

SAEOP and PARAPROFESSIONAL
 Salary Schedule (SA1 and PA4) 260/8
 2022-23 effective 9/1/2022

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 20.57	\$ 21.29	\$ 22.08	\$ 22.99	\$ 23.87	\$ 24.87	\$ 25.89	\$ 26.89	\$ 27.96
	Monthly	\$ 3,565.47	\$ 3,690.27	\$ 3,827.20	\$ 3,984.93	\$ 4,137.47	\$ 4,310.80	\$ 4,487.60	\$ 4,660.93	\$ 4,846.40
	Annual	\$ 42,786	\$ 44,283	\$ 45,926	\$ 47,819	\$ 49,650	\$ 51,730	\$ 53,851	\$ 55,931	\$ 58,157
16	Hourly	\$ 21.79	\$ 22.56	\$ 23.43	\$ 24.40	\$ 25.35	\$ 26.34	\$ 27.41	\$ 28.53	\$ 29.67
	Monthly	\$ 3,776.93	\$ 3,910.40	\$ 4,061.20	\$ 4,229.33	\$ 4,394.00	\$ 4,565.60	\$ 4,751.07	\$ 4,945.20	\$ 5,142.80
	Annual	\$ 45,323	\$ 46,925	\$ 48,734	\$ 50,752	\$ 52,728	\$ 54,787	\$ 57,013	\$ 59,342	\$ 61,714
17	Hourly	\$ 23.09	\$ 23.87	\$ 24.85	\$ 25.83	\$ 26.87	\$ 27.93	\$ 29.06	\$ 30.23	\$ 31.39
	Monthly	\$ 4,002.27	\$ 4,137.47	\$ 4,307.33	\$ 4,477.20	\$ 4,657.47	\$ 4,841.20	\$ 5,037.07	\$ 5,239.87	\$ 5,440.93
	Annual	\$ 48,027	\$ 49,650	\$ 51,688	\$ 53,726	\$ 55,890	\$ 58,094	\$ 60,445	\$ 62,878	\$ 65,291
18	Hourly	\$ 24.49	\$ 25.35	\$ 26.34	\$ 27.38	\$ 28.48	\$ 29.64	\$ 30.78	\$ 32.04	\$ 33.31
	Monthly	\$ 4,244.93	\$ 4,394.00	\$ 4,565.60	\$ 4,745.87	\$ 4,936.53	\$ 5,137.60	\$ 5,335.20	\$ 5,553.60	\$ 5,773.73
	Annual	\$ 50,939	\$ 52,728	\$ 54,787	\$ 56,950	\$ 59,238	\$ 61,651	\$ 64,022	\$ 66,643	\$ 69,285
19	Hourly	\$ 25.98	\$ 26.88	\$ 27.93	\$ 29.05	\$ 30.17	\$ 31.37	\$ 32.66	\$ 33.97	\$ 35.30
	Monthly	\$ 4,503.20	\$ 4,659.20	\$ 4,841.20	\$ 5,035.33	\$ 5,229.47	\$ 5,437.47	\$ 5,661.07	\$ 5,888.13	\$ 6,118.67
	Annual	\$ 54,038	\$ 55,910	\$ 58,094	\$ 60,424	\$ 62,754	\$ 65,250	\$ 67,933	\$ 70,658	\$ 73,424
20	Hourly	\$ 27.50	\$ 28.48	\$ 29.63	\$ 30.75	\$ 31.96	\$ 33.27	\$ 34.65	\$ 35.97	\$ 37.45
	Monthly	\$ 4,766.67	\$ 4,936.53	\$ 5,135.87	\$ 5,330.00	\$ 5,539.73	\$ 5,766.80	\$ 6,006.00	\$ 6,234.80	\$ 6,491.33
	Annual	\$ 57,200	\$ 59,238	\$ 61,630	\$ 63,960	\$ 66,477	\$ 69,202	\$ 72,072	\$ 74,818	\$ 77,896
21	Hourly	\$ 29.17	\$ 30.17	\$ 31.36	\$ 32.64	\$ 33.94	\$ 35.27	\$ 36.67	\$ 38.18	\$ 39.71
	Monthly	\$ 5,056.13	\$ 5,229.47	\$ 5,435.73	\$ 5,657.60	\$ 5,882.93	\$ 6,113.47	\$ 6,356.13	\$ 6,617.87	\$ 6,883.07
	Annual	\$ 60,674	\$ 62,754	\$ 65,229	\$ 67,891	\$ 70,595	\$ 73,362	\$ 76,274	\$ 79,414	\$ 82,597
22	Hourly	\$ 30.98	\$ 32.19	\$ 33.45	\$ 34.80	\$ 36.16	\$ 37.55	\$ 39.02	\$ 40.57	\$ 42.14
	Monthly	\$ 5,369.87	\$ 5,579.60	\$ 5,798.00	\$ 6,032.00	\$ 6,267.73	\$ 6,508.67	\$ 6,763.47	\$ 7,032.13	\$ 7,304.27
	Annual	\$ 64,438	\$ 66,955	\$ 69,576	\$ 72,384	\$ 75,213	\$ 78,104	\$ 81,162	\$ 84,386	\$ 87,651

For Salary Administration Plans SA1 and PA4 (260-8)
 2022-23 includes a 7.0% increase, effective 9/1/2022
 Effective 9/1/2022

SAEOP AND PARAPROFESSIONAL
 Salary Schedule (SA2 and PA1) 203/8
 2022-23 effective 9/1/2022

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
015	Hourly	\$ 20.57	\$ 21.30	\$ 22.08	\$ 22.99	\$ 23.87	\$ 24.87	\$ 25.89	\$ 26.89	\$ 27.96
	Monthly	\$ 3,340.57	\$ 3,459.12	\$ 3,585.79	\$ 3,733.58	\$ 3,876.49	\$ 4,038.89	\$ 4,204.54	\$ 4,366.94	\$ 4,540.70
	Annual	\$ 33,406	\$ 34,591	\$ 35,858	\$ 37,336	\$ 38,765	\$ 40,389	\$ 42,045	\$ 43,669	\$ 45,407
016	Hourly	\$ 21.79	\$ 22.56	\$ 23.43	\$ 24.40	\$ 25.35	\$ 26.34	\$ 27.41	\$ 28.53	\$ 29.67
	Monthly	\$ 3,538.70	\$ 3,663.74	\$ 3,805.03	\$ 3,962.56	\$ 4,116.84	\$ 4,277.62	\$ 4,451.38	\$ 4,633.27	\$ 4,818.41
	Annual	\$ 35,387	\$ 36,637	\$ 38,050	\$ 39,626	\$ 41,168	\$ 42,776	\$ 44,514	\$ 46,333	\$ 48,184
017	Hourly	\$ 23.09	\$ 23.87	\$ 24.85	\$ 25.83	\$ 26.87	\$ 27.93	\$ 29.06	\$ 30.23	\$ 31.39
	Monthly	\$ 3,749.82	\$ 3,876.49	\$ 4,035.64	\$ 4,194.79	\$ 4,363.69	\$ 4,535.83	\$ 4,719.34	\$ 4,909.35	\$ 5,097.74
	Annual	\$ 37,498	\$ 38,765	\$ 40,356	\$ 41,948	\$ 43,637	\$ 45,358	\$ 47,193	\$ 49,094	\$ 50,977
018	Hourly	\$ 24.49	\$ 25.35	\$ 26.34	\$ 27.38	\$ 28.48	\$ 29.64	\$ 30.78	\$ 32.04	\$ 33.31
	Monthly	\$ 3,977.18	\$ 4,116.84	\$ 4,277.62	\$ 4,446.51	\$ 4,625.15	\$ 4,813.54	\$ 4,998.67	\$ 5,203.30	\$ 5,409.54
	Annual	\$ 39,772	\$ 41,168	\$ 42,776	\$ 44,465	\$ 46,252	\$ 48,135	\$ 49,987	\$ 52,033	\$ 54,095
019	Hourly	\$ 25.98	\$ 26.88	\$ 27.93	\$ 29.05	\$ 30.17	\$ 31.37	\$ 32.66	\$ 33.97	\$ 35.30
	Monthly	\$ 4,219.15	\$ 4,365.31	\$ 4,535.83	\$ 4,717.72	\$ 4,899.61	\$ 5,094.49	\$ 5,303.98	\$ 5,516.73	\$ 5,732.72
	Annual	\$ 42,192	\$ 43,653	\$ 45,358	\$ 47,177	\$ 48,996	\$ 50,945	\$ 53,040	\$ 55,167	\$ 57,327
020	Hourly	\$ 27.50	\$ 28.48	\$ 29.63	\$ 30.75	\$ 31.96	\$ 33.27	\$ 34.65	\$ 35.97	\$ 37.45
	Monthly	\$ 4,466.00	\$ 4,625.15	\$ 4,811.91	\$ 4,993.80	\$ 5,190.30	\$ 5,403.05	\$ 5,627.16	\$ 5,841.53	\$ 6,081.88
	Annual	\$ 44,660	\$ 46,252	\$ 48,119	\$ 49,938	\$ 51,903	\$ 54,030	\$ 56,272	\$ 58,415	\$ 60,819
021	Hourly	\$ 29.17	\$ 30.17	\$ 31.36	\$ 32.64	\$ 33.94	\$ 35.27	\$ 36.67	\$ 38.18	\$ 39.71
	Monthly	\$ 4,737.21	\$ 4,899.61	\$ 5,092.86	\$ 5,300.74	\$ 5,511.86	\$ 5,727.85	\$ 5,955.21	\$ 6,200.43	\$ 6,448.90
	Annual	\$ 47,372	\$ 48,996	\$ 50,929	\$ 53,007	\$ 55,119	\$ 57,278	\$ 59,552	\$ 62,004	\$ 64,489
022	Hourly	\$ 30.98	\$ 32.19	\$ 33.45	\$ 34.80	\$ 36.16	\$ 37.55	\$ 39.02	\$ 40.57	\$ 42.14
	Monthly	\$ 5,031.15	\$ 5,227.66	\$ 5,432.28	\$ 5,651.52	\$ 5,872.38	\$ 6,098.12	\$ 6,336.85	\$ 6,588.57	\$ 6,843.54
	Annual	\$ 50,312	\$ 52,277	\$ 54,323	\$ 56,515	\$ 58,724	\$ 60,981	\$ 63,368	\$ 65,886	\$ 68,435

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 7.0% increase, effective 9/1/2022

SAEOP and PARAPROFESSIONAL
Salary Schedule (SA3 and PA2) 222/8
2022-23 effective 9/1/2022

Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
15	Hourly	\$ 20.57	\$ 21.30	\$ 22.08	\$ 22.99	\$ 23.87	\$ 24.87	\$ 25.89	\$ 26.89	\$ 27.96
	Monthly	\$ 3,653.23	\$ 3,782.88	\$ 3,921.41	\$ 4,083.02	\$ 4,239.31	\$ 4,416.91	\$ 4,598.06	\$ 4,775.66	\$ 4,965.70
	Annual	\$ 36,532	\$ 37,829	\$ 39,214	\$ 40,830	\$ 42,393	\$ 44,169	\$ 45,981	\$ 47,757	\$ 49,657
16	Hourly	\$ 21.79	\$ 22.56	\$ 23.43	\$ 24.40	\$ 25.35	\$ 26.34	\$ 27.41	\$ 28.53	\$ 29.67
	Monthly	\$ 3,869.90	\$ 4,006.66	\$ 4,161.17	\$ 4,333.44	\$ 4,502.16	\$ 4,677.98	\$ 4,868.02	\$ 5,066.93	\$ 5,269.39
	Annual	\$ 38,699	\$ 40,067	\$ 41,612	\$ 43,334	\$ 45,022	\$ 46,780	\$ 48,680	\$ 50,669	\$ 52,694
17	Hourly	\$ 23.09	\$ 23.87	\$ 24.85	\$ 25.83	\$ 26.87	\$ 27.93	\$ 29.06	\$ 30.23	\$ 31.39
	Monthly	\$ 4,100.78	\$ 4,239.31	\$ 4,413.36	\$ 4,587.41	\$ 4,772.11	\$ 4,960.37	\$ 5,161.06	\$ 5,368.85	\$ 5,574.86
	Annual	\$ 41,008	\$ 42,393	\$ 44,134	\$ 45,874	\$ 47,721	\$ 49,604	\$ 51,611	\$ 53,688	\$ 55,749
18	Hourly	\$ 24.49	\$ 25.35	\$ 26.34	\$ 27.38	\$ 28.48	\$ 29.64	\$ 30.78	\$ 32.04	\$ 33.31
	Monthly	\$ 4,349.42	\$ 4,502.16	\$ 4,677.98	\$ 4,862.69	\$ 5,058.05	\$ 5,264.06	\$ 5,466.53	\$ 5,690.30	\$ 5,915.86
	Annual	\$ 43,494	\$ 45,022	\$ 46,780	\$ 48,627	\$ 50,580	\$ 52,641	\$ 54,665	\$ 56,903	\$ 59,159
19	Hourly	\$ 25.98	\$ 26.88	\$ 27.93	\$ 29.05	\$ 30.17	\$ 31.37	\$ 32.66	\$ 33.97	\$ 35.30
	Monthly	\$ 4,614.05	\$ 4,773.89	\$ 4,960.37	\$ 5,159.28	\$ 5,358.19	\$ 5,571.31	\$ 5,800.42	\$ 6,033.07	\$ 6,269.28
	Annual	\$ 46,140	\$ 47,739	\$ 49,604	\$ 51,593	\$ 53,582	\$ 55,713	\$ 58,004	\$ 60,331	\$ 62,693
20	Hourly	\$ 27.50	\$ 28.48	\$ 29.63	\$ 30.75	\$ 31.96	\$ 33.27	\$ 34.65	\$ 35.97	\$ 37.45
	Monthly	\$ 4,884.00	\$ 5,058.05	\$ 5,262.29	\$ 5,461.20	\$ 5,676.10	\$ 5,908.75	\$ 6,153.84	\$ 6,388.27	\$ 6,651.12
	Annual	\$ 48,840	\$ 50,580	\$ 52,623	\$ 54,612	\$ 56,761	\$ 59,088	\$ 61,538	\$ 63,883	\$ 66,511
21	Hourly	\$ 29.17	\$ 30.17	\$ 31.36	\$ 32.64	\$ 33.94	\$ 35.27	\$ 36.67	\$ 38.18	\$ 39.71
	Monthly	\$ 5,180.59	\$ 5,358.19	\$ 5,569.54	\$ 5,796.86	\$ 6,027.74	\$ 6,263.95	\$ 6,512.59	\$ 6,780.77	\$ 7,052.50
	Annual	\$ 51,806	\$ 53,582	\$ 55,695	\$ 57,969	\$ 60,277	\$ 62,640	\$ 65,126	\$ 67,808	\$ 70,525
22	Hourly	\$ 30.98	\$ 32.19	\$ 33.45	\$ 34.80	\$ 36.16	\$ 37.55	\$ 39.02	\$ 40.57	\$ 42.14
	Monthly	\$ 5,502.05	\$ 5,716.94	\$ 5,940.72	\$ 6,180.48	\$ 6,422.02	\$ 6,668.88	\$ 6,929.95	\$ 7,205.23	\$ 7,484.06
	Annual	\$ 55,020	\$ 57,169	\$ 59,407	\$ 61,805	\$ 64,220	\$ 66,689	\$ 69,300	\$ 72,052	\$ 74,841
23	Hourly	\$ 31.49	\$ 32.59	\$ 33.84	\$ 35.24	\$ 36.66	\$ 38.09	\$ 39.58	\$ 41.22	\$ 42.85
	Monthly	\$ 5,592.62	\$ 5,787.98	\$ 6,009.98	\$ 6,258.62	\$ 6,510.82	\$ 6,764.78	\$ 7,029.41	\$ 7,320.67	\$ 7,610.16
	Annual	\$ 55,926	\$ 57,880	\$ 60,100	\$ 62,586	\$ 65,108	\$ 67,648	\$ 70,294	\$ 73,207	\$ 76,102

For Salary Administration Plans SA3 and PA2, 222 days/1776
2022-23 includes a 7.0% increase, effective 9/1/2022
Monthly amount reflects a 10-month work year (annual/10)

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Below 240 hours worked	\$35.60	\$249.20
CH1	2	30 - 59.9 days 60.0 - 89.9	At least 240 hours worked	\$37.23	\$260.61
CH1	3	days	At least 240 hours worked	\$38.86	\$272.02
CH1	4	90 or more	At least 240 hours worked	\$41.37	\$289.59
CH1	5	Senior Subs	Senior Subs	\$42.80	\$299.59

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$52.97	\$370.79

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$197.89
SU1		60-90 Days	\$X*1.05	\$207.69
SU1		91-120 Days	\$X*1.10	\$217.56
SU1		121+ Days	\$X*1.15	\$227.57
SU1		Senior Subs	Senior Subs	\$237.57

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$198.08
SU2		60-90 Days	\$X*1.05	\$207.92
SU2		91-120 Days	\$X*1.10	\$217.84
SU2		121+ Days	\$X*1.15	\$227.84
SU2		Senior Subs	Senior Subs	\$237.84

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$37.44	\$299.52

Note: Senior Subs receive an additional \$10/day (added to daily rate)

2022-2023 rates effective 9/1/2022 with a 7% negotiated increase

The Substitute Salary Schedule will increase in alignment with the annual salary increases outlined in the CBAs.

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