

Local 200
ARTICLE XXV - WAGE AND SALARY SCHEDULE
 Effective July 1, 2024

25.01 Wage Schedules

Eff. July 1, 2024

2.50%

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	(3 yrs)	(2 yrs)	(3 yrs)	STEP C
	STEP 13	STEP A	STEP B													
Maintenance & Ground Foreman	\$25.81	\$26.45	\$27.13	\$27.77	\$28.44	\$29.16	\$29.91	\$30.52	\$31.31	\$32.06	\$32.82	\$33.64	\$34.47	\$34.97	\$35.99	\$36.59
Journeyman	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.73	\$33.57	\$34.07	\$35.07	\$35.68
Maintenance Mech	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.73	\$33.57	\$34.07	\$35.07	\$35.68
Master Garage Mech	\$26.81	\$26.45	\$27.13	\$27.77	\$28.44	\$29.16	\$29.91	\$30.52	\$31.31	\$32.06	\$32.82	\$33.64	\$34.47	\$34.97	\$35.99	\$36.59
Garage Mech	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.73	\$33.57	\$34.07	\$35.07	\$35.68
Dispatcher/Bus Driver	\$22.01	\$22.51	\$23.06	\$23.56	\$24.12	\$24.74	\$25.35	\$25.96	\$26.58	\$27.19	\$27.84	\$28.63	\$29.29	\$29.94	\$30.76	\$31.41
Bus Driver	\$22.01	\$22.51	\$23.06	\$23.56	\$24.12	\$24.74	\$25.35	\$25.96	\$26.58	\$27.19	\$27.84	\$28.63	\$29.29	\$29.94	\$30.76	\$31.41
Head Grounds Maint Worker	\$21.14	\$21.61	\$22.09	\$22.70	\$23.24	\$23.79	\$24.35	\$24.88	\$25.51	\$26.23	\$26.83	\$27.55	\$28.25	\$28.82	\$29.62	\$30.24
Grounds Maint Wrkr	\$19.20	\$19.68	\$20.20	\$20.63	\$21.14	\$21.61	\$22.09	\$22.70	\$23.24	\$23.82	\$24.40	\$25.00	\$25.68	\$26.20	\$27.01	\$27.61
Day Head Cust. I	\$26.23	\$26.83	\$27.54	\$28.25	\$28.96	\$29.60	\$30.41	\$31.17	\$31.89	\$32.73	\$33.57	\$34.39	\$35.27	\$35.77	\$36.83	\$37.44
Day Head Cust. II	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.73	\$33.57	\$34.07	\$35.07	\$35.68
Day Head Cust. III	\$23.79	\$24.35	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.45	\$33.40	\$34.02
Maint. Cust.	\$23.79	\$24.35	\$24.88	\$25.52	\$26.23	\$26.83	\$27.55	\$28.25	\$28.96	\$29.59	\$30.41	\$31.17	\$31.89	\$32.45	\$33.40	\$34.02
Ass't Head Custodian I	\$22.70	\$23.24	\$23.79	\$24.35	\$24.88	\$25.52	\$26.23	\$26.83	\$27.54	\$28.25	\$28.96	\$29.59	\$30.41	\$30.88	\$31.82	\$32.45
Ass't Head Custodian II	\$20.63	\$21.14	\$21.61	\$22.09	\$22.70	\$23.24	\$23.79	\$24.35	\$24.93	\$25.52	\$26.23	\$26.83	\$27.55	\$28.04	\$28.92	\$29.52

Local 200
ARTICLE XXV - WAGE AND SALARY SCHEDULE
 Effective July 1, 2024

25.01 Wage Schedules

Eff. July 1, 2024	2.50%															
<u>CLASSIFICATION</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	<u>STEP 12</u>	<u>STEP 13</u> ^(3 yrs)	<u>STEP A</u> ^(2 yrs)	<u>STEP B</u> ^(3 yrs)	<u>STEP C</u>
Building Assistant	\$20.17	\$20.66	\$21.12	\$21.62	\$22.16	\$22.68	\$23.26	\$23.85	\$24.33	\$24.94	\$25.55	\$26.26	\$26.94	\$27.41	\$28.28	\$28.88
Fireman/Custodian w/License	\$19.66	\$20.20	\$20.63	\$21.14	\$21.61	\$22.09	\$22.70	\$23.24	\$23.80	\$24.38	\$24.96	\$25.55	\$26.29	\$26.77	\$27.63	\$28.24
Custodian	\$18.85	\$19.20	\$19.66	\$20.20	\$20.63	\$21.14	\$21.61	\$22.09	\$22.70	\$23.26	\$23.82	\$24.40	\$25.00	\$25.50	\$26.25	\$26.91
Cleaner	\$12.16	\$12.46	\$12.77	\$13.08	\$13.38											

- Step A- In order to move to Step A, an employee must be on Step 13 for three (3) years.
- Step B- In order to move to Step B, an employee must be on Step A for two (2) years.
- Step C- In order to move to Step C, an employee must be on Step B for three (3) years.

SHAKER HEIGHTS CITY SCHOOL DISTRICT
Non-Bargaining Administrative Salary Schedule
Effective July 1, 2024

Department/Title	Contract Type	Contract Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Operations														
Assistant Superintendent of Business and Operations	Certified Administrator	250	\$130,985	\$134,915	\$138,962	\$143,131	\$147,425	\$151,848	\$156,403	\$159,531	\$162,659	\$165,788	\$168,916	\$172,044
Executive Assistant	Administrative Assistant	250	\$56,539	\$58,235	\$59,982	\$61,782	\$63,635	\$65,544	\$67,510	\$68,860	\$70,209	\$71,559	\$72,909	\$74,259
Director of Buildings & Grounds	Classified Administrator	250	\$101,432	\$104,475	\$107,610	\$110,838	\$114,163	\$117,588	\$121,116	\$123,538	\$125,960	\$128,382	\$130,804	\$133,226
Assistant Director of Buildings & Grounds	Classified Administrator	250	\$69,844	\$71,939	\$74,097	\$76,320	\$78,610	\$80,969	\$83,398	\$85,066	\$86,733	\$88,401	\$90,069	\$91,736
Transportation Supervisor	Classified Administrator	250	\$71,501	\$73,646	\$75,856	\$78,132	\$80,476	\$82,890	\$85,376	\$87,084	\$88,792	\$90,499	\$92,207	\$93,915
Assistant Transportation Supervisor	Classified Administrator	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
Supervisor of Security	Classified Administrator	250	\$71,501	\$73,646	\$75,856	\$78,132	\$80,476	\$82,890	\$85,376	\$87,084	\$88,792	\$90,499	\$92,207	\$93,915
Assistant Security Supervisor	Classified Administrator	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
Diversity, Equity & Inclusion														
Chief Diversity, Equity & Inclusion Officer	Certified Administrator	250	\$130,985	\$134,915	\$138,962	\$143,131	\$147,425	\$151,848	\$156,403	\$159,531	\$162,659	\$165,788	\$168,916	\$172,044
Executive Assistant	Administrative Assistant	250	\$56,539	\$58,235	\$59,982	\$61,782	\$63,635	\$65,544	\$67,510	\$68,860	\$70,209	\$71,559	\$72,909	\$74,259
Director of DEI Professional Learning	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
Coordinator of Family and Community Engagement	Classified Administrator	250	\$69,844	\$71,939	\$74,097	\$76,320	\$78,610	\$80,969	\$83,398	\$85,066	\$86,733	\$88,401	\$90,069	\$91,736
DEI Student Program Coordinator	Classified Administrator	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
District FACE Liaison	Specialist	201	\$34,906	\$35,954	\$37,032	\$38,143	\$39,287	\$40,466	\$41,680	\$42,513	\$43,346	\$44,180	\$45,013	\$45,846
Communications & Engagement														
Executive Director of Communications & Engagement	Certified Administrator	250	\$122,875	\$126,561	\$130,357	\$134,268	\$138,296	\$142,445	\$146,719	\$149,653	\$152,588	\$155,522	\$158,457	\$161,391
Assistant Director of Communications	Classified Administrator	250	\$74,832	\$77,077	\$79,389	\$81,771	\$84,224	\$86,751	\$89,353	\$91,140	\$92,927	\$94,713	\$96,500	\$98,286
Communications Specialist	Specialist	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Shaker Schools Foundation														
Executive Director of Shaker Schools Foundation	Certified Administrator	250	\$122,875	\$126,561	\$130,357	\$134,268	\$138,296	\$142,445	\$146,719	\$149,653	\$152,588	\$155,522	\$158,457	\$161,391
Senior Administrative Assistant	Administrative Assistant	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Technology & Media Services														
Executive Director of Technology & Media Services	Certified Administrator	250	\$122,875	\$126,561	\$130,357	\$134,268	\$138,296	\$142,445	\$146,719	\$149,653	\$152,588	\$155,522	\$158,457	\$161,391
Technology Services Coordinator	Classified Administrator	250	\$83,142	\$85,636	\$88,204	\$90,851	\$93,576	\$96,384	\$99,275	\$101,261	\$103,246	\$105,232	\$107,217	\$109,202
Network & System Security Administrator	Classified Administrator	250	\$83,142	\$85,636	\$88,204	\$90,851	\$93,576	\$96,384	\$99,275	\$101,261	\$103,246	\$105,232	\$107,217	\$109,202
Technology Specialist	Specialist	250	\$58,197	\$59,943	\$61,741	\$63,593	\$65,501	\$67,466	\$69,490	\$70,880	\$72,270	\$73,660	\$75,049	\$76,439
Technical Support Specialist	Specialist	250	\$58,197	\$59,943	\$61,741	\$63,593	\$65,501	\$67,466	\$69,490	\$70,880	\$72,270	\$73,660	\$75,049	\$76,439
Auditorium Manager/Tech Director	Supervisor	201	\$48,228	\$49,676	\$51,166	\$52,701	\$54,282	\$55,911	\$57,588	\$58,740	\$59,892	\$61,044	\$62,196	\$63,348
Data Systems														
Director of Student Data Systems & Accountability	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
Data Services Coordinator	Classified Administrator	250	\$74,832	\$77,077	\$79,389	\$81,771	\$84,224	\$86,751	\$89,353	\$91,140	\$92,927	\$94,713	\$96,500	\$98,286
District Assessment Coordinator	Specialist	250	\$74,832	\$77,077	\$79,389	\$81,771	\$84,224	\$86,751	\$89,353	\$91,140	\$92,927	\$94,713	\$96,500	\$98,286
Data Specialist	Specialist	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Registrar	Classified Administrator	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
Student Services														
Director of Student Services	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
Supervisor of Special Education - Primary/Secondary	Certified Administrator	210	\$84,803	\$87,347	\$89,968	\$92,667	\$95,447	\$98,311	\$101,260	\$103,285	\$105,311	\$107,336	\$109,361	\$111,387
Gifted Coordinator	Classified Administrator	210	\$79,883	\$82,280	\$84,748	\$87,290	\$89,909	\$92,606	\$95,383	\$97,291	\$99,198	\$101,106	\$103,014	\$104,921
Senior Administrative Assistant	Administrative Assistant	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079

SHAKER HEIGHTS CITY SCHOOL DISTRICT
Non-Bargaining Administrative Salary Schedule
Effective July 1, 2024

Department/Title	Contract Type	Contract Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Learning and Teaching														
Assistant Superintendent of Learning and Teaching	Certified Administrator	250	\$130,985	\$134,915	\$138,962	\$143,131	\$147,425	\$151,848	\$156,403	\$159,531	\$162,659	\$165,788	\$168,916	\$172,044
Executive Assistant	Administrative Assistant	250	\$56,539	\$58,235	\$59,982	\$61,782	\$63,635	\$65,544	\$67,510	\$68,860	\$70,209	\$71,559	\$72,909	\$74,259
Early Childhood Coordinator	Certified Administrator	210	\$79,883	\$82,280	\$84,748	\$87,290	\$89,909	\$92,606	\$95,383	\$97,291	\$99,198	\$101,106	\$103,014	\$104,921
Director of Curriculum & Instruction	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
Senior Administrative Assistant	Administrative Assistant	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Building Level Leadership														
High School Principal	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
High School Associate Principal	Certified Administrator	250	\$100,308	\$103,317	\$106,417	\$109,609	\$112,898	\$116,284	\$119,772	\$122,168	\$124,563	\$126,959	\$129,354	\$131,749
High School Assistant Principal	Certified Administrator	210	\$89,796	\$92,490	\$95,265	\$98,122	\$101,066	\$104,098	\$107,221	\$109,365	\$111,510	\$113,654	\$115,798	\$117,943
Senior Administrative Assistant	Administrative Assistant	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Middle School Principal	Certified Administrator	210	\$111,413	\$114,756	\$118,199	\$121,744	\$125,396	\$129,158	\$133,033	\$135,694	\$138,355	\$141,015	\$143,676	\$146,337
Middle School Associate Principal	Certified Administrator	210	\$93,121	\$95,915	\$98,793	\$101,756	\$104,808	\$107,953	\$111,192	\$113,416	\$115,641	\$117,865	\$120,089	\$122,313
Middle School Assistant Principal	Certified Administrator	210	\$84,803	\$87,347	\$89,968	\$92,667	\$95,447	\$98,311	\$101,260	\$103,285	\$105,311	\$107,336	\$109,361	\$111,387
High School/Middle School Assistant Principal	Certified Administrator	210	\$84,803	\$87,347	\$89,968	\$92,667	\$95,447	\$98,311	\$101,260	\$103,285	\$105,311	\$107,336	\$109,361	\$111,387
Elementary Principal	Certified Administrator	210	\$100,308	\$103,317	\$106,417	\$109,609	\$112,898	\$116,284	\$119,772	\$122,168	\$124,563	\$126,959	\$129,354	\$131,749
Elementary Assistant Principal	Certified Administrator	210	\$84,803	\$87,347	\$89,968	\$92,667	\$95,447	\$98,311	\$101,260	\$103,285	\$105,311	\$107,336	\$109,361	\$111,387
Treasurer's Office														
Assistant Treasurer	Classified Administrator	250	\$101,432	\$104,475	\$107,610	\$110,838	\$114,163	\$117,588	\$121,116	\$123,538	\$125,960	\$128,382	\$130,804	\$133,226
Payroll Supervisor	Supervisor	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
Accounting Supervisor	Supervisor	250	\$62,854	\$64,740	\$66,682	\$68,683	\$70,743	\$72,866	\$75,053	\$76,553	\$78,054	\$79,554	\$81,055	\$82,556
Senior Executive Assistant to the Treasurer	Administrative Assistant	250	\$58,197	\$59,943	\$61,741	\$63,593	\$65,501	\$67,466	\$69,490	\$70,880	\$72,270	\$73,660	\$75,049	\$76,439
Human Resources														
Director of Human Resources	Certified Administrator	250	\$115,420	\$118,883	\$122,449	\$126,122	\$129,905	\$133,802	\$137,816	\$140,573	\$143,329	\$146,085	\$148,841	\$151,598
HR Specialist	Specialist	250	\$56,539	\$58,235	\$59,982	\$61,782	\$63,635	\$65,544	\$67,510	\$68,860	\$70,209	\$71,559	\$72,909	\$74,259
Senior Administrative Assistant	Administrative Assistant	250	\$54,875	\$56,522	\$58,217	\$59,964	\$61,762	\$63,616	\$65,524	\$66,835	\$68,146	\$69,457	\$70,768	\$72,079
Superintendent's Office														
Senior Executive Assistant to the Superintendent	Administrative Assistant	250	\$58,197	\$59,943	\$61,741	\$63,593	\$65,501	\$67,466	\$69,490	\$70,880	\$72,270	\$73,660	\$75,049	\$76,439
Other Non-Bargaining Positions														
In School Suspension Monitor	Other Non-Bargaining	185	\$38,246	\$39,393	\$40,575	\$41,792	\$43,046	\$44,337	\$45,668	\$46,581	\$47,494	\$48,408	\$49,321	\$50,234
ATS Supervisor	Supervisor	185	\$38,246	\$39,393	\$40,575	\$41,792	\$43,046	\$44,337	\$45,668	\$46,581	\$47,494	\$48,408	\$49,321	\$50,234
Positive Behavior Intervention Monitor	Other Non-Bargaining	185	\$38,246	\$39,393	\$40,575	\$41,792	\$43,046	\$44,337	\$45,668	\$46,581	\$47,494	\$48,408	\$49,321	\$50,234
Head of Sports Performance	Other Non-Bargaining	250	\$34,906	\$35,954	\$37,032	\$38,143	\$39,287	\$40,466	\$41,680	\$42,513	\$43,346	\$44,180	\$45,013	\$45,846
Education Support Specialist	Specialist	201	\$34,906	\$35,954	\$37,032	\$38,143	\$39,287	\$40,466	\$41,680	\$42,513	\$43,346	\$44,180	\$45,013	\$45,846
District Courier	Other Non-Bargaining	250	\$46,565	\$47,962	\$49,401	\$50,883	\$52,409	\$53,982	\$55,601	\$56,713	\$57,825	\$58,938	\$60,050	\$61,162

Longevity* Effective 7/1/24
Year One and Two \$1,500 per year
Year Three and Four \$3,000 per year
Year Five and Six \$4,500 per year
Year Seven and Eight \$6,000 per year

Training credit based on additional semester hours:
Masters +15 \$500 per year
Masters +30 \$1,000 per year
EdS/ABD \$1,500 per year
Doctorate \$2,000 per year

IT Certifications* Training Credit:
One (1) point \$500 per year
Two (2) points \$1,000 per year
Three (3) points \$1,500 per year
*effective 7/1/23

Year-round admin staff entitled to 22 vacation days/year.

SHAKER HEIGHTS CITY SCHOOL DISTRICT
OAPSE Local #152-Security Salary Schedule
Effective July 1, 2023

2.25%

Step	SECURITY MONITOR	HEAD SECURITY MONITOR II (Middle School-day; District-night)	HEAD SECURITY MONITOR I (High School-day)
Year 1	\$19.30 1.0000	\$21.88 1.0000	\$23.34 1.0000
Year 2	\$19.30 1.0000	\$21.88 1.0000	\$23.34 1.0000
Year 3	\$20.59 1.0667	\$23.34 1.0667	\$24.90 1.0667
Year 4	\$20.74 1.0747	\$23.51 1.0747	\$25.08 1.0747
Year 5	\$20.74 1.0747	\$23.51 1.0747	\$25.08 1.0747
Year 6	\$22.03 1.1415	\$24.98 1.1415	\$26.64 1.1415
Year 7	\$22.03 1.1415	\$24.98 1.1415	\$26.64 1.1415
Year 8	\$22.03 1.1415	\$24.98 1.1415	\$26.64 1.1415
Year 9	\$22.03 1.1415	\$24.98 1.1415	\$26.64 1.1415
Year 10+	\$23.33 1.2087	\$26.45 1.2087	\$28.21 1.2087

**SHAKER HEIGHTS CITY SCHOOL DISTRICT
OAPSE Local #152-Security Salary Schedule
Effective July 1, 2024**

2.50%

Step	SECURITY MONITOR	HEAD SECURITY MONITOR II (Middle School-day; District-night)	HEAD SECURITY MONITOR I (High School-day)
Year 1	\$19.78	\$22.43	\$23.92
	1.0000	1.0000	1.0000
Year 2	\$19.78	\$22.43	\$23.92
	1.0000	1.0000	1.0000
Year 3	\$21.10	\$23.93	\$25.52
	1.0667	1.0667	1.0667
Year 4	\$21.26	\$24.11	\$25.71
	1.0747	1.0747	1.0747
Year 5	\$21.26	\$24.11	\$25.71
	1.0747	1.0747	1.0747
Year 6	\$22.58	\$25.60	\$27.30
	1.1415	1.1415	1.1415
Year 7	\$22.58	\$25.60	\$27.30
	1.1415	1.1415	1.1415
Year 8	\$22.58	\$25.60	\$27.30
	1.1415	1.1415	1.1415
Year 9	\$22.58	\$25.60	\$27.30
	1.1415	1.1415	1.1415
Year 10+	\$23.91	\$27.11	\$28.91
	1.2087	1.2087	1.2087

**Shaker Heights City School District
OAPSE Local #153-Paraprofessionals
Salary Schedule
Effective July 1, 2022 thru June 30, 2025**

		Contract Days	Contract Days	Contract Days
		#	#	#
Days per year-Bus Monitors		181	180	180
Days per year-All Other Para's		183	182	182
Hours per day-base		8.0	8.0	8.0
Contractual Salary Increase		0.00%	2.25%	2.50%
		% included in mkt adj.		
Eff. 07-01-22	Eff. 07-01-22	Effective 07/01/22	Effective 07/01/23	Effective 07/01/24
New Step #	New Index	Hrly Rate	Hrly Rate	Hrly Rate
1	1.0000	\$16.11	\$16.47	\$16.88
2	1.0300	\$16.59	\$16.96	\$17.39
3	1.0592	\$17.06	\$17.45	\$17.88
4	1.0875	\$17.52	\$17.91	\$18.36
5	1.1147	\$17.96	\$18.36	\$18.82
6	1.1408	\$18.36	\$18.79	\$19.26
7	1.1656	\$18.78	\$19.20	\$19.68
8	1.1890	\$19.15	\$19.58	\$20.07
9	1.2109	\$19.51	\$19.94	\$20.44
10	1.2312	\$19.83	\$20.28	\$20.78
11	1.2499	\$20.14	\$20.59	\$21.10
12	1.2668	\$20.41	\$20.66	\$21.38
13	1.2818	\$20.65	\$21.11	\$21.64
14	1.2949	\$20.86	\$21.33	\$21.86
15	1.3060	\$21.04	\$21.51	\$22.05
Swim Instructional Aides:		\$28.61	\$29.25	\$29.98

Note: Associate & Bachelor degree holders will be paid an annual stipend of \$500 & \$750, respectively, prorated for new employees and paid over # of pays during contract year.

Shaker Heights City School District
OAPSE Local #149-Administrative Assistant
Salary Schedule



Eff.7-1-22			2.50%		2.25%		2.50%	
Old Step	New * Step	Index	Eff. July 1, Class I	2022 Class II	Eff. July 1, Class I	2023 Class II	Eff. July 1, Class I	2024 Class II
0	1	1.00	\$16.91	\$15.63	\$17.29	\$15.98	\$17.72	\$16.38
1	2	1.05	\$17.76	\$16.41	\$18.15	\$16.78	\$18.61	\$17.20
2	3	1.10	\$18.60	\$17.19	\$19.02	\$17.58	\$19.49	\$18.02
3	4	1.15	\$19.45	\$17.97	\$19.88	\$18.38	\$20.38	\$18.84
4	5	1.20	\$20.29	\$18.76	\$20.75	\$19.18	\$21.26	\$19.66
5	6	1.25	\$21.14	\$19.54	\$21.61	\$19.98	\$22.15	\$20.48
6	7	1.30	\$21.98	\$20.32	\$22.48	\$20.77	\$23.04	\$21.29
7	8	1.35	\$22.83	\$21.10	\$23.34	\$21.57	\$23.92	\$22.11
8	9	1.40	\$23.67	\$21.88	\$24.21	\$22.37	\$24.81	\$22.93
9	10	1.45	\$24.52	\$22.66	\$25.07	\$23.17	\$25.69	\$23.75
10	11	1.50	\$25.37	\$23.45	\$25.94	\$23.97	\$26.58	\$24.57
11	12	1.55	\$26.21	\$24.23	\$26.80	\$24.77	\$27.47	\$25.39
12	13	1.60	\$27.06	\$25.01	\$27.66	\$25.57	\$28.35	\$26.21
13	14	1.60	\$27.06	\$25.01	\$27.66	\$25.57	\$28.35	\$26.21
14	15	1.60	\$27.06	\$25.01	\$27.66	\$25.57	\$28.35	\$26.21
15	16	1.65	\$27.90	\$25.79	\$28.53	\$26.37	\$29.24	\$27.03
16	17	1.65	\$27.90	\$25.79	\$28.53	\$26.37	\$29.24	\$27.03
17	18	1.70	\$28.75	\$26.57	\$29.39	\$27.17	\$30.12	\$27.85
18	19	1.70	\$28.75	\$26.57	\$29.39	\$27.17	\$30.12	\$27.85
19	20	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
20	21	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
21	22	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
22	23	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
23	24	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
24	25	1.75	\$29.59	\$27.35	\$30.26	\$27.97	\$31.01	\$28.67
25	26	1.80	\$30.44	\$28.13	\$31.12	\$28.76	\$31.90	\$29.48

* - eFP does not allow for a Step 0

Class I = Admin. Assistant I/Technician I/Accounting Specialist I

Class II = Admin. Assistant II/Technician II/Accounting Specialist II

SHTA
ARTICLE XXVII - SALARY SCHEDULE

27.07 Effective January 1, 2024, the BA Minimum will be \$51,897 on the salary schedule, as follows:

2.50% 185 Days		School Yr 2024-25 includes 185 base days salary as below, plus one (1) additional day paid at per diem rate as worked.					
STEP	B.A.+15						
	B.A.	OR 5 YRS	M.A.	M.A.+15	M.A.+30	M.A.+45	PH.D.
A	1.0000 51,897	1.0222 53,049	1.0700 55,530	1.0966 56,910	1.1188 58,062	1.1521 59,791	1.1965 62,095
B	1.0500 54,492	1.0733 55,701	1.1022 57,201	1.1244 58,353	1.1466 59,505	1.1688 60,657	1.2222 63,429
C	1.1000 57,087	1.1244 58,353	1.1600 60,201	1.1822 61,353	1.2044 62,505	1.2266 63,657	1.2888 66,885
D	1.1500 59,682	1.1755 61,005	1.2177 63,195	1.2400 64,352	1.2622 65,504	1.2844 66,657	1.3555 70,346
E	1.2000 62,276	1.2266 63,657	1.2755 66,195	1.2977 67,347	1.3200 68,504	1.3422 69,656	1.4222 73,808
F	1.2500 64,871	1.2777 66,309	1.3333 69,194	1.3555 70,346	1.3777 71,498	1.4000 72,656	1.4888 77,264
G	1.3000 67,466	1.3288 68,961	1.4000 72,656	1.4222 73,808	1.4444 74,960	1.4666 76,112	1.5555 80,726
H	1.3500 70,061	1.3800 71,618	1.4666 76,112	1.4888 77,264	1.5111 78,422	1.5333 79,574	1.6222 84,187
I	1.4000 72,656	1.4311 74,270	1.5333 79,574	1.5555 80,726	1.5777 81,878	1.6000 83,035	1.6888 87,644
J	1.4500 75,251	1.4822 76,922	1.6000 83,035	1.6222 84,187	1.6444 85,339	1.6666 86,492	1.7555 91,105
K	1.5000 77,846	1.5333 79,574	1.6666 86,492	1.6888 87,644	1.7111 88,801	1.7333 89,953	1.8222 94,567
L	1.5500 80,440	1.5844 82,226	1.7333 89,953	1.7555 91,105	1.7777 92,257	1.8000 93,415	1.8888 98,023
M	1.6000 83,035	1.6355 84,878	1.8000 93,415	1.8222 94,567	1.8444 95,719	1.8666 96,871	1.9555 101,485
N	1.6500 85,630	1.6866 87,529	1.8666 96,871	1.8888 98,023	1.9111 99,180	1.9333 100,332	2.0222 104,946
O	1.7000 88,225	1.7377 90,181	1.9333 100,332	1.9555 101,485	1.9777 102,637	2.0000 103,794	2.0888 108,402
P	1.7500 90,820	1.8111 93,991	2.0000 103,794	2.0244 105,060	2.0488 106,327	2.0733 107,598	2.1755 112,902
R	1.7750 92,117	1.8478 95,895	2.0335 105,533	2.0589 106,851	2.0844 108,174	2.1100 109,503	2.2189 115,154
S	1.8000 93,415	1.8845 97,800	2.0670 107,271	2.0934 108,641	2.1200 110,022	2.1467 111,407	2.2623 117,407
T	1.8250 94,712	1.9212 99,705	2.1005 109,010	2.1279 110,432	2.1556 111,869	2.1834 113,312	2.3057 119,659

AFTER 5 YEARS AT STEP P - 6TH YEAR TO STEP R
 AFTER 5 YEARS AT STEP R - NEXT YEAR TO STEP S
 AFTER 5 YEARS AT STEP S - NEXT YEAR TO STEP T

TO FIND THE SALARY FIGURE IN ANY BLOCK, MULTIPLY THE MINIMUM (B.A. STEP A) SALARY BY THE INDEX RATIO DECIMAL IN THE INDICATED BLOCK.

TEACHERS EMPLOYED AS OF MARCH 31, 2011 WHO POSSESS A MASTER'S DEGREE WILL BE GRANTED A DOUBLE INCREMENT AT TIME OF OBTAINING A CONTINUING CONTRACT AND ANOTHER DOUBLE INCREMENT AFTER 5 YEARS ON THE CONTINUING CONTRACT.