



CLASSIFIED
SALARY SCHEDULES
FOR 2019-2022

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

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

Bus Supervisor (BS1)
200/8 (1600 hours)
Effective 9/1/2019 w 5% negotiated increase

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

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
016	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.37	\$ 26.41
	Monthly	\$ 3,102.40	\$ 3,212.80	\$ 3,337.60	\$ 3,473.60	\$ 3,609.60	\$ 3,752.00	\$ 3,904.00	\$ 4,059.20	\$ 4,225.60
	Annual	\$ 31,024	\$ 32,128	\$ 33,376	\$ 34,736	\$ 36,096	\$ 37,520	\$ 39,040	\$ 40,592	\$ 42,256
017	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 3,288.00	\$ 3,400.00	\$ 3,537.60	\$ 3,678.40	\$ 3,825.60	\$ 3,977.60	\$ 4,139.20	\$ 4,304.00	\$ 4,470.40
	Annual	\$ 32,880	\$ 34,000	\$ 35,376	\$ 36,784	\$ 38,256	\$ 39,776	\$ 41,392	\$ 43,040	\$ 44,704
018	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,488.00	\$ 3,609.60	\$ 3,752.00	\$ 3,899.20	\$ 4,056.00	\$ 4,220.80	\$ 4,384.00	\$ 4,561.60	\$ 4,744.00
	Annual	\$ 34,880	\$ 36,096	\$ 37,520	\$ 38,992	\$ 40,560	\$ 42,208	\$ 43,840	\$ 45,616	\$ 47,440
019	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 3,699.20	\$ 3,827.20	\$ 3,977.60	\$ 4,137.60	\$ 4,297.60	\$ 4,467.20	\$ 4,651.20	\$ 4,838.40	\$ 5,027.20
	Annual	\$ 36,992	\$ 38,272	\$ 39,776	\$ 41,376	\$ 42,976	\$ 44,672	\$ 46,512	\$ 48,384	\$ 50,272

Bus Supervisor (BS1)
200/8 (1600 hours)
Effective 9/1/2020 with a 1.6% increase

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

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

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

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

work week 1590

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 18.01	\$ 18.66	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly	\$ 2,863.59	\$ 2,966.94	\$ 3,076.65	\$ 3,203.85	\$ 3,326.28	\$ 3,463.02	\$ 3,607.71	\$ 3,744.45	\$ 3,895.50
	Annual	\$ 28,636	\$ 29,669	\$ 30,767	\$ 32,039	\$ 33,263	\$ 34,630	\$ 36,077	\$ 37,445	\$ 38,955
16	Hourly	\$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly	\$ 3,033.72	\$ 3,141.84	\$ 3,264.27	\$ 3,397.83	\$ 3,529.80	\$ 3,669.72	\$ 3,819.18	\$ 3,973.41	\$ 4,132.41
	Annual	\$ 30,337	\$ 31,418	\$ 32,643	\$ 33,978	\$ 35,298	\$ 36,697	\$ 38,192	\$ 39,734	\$ 41,324
17	Hourly	\$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly	\$ 3,216.57	\$ 3,326.28	\$ 3,459.84	\$ 3,598.17	\$ 3,741.27	\$ 3,890.73	\$ 4,048.14	\$ 4,210.32	\$ 4,372.50
	Annual	\$ 32,166	\$ 33,263	\$ 34,598	\$ 35,982	\$ 37,413	\$ 38,907	\$ 40,481	\$ 42,103	\$ 43,725
18	Hourly	\$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly	\$ 3,412.14	\$ 3,529.80	\$ 3,669.72	\$ 3,814.41	\$ 3,967.05	\$ 4,127.64	\$ 4,288.23	\$ 4,461.54	\$ 4,639.62
	Annual	\$ 34,121	\$ 35,298	\$ 36,697	\$ 38,144	\$ 39,671	\$ 41,276	\$ 42,882	\$ 44,615	\$ 46,396
19	Hourly	\$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly	\$ 3,618.84	\$ 3,742.86	\$ 3,890.73	\$ 4,046.55	\$ 4,203.96	\$ 4,369.32	\$ 4,548.99	\$ 4,731.84	\$ 4,917.87
	Annual	\$ 36,188	\$ 37,429	\$ 38,907	\$ 40,466	\$ 42,040	\$ 43,693	\$ 45,490	\$ 47,318	\$ 49,179
20	Hourly	\$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly	\$ 3,830.31	\$ 3,967.05	\$ 4,126.05	\$ 4,283.46	\$ 4,452.00	\$ 4,633.26	\$ 4,825.65	\$ 5,011.68	\$ 5,216.79
	Annual	\$ 38,303	\$ 39,671	\$ 41,261	\$ 42,835	\$ 44,520	\$ 46,333	\$ 48,257	\$ 50,117	\$ 52,168
21	Hourly	\$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly	\$ 4,062.45	\$ 4,203.96	\$ 4,367.73	\$ 4,545.81	\$ 4,727.07	\$ 4,913.10	\$ 5,108.67	\$ 5,316.96	\$ 5,530.02
	Annual	\$ 40,625	\$ 42,040	\$ 43,677	\$ 45,458	\$ 47,271	\$ 49,131	\$ 51,087	\$ 53,170	\$ 55,300
22	Hourly	\$ 27.14	\$ 28.20	\$ 29.30	\$ 30.48	\$ 31.67	\$ 32.89	\$ 34.18	\$ 35.54	\$ 36.91
	Monthly	\$ 4,315.26	\$ 4,483.80	\$ 4,658.70	\$ 4,846.32	\$ 5,035.53	\$ 5,229.51	\$ 5,434.62	\$ 5,650.86	\$ 5,868.69
	Annual	\$ 43,153	\$ 44,838	\$ 46,587	\$ 48,463	\$ 50,355	\$ 52,295	\$ 54,346	\$ 56,509	\$ 58,687
23	Hourly	\$ 27.59	\$ 28.55	\$ 29.65	\$ 30.87	\$ 32.12	\$ 33.37	\$ 34.68	\$ 36.11	\$ 37.54
	Monthly	\$ 4,386.81	\$ 4,539.45	\$ 4,714.35	\$ 4,908.33	\$ 5,107.08	\$ 5,305.83	\$ 5,514.12	\$ 5,741.49	\$ 5,968.86
	Annual	\$ 43,868	\$ 45,395	\$ 47,144	\$ 49,083	\$ 51,071	\$ 53,058	\$ 55,141	\$ 57,415	\$ 59,689

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

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

work week 1590

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 18.30	\$ 18.96	\$ 19.66	\$ 20.47	\$ 21.25	\$ 22.13	\$ 23.05	\$ 23.93	\$ 24.89
	Monthly	\$ 2,909.70	\$ 3,014.64	\$ 3,125.94	\$ 3,254.73	\$ 3,378.75	\$ 3,518.67	\$ 3,664.95	\$ 3,804.87	\$ 3,957.51
	Annual	\$ 29,097	\$ 30,146	\$ 31,259	\$ 32,547	\$ 33,788	\$ 35,187	\$ 36,650	\$ 38,049	\$ 39,575
16	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.39	\$ 26.41
	Monthly	\$ 3,083.01	\$ 3,192.72	\$ 3,316.74	\$ 3,451.89	\$ 3,587.04	\$ 3,728.55	\$ 3,879.60	\$ 4,037.01	\$ 4,199.19
	Annual	\$ 30,830	\$ 31,927	\$ 33,167	\$ 34,519	\$ 35,870	\$ 37,286	\$ 38,796	\$ 40,370	\$ 41,992
17	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 3,267.45	\$ 3,378.75	\$ 3,515.49	\$ 3,655.41	\$ 3,801.69	\$ 3,952.74	\$ 4,113.33	\$ 4,277.10	\$ 4,442.46
	Annual	\$ 32,675	\$ 33,788	\$ 35,155	\$ 36,554	\$ 38,017	\$ 39,527	\$ 41,133	\$ 42,771	\$ 44,425
18	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,466.20	\$ 3,587.04	\$ 3,728.55	\$ 3,874.83	\$ 4,030.65	\$ 4,194.42	\$ 4,356.60	\$ 4,533.09	\$ 4,714.35
	Annual	\$ 34,662	\$ 35,870	\$ 37,286	\$ 38,748	\$ 40,307	\$ 41,944	\$ 43,566	\$ 45,331	\$ 47,144
19	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 3,676.08	\$ 3,803.28	\$ 3,952.74	\$ 4,111.74	\$ 4,270.74	\$ 4,439.28	\$ 4,622.13	\$ 4,808.16	\$ 4,995.78
	Annual	\$ 36,761	\$ 38,033	\$ 39,527	\$ 41,117	\$ 42,707	\$ 44,393	\$ 46,221	\$ 48,082	\$ 49,958
20	Hourly	\$ 24.48	\$ 25.35	\$ 26.37	\$ 27.37	\$ 28.45	\$ 29.61	\$ 30.84	\$ 32.02	\$ 33.33
	Monthly	\$ 3,892.32	\$ 4,030.65	\$ 4,192.83	\$ 4,351.83	\$ 4,523.55	\$ 4,707.99	\$ 4,903.56	\$ 5,091.18	\$ 5,299.47
	Annual	\$ 38,923	\$ 40,307	\$ 41,928	\$ 43,518	\$ 45,236	\$ 47,080	\$ 49,036	\$ 50,912	\$ 52,995
21	Hourly	\$ 25.96	\$ 26.86	\$ 27.91	\$ 29.05	\$ 30.21	\$ 31.39	\$ 32.64	\$ 33.98	\$ 35.34
	Monthly	\$ 4,127.64	\$ 4,270.74	\$ 4,437.69	\$ 4,618.95	\$ 4,803.39	\$ 4,991.01	\$ 5,189.76	\$ 5,402.82	\$ 5,619.06
	Annual	\$ 41,276	\$ 42,707	\$ 44,377	\$ 46,190	\$ 48,034	\$ 49,910	\$ 51,898	\$ 54,028	\$ 56,191
22	Hourly	\$ 27.57	\$ 28.65	\$ 29.77	\$ 30.97	\$ 32.18	\$ 33.42	\$ 34.73	\$ 36.11	\$ 37.50
	Monthly	\$ 4,383.63	\$ 4,555.35	\$ 4,733.43	\$ 4,924.23	\$ 5,116.62	\$ 5,313.78	\$ 5,522.07	\$ 5,741.49	\$ 5,962.50
	Annual	\$ 43,836	\$ 45,554	\$ 47,334	\$ 49,242	\$ 51,166	\$ 53,138	\$ 55,221	\$ 57,415	\$ 59,625
23	Hourly	\$ 28.03	\$ 29.01	\$ 30.12	\$ 31.36	\$ 32.63	\$ 33.90	\$ 35.23	\$ 36.69	\$ 38.14
	Monthly	\$ 4,456.77	\$ 4,612.59	\$ 4,789.08	\$ 4,986.24	\$ 5,188.17	\$ 5,390.10	\$ 5,601.57	\$ 5,833.71	\$ 6,064.26
	Annual	\$ 44,568	\$ 46,126	\$ 47,891	\$ 49,862	\$ 51,882	\$ 53,901	\$ 56,016	\$ 58,337	\$ 60,643

For Salary Administration Plans PA10-212/7.5
2020-21 with a 1.6% increase (212 days/1590 hours)
Monthly amount reflects a 10-month work year (annual/10)

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

work week 1590

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

For Salary Administration Plans PA10-212/7.5
2021-22 with a 5% negotiated increase (212 days/1590 hours)
Monthly amount reflects a 10-month work year (annual/10)

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

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

Grade 18 Instructional Assistant

Grade 19 Bilingual Instructional Assistant

Career Ladder Assistant

Language Immersion Instructional Assistant

Special Education Assistant/ISE

Visual Arts Assistant

Grade 20 Speech Language Therapy Assistant I

Grade 21 Interpreter for the Deaf

Sign Language Interpreter

Speech Language Therapy Assistant II

Grade 22 Sign Language Interpreter/Certified

Brailist - Vision Assistant

Note: Certified Sign Language Interpreters receive an additional 6%

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

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

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

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 24.91	\$ 25.79	\$ 26.80	\$ 27.86	\$ 28.99	\$ 30.10	\$ 31.33	\$ 32.59	\$ 33.88
	Monthly	\$ 3,539.71	\$ 3,664.76	\$ 3,808.28	\$ 3,958.91	\$ 4,119.48	\$ 4,277.21	\$ 4,451.99	\$ 4,631.04	\$ 4,814.35
	Annual	\$ 35,397	\$ 36,648	\$ 38,083	\$ 39,589	\$ 41,195	\$ 42,772	\$ 44,520	\$ 46,310	\$ 48,143
019	Hourly	\$ 26.41	\$ 27.31	\$ 28.40	\$ 29.54	\$ 30.68	\$ 31.95	\$ 33.21	\$ 34.54	\$ 35.92
	Monthly	\$ 3,752.86	\$ 3,880.75	\$ 4,035.64	\$ 4,197.63	\$ 4,359.63	\$ 4,540.10	\$ 4,719.14	\$ 4,908.13	\$ 5,104.23
	Annual	\$ 37,529	\$ 38,808	\$ 40,356	\$ 41,976	\$ 43,596	\$ 45,401	\$ 47,191	\$ 49,081	\$ 51,042
020	Hourly	\$ 27.99	\$ 28.99	\$ 30.09	\$ 31.32	\$ 32.51	\$ 33.83	\$ 35.21	\$ 36.63	\$ 38.09
	Monthly	\$ 3,977.38	\$ 4,119.48	\$ 4,275.79	\$ 4,450.57	\$ 4,619.67	\$ 4,807.24	\$ 5,003.34	\$ 5,205.12	\$ 5,412.59
	Annual	\$ 39,774	\$ 41,195	\$ 42,758	\$ 44,506	\$ 46,197	\$ 48,072	\$ 50,033	\$ 52,051	\$ 54,126
021	Hourly	\$ 29.67	\$ 30.68	\$ 31.92	\$ 33.19	\$ 34.49	\$ 35.83	\$ 37.31	\$ 38.78	\$ 40.35
	Monthly	\$ 4,216.11	\$ 4,359.63	\$ 4,535.83	\$ 4,716.30	\$ 4,901.03	\$ 5,091.44	\$ 5,301.75	\$ 5,510.64	\$ 5,733.74
	Annual	\$ 42,161	\$ 43,596	\$ 45,358	\$ 47,163	\$ 49,010	\$ 50,914	\$ 53,018	\$ 55,106	\$ 57,337
022	Hourly	\$ 31.44	\$ 32.68	\$ 33.98	\$ 35.28	\$ 36.67	\$ 38.11	\$ 39.61	\$ 41.16	\$ 42.74
	Monthly	\$ 4,467.62	\$ 4,643.83	\$ 4,828.56	\$ 5,013.29	\$ 5,210.81	\$ 5,415.43	\$ 5,628.58	\$ 5,848.84	\$ 6,073.35
	Annual	\$ 44,676	\$ 46,438	\$ 48,286	\$ 50,133	\$ 52,108	\$ 54,154	\$ 56,286	\$ 58,488	\$ 60,734

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%

2020-21 with a 1.6% negotiated increase effective 9/1/2020
Monthly amount reflects a 10-month work year (annual/10)

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

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

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

Note: Certified Sign Language Interpreters receive an additional 6%

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

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

Paraprofessional 204 Day - 8 Hour (PA5)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68	\$ 38.60
	Monthly	\$ 4,558.18	\$ 4,701.79	\$ 4,851.94	\$ 4,993.92	\$ 5,140.80	\$ 5,281.15	\$ 5,426.40	\$ 5,573.28	\$ 5,716.90	\$ 5,862.14	\$ 6,007.39	\$ 6,149.38	\$ 6,299.52
	Annual	\$ 45,582	\$ 47,018	\$ 48,519	\$ 49,939	\$ 51,408	\$ 52,812	\$ 54,264	\$ 55,733	\$ 57,169	\$ 58,621	\$ 60,074	\$ 61,494	\$ 62,995
19	Hourly	\$ 29.24	\$ 30.16	\$ 31.11	\$ 32.00	\$ 32.96	\$ 33.84	\$ 34.80	\$ 35.72	\$ 36.65	\$ 37.60	\$ 38.52	\$ 39.42	\$ 40.37
	Monthly	\$ 4,771.97	\$ 4,922.11	\$ 5,077.15	\$ 5,222.40	\$ 5,379.07	\$ 5,522.69	\$ 5,679.36	\$ 5,829.50	\$ 5,981.28	\$ 6,136.32	\$ 6,286.46	\$ 6,433.34	\$ 6,588.38
	Annual	\$ 47,720	\$ 49,221	\$ 50,772	\$ 52,224	\$ 53,791	\$ 55,227	\$ 56,794	\$ 58,295	\$ 59,813	\$ 61,363	\$ 62,865	\$ 64,333	\$ 65,884
20	Hourly	\$ 30.59	\$ 31.57	\$ 32.51	\$ 33.52	\$ 34.49	\$ 35.46	\$ 36.39	\$ 37.39	\$ 38.35	\$ 39.32	\$ 40.31	\$ 41.29	\$ 42.24
	Monthly	\$ 4,992.29	\$ 5,152.22	\$ 5,305.63	\$ 5,470.46	\$ 5,628.77	\$ 5,787.07	\$ 5,938.85	\$ 6,102.05	\$ 6,258.72	\$ 6,417.02	\$ 6,578.59	\$ 6,738.53	\$ 6,893.57
	Annual	\$ 49,923	\$ 51,522	\$ 53,056	\$ 54,705	\$ 56,288	\$ 57,871	\$ 59,388	\$ 61,020	\$ 62,587	\$ 64,170	\$ 65,786	\$ 67,385	\$ 68,936
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20	\$ 44.19
	Monthly	\$ 5,219.14	\$ 5,392.13	\$ 5,552.06	\$ 5,718.53	\$ 5,889.89	\$ 6,049.82	\$ 6,216.29	\$ 6,381.12	\$ 6,550.85	\$ 6,715.68	\$ 6,882.14	\$ 7,050.24	\$ 7,211.81
	Annual	\$ 52,191	\$ 53,921	\$ 55,521	\$ 57,185	\$ 58,899	\$ 60,498	\$ 62,163	\$ 63,811	\$ 65,508	\$ 67,157	\$ 68,821	\$ 70,502	\$ 72,118

Paraprofessional 223 DAY - 8 Hour (PA6)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68	\$ 38.60
	Monthly	\$ 4,982.71	\$ 5,139.70	\$ 5,303.83	\$ 5,459.04	\$ 5,619.60	\$ 5,773.02	\$ 5,931.80	\$ 6,092.36	\$ 6,249.35	\$ 6,408.13	\$ 6,566.90	\$ 6,722.11	\$ 6,886.24
	Annual	\$ 49,827	\$ 51,397	\$ 53,038	\$ 54,590	\$ 56,196	\$ 57,730	\$ 59,318	\$ 60,924	\$ 62,494	\$ 64,081	\$ 65,669	\$ 67,221	\$ 68,862
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20	\$ 44.19
	Monthly	\$ 5,705.23	\$ 5,894.34	\$ 6,069.17	\$ 6,251.14	\$ 6,438.46	\$ 6,613.29	\$ 6,795.26	\$ 6,975.44	\$ 7,160.98	\$ 7,341.16	\$ 7,523.13	\$ 7,706.88	\$ 7,883.50
	Annual	\$ 57,052	\$ 58,943	\$ 60,692	\$ 62,511	\$ 64,385	\$ 66,133	\$ 67,953	\$ 69,754	\$ 71,610	\$ 73,412	\$ 75,231	\$ 77,069	\$ 78,835

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 27.93	\$ 28.81	\$ 29.73	\$ 30.60	\$ 31.50	\$ 32.36	\$ 33.25	\$ 34.15	\$ 35.03	\$ 35.92	\$ 36.81	\$ 37.68	\$ 38.60
	Monthly	\$ 4,841.20	\$ 4,993.73	\$ 5,153.20	\$ 5,304.00	\$ 5,460.00	\$ 5,609.07	\$ 5,763.33	\$ 5,919.33	\$ 6,071.87	\$ 6,226.13	\$ 6,380.40	\$ 6,531.20	\$ 6,690.67
	Annual	\$ 58,094	\$ 59,925	\$ 61,838	\$ 63,648	\$ 65,520	\$ 67,309	\$ 69,160	\$ 71,032	\$ 72,862	\$ 74,714	\$ 76,565	\$ 78,374	\$ 80,288
19	Hourly	\$ 29.24	\$ 30.16	\$ 31.11	\$ 32.00	\$ 32.96	\$ 33.84	\$ 34.80	\$ 35.72	\$ 36.65	\$ 37.60	\$ 38.52	\$ 39.42	\$ 40.37
	Monthly	\$ 5,068.27	\$ 5,227.73	\$ 5,392.40	\$ 5,546.67	\$ 5,713.07	\$ 5,865.60	\$ 6,032.00	\$ 6,191.47	\$ 6,352.67	\$ 6,517.33	\$ 6,676.80	\$ 6,832.80	\$ 6,997.47
	Annual	\$ 60,819	\$ 62,733	\$ 64,709	\$ 66,560	\$ 68,557	\$ 70,387	\$ 72,384	\$ 74,298	\$ 76,232	\$ 78,208	\$ 80,122	\$ 81,994	\$ 83,970
21	Hourly	\$ 31.98	\$ 33.04	\$ 34.02	\$ 35.04	\$ 36.09	\$ 37.07	\$ 38.09	\$ 39.10	\$ 40.14	\$ 41.15	\$ 42.17	\$ 43.20	\$ 44.19
	Monthly	\$ 5,543.20	\$ 5,726.93	\$ 5,896.80	\$ 6,073.60	\$ 6,255.60	\$ 6,425.47	\$ 6,602.27	\$ 6,777.33	\$ 6,957.60	\$ 7,132.67	\$ 7,309.47	\$ 7,488.00	\$ 7,659.60
	Annual	\$ 66,518	\$ 68,723	\$ 70,762	\$ 72,883	\$ 75,067	\$ 77,106	\$ 79,227	\$ 81,328	\$ 83,491	\$ 85,592	\$ 87,714	\$ 89,856	\$ 91,915
22	Hourly	\$ 33.61	\$ 34.69	\$ 35.83	\$ 37.00	\$ 38.20	\$ 39.42	\$ 40.71	\$ 42.03	\$ 43.39	\$ 44.79	\$ 46.29	\$ 47.76	\$ 49.35
	Monthly	\$ 5,825.73	\$ 6,012.93	\$ 6,210.53	\$ 6,413.33	\$ 6,621.33	\$ 6,832.80	\$ 7,056.40	\$ 7,285.20	\$ 7,520.93	\$ 7,763.60	\$ 8,023.60	\$ 8,278.40	\$ 8,554.00
	Annual	\$ 69,909	\$ 72,155	\$ 74,526	\$ 76,960	\$ 79,456	\$ 81,994	\$ 84,677	\$ 87,422	\$ 90,251	\$ 93,163	\$ 96,283	\$ 99,341	\$ 102,648

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

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

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

Paraprofessional 204 Day - 8 Hour (PA5)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 28.38	\$ 29.27	\$ 30.21	\$ 31.09	\$ 32.00	\$ 32.88	\$ 33.78	\$ 34.70	\$ 35.59	\$ 36.49	\$ 37.40	\$ 38.28	\$ 39.22
	Monthly	\$ 4,631.62	\$ 4,776.86	\$ 4,930.27	\$ 5,073.89	\$ 5,222.40	\$ 5,366.02	\$ 5,512.90	\$ 5,663.04	\$ 5,808.29	\$ 5,955.17	\$ 6,103.68	\$ 6,247.30	\$ 6,400.70
	Annual	\$ 46,316	\$ 47,769	\$ 49,303	\$ 50,739	\$ 52,224	\$ 53,660	\$ 55,129	\$ 56,630	\$ 58,083	\$ 59,552	\$ 61,037	\$ 62,473	\$ 64,007
19	Hourly	\$ 29.71	\$ 30.64	\$ 31.61	\$ 32.51	\$ 33.49	\$ 34.38	\$ 35.36	\$ 36.29	\$ 37.24	\$ 38.20	\$ 39.14	\$ 40.05	\$ 41.02
	Monthly	\$ 4,848.67	\$ 5,000.45	\$ 5,158.75	\$ 5,305.63	\$ 5,465.57	\$ 5,610.82	\$ 5,770.75	\$ 5,922.53	\$ 6,077.57	\$ 6,234.24	\$ 6,387.65	\$ 6,536.16	\$ 6,694.46
	Annual	\$ 48,487	\$ 50,004	\$ 51,588	\$ 53,056	\$ 54,656	\$ 56,108	\$ 57,708	\$ 59,225	\$ 60,776	\$ 62,342	\$ 63,876	\$ 65,362	\$ 66,945
20	Hourly	\$ 31.08	\$ 32.08	\$ 33.03	\$ 34.06	\$ 35.04	\$ 36.03	\$ 36.97	\$ 37.99	\$ 38.96	\$ 39.95	\$ 40.95	\$ 41.95	\$ 42.92
	Monthly	\$ 5,072.26	\$ 5,235.46	\$ 5,390.50	\$ 5,558.59	\$ 5,718.53	\$ 5,880.10	\$ 6,033.50	\$ 6,199.97	\$ 6,358.27	\$ 6,519.84	\$ 6,683.04	\$ 6,846.24	\$ 7,004.54
	Annual	\$ 50,723	\$ 52,355	\$ 53,905	\$ 55,586	\$ 57,185	\$ 58,801	\$ 60,335	\$ 62,000	\$ 63,583	\$ 65,198	\$ 66,830	\$ 68,462	\$ 70,045
21	Hourly	\$ 32.49	\$ 33.57	\$ 34.56	\$ 35.60	\$ 36.67	\$ 37.66	\$ 38.70	\$ 39.73	\$ 40.78	\$ 41.81	\$ 42.84	\$ 43.89	\$ 44.90
	Monthly	\$ 5,302.37	\$ 5,478.62	\$ 5,640.19	\$ 5,809.92	\$ 5,984.54	\$ 6,146.11	\$ 6,315.84	\$ 6,483.94	\$ 6,655.30	\$ 6,823.39	\$ 6,991.49	\$ 7,162.85	\$ 7,327.68
	Annual	\$ 53,024	\$ 54,786	\$ 56,402	\$ 58,099	\$ 59,845	\$ 61,461	\$ 63,158	\$ 64,839	\$ 66,553	\$ 68,234	\$ 69,915	\$ 71,628	\$ 73,277

Paraprofessional 223 DAY - 8 Hour (PA6)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 28.38	\$ 29.27	\$ 30.21	\$ 31.09	\$ 32.00	\$ 32.88	\$ 33.78	\$ 34.70	\$ 35.59	\$ 36.49	\$ 37.40	\$ 38.28	\$ 39.22
	Monthly	\$ 5,062.99	\$ 5,221.77	\$ 5,389.46	\$ 5,546.46	\$ 5,708.80	\$ 5,865.79	\$ 6,026.35	\$ 6,190.48	\$ 6,349.26	\$ 6,509.82	\$ 6,672.16	\$ 6,829.15	\$ 6,996.85
	Annual	\$ 50,630	\$ 52,218	\$ 53,895	\$ 55,465	\$ 57,088	\$ 58,658	\$ 60,264	\$ 61,905	\$ 63,493	\$ 65,098	\$ 66,722	\$ 68,292	\$ 69,968
21	Hourly	\$ 32.49	\$ 33.57	\$ 34.56	\$ 35.60	\$ 36.67	\$ 37.66	\$ 38.70	\$ 39.73	\$ 40.78	\$ 41.81	\$ 42.84	\$ 43.89	\$ 44.90
	Monthly	\$ 5,796.22	\$ 5,988.89	\$ 6,165.50	\$ 6,351.04	\$ 6,541.93	\$ 6,718.54	\$ 6,904.08	\$ 7,087.83	\$ 7,275.15	\$ 7,458.90	\$ 7,642.66	\$ 7,829.98	\$ 8,010.16
	Annual	\$ 57,962	\$ 59,889	\$ 61,655	\$ 63,510	\$ 65,419	\$ 67,185	\$ 69,041	\$ 70,878	\$ 72,752	\$ 74,589	\$ 76,427	\$ 78,300	\$ 80,102

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 28.38	\$ 29.27	\$ 30.21	\$ 31.09	\$ 32.00	\$ 32.88	\$ 33.78	\$ 34.70	\$ 35.59	\$ 36.49	\$ 37.40	\$ 38.28	\$ 39.22
	Monthly	\$ 4,919.20	\$ 5,073.47	\$ 5,236.40	\$ 5,388.93	\$ 5,546.67	\$ 5,699.20	\$ 5,855.20	\$ 6,014.67	\$ 6,168.93	\$ 6,324.93	\$ 6,482.67	\$ 6,635.20	\$ 6,798.13
	Annual	\$ 59,030	\$ 60,882	\$ 62,837	\$ 64,667	\$ 66,560	\$ 68,390	\$ 70,262	\$ 72,176	\$ 74,027	\$ 75,899	\$ 77,792	\$ 79,622	\$ 81,578
19	Hourly	\$ 29.71	\$ 30.64	\$ 31.61	\$ 32.51	\$ 33.49	\$ 34.38	\$ 35.36	\$ 36.29	\$ 37.24	\$ 38.20	\$ 39.14	\$ 40.05	\$ 41.02
	Monthly	\$ 5,149.73	\$ 5,310.93	\$ 5,479.07	\$ 5,635.07	\$ 5,804.93	\$ 5,959.20	\$ 6,129.07	\$ 6,290.27	\$ 6,454.93	\$ 6,621.33	\$ 6,784.27	\$ 6,942.00	\$ 7,110.13
	Annual	\$ 61,797	\$ 63,731	\$ 65,749	\$ 67,621	\$ 69,659	\$ 71,510	\$ 73,549	\$ 75,483	\$ 77,459	\$ 79,456	\$ 81,411	\$ 83,304	\$ 85,322
21	Hourly	\$ 32.49	\$ 33.57	\$ 34.56	\$ 35.60	\$ 36.67	\$ 37.66	\$ 38.70	\$ 39.73	\$ 40.78	\$ 41.81	\$ 42.84	\$ 43.89	\$ 44.90
	Monthly	\$ 5,631.60	\$ 5,818.80	\$ 5,990.40	\$ 6,170.67	\$ 6,356.13	\$ 6,527.73	\$ 6,708.00	\$ 6,886.53	\$ 7,068.53	\$ 7,247.07	\$ 7,425.60	\$ 7,607.60	\$ 7,782.67
	Annual	\$ 67,579	\$ 69,826	\$ 71,885	\$ 74,048	\$ 76,274	\$ 78,333	\$ 80,496	\$ 82,638	\$ 84,822	\$ 86,965	\$ 89,107	\$ 91,291	\$ 93,392
22	Hourly	\$ 34.15	\$ 35.25	\$ 36.40	\$ 37.59	\$ 38.81	\$ 40.05	\$ 41.36	\$ 42.70	\$ 44.08	\$ 45.51	\$ 47.03	\$ 48.52	\$ 50.14
	Monthly	\$ 5,919.33	\$ 6,110.00	\$ 6,309.33	\$ 6,515.60	\$ 6,727.07	\$ 6,942.00	\$ 7,169.07	\$ 7,401.33	\$ 7,640.53	\$ 7,888.40	\$ 8,151.87	\$ 8,410.13	\$ 8,690.93
	Annual	\$ 71,032	\$ 73,320	\$ 75,712	\$ 78,187	\$ 80,725	\$ 83,304	\$ 86,029	\$ 88,816	\$ 91,686	\$ 94,661	\$ 97,822	\$ 100,922	\$ 104,291

2020-21 with a 1.6% increase effective 9/1/2020

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

PARAPROFESSIONAL Salary Schedules PA5, PA6 and PA8
2021-22 effective 9/1/2021

Paraprofessional 204 Day - 8 Hour (PA5)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39	\$ 41.38
	Monthly	\$ 4,887.84	\$ 5,041.25	\$ 5,201.18	\$ 5,352.96	\$ 5,511.26	\$ 5,661.41	\$ 5,818.08	\$ 5,974.75	\$ 6,129.79	\$ 6,283.20	\$ 6,439.87	\$ 6,591.65	\$ 6,753.22
	Annual	\$ 48,878	\$ 50,412	\$ 52,012	\$ 53,530	\$ 55,113	\$ 56,614	\$ 58,181	\$ 59,748	\$ 61,298	\$ 62,832	\$ 64,399	\$ 65,916	\$ 67,532
19	Hourly	\$ 31.34	\$ 32.33	\$ 33.35	\$ 34.30	\$ 35.33	\$ 36.28	\$ 37.31	\$ 38.29	\$ 39.29	\$ 40.31	\$ 41.30	\$ 42.26	\$ 43.28
	Monthly	\$ 5,114.69	\$ 5,276.26	\$ 5,442.72	\$ 5,597.76	\$ 5,765.86	\$ 5,920.90	\$ 6,088.99	\$ 6,248.93	\$ 6,412.13	\$ 6,578.59	\$ 6,740.16	\$ 6,896.83	\$ 7,063.30
	Annual	\$ 51,147	\$ 52,763	\$ 54,427	\$ 55,978	\$ 57,659	\$ 59,209	\$ 60,890	\$ 62,489	\$ 64,121	\$ 65,786	\$ 67,402	\$ 68,968	\$ 70,633
20	Hourly	\$ 32.79	\$ 33.84	\$ 34.85	\$ 35.93	\$ 36.97	\$ 38.01	\$ 39.01	\$ 40.09	\$ 41.12	\$ 42.16	\$ 43.22	\$ 44.27	\$ 45.29
	Monthly	\$ 5,351.33	\$ 5,522.69	\$ 5,687.52	\$ 5,863.78	\$ 6,033.50	\$ 6,203.23	\$ 6,366.43	\$ 6,542.69	\$ 6,710.78	\$ 6,880.51	\$ 7,053.50	\$ 7,224.86	\$ 7,391.33
	Annual	\$ 53,513	\$ 55,227	\$ 56,875	\$ 58,638	\$ 60,335	\$ 62,032	\$ 63,664	\$ 65,427	\$ 67,108	\$ 68,805	\$ 70,535	\$ 72,249	\$ 73,913
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32	\$ 47.38
	Monthly	\$ 5,594.50	\$ 5,780.54	\$ 5,951.90	\$ 6,131.42	\$ 6,314.21	\$ 6,485.57	\$ 6,663.46	\$ 6,841.34	\$ 7,022.50	\$ 7,198.75	\$ 7,378.27	\$ 7,559.42	\$ 7,732.42
	Annual	\$ 55,945	\$ 57,805	\$ 59,519	\$ 61,314	\$ 63,142	\$ 64,856	\$ 66,635	\$ 68,413	\$ 70,225	\$ 71,988	\$ 73,783	\$ 75,594	\$ 77,324

Paraprofessional 223 DAY - 8 Hour (PA6)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39	\$ 41.38
	Monthly	\$ 5,343.08	\$ 5,510.78	\$ 5,685.61	\$ 5,851.52	\$ 6,024.57	\$ 6,188.70	\$ 6,359.96	\$ 6,531.22	\$ 6,700.70	\$ 6,868.40	\$ 7,039.66	\$ 7,205.58	\$ 7,382.19
	Annual	\$ 53,431	\$ 55,108	\$ 56,856	\$ 58,515	\$ 60,246	\$ 61,887	\$ 63,600	\$ 65,312	\$ 67,007	\$ 68,684	\$ 70,397	\$ 72,056	\$ 73,822
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32	\$ 47.38
	Monthly	\$ 6,115.55	\$ 6,318.93	\$ 6,506.25	\$ 6,702.49	\$ 6,902.30	\$ 7,089.62	\$ 7,284.07	\$ 7,478.53	\$ 7,676.55	\$ 7,869.22	\$ 8,065.46	\$ 8,263.49	\$ 8,452.59
	Annual	\$ 61,156	\$ 63,189	\$ 65,062	\$ 67,025	\$ 69,023	\$ 70,896	\$ 72,841	\$ 74,785	\$ 76,766	\$ 78,692	\$ 80,655	\$ 82,635	\$ 84,526

Paraprofessional 260 Day - 8 Hour (PA8)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
18	Hourly	\$ 29.95	\$ 30.89	\$ 31.87	\$ 32.80	\$ 33.77	\$ 34.69	\$ 35.65	\$ 36.61	\$ 37.56	\$ 38.50	\$ 39.46	\$ 40.39	\$ 41.38
	Monthly	\$ 5,191.33	\$ 5,354.27	\$ 5,524.13	\$ 5,685.33	\$ 5,853.47	\$ 6,012.93	\$ 6,179.33	\$ 6,345.73	\$ 6,510.40	\$ 6,673.33	\$ 6,839.73	\$ 7,000.93	\$ 7,172.53
	Annual	\$ 62,296	\$ 64,251	\$ 66,290	\$ 68,224	\$ 70,242	\$ 72,155	\$ 74,152	\$ 76,149	\$ 78,125	\$ 80,080	\$ 82,077	\$ 84,011	\$ 86,070
19	Hourly	\$ 31.34	\$ 32.33	\$ 33.35	\$ 34.30	\$ 35.33	\$ 36.28	\$ 37.31	\$ 38.29	\$ 39.29	\$ 40.31	\$ 41.30	\$ 42.26	\$ 43.28
	Monthly	\$ 5,432.27	\$ 5,603.87	\$ 5,780.67	\$ 5,945.33	\$ 6,123.87	\$ 6,288.53	\$ 6,467.07	\$ 6,636.93	\$ 6,810.27	\$ 6,987.07	\$ 7,158.67	\$ 7,325.07	\$ 7,501.87
	Annual	\$ 65,187	\$ 67,246	\$ 69,368	\$ 71,344	\$ 73,486	\$ 75,462	\$ 77,605	\$ 79,643	\$ 81,723	\$ 83,845	\$ 85,904	\$ 87,901	\$ 90,022
21	Hourly	\$ 34.28	\$ 35.42	\$ 36.47	\$ 37.57	\$ 38.69	\$ 39.74	\$ 40.83	\$ 41.92	\$ 43.03	\$ 44.11	\$ 45.21	\$ 46.32	\$ 47.38
	Monthly	\$ 5,941.87	\$ 6,139.47	\$ 6,321.47	\$ 6,512.13	\$ 6,706.27	\$ 6,888.27	\$ 7,077.20	\$ 7,266.13	\$ 7,458.53	\$ 7,645.73	\$ 7,836.40	\$ 8,028.80	\$ 8,212.53
	Annual	\$ 71,302	\$ 73,674	\$ 75,858	\$ 78,146	\$ 80,475	\$ 82,659	\$ 84,926	\$ 87,194	\$ 89,502	\$ 91,749	\$ 94,037	\$ 96,346	\$ 98,550
22	Hourly	\$ 36.04	\$ 37.19	\$ 38.41	\$ 39.67	\$ 40.95	\$ 42.26	\$ 43.64	\$ 45.06	\$ 46.52	\$ 48.02	\$ 49.62	\$ 51.20	\$ 52.91
	Monthly	\$ 6,246.93	\$ 6,446.27	\$ 6,657.73	\$ 6,876.13	\$ 7,098.00	\$ 7,325.07	\$ 7,564.27	\$ 7,810.40	\$ 8,063.47	\$ 8,323.47	\$ 8,600.80	\$ 8,874.67	\$ 9,171.07
	Annual	\$ 74,963	\$ 77,355	\$ 79,893	\$ 82,514	\$ 85,176	\$ 87,901	\$ 90,771	\$ 93,723	\$ 96,762	\$ 99,882	\$ 103,210	\$ 106,496	\$ 110,053

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

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

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

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

Job Titles: Grade 19: Bilingual Instructional Assistant

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

PARAPROFESSIONAL
Salary Schedule (PA7)
260/7
2020-21 effective 9/1/20

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 24.91	\$ 25.79	\$ 26.80	\$ 27.86	\$ 28.99	\$ 30.10	\$ 31.33	\$ 32.59	\$ 33.88
	Monthly	\$ 3,778.02	\$ 3,911.48	\$ 4,064.67	\$ 4,225.43	\$ 4,396.82	\$ 4,565.17	\$ 4,751.72	\$ 4,942.82	\$ 5,138.47
	Annual	\$ 45,336	\$ 46,938	\$ 48,776	\$ 50,705	\$ 52,762	\$ 54,782	\$ 57,021	\$ 59,314	\$ 61,662
019	Hourly	\$ 26.41	\$ 27.31	\$ 28.40	\$ 29.54	\$ 30.68	\$ 31.95	\$ 33.21	\$ 34.54	\$ 35.92
	Monthly	\$ 4,005.52	\$ 4,142.02	\$ 4,307.33	\$ 4,480.23	\$ 4,653.13	\$ 4,845.75	\$ 5,036.85	\$ 5,238.57	\$ 5,447.87
	Annual	\$ 48,066	\$ 49,704	\$ 51,688	\$ 53,763	\$ 55,838	\$ 58,149	\$ 60,442	\$ 62,863	\$ 65,374

Job Titles: Grade 19: Bilingual Instructional Assistant

For Salary Administration PA-7 (260-7)
2020-21 with a 1.6% increase effective 9/1/20

PARAPROFESSIONAL
Salary Schedule (PA7)
260/7
2021-22 effective 9/1/21

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
018	Hourly	\$ 26.28	\$ 27.21	\$ 28.28	\$ 29.40	\$ 30.59	\$ 31.76	\$ 33.06	\$ 34.39	\$ 35.75
	Monthly	\$ 3,985.80	\$ 4,126.85	\$ 4,289.13	\$ 4,459.00	\$ 4,639.48	\$ 4,816.93	\$ 5,014.10	\$ 5,215.82	\$ 5,422.08
	Annual	\$ 47,830	\$ 49,522	\$ 51,470	\$ 53,508	\$ 55,674	\$ 57,803	\$ 60,169	\$ 62,590	\$ 65,065
019	Hourly	\$ 27.87	\$ 28.81	\$ 29.97	\$ 31.16	\$ 32.37	\$ 33.72	\$ 35.05	\$ 36.45	\$ 37.89
	Monthly	\$ 4,226.95	\$ 4,369.52	\$ 4,545.45	\$ 4,725.93	\$ 4,909.45	\$ 5,114.20	\$ 5,315.92	\$ 5,528.25	\$ 5,746.65
	Annual	\$ 50,723	\$ 52,434	\$ 54,545	\$ 56,711	\$ 58,913	\$ 61,370	\$ 63,791	\$ 66,339	\$ 68,960

Job Titles: Grade 19: Bilingual Instructional Assistant

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

PARAPROFESSIONAL
Salary Schedule PA9-193/7.5
2019-20 effective 9/1/2019

work year 1447.5

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

For Salary Administration Plan PA(new)-193/7.5
Monthly amount reflects a 10-month work year (annual/10)
2019-20 with a 5% negotiated increase (193 days/1447.5 hours)
Effective 9/1/2019

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

work year 1447.5

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 18.30	\$ 18.96	\$ 19.66	\$ 20.47	\$ 21.25	\$ 22.13	\$ 23.05	\$ 23.93	\$ 24.89
	Monthly	\$ 2,648.93	\$ 2,744.46	\$ 2,845.79	\$ 2,963.03	\$ 3,075.94	\$ 3,203.32	\$ 3,336.49	\$ 3,463.87	\$ 3,602.83
	Annual	\$ 26,489	\$ 27,445	\$ 28,458	\$ 29,630	\$ 30,759	\$ 32,033	\$ 33,365	\$ 34,639	\$ 36,028
016	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.39	\$ 26.41
	Monthly	\$ 2,806.70	\$ 2,906.58	\$ 3,019.49	\$ 3,142.52	\$ 3,265.56	\$ 3,394.39	\$ 3,531.90	\$ 3,675.20	\$ 3,822.85
	Annual	\$ 28,067	\$ 29,066	\$ 30,195	\$ 31,425	\$ 32,656	\$ 33,944	\$ 35,319	\$ 36,752	\$ 38,228
017	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 2,974.61	\$ 3,075.94	\$ 3,200.42	\$ 3,327.80	\$ 3,460.97	\$ 3,598.49	\$ 3,744.68	\$ 3,893.78	\$ 4,044.32
	Annual	\$ 29,746	\$ 30,759	\$ 32,004	\$ 33,278	\$ 34,610	\$ 35,985	\$ 37,447	\$ 38,938	\$ 40,443
018	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,155.55	\$ 3,265.56	\$ 3,394.39	\$ 3,527.56	\$ 3,669.41	\$ 3,818.51	\$ 3,966.15	\$ 4,126.82	\$ 4,291.84
	Annual	\$ 31,556	\$ 32,656	\$ 33,944	\$ 35,276	\$ 36,694	\$ 38,185	\$ 39,662	\$ 41,268	\$ 42,918
019	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 3,346.62	\$ 3,462.42	\$ 3,598.49	\$ 3,743.24	\$ 3,887.99	\$ 4,041.42	\$ 4,207.88	\$ 4,377.24	\$ 4,548.05
	Annual	\$ 33,466	\$ 34,624	\$ 35,985	\$ 37,432	\$ 38,880	\$ 40,414	\$ 42,079	\$ 43,772	\$ 45,480
020	Hourly	\$ 24.48	\$ 25.35	\$ 26.37	\$ 27.37	\$ 28.45	\$ 29.61	\$ 30.84	\$ 32.02	\$ 33.33
	Monthly	\$ 3,543.48	\$ 3,669.41	\$ 3,817.06	\$ 3,961.81	\$ 4,118.14	\$ 4,286.05	\$ 4,464.09	\$ 4,634.90	\$ 4,824.52
	Annual	\$ 35,435	\$ 36,694	\$ 38,171	\$ 39,618	\$ 41,181	\$ 42,860	\$ 44,641	\$ 46,349	\$ 48,245
021	Hourly	\$ 25.96	\$ 26.86	\$ 27.91	\$ 29.05	\$ 30.21	\$ 31.39	\$ 32.64	\$ 33.98	\$ 35.34
	Monthly	\$ 3,757.71	\$ 3,887.99	\$ 4,039.97	\$ 4,204.99	\$ 4,372.90	\$ 4,543.70	\$ 4,724.64	\$ 4,918.61	\$ 5,115.47
	Annual	\$ 37,577	\$ 38,880	\$ 40,400	\$ 42,050	\$ 43,729	\$ 45,437	\$ 47,246	\$ 49,186	\$ 51,155
022	Hourly	\$ 27.52	\$ 28.49	\$ 29.58	\$ 30.78	\$ 32.01	\$ 33.26	\$ 34.59	\$ 36.02	\$ 37.43
	Monthly	\$ 3,983.52	\$ 4,123.93	\$ 4,281.71	\$ 4,455.41	\$ 4,633.45	\$ 4,814.39	\$ 5,006.90	\$ 5,213.90	\$ 5,417.99
	Annual	\$ 39,835	\$ 41,239	\$ 42,817	\$ 44,554	\$ 46,334	\$ 48,144	\$ 50,069	\$ 52,139	\$ 54,180

For Salary Administration Plan PA(new)-193/7.5
Monthly amount reflects a 10-month work year (annual/10)
2020-21 with a 1.6% increase (193 days/1447.5 hours)
Effective 9/1/2020

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

work year 1447.5

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

For Salary Administration Plan PA(new)-193/7.5
Monthly amount reflects a 10-month work year (annual/10)
2021-22 with a 5% negotiated increase (193 days/1447.5 hours)
Effective 9/1/2021

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

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 18.01	\$ 18.65	\$ 19.35	\$ 20.15	\$ 20.92	\$ 21.78	\$ 22.69	\$ 23.55	\$ 24.50
	Monthly	\$ 3,121.73	\$ 3,232.67	\$ 3,354.00	\$ 3,492.67	\$ 3,626.13	\$ 3,775.20	\$ 3,932.93	\$ 4,082.00	\$ 4,246.67
	Annual	\$ 37,461	\$ 38,792	\$ 40,248	\$ 41,912	\$ 43,514	\$ 45,302	\$ 47,195	\$ 48,984	\$ 50,960
16	Hourly	\$ 19.08	\$ 19.76	\$ 20.53	\$ 21.37	\$ 22.20	\$ 23.08	\$ 24.02	\$ 24.99	\$ 25.99
	Monthly	\$ 3,307.20	\$ 3,425.07	\$ 3,558.53	\$ 3,704.13	\$ 3,848.00	\$ 4,000.53	\$ 4,163.47	\$ 4,331.60	\$ 4,504.93
	Annual	\$ 39,686	\$ 41,101	\$ 42,702	\$ 44,450	\$ 46,176	\$ 48,006	\$ 49,962	\$ 51,979	\$ 54,059
17	Hourly	\$ 20.23	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.47	\$ 25.46	\$ 26.48	\$ 27.50
	Monthly	\$ 3,506.53	\$ 3,626.13	\$ 3,771.73	\$ 3,922.53	\$ 4,078.53	\$ 4,241.47	\$ 4,413.07	\$ 4,589.87	\$ 4,766.67
	Annual	\$ 42,078	\$ 43,514	\$ 45,261	\$ 47,070	\$ 48,942	\$ 50,898	\$ 52,957	\$ 55,078	\$ 57,200
18	Hourly	\$ 21.46	\$ 22.20	\$ 23.08	\$ 23.99	\$ 24.95	\$ 25.96	\$ 26.97	\$ 28.06	\$ 29.18
	Monthly	\$ 3,719.73	\$ 3,848.00	\$ 4,000.53	\$ 4,158.27	\$ 4,324.67	\$ 4,499.73	\$ 4,674.80	\$ 4,863.73	\$ 5,057.87
	Annual	\$ 44,637	\$ 46,176	\$ 48,006	\$ 49,899	\$ 51,896	\$ 53,997	\$ 56,098	\$ 58,365	\$ 60,694
19	Hourly	\$ 22.76	\$ 23.54	\$ 24.47	\$ 25.45	\$ 26.44	\$ 27.48	\$ 28.61	\$ 29.76	\$ 30.93
	Monthly	\$ 3,945.07	\$ 4,080.27	\$ 4,241.47	\$ 4,411.33	\$ 4,582.93	\$ 4,763.20	\$ 4,959.07	\$ 5,158.40	\$ 5,361.20
	Annual	\$ 47,341	\$ 48,963	\$ 50,898	\$ 52,936	\$ 54,995	\$ 57,158	\$ 59,509	\$ 61,901	\$ 64,334
20	Hourly	\$ 24.09	\$ 24.95	\$ 25.95	\$ 26.94	\$ 28.00	\$ 29.14	\$ 30.35	\$ 31.52	\$ 32.81
	Monthly	\$ 4,175.60	\$ 4,324.67	\$ 4,498.00	\$ 4,669.60	\$ 4,853.33	\$ 5,050.93	\$ 5,260.67	\$ 5,463.47	\$ 5,687.07
	Annual	\$ 50,107	\$ 51,896	\$ 53,976	\$ 56,035	\$ 58,240	\$ 60,611	\$ 63,128	\$ 65,562	\$ 68,245
21	Hourly	\$ 25.55	\$ 26.44	\$ 27.47	\$ 28.59	\$ 29.73	\$ 30.90	\$ 32.13	\$ 33.44	\$ 34.78
	Monthly	\$ 4,428.67	\$ 4,582.93	\$ 4,761.47	\$ 4,955.60	\$ 5,153.20	\$ 5,356.00	\$ 5,569.20	\$ 5,796.27	\$ 6,028.53
	Annual	\$ 53,144	\$ 54,995	\$ 57,138	\$ 59,467	\$ 61,838	\$ 64,272	\$ 66,830	\$ 69,555	\$ 72,342
22	Hourly	\$ 27.14	\$ 28.20	\$ 29.30	\$ 30.48	\$ 31.67	\$ 32.89	\$ 34.18	\$ 35.54	\$ 36.91
	Monthly	\$ 4,704.27	\$ 4,888.00	\$ 5,078.67	\$ 5,283.20	\$ 5,489.47	\$ 5,700.93	\$ 5,924.53	\$ 6,160.27	\$ 6,397.73
	Annual	\$ 56,451	\$ 58,656	\$ 60,944	\$ 63,398	\$ 65,874	\$ 68,411	\$ 71,094	\$ 73,923	\$ 76,773

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

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

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 18.30	\$ 18.95	\$ 19.66	\$ 20.47	\$ 21.25	\$ 22.13	\$ 23.05	\$ 23.93	\$ 24.89
	Monthly	\$ 3,172.00	\$ 3,284.67	\$ 3,407.73	\$ 3,548.13	\$ 3,683.33	\$ 3,835.87	\$ 3,995.33	\$ 4,147.87	\$ 4,314.27
	Annual	\$ 38,064	\$ 39,416	\$ 40,893	\$ 42,578	\$ 44,200	\$ 46,030	\$ 47,944	\$ 49,774	\$ 51,771
16	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.39	\$ 26.41
	Monthly	\$ 3,360.93	\$ 3,480.53	\$ 3,615.73	\$ 3,763.07	\$ 3,910.40	\$ 4,064.67	\$ 4,229.33	\$ 4,400.93	\$ 4,577.73
	Annual	\$ 40,331	\$ 41,766	\$ 43,389	\$ 45,157	\$ 46,925	\$ 48,776	\$ 50,752	\$ 52,811	\$ 54,933
17	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 3,562.00	\$ 3,683.33	\$ 3,832.40	\$ 3,984.93	\$ 4,144.40	\$ 4,309.07	\$ 4,484.13	\$ 4,662.67	\$ 4,842.93
	Annual	\$ 42,744	\$ 44,200	\$ 45,989	\$ 47,819	\$ 49,733	\$ 51,709	\$ 53,810	\$ 55,952	\$ 58,115
18	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,778.67	\$ 3,910.40	\$ 4,064.67	\$ 4,224.13	\$ 4,394.00	\$ 4,572.53	\$ 4,749.33	\$ 4,941.73	\$ 5,139.33
	Annual	\$ 45,344	\$ 46,925	\$ 48,776	\$ 50,690	\$ 52,728	\$ 54,870	\$ 56,992	\$ 59,301	\$ 61,672
19	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 4,007.47	\$ 4,146.13	\$ 4,309.07	\$ 4,482.40	\$ 4,655.73	\$ 4,839.47	\$ 5,038.80	\$ 5,241.60	\$ 5,446.13
	Annual	\$ 48,090	\$ 49,754	\$ 51,709	\$ 53,789	\$ 55,869	\$ 58,074	\$ 60,466	\$ 62,899	\$ 65,354
20	Hourly	\$ 24.48	\$ 25.35	\$ 26.37	\$ 27.37	\$ 28.45	\$ 29.61	\$ 30.84	\$ 32.02	\$ 33.33
	Monthly	\$ 4,243.20	\$ 4,394.00	\$ 4,570.80	\$ 4,744.13	\$ 4,931.33	\$ 5,132.40	\$ 5,345.60	\$ 5,550.13	\$ 5,777.20
	Annual	\$ 50,918	\$ 52,728	\$ 54,850	\$ 56,930	\$ 59,176	\$ 61,589	\$ 64,147	\$ 66,602	\$ 69,326
21	Hourly	\$ 25.96	\$ 26.86	\$ 27.91	\$ 29.05	\$ 30.21	\$ 31.39	\$ 32.64	\$ 33.98	\$ 35.34
	Monthly	\$ 4,499.73	\$ 4,655.73	\$ 4,837.73	\$ 5,035.33	\$ 5,236.40	\$ 5,440.93	\$ 5,657.60	\$ 5,889.87	\$ 6,125.60
	Annual	\$ 53,997	\$ 55,869	\$ 58,053	\$ 60,424	\$ 62,837	\$ 65,291	\$ 67,891	\$ 70,678	\$ 73,507
22	Hourly	\$ 27.57	\$ 28.65	\$ 29.77	\$ 30.97	\$ 32.18	\$ 33.42	\$ 34.73	\$ 36.11	\$ 37.50
	Monthly	\$ 4,778.80	\$ 4,966.00	\$ 5,160.13	\$ 5,368.13	\$ 5,577.87	\$ 5,792.80	\$ 6,019.87	\$ 6,259.07	\$ 6,500.00
	Annual	\$ 57,346	\$ 59,592	\$ 61,922	\$ 64,418	\$ 66,934	\$ 69,514	\$ 72,238	\$ 75,109	\$ 78,000

For Salary Administration Plans SA1 and PA4 (260-8)
2020-21 with a 1.6% increase (260 days/2080 hours)
Effective 9/1/2020

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

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

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

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

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

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

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

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 18.30	\$ 18.96	\$ 19.66	\$ 20.47	\$ 21.25	\$ 22.13	\$ 23.05	\$ 23.93	\$ 24.89
	Monthly	\$ 2,971.92	\$ 3,079.10	\$ 3,192.78	\$ 3,324.33	\$ 3,451.00	\$ 3,593.91	\$ 3,743.32	\$ 3,886.23	\$ 4,042.14
	Annual	\$ 29,719	\$ 30,791	\$ 31,928	\$ 33,243	\$ 34,510	\$ 35,939	\$ 37,433	\$ 38,862	\$ 40,421
016	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.39	\$ 26.41
	Monthly	\$ 3,148.94	\$ 3,260.99	\$ 3,387.66	\$ 3,525.70	\$ 3,663.74	\$ 3,808.28	\$ 3,962.56	\$ 4,123.34	\$ 4,288.98
	Annual	\$ 31,489	\$ 32,610	\$ 33,877	\$ 35,257	\$ 36,637	\$ 38,083	\$ 39,626	\$ 41,233	\$ 42,890
017	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 3,337.32	\$ 3,451.00	\$ 3,590.66	\$ 3,733.58	\$ 3,882.98	\$ 4,037.26	\$ 4,201.29	\$ 4,368.56	\$ 4,537.46
	Annual	\$ 33,373	\$ 34,510	\$ 35,907	\$ 37,336	\$ 38,830	\$ 40,373	\$ 42,013	\$ 43,686	\$ 45,375
018	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,540.32	\$ 3,663.74	\$ 3,808.28	\$ 3,957.69	\$ 4,116.84	\$ 4,284.11	\$ 4,449.76	\$ 4,630.02	\$ 4,815.16
	Annual	\$ 35,403	\$ 36,637	\$ 38,083	\$ 39,577	\$ 41,168	\$ 42,841	\$ 44,498	\$ 46,300	\$ 48,152
019	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 3,754.69	\$ 3,884.61	\$ 4,037.26	\$ 4,199.66	\$ 4,362.06	\$ 4,534.21	\$ 4,720.97	\$ 4,910.98	\$ 5,102.61
	Annual	\$ 37,547	\$ 38,846	\$ 40,373	\$ 41,997	\$ 43,621	\$ 45,342	\$ 47,210	\$ 49,110	\$ 51,026
020	Hourly	\$ 24.48	\$ 25.35	\$ 26.37	\$ 27.37	\$ 28.45	\$ 29.61	\$ 30.84	\$ 32.02	\$ 33.33
	Monthly	\$ 3,975.55	\$ 4,116.84	\$ 4,282.49	\$ 4,444.89	\$ 4,620.28	\$ 4,808.66	\$ 5,008.42	\$ 5,200.05	\$ 5,412.79
	Annual	\$ 39,756	\$ 41,168	\$ 42,825	\$ 44,449	\$ 46,203	\$ 48,087	\$ 50,084	\$ 52,000	\$ 54,128
021	Hourly	\$ 25.96	\$ 26.86	\$ 27.91	\$ 29.05	\$ 30.21	\$ 31.39	\$ 32.64	\$ 33.98	\$ 35.34
	Monthly	\$ 4,215.90	\$ 4,362.06	\$ 4,532.58	\$ 4,717.72	\$ 4,906.10	\$ 5,097.74	\$ 5,300.74	\$ 5,518.35	\$ 5,739.22
	Annual	\$ 42,159	\$ 43,621	\$ 45,326	\$ 47,177	\$ 49,061	\$ 50,977	\$ 53,007	\$ 55,184	\$ 57,392
022	Hourly	\$ 27.52	\$ 28.49	\$ 29.58	\$ 30.78	\$ 32.01	\$ 33.26	\$ 34.59	\$ 36.02	\$ 37.43
	Monthly	\$ 4,469.25	\$ 4,626.78	\$ 4,803.79	\$ 4,998.67	\$ 5,198.42	\$ 5,401.42	\$ 5,617.42	\$ 5,849.65	\$ 6,078.63
	Annual	\$ 44,692	\$ 46,268	\$ 48,038	\$ 49,987	\$ 51,984	\$ 54,014	\$ 56,174	\$ 58,496	\$ 60,786

For Salary Administration Plans SA2 and PA1
Monthly amount reflects a 10-month work year (annual/10)
2020-21 includes a 1.6% increase (203 days/1624 hours)
Effective 9/1/2020

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

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

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

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

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

For Salary Administration Plans SA3 and PA2
2019-20 with a 5% negotiated increase (222 days/1776 hours)
Effective 9/1/19
Monthly amount reflects a 10-month work year (annual/10)

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

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 18.30	\$ 18.96	\$ 19.66	\$ 20.47	\$ 21.25	\$ 22.13	\$ 23.05	\$ 23.93	\$ 24.89
	Monthly	\$ 3,250.08	\$ 3,367.30	\$ 3,491.62	\$ 3,635.47	\$ 3,774.00	\$ 3,930.29	\$ 4,093.68	\$ 4,249.97	\$ 4,420.46
	Annual	\$ 32,501	\$ 33,673	\$ 34,916	\$ 36,355	\$ 37,740	\$ 39,303	\$ 40,937	\$ 42,500	\$ 44,205
16	Hourly	\$ 19.39	\$ 20.08	\$ 20.86	\$ 21.71	\$ 22.56	\$ 23.45	\$ 24.40	\$ 25.39	\$ 26.41
	Monthly	\$ 3,443.66	\$ 3,566.21	\$ 3,704.74	\$ 3,855.70	\$ 4,006.66	\$ 4,164.72	\$ 4,333.44	\$ 4,509.26	\$ 4,690.42
	Annual	\$ 34,437	\$ 35,662	\$ 37,047	\$ 38,557	\$ 40,067	\$ 41,647	\$ 43,334	\$ 45,093	\$ 46,904
17	Hourly	\$ 20.55	\$ 21.25	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.86	\$ 25.87	\$ 26.90	\$ 27.94
	Monthly	\$ 3,649.68	\$ 3,774.00	\$ 3,926.74	\$ 4,083.02	\$ 4,246.42	\$ 4,415.14	\$ 4,594.51	\$ 4,777.44	\$ 4,962.14
	Annual	\$ 36,497	\$ 37,740	\$ 39,267	\$ 40,830	\$ 42,464	\$ 44,151	\$ 45,945	\$ 47,774	\$ 49,621
18	Hourly	\$ 21.80	\$ 22.56	\$ 23.45	\$ 24.37	\$ 25.35	\$ 26.38	\$ 27.40	\$ 28.51	\$ 29.65
	Monthly	\$ 3,871.68	\$ 4,006.66	\$ 4,164.72	\$ 4,328.11	\$ 4,502.16	\$ 4,685.09	\$ 4,866.24	\$ 5,063.38	\$ 5,265.84
	Annual	\$ 38,717	\$ 40,067	\$ 41,647	\$ 43,281	\$ 45,022	\$ 46,851	\$ 48,662	\$ 50,634	\$ 52,658
19	Hourly	\$ 23.12	\$ 23.92	\$ 24.86	\$ 25.86	\$ 26.86	\$ 27.92	\$ 29.07	\$ 30.24	\$ 31.42
	Monthly	\$ 4,106.11	\$ 4,248.19	\$ 4,415.14	\$ 4,592.74	\$ 4,770.34	\$ 4,958.59	\$ 5,162.83	\$ 5,370.62	\$ 5,580.19
	Annual	\$ 41,061	\$ 42,482	\$ 44,151	\$ 45,927	\$ 47,703	\$ 49,586	\$ 51,628	\$ 53,706	\$ 55,802
20	Hourly	\$ 24.48	\$ 25.35	\$ 26.37	\$ 27.37	\$ 28.45	\$ 29.61	\$ 30.84	\$ 32.02	\$ 33.33
	Monthly	\$ 4,347.65	\$ 4,502.16	\$ 4,683.31	\$ 4,860.91	\$ 5,052.72	\$ 5,258.74	\$ 5,477.18	\$ 5,686.75	\$ 5,919.41
	Annual	\$ 43,476	\$ 45,022	\$ 46,833	\$ 48,609	\$ 50,527	\$ 52,587	\$ 54,772	\$ 56,868	\$ 59,194
21	Hourly	\$ 25.96	\$ 26.86	\$ 27.91	\$ 29.05	\$ 30.21	\$ 31.39	\$ 32.64	\$ 33.98	\$ 35.34
	Monthly	\$ 4,610.50	\$ 4,770.34	\$ 4,956.82	\$ 5,159.28	\$ 5,365.30	\$ 5,574.86	\$ 5,796.86	\$ 6,034.85	\$ 6,276.38
	Annual	\$ 46,105	\$ 47,703	\$ 49,568	\$ 51,593	\$ 53,653	\$ 55,749	\$ 57,969	\$ 60,348	\$ 62,764
22	Hourly	\$ 27.57	\$ 28.65	\$ 29.77	\$ 30.97	\$ 32.18	\$ 33.42	\$ 34.73	\$ 36.11	\$ 37.50
	Monthly	\$ 4,896.43	\$ 5,088.24	\$ 5,287.15	\$ 5,500.27	\$ 5,715.17	\$ 5,935.39	\$ 6,168.05	\$ 6,413.14	\$ 6,660.00
	Annual	\$ 48,964	\$ 50,882	\$ 52,872	\$ 55,003	\$ 57,152	\$ 59,354	\$ 61,680	\$ 64,131	\$ 66,600
23	Hourly	\$ 28.03	\$ 29.01	\$ 30.12	\$ 31.36	\$ 32.63	\$ 33.90	\$ 35.23	\$ 36.69	\$ 38.14
	Monthly	\$ 4,978.13	\$ 5,152.18	\$ 5,349.31	\$ 5,569.54	\$ 5,795.09	\$ 6,020.64	\$ 6,256.85	\$ 6,516.14	\$ 6,773.66
	Annual	\$ 49,781	\$ 51,522	\$ 53,493	\$ 55,695	\$ 57,951	\$ 60,206	\$ 62,568	\$ 65,161	\$ 67,737

For Salary Administration Plans SA3 and PA2
2020-21 with a 1.6% increase (222 days/1776 hours)
Monthly amount reflects a 10-month work year (annual/10)

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

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

For Salary Administration Plans SA3 and PA2
2021-22 with a 5% negotiated increase (222 days/1776 hours)
Effective 9/1/21
Monthly amount reflects a 10-month work year (annual/10)