 4,316.00	\$ 4,461.60	\$ 4,645.33	\$ 4,827.33	\$ 5,021.47	\$ 5,220.80	\$ 5,432.27	\$ 5,650.67	\$ 5,869.07
	Annual	\$ 51,792	\$ 53,539	\$ 55,744	\$ 57,928	\$ 60,258	\$ 62,650	\$ 65,187	\$ 67,808	\$ 70,429
18	Hourly	\$ 26.41	\$ 27.34	\$ 28.40	\$ 29.53	\$ 30.72	\$ 31.97	\$ 33.19	\$ 34.55	\$ 35.92
	Monthly	\$ 4,577.73	\$ 4,738.93	\$ 4,922.67	\$ 5,118.53	\$ 5,324.80	\$ 5,541.47	\$ 5,752.93	\$ 5,988.67	\$ 6,226.13
	Annual	\$ 54,933	\$ 56,867	\$ 59,072	\$ 61,422	\$ 63,898	\$ 66,498	\$ 69,035	\$ 71,864	\$ 74,714
19	Hourly	\$ 28.02	\$ 28.99	\$ 30.12	\$ 31.33	\$ 32.54	\$ 33.83	\$ 35.23	\$ 36.64	\$ 38.07
	Monthly	\$ 4,856.80	\$ 5,024.93	\$ 5,220.80	\$ 5,430.53	\$ 5,640.27	\$ 5,863.87	\$ 6,106.53	\$ 6,350.93	\$ 6,598.80
	Annual	\$ 58,282	\$ 60,299	\$ 62,650	\$ 65,166	\$ 67,683	\$ 70,366	\$ 73,278	\$ 76,211	\$ 79,186
20	Hourly	\$ 29.66	\$ 30.72	\$ 31.96	\$ 33.16	\$ 34.47	\$ 35.88	\$ 37.37	\$ 38.79	\$ 40.39
	Monthly	\$ 5,141.07	\$ 5,324.80	\$ 5,539.73	\$ 5,747.73	\$ 5,974.80	\$ 6,219.20	\$ 6,477.47	\$ 6,723.60	\$ 7,000.93
	Annual	\$ 61,693	\$ 63,898	\$ 66,477	\$ 68,973	\$ 71,698	\$ 74,630	\$ 77,730	\$ 80,683	\$ 84,011
21	Hourly	\$ 31.46	\$ 32.54	\$ 33.82	\$ 35.21	\$ 36.61	\$ 38.04	\$ 39.55	\$ 41.18	\$ 42.83
	Monthly	\$ 5,453.07	\$ 5,640.27	\$ 5,862.13	\$ 6,103.07	\$ 6,345.73	\$ 6,593.60	\$ 6,855.33	\$ 7,137.87	\$ 7,423.87
	Annual	\$ 65,437	\$ 67,683	\$ 70,346	\$ 73,237	\$ 76,149	\$ 79,123	\$ 82,264	\$ 85,654	\$ 89,086
22	Hourly	\$ 33.41	\$ 34.72	\$ 36.08	\$ 37.53	\$ 39.00	\$ 40.49	\$ 42.08	\$ 43.75	\$ 45.45
	Monthly	\$ 5,791.07	\$ 6,018.13	\$ 6,253.87	\$ 6,505.20	\$ 6,760.00	\$ 7,018.27	\$ 7,293.87	\$ 7,583.33	\$ 7,878.00
	Annual	\$ 69,493	\$ 72,218	\$ 75,046	\$ 78,062	\$ 81,120	\$ 84,219	\$ 87,526	\$ 91,000	\$ 94,536

For Salary Administration Plans SA1 and PA4 (260-8)  
2024-25 with a 3.7% increase (260 days/2080 hours)  
Effective 9/1/2024

SAEOP AND PARAPROFESSIONAL  
Salary Schedule (SA2 and PA1) 203/8  
2024-25 effective 9/1/2024

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 22.18	\$ 22.97	\$ 23.81	\$ 24.79	\$ 25.74	\$ 26.82	\$ 27.93	\$ 29.00	\$ 30.16
	Monthly	\$ 3,602.03	\$ 3,730.33	\$ 3,866.74	\$ 4,025.90	\$ 4,180.18	\$ 4,355.57	\$ 4,535.83	\$ 4,709.60	\$ 4,897.98
	Annual	\$ 36,020	\$ 37,303	\$ 38,667	\$ 40,259	\$ 41,802	\$ 43,556	\$ 45,358	\$ 47,096	\$ 48,980
016	Hourly	\$ 23.50	\$ 24.33	\$ 25.27	\$ 26.32	\$ 27.34	\$ 28.40	\$ 29.56	\$ 30.77	\$ 32.00
	Monthly	\$ 3,816.40	\$ 3,951.19	\$ 4,103.85	\$ 4,274.37	\$ 4,440.02	\$ 4,612.16	\$ 4,800.54	\$ 4,997.05	\$ 5,196.80
	Annual	\$ 38,164	\$ 39,512	\$ 41,038	\$ 42,744	\$ 44,400	\$ 46,122	\$ 48,005	\$ 49,970	\$ 51,968
017	Hourly	\$ 24.90	\$ 25.74	\$ 26.80	\$ 27.85	\$ 28.97	\$ 30.12	\$ 31.34	\$ 32.60	\$ 33.86
	Monthly	\$ 4,043.76	\$ 4,180.18	\$ 4,352.32	\$ 4,522.84	\$ 4,704.73	\$ 4,891.49	\$ 5,089.62	\$ 5,294.24	\$ 5,498.86
	Annual	\$ 40,438	\$ 41,802	\$ 43,523	\$ 45,228	\$ 47,047	\$ 48,915	\$ 50,896	\$ 52,942	\$ 54,989
018	Hourly	\$ 26.41	\$ 27.34	\$ 28.40	\$ 29.53	\$ 30.72	\$ 31.97	\$ 33.19	\$ 34.55	\$ 35.92
	Monthly	\$ 4,288.98	\$ 4,440.02	\$ 4,612.16	\$ 4,795.67	\$ 4,988.93	\$ 5,191.93	\$ 5,390.06	\$ 5,610.92	\$ 5,833.41
	Annual	\$ 42,890	\$ 44,400	\$ 46,122	\$ 47,957	\$ 49,889	\$ 51,919	\$ 53,901	\$ 56,109	\$ 58,334
019	Hourly	\$ 28.02	\$ 28.99	\$ 30.12	\$ 31.33	\$ 32.54	\$ 33.83	\$ 35.23	\$ 36.64	\$ 38.07
	Monthly	\$ 4,550.45	\$ 4,707.98	\$ 4,891.49	\$ 5,087.99	\$ 5,284.50	\$ 5,493.99	\$ 5,721.35	\$ 5,950.34	\$ 6,182.57
	Annual	\$ 45,504	\$ 47,080	\$ 48,915	\$ 50,880	\$ 52,845	\$ 54,940	\$ 57,214	\$ 59,503	\$ 61,826
020	Hourly	\$ 29.66	\$ 30.72	\$ 31.96	\$ 33.16	\$ 34.47	\$ 35.88	\$ 37.37	\$ 38.79	\$ 40.39
	Monthly	\$ 4,816.78	\$ 4,988.93	\$ 5,190.30	\$ 5,385.18	\$ 5,597.93	\$ 5,826.91	\$ 6,068.89	\$ 6,299.50	\$ 6,559.34
	Annual	\$ 48,168	\$ 49,889	\$ 51,903	\$ 53,852	\$ 55,979	\$ 58,269	\$ 60,689	\$ 62,995	\$ 65,593
021	Hourly	\$ 31.46	\$ 32.54	\$ 33.82	\$ 35.21	\$ 36.61	\$ 38.04	\$ 39.55	\$ 41.18	\$ 42.83
	Monthly	\$ 5,109.10	\$ 5,284.50	\$ 5,492.37	\$ 5,718.10	\$ 5,945.46	\$ 6,177.70	\$ 6,422.92	\$ 6,687.63	\$ 6,955.59
	Annual	\$ 51,091	\$ 52,845	\$ 54,924	\$ 57,181	\$ 59,455	\$ 61,777	\$ 64,229	\$ 66,876	\$ 69,556
022	Hourly	\$ 33.41	\$ 34.72	\$ 36.08	\$ 37.53	\$ 39.00	\$ 40.49	\$ 42.08	\$ 43.75	\$ 45.45
	Monthly	\$ 5,425.78	\$ 5,638.53	\$ 5,859.39	\$ 6,094.87	\$ 6,333.60	\$ 6,575.58	\$ 6,833.79	\$ 7,105.00	\$ 7,381.08
	Annual	\$ 54,258	\$ 56,385	\$ 58,594	\$ 60,949	\$ 63,336	\$ 65,756	\$ 68,338	\$ 71,050	\$ 73,811

For Salary Administration Plans SA2 and PA1, 203 days/1624 hours  
Monthly amount reflects a 10-month work year (annual/10)  
2024-25 includes a 3.7% increase, effective 9/1/2024

SAEOP and PARAPROFESSIONAL  
Salary Schedule (SA3 and PA2) 222/8  
2024-25 effective 9/1/2024

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 22.18	\$ 22.97	\$ 23.81	\$ 24.79	\$ 25.74	\$ 26.82	\$ 27.93	\$ 29.00	\$ 30.16
	Monthly	\$ 3,939.17	\$ 4,079.47	\$ 4,228.66	\$ 4,402.70	\$ 4,571.42	\$ 4,763.23	\$ 4,960.37	\$ 5,150.40	\$ 5,356.42
	Annual	\$ 39,392	\$ 40,795	\$ 42,287	\$ 44,027	\$ 45,714	\$ 47,632	\$ 49,604	\$ 51,504	\$ 53,564
16	Hourly	\$ 23.50	\$ 24.33	\$ 25.27	\$ 26.32	\$ 27.34	\$ 28.40	\$ 29.56	\$ 30.77	\$ 32.00
	Monthly	\$ 4,173.60	\$ 4,321.01	\$ 4,487.95	\$ 4,674.43	\$ 4,855.58	\$ 5,043.84	\$ 5,249.86	\$ 5,464.75	\$ 5,683.20
	Annual	\$ 41,736	\$ 43,210	\$ 44,880	\$ 46,744	\$ 48,556	\$ 50,438	\$ 52,499	\$ 54,648	\$ 56,832
17	Hourly	\$ 24.90	\$ 25.74	\$ 26.80	\$ 27.85	\$ 28.97	\$ 30.12	\$ 31.34	\$ 32.60	\$ 33.86
	Monthly	\$ 4,422.24	\$ 4,571.42	\$ 4,759.68	\$ 4,946.16	\$ 5,145.07	\$ 5,349.31	\$ 5,565.98	\$ 5,789.76	\$ 6,013.54
	Annual	\$ 44,222	\$ 45,714	\$ 47,597	\$ 49,462	\$ 51,451	\$ 53,493	\$ 55,660	\$ 57,898	\$ 60,135
18	Hourly	\$ 26.41	\$ 27.34	\$ 28.40	\$ 29.53	\$ 30.72	\$ 31.97	\$ 33.19	\$ 34.55	\$ 35.92
	Monthly	\$ 4,690.42	\$ 4,855.58	\$ 5,043.84	\$ 5,244.53	\$ 5,455.87	\$ 5,677.87	\$ 5,894.54	\$ 6,136.08	\$ 6,379.39
	Annual	\$ 46,904	\$ 48,556	\$ 50,438	\$ 52,445	\$ 54,559	\$ 56,779	\$ 58,945	\$ 61,361	\$ 63,794
19	Hourly	\$ 28.02	\$ 28.99	\$ 30.12	\$ 31.33	\$ 32.54	\$ 33.83	\$ 35.23	\$ 36.64	\$ 38.07
	Monthly	\$ 4,976.35	\$ 5,148.62	\$ 5,349.31	\$ 5,564.21	\$ 5,779.10	\$ 6,008.21	\$ 6,256.85	\$ 6,507.26	\$ 6,761.23
	Annual	\$ 49,764	\$ 51,486	\$ 53,493	\$ 55,642	\$ 57,791	\$ 60,082	\$ 62,568	\$ 65,073	\$ 67,612
20	Hourly	\$ 29.66	\$ 30.72	\$ 31.96	\$ 33.16	\$ 34.47	\$ 35.88	\$ 37.37	\$ 38.79	\$ 40.39
	Monthly	\$ 5,267.62	\$ 5,455.87	\$ 5,676.10	\$ 5,889.22	\$ 6,121.87	\$ 6,372.29	\$ 6,636.91	\$ 6,889.10	\$ 7,173.26
	Annual	\$ 52,676	\$ 54,559	\$ 56,761	\$ 58,892	\$ 61,219	\$ 63,723	\$ 66,369	\$ 68,891	\$ 71,733
21	Hourly	\$ 31.46	\$ 32.54	\$ 33.82	\$ 35.21	\$ 36.61	\$ 38.04	\$ 39.55	\$ 41.18	\$ 42.83
	Monthly	\$ 5,587.30	\$ 5,779.10	\$ 6,006.43	\$ 6,253.30	\$ 6,501.94	\$ 6,755.90	\$ 7,024.08	\$ 7,313.57	\$ 7,606.61
	Annual	\$ 55,873	\$ 57,791	\$ 60,064	\$ 62,533	\$ 65,019	\$ 67,559	\$ 70,241	\$ 73,136	\$ 76,066
22	Hourly	\$ 33.41	\$ 34.72	\$ 36.08	\$ 37.53	\$ 39.00	\$ 40.49	\$ 42.08	\$ 43.75	\$ 45.45
	Monthly	\$ 5,933.62	\$ 6,166.27	\$ 6,407.81	\$ 6,665.33	\$ 6,926.40	\$ 7,191.02	\$ 7,473.41	\$ 7,770.00	\$ 8,071.92
	Annual	\$ 59,336	\$ 61,663	\$ 64,078	\$ 66,653	\$ 69,264	\$ 71,910	\$ 74,734	\$ 77,700	\$ 80,719
23	Hourly	\$ 33.96	\$ 35.14	\$ 36.49	\$ 38.01	\$ 39.54	\$ 41.08	\$ 42.68	\$ 44.46	\$ 46.21
	Monthly	\$ 6,031.30	\$ 6,240.86	\$ 6,480.62	\$ 6,750.58	\$ 7,022.30	\$ 7,295.81	\$ 7,579.97	\$ 7,896.10	\$ 8,206.90
	Annual	\$ 60,313	\$ 62,409	\$ 64,806	\$ 67,506	\$ 70,223	\$ 72,958	\$ 75,800	\$ 78,961	\$ 82,069

For Salary Administration Plans SA3 and PA2, 222 days/1776 hours  
2024-25 with a 3.7% increase, effective 9/1/2024  
Monthly amount reflects a 10-month work year (annual/10)

## 2024-25 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Step	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$38.39	\$268.73
CH1	2	30 - 59.9 days	At least 210 hours worked	\$40.15	\$281.05
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$41.91	\$293.37
CH1	4	90 or more	At least 630 hours worked	\$44.61	\$312.27
CH1	5	Senior Subs	Senior Subs	\$46.04	\$322.27

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$57.13	\$399.91

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU1	1	1-59 Days	\$X	\$213.43
SU1	2	60-90 Days	\$X*1.05	\$224.00
SU1	3	91-120 Days	\$X*1.10	\$234.64
SU1	4	121+ Days	\$X*1.15	\$245.42
SU1	5	Senior Subs	Senior Subs	\$255.42

#### CLERICAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU2	1	1-59 Days	\$X	\$213.60
SU2	2	60-90 Days	\$X*1.05	\$224.24
SU2	3	91-120 Days	\$X*1.10	\$234.96
SU2	4	121+ Days	\$X*1.15	\$245.76
SU2	5	Senior Subs	Senior Subs	\$255.76

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
SU3	1	Classified Nurse Substitutes	\$40.38	\$323.04

2024-2025 rates effective 9/1/2024 with a 3.7% 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

**SAEOP JOB TITLES BY PAY GRADE**

A	Accounting Specialist II	19
A	Accounting Specialist III	20
A	Accounts Payable Accounting Specialist	19
S	Administrative Secretary Alternative	21
S	Administrative Secretary Alternative Secondary	21
S	Administrative Secretary Elementary	21
S	Administrative Secretary High School	21
S	Administrative Secretary Middle School	21
A	Administrative Secretary Student Health Services	21
S	Assistant Secretary Alternative School	18
S	Assistant Secretary High School	18
S	Assistant Secretary Middle School	18
S	Attendance Specialist High School	19
S	Attendance Specialist Middle School	18
A	Capital Programs Project Assistant	21
A	Capital Projects Account Specialist	20
A	Capital Proj Acctg Contract & Inv Control Spec	20
S	Cash Office Coordinator	21
S	Counseling Secretary	17
S	Data Registrar	21
S	Elementary School Assistant	18
A	Enrollment Technician Enrollment Services	21
A	Facilities Operations Payroll Specialist	21
S	Fiscal Clerk Elementary	17
S	Fiscal Specialist Alternative	19
S	Fiscal Specialist High School	21
S	Fiscal Specialist Middle School	19
S	High School Data Registration Specialist	21
A	HRIS Specialist	22
S	Interagency Student Records Specialist	21
A	Lead Transportation Control Center Representative	18
S	Library Assistant II	18
A	Mail Clerk II	17
A	Nutrition Services Office Specialist	18
A	Office Specialist I	16
A	Office Specialist II	17
A	Office Specialist III	19
A	Operations Specialist-Transportation	21
A	ORCA Coordinator	16
A	Personnel Records Assistant	17
A	Secretary II	19
A	Senior Budget Technician	20
A	Senior Customer Service Representative	21
A	Senior Payroll Specialist	21
A	Senior Personnel Specialist	21
A	Senior Special Education Compliance Specialist	21
A	Special Education Compliance Specialist	19
A	SPED Administrative Data Specialist	20
A	SPED Preschool Assignment Facilitator	20
A	SPED Records Room Technician	20
A	Substitute Office Coordinator	21
A	Transportation Control Center Representative	16
A	Transportation Specialist	21

A = Administrative  
S = Schools