

### District Support Staff Hourly Scale

Title	FY 2022, FY2023 & FY 2024	FY2025, FY2026 & FY2027	FY2028, FY2029 & FY2030
Acquisition Specialist	\$26.88	\$27.56	\$28.25
Analyst, Human Resources	\$31.05	\$31.83	\$32.63
Benefit/Leave Management Specialist	\$31.05	\$31.83	\$32.63
Budget Specialist	\$29.61	\$30.35	\$31.12
Communication Specialist	\$26.88	\$27.56	\$28.25
Community Outreach Specialist	\$31.05	\$31.83	\$32.63
Confidential Secretary	\$26.88	\$27.56	\$28.25
Confidential Support Specialist	\$18.73	\$19.20	\$19.68
Digital Marketing Specialist	\$26.88	\$27.56	\$28.25
Executive Secretary	\$31.05	\$31.83	\$32.63
Field Production Specialist	\$23.54	\$24.10	\$24.71
Homeless Education Liaison	\$28.96	\$29.67	\$30.43
HR/Payroll Specialist	\$31.05	\$31.83	\$32.63
IEP Compliance Specialist	\$26.88	\$27.56	\$28.25
Law Clerk	\$19.04	\$19.53	\$19.96
Mobile Health Unit Driver	\$18.73	\$19.20	\$19.68
Operator	\$18.73	\$19.20	\$19.68
Payroll System Specialist	\$31.05	\$31.83	\$32.63
Refugee Outreach/ Liaison	\$23.54	\$24.10	\$24.71
School Safety Police Liaison	\$21.63	\$22.19	\$22.73
Security Facilities Monitor	\$20.72	\$21.24	\$21.77
Senior Contract Specialist	\$31.05	\$31.83	\$32.63
Service Broker	\$22.71	\$23.29	\$23.88
Special Education Case/ Parent Specialist	\$26.88	\$27.56	\$28.25
State and Federal Program Specialist	\$31.05	\$31.83	\$32.63
Student Management System Specialist	\$23.54	\$24.10	\$24.71
Team Lead	\$26.88	\$27.56	\$28.25
Telecommunication Specialist	\$26.88	\$27.56	\$28.25
Transportation Logistic Specialist	\$23.54	\$24.10	\$24.71

**District Support Staff**

<b>Title</b>	<b>Years on Schedule</b>			
	<b>0-3</b>	<b>4-6</b>	<b>7-10</b>	<b>&gt;11</b>
Approved 1/18/2022				
New Arrival Specialist	\$25.00	\$25.62	\$26.26	\$26.92
Specialist*	\$55,910.40	\$57,308.16	\$58,740.86	\$60,209.38

### Administrative Salary Schedule

Position Title	Building Size	FY 2022, FY2023 & FY 2024	FY2025, FY2026 & FY2027	FY2028, FY2029 & FY2030
Elementary Principal	0-300	\$97,868.54	\$100,314.79	\$102,822.84
Elementary Principal	301-500	\$100,042.87	\$102,544.74	\$105,107.38
Elementary Principal	501-700	\$102,218.23	\$104,773.66	\$107,392.95
Middle School Principal	0-300	\$98,955.19	\$101,429.25	\$103,965.11
Middle School Principal	301-500	\$101,130.55	\$103,658.17	\$106,250.68
Middle School Principal	501-700	\$103,304.88	\$105,887.09	\$108,535.22
High School Principal	0-300	\$107,654.57	\$110,345.96	\$113,104.30
High School Principal	301-500	\$110,917.61	\$113,690.37	\$116,532.14
High School Principal	501-700	\$114,179.62	\$117,033.75	\$119,959.98
High School Principal	701-900	\$116,353.95	\$119,263.70	\$122,244.52
High School Principal	900 & Above	\$118,529.31	\$121,492.62	\$124,529.06
Elementary AP	0-300	\$83,589.65	\$85,494.12	\$87,444.94
Elementary AP	301-500	\$85,494.12	\$87,444.94	\$89,445.20
Elementary AP	501-700	\$87,444.94	\$89,445.20	\$91,495.93
Middle AP	0-300	\$88,629.40	\$90,659.57	\$92,741.20
Middle AP	301-500	\$90,659.57	\$92,741.20	\$94,873.30
Middle AP	501-700	\$92,741.20	\$94,873.30	\$97,059.99
High School AP	0-300	\$92,626.87	\$94,757.94	\$96,939.48
High School AP	301-500	\$94,757.94	\$96,939.48	\$99,178.70
High School AP	501-700	\$96,939.48	\$99,178.70	\$101,471.48
High School AP	701-900	\$99,178.70	\$101,471.48	\$103,822.97
High School AP	900 & Above	\$101,471.48	\$103,822.97	\$106,233.17
Alternative Principal (Mound Street)	0-200	\$94,527.20	\$97,126.94	\$99,797.73
Dean of Students		\$76,163.00	\$0.00	\$0.00
Academic Coordinator		\$88,472.88	\$90,683.26	\$92,950.29
Accountant I		\$66,138.36	\$67,792.54	\$69,486.89
Admin. Asst. to the Supt.		\$78,853.71	\$80,826.16	\$82,845.99
Advisor, 9th Grade Transition		\$57,234.01	\$58,665.71	\$60,131.40
Advisor, Student Services		\$57,234.01	\$58,665.71	\$60,131.40
Assistant Treasurer		\$131,755.54	\$134,391.31	\$138,153.90
Associate Director		\$82,154.86	\$84,208.68	\$86,315.03
Associate Director*		\$75,570.00	\$77,459.09	\$79,395.49
Associate Executive Director		\$99,684.43	\$102,174.97	\$104,729.37
Associate Superintendent		\$141,365.44	\$144,898.34	\$148,521.88
Project Manager		\$121,383.44	\$124,417.82	\$127,528.42
Challenger Flight Specialist		\$44,801.91	\$45,922.55	\$47,069.97
Challenger Senior Flight Specialist		\$54,190.00	\$55,680.00	\$57,211.00
Chief		\$131,090.16	\$134,367.62	\$137,726.45
Coordinator		\$71,118.41	\$72,896.19	\$74,719.29
Director 1		\$95,203.93	\$97,583.23	\$100,023.30
Director 2*		\$88,909.60	\$91,132.34	\$93,410.70

<b>Position Title</b>	<b>Building Size</b>	<b>FY 2022, FY2023 &amp; FY 2024</b>	<b>FY2025, FY2026 &amp; FY2027</b>	<b>FY2028, FY2029 &amp; FY2030</b>
EMIS Analyst		\$80,642.82	\$82,658.53	\$84,725.74
Executive Director		\$118,022.55	\$120,974.53	\$123,997.58
HR Partners		\$88,472.88	\$90,683.26	\$92,950.29
Legal		\$109,327.29	\$112,059.88	\$114,861.48
Manager		\$66,138.36	\$67,792.54	\$69,486.89
Senior Academic Coordinator		\$95,203.93	\$97,583.23	\$100,023.30
Senior Executive Director		\$121,383.44	\$124,417.82	\$127,528.42
Senior Financial Analyst		\$66,138.36	\$67,792.54	\$69,486.89
Senior Recruiter and Compliance		\$90,000.00	\$92,250.00	\$94,556.25
Strategist		\$61,602.24	\$63,144.15	\$64,722.11
Specialist		\$53,761.88	\$55,106.03	\$56,462.54
Sr. Accountant		\$82,154.86	\$84,208.68	\$86,315.03
HR Lead Investigator		\$65,000.00	\$66,625.00	\$68,290.63
Academic Coordinator (Part-Time 178 Days		\$60,569.84	\$62,084.08	\$63,636.19
Student Success Coach		\$42,000.00	\$43,050.00	\$44,126.00

\*No Bachelors Degree

**Psychologists Salary Schedule**

Step	2020-2021		2021-2022		2022-2023	
	Psychologist 2% Increase	Doctorate (added \$1,500)	Psychologist 0% Increase	Doctorate (added \$1,500)	Psychologist 0% Increase	Doctorate (added \$1,500)
1	\$63,783	\$65,283	\$63,783	\$65,283	\$63,783	\$65,283
2	\$66,167	\$67,667	\$66,167	\$67,667	\$66,167	\$67,667
3	\$68,551	\$70,051	\$68,551	\$70,051	\$68,551	\$70,051
4	\$70,937	\$72,437	\$70,937	\$72,437	\$70,937	\$72,437
5	\$73,321	\$74,821	\$73,321	\$74,821	\$73,321	\$74,821
6	\$75,702	\$77,202	\$75,702	\$77,202	\$75,702	\$77,202
7	\$78,089	\$79,589	\$78,089	\$79,589	\$78,089	\$79,589
8	\$80,473	\$81,973	\$80,473	\$81,973	\$80,473	\$81,973
9	\$82,857	\$84,357	\$82,857	\$84,357	\$82,857	\$84,357
10	\$85,240	\$86,740	\$85,240	\$86,740	\$85,240	\$86,740
11	\$87,616	\$89,116	\$87,616	\$89,116	\$87,616	\$89,116
12	\$90,012	\$91,512	\$90,012	\$91,512	\$90,012	\$91,512
13	\$92,396	\$93,896	\$92,396	\$93,896	\$92,396	\$93,896

Note: \$5,000 lump sum payment is given (\$2,500 for FY'22 and \$2,500 for FY'23)

**Interpreters Salary Schedule**

**FY 2021**

<b>Step</b>	<b>Base Hourly</b>	<b>Incentive 1 Hourly</b>	<b>Incentive 2 Hourly</b>
1	\$18.76	\$19.76	\$20.76
2	\$19.70	\$20.70	\$21.70
3	\$20.69	\$21.69	\$22.69
4	\$21.72	\$22.72	\$23.72
5	\$22.81	\$23.81	\$24.81
6	\$23.94	\$24.94	\$25.94
7	\$25.14	\$26.14	\$27.14
8	\$26.39	\$27.39	\$28.39
9	\$27.70	\$28.70	\$29.70
10	\$29.12	\$30.12	\$31.12
11	\$29.70	\$30.70	\$31.70
12	\$30.29	\$31.29	\$32.29

**FY 2022**

<b>Step</b>	<b>Base Hourly</b>	<b>Incentive 1 Hourly</b>	<b>Incentive 2 Hourly</b>
1	\$19.14	\$20.14	\$21.14
2	\$20.09	\$21.09	\$22.09
3	\$21.10	\$22.10	\$23.10
4	\$22.15	\$23.15	\$24.15
5	\$23.27	\$24.27	\$25.27
6	\$24.42	\$25.42	\$26.42
7	\$25.64	\$26.64	\$27.64
8	\$26.92	\$27.92	\$28.92
9	\$28.25	\$29.25	\$30.25
10	\$29.70	\$30.70	\$31.70
11	\$30.29	\$31.29	\$32.29
12	\$30.90	\$31.90	\$32.90

**FY 2023**

<b>Step</b>	<b>Base Hourly</b>	<b>Incentive 1 Hourly</b>	<b>Incentive 2 Hourly</b>
1	\$19.52	\$20.52	\$21.52
2	\$20.49	\$21.49	\$22.49
3	\$21.52	\$22.52	\$23.52
4	\$22.59	\$23.59	\$24.59
5	\$23.74	\$24.74	\$25.74
6	\$24.91	\$25.91	\$26.91
7	\$26.15	\$27.15	\$28.15
8	\$27.46	\$28.46	\$29.46
9	\$28.82	\$29.82	\$30.82
10	\$30.29	\$31.29	\$32.29
11	\$30.90	\$31.90	\$32.90
12	\$31.52	\$32.52	\$33.52

### Paraprofessional Salary Schedule

Step	FY'2021 and FY'2022		FY'2023 (2%+2.5%)	
	No Educational Supplement	With Educational Supplement (\$1.25)	No Educational Supplement	With Educational Supplement (\$1.25)
1	\$13.53	\$14.78	\$14.15	\$15.40
2	\$13.94	\$15.19	\$14.58	\$15.83
3	\$14.38	\$15.63	\$15.04	\$16.29
4	\$14.79	\$16.04	\$15.47	\$16.72
5	\$15.07	\$16.32	\$15.75	\$17.00
6	\$15.51	\$16.76	\$16.22	\$17.47
7	\$15.98	\$17.23	\$16.71	\$17.96
8	\$15.98	\$17.23	\$16.71	\$17.96
9	\$15.98	\$17.23	\$16.71	\$17.96
10	\$16.47	\$17.72	\$17.22	\$18.47
11	\$16.99	\$18.24	\$17.76	\$19.01
12	\$16.99	\$18.24	\$17.76	\$19.01
13	\$16.99	\$18.24	\$17.76	\$19.01
14	\$16.99	\$18.24	\$17.76	\$19.01
15	\$16.99	\$18.24	\$17.76	\$19.01
16	\$17.68	\$18.93	\$18.48	\$19.73

**Note:** 0% raise for FY'2022. There is a one time \$1,000 lump sum payment. The lump sum payment shall not be on the base wages.

## Clerical Salary Schedule

### FY'2021 and FY'2022

Step	Level 1	Level 2	Level 3	Leve 4	Level 5	Level 6	Payroll Specialist
1	\$14.58	\$15.43	\$16.38	\$17.36	\$18.38	\$19.50	\$29.13
2	\$14.99	\$15.90	\$16.87	\$17.87	\$18.93	\$19.98	\$29.86
3	\$15.43	\$16.40	\$17.37	\$18.39	\$19.50	\$20.66	\$30.87
4	\$15.90	\$16.88	\$17.88	\$18.94	\$20.08	\$21.30	\$31.83
5	\$16.39	\$17.39	\$18.40	\$19.52	\$20.67	\$21.93	\$32.75
6	\$16.88	\$17.90	\$18.94	\$20.08	\$21.31	\$22.61	\$33.77
7	\$17.38	\$18.41	\$19.53	\$20.68	\$21.94	\$23.29	\$34.78
8	\$17.90	\$18.97	\$20.10	\$21.32	\$22.62	\$23.98	\$35.79
9	\$18.41	\$19.55	\$20.71	\$21.95	\$23.30	\$24.69	\$36.83
10	\$18.97	\$20.12	\$21.34	\$22.62	\$23.99	\$25.42	\$37.90
15	\$19.35	\$20.53	\$21.77	\$23.07	\$24.47	\$25.93	\$38.66

### FY 2023 (2%+2%)

Step	Level 1	Level 2	Level 3	Leve 4	Level 5	Level 6	Payroll Specialist
1	\$15.17	\$16.05	\$17.04	\$18.06	\$19.13	\$20.29	\$30.30
2	\$15.60	\$16.54	\$17.55	\$18.59	\$19.70	\$20.79	\$31.07
3	\$16.05	\$17.06	\$18.07	\$19.14	\$20.29	\$21.49	\$32.12
4	\$16.54	\$17.56	\$18.60	\$19.71	\$20.89	\$22.16	\$33.12
5	\$17.05	\$18.09	\$19.15	\$20.31	\$21.50	\$22.82	\$34.08
6	\$17.56	\$18.63	\$19.71	\$20.89	\$22.17	\$23.52	\$35.14
7	\$18.08	\$19.16	\$20.32	\$21.51	\$22.83	\$24.24	\$36.19
8	\$18.63	\$19.74	\$20.91	\$22.19	\$23.53	\$24.95	\$37.24
9	\$19.16	\$20.34	\$21.54	\$22.84	\$24.25	\$25.68	\$38.32
10	\$19.74	\$20.93	\$22.21	\$23.53	\$24.96	\$26.45	\$39.43
15	\$20.13	\$21.36	\$22.65	\$24.00	\$25.46	\$26.98	\$40.22

**Note:** 0% raise for FY'2022. There is a one time \$1,500 lump sum payment. The lump sum payment shall not be on the base wages.



Mechanics Local 156 Salary Schedule

JOB CLASSIFICATIONS, STEPS & RATES OF PAY				
2017-2018				
MECHANICS			LOT ATTENDANTS	
YEARS	Hourly		STEP	Hourly
0-1	\$24.09		1	\$16.00
5-Feb	\$24.81		2	\$16.17
9-Jun	\$25.44		3	\$16.38
15-Oct	\$25.95		4	\$16.58
16+	\$26.75		5	\$16.80
			6	\$17.11
			7	\$17.47
			8	\$17.86
			9	\$18.23

JOB CLASSIFICATIONS, STEPS & RATES OF PAY				
2022-2023				
MECHANICS			LOT ATTENDANTS	
YEARS	Hourly		STEP	Hourly
0-1	\$25.56		1	\$16.98
5-Feb	\$26.34		2	\$17.16
9-Jun	\$27.00		3	\$17.38
15-Oct	\$27.54		4	\$17.60
16+	\$28.40		5	\$17.83
			6	\$18.16
			7	\$18.54
			8	\$18.95
			9	\$19.34

All Employees at the time of ratification by the parties will receive a one-time, lump-sum payment of \$2,600.

### Bus Drivers

<b>Step</b>	<b>FY2021-2022</b>	<b>FY2022-2023</b>
1	\$20.39	\$20.80
2	\$21.04	\$21.46
3	\$21.38	\$21.81
4	\$21.91	\$22.35
5	\$22.40	\$22.85
6	\$23.00	\$23.46
7	\$23.57	\$24.04
8	\$24.15	\$24.63
9	\$24.76	\$25.26
10	\$25.48	\$25.99
15	\$26.45	\$26.98

Substitute Bus Trainee

\$12.00                      \$16.00

Substitute Bus Driver

\$14.00                      \$18.00